



**Request for Qualifications
Creative Services - 2025**

Companies	Affirm Agency Pewaukee, WI	Amperage Cedar Rapids, IA	deNovo Alternative Marketing Cedar Rapids, IA	Fuseideas Winchester, MA	Ocean View Development Norfolk, VA	PAVLOV Fort Worth, TX	ZLR Ignition Des Moines, IA
Hourly Rate	\$135/hr	\$140/hr	\$150/hr + Markup on production, digital meeting, etc.	\$140/hr	\$80/hr - Art Director \$60/hr - Graphic Designer \$60/hr - Advertisement Manager	*43 positions listed in proposal ranging from \$115/hr to \$350/hr	*14 positions listed in proposal ranging from \$95/hr to \$180/hr
Electronic Copy	Yes	Yes	Yes	Yes	No	Yes	Yes
Received by Deadline	Yes	Yes	Yes	Yes	Yes	Yes	Yes

I hereby certify that this is a true and correct tabulation of proposals received on February 28, 2025.

Caleb Mason
Director Properties & Business Development