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UNIQUELY FOR ALL

February 2, 2023; (revision 1.0, for corrections)

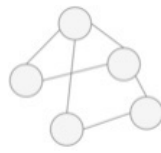
Attn. André F. Mayes,
General Counsel
Charlotte-Mecklenburg Board of Education Charlotte-Mecklenburg Government Center
600 East Fourth Street, 5th Floor
Charlotte, NC 28202 980-343-6228

Re: RFP for Services of a Superintendent Search Partner

Dear Ms Nunn (Chair) "Superintendent Search Committee" and Members,

inBits LLC submits this letter of interest and accompanying documentation in response to the RFP solicitation for Services of a Superintendent Search Partner, to select an executive search consultant service firm to assist in the search for a superintendent for Charlotte-Mecklenburg Schools, posted on January 13, 2023.

The inBits' team has global and local experience at analyzing, identifying strengths and weaknesses of systems of all types, and making recommendations for implementing solutions that produce optimal system outcomes.



Our approach doesn't follow the "best practices" executed by many executive search firms. We at inBits' have identified these "best practices" as one of the components in the American educational ecosystem that has NOT been able to deliver a high quality PK-12 educational outcome, as mandated by the government and expected by the community.

inBits' will take a "human-technical ecosystem" approach to identifying school superintendent candidates for the specific needs of your district's school system.

inBits' "human-technical ecosystem" components are already embedded in the Charlotte-Mecklenburg community; this gives our team a vantage-point to best meet the objectives stated in the RFP.

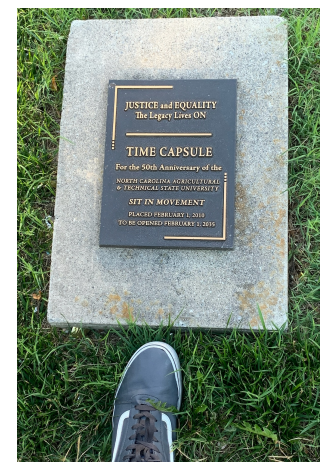
The 60+ years of combine experience of inBits and teaming consultant members will deliver on the RFP by using our "human-technical ecosystem" approach; thus adding a critical component, "CMS Superintendent of Schools", to usher in a new-era of success for the "Charlotte-Mecklenburg Schools" educational system.

Respectfully,

Nolan Jones

Nolan Jones
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Greensboro, NC 27455

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www.inbits.tech



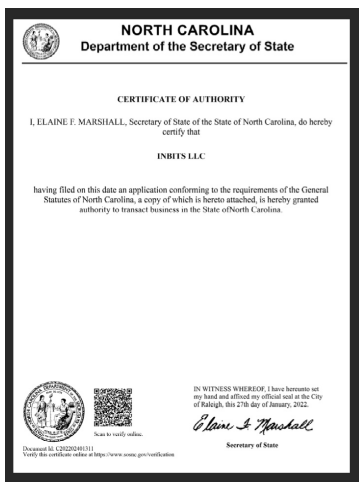
"Our feet are on the ground of the Community we serve, like no other."

“The Youngest Population”

à Generation ALPHA



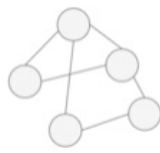
(School Year Start Date - 2023-2024)



Founder, Nolan Jones, has 40 years of relative experience at augmenting human resources, graph analytics and machine learning, business intelligence, program management, project management, architecting and implementation of technical systems around the world; industries ranging from Education, Finance, TeleCom, DARPA, Army Military Intelligence, Health Care, Airline and much more.

inBits supporting consultant teams have more than 25+ years of personnel fulfillment; their respective business sectors are (Professional Sports, Security, Construction, Law and Human Resource Placement).

inBits LLC was granted authority to transact business in the State of North Carolina on the 27th day of January, 2022.



Company Background and Qualifications:

Charlotte-Mecklenburg Schools District Profile: 180 Schools and 139,492 Students; with its student enrollment being the 15th largest school district in the nation.

The CMS District Superintendent position is just one component functioning within the Mecklenburg and North Carolina educational ecosystem.

We at inBits see the Superintendent's position as a vital component within the CMS educational system that bi-directionally links into the Mecklenburg and North Carolina community ecosystem.

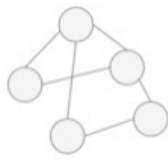
CMS should partner with inBits, because we understand systems and have the experience of implementing different types. Also we analyze and can identify the traits, qualifications and experiences that are needed by an executive to understand, oversee and direct the functional components of a system, be it an educational or any other. A "system focused" and "bi-directionally linked" superintendent is needed in order to produce the desired student educational outcomes that are mandated by the government and expected by the local community.

You may think the CMS profile of 180 schools, 139,492 students and 20,000 employees constitute a large system. inBits has implemented systems that effect the day-to-day lives of 10s of millions of people and systems that have usage by the highest executive position in the nation.

A big or small "Executive Search Firm", using their "Best Practices", for selecting a superintendent, will only lead the district to where it has been for the past 10 years; state and national educational student performance data indicate a less than desirable student outcome. The "Executive Search Firms" have been a component in the national educational ecosystem, that "has NOT" delivered to districts, the type of school superintendents that can lead their PK-12 schools beyond the non-proficient student educational outcomes.

We, inBits have observed and analyzed the top 20 largest school districts by enrollment in the nation. CMS is one of these school districts. For more than a year, we have placed feet on the ground, so we can get an up close and personal observation of the CMS district. We have witnessed components of the CMS district system struggle to even reach pre pandemic (2019) non-proficient student educational outcomes. This is a weakened system, that can be strengthened by hiring a superintendent that has the experience of leading as a bi-directional link, working in harmony within the school ecosystem that is comprised of (local and state government, and the local community).

inBits has professional expertise in architecting, designing and implementing systems of all types (human resource, educational, financial, technological, construction and more). Our team will use a trained data model and modern graph analytic technology for data visualization that will analyze the candidates(s) as a possible CMS Superintendent working bi-directionally within the governmental and local community ecosystem.

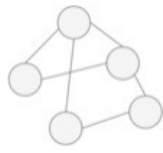


inBits' has a working culture that promotes diversity, equity, and inclusion within our organization and teaming consultant partners. Our human resource consulting team has professional expertise at placement of under represented racial and gender groups.

inBits' "human and technology ecosystem" approach, will define, analyze, and identify weaknesses and strengths of those components, within the CMS educational system, as it relates to data-measured educational performance of student outcomes. This approach will aid in showing the bi-directional linking of the candidate(s) traits, qualifications and experience as it relates to the system components of CMS, (federal, state and county government) and the local community that directly or indirectly influence student educational data-measured outcomes.

With inBits' "human and technology ecosystem" approach, the candidates will be modeled with graph analytic technology, in order for board members to use data-visualization to aid in-their qualifiable decisions, during the "CMS Superintendent" selection process.

We at inBits, welcome the opportunity to assist CMS board members in their process of selecting a new school superintendent.



Nolan Jones: inBits Founder's Client List and Education:

DARPA, Defense Advanced Research Projects Agency:

- mission critical system used by Department of Defense executive officers, that impact millions of people.

CIBC, Canadian Imperial Bank of Commerce:

- a global system that processes more than 100 thousand financial transactions per-second, for more than a million customers.

IBM, International Business Machines:

- an educational system used by more than 200 thousand employees.

AT&T:

- system that process billing transaction for millions of customers.

Oracle:

- pharmaceutical POS and logistical system used by millions of customers.

Delta Airlines:

- airline ticketing Artificial Intelligence system used for fraud detection of millions of transactions a day.

USPTO, United States Patent and Trademark Office:

- inventor of patent technology systems

KIPO, Korean Intellectual Property Office:

- inventor of patent technology systems

Education:

Boston University, MS of Computer Information Systems, 2012

concentration in: software development, databases, networks, statistics, program and project management, business intelligence, cyber security, and computer forensics.

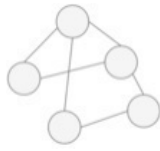
University of Maryland, BS in Computer Science

secondary concentration: business administration

U.S. Army Computer Science School of DINFOS

concentration: computer programmer/analyst

North Carolina High School graduate from Lenoir High School

**Contract Form:**

A form of professional services contract between inBits and CMS school district will be produced by the CMS school district.

Litigation Record:

No record of dispute(s)

Client Satisfaction:

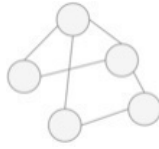
In the event of an unsuccessful search for a school superintendent, inBits will make recommendations, to the school board members, from feed back of those candidates that refused selection at inBits initial contact and/or the finalist pool of candidates. An addendum would be added to the original contract, between inBits LLC and CMS, stating CMS's desire to refocus the search strategy.

Candidates Privacy Protection:

Personal Identifiable Information (PII) stored on computer devices will be protected with encryption and not shared with any entity outside of the CMS District Board, unless granted permission by the candidate(s).

Conflicts of Interest:

inBits has no relationship with potential candidates. If, in the future there is a conflict, the CMS board will be notified.

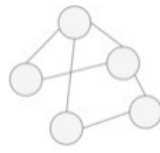


References:

Weatherspoon Enterprises, Inc
Charles Witherspoon, President/CEO
5500 Executive Center Drive
St 204
Charlotte, NC 28202
(276) 356-8512

Norwood Architecture & Design, Inc.
Jimmy L. Norwood, Jr. AIA (President)
P.O. Box 4888
Winston-Salem, NC 27115
(336) 744-8100

NK Patent Law
Greg Evans (Patent Agent)
4101 Lake Boone Trail
Suite 218
Raleigh, North Carolina 27607
(919) 348-2194



Pricing Proposal:

Task	Cost (USD)
1. Prepare and produce the description and qualifications for the superintendent role.	\$600.00
2. Development of superintendent search plan and timeline.	\$600.00
3. Initial Contact with candidates.	\$800.00
4. Followup Contact with interested candidates.	\$400.00
5. Air travel, transportation, lodging, and meals for inBits' team member(s) to meet with candidates.	\$10,400.00
6. Air travel, transportation, lodging, and meals for candidates to meet with board members.	\$10,400.00
7. Background Check of candidates.	\$4,800.00
8. Air travel, lodging, transportation, and meals for CMS Superintendent finalist candidates.	\$10,400.00
8.1 a) Facilitate community forums and interviews with candidates.	\$2,000.00
9. Superintendent candidate selected.	\$2,000.00
9.1 a) Assist board with contract negotiation.	
9.2 b) Inform candidate of selection and offer.	
9.3 c) Repeat steps 9.1 and 9.2, if required.	
10. Air travel, lodging, transportation, and meals for newly selected CMS Superintendent.	\$5,000.00
10.1 a) Facilitate community forums and interviews with CMS Superintendent.	\$2,000.00
11. Consultant fees (Marketing, Administrative, Tourism, Executive Recruitment Agency).	\$8,000.00
12. Cloud technology services (implementation, software developer, data scientist, maintenance)	\$8,000.00
Grand Total:	\$65,400.00