



HUMAN CAPITAL MANAGEMENT SYSTEMS AND MANAGED BUSINESS SOLUTIONS
Executive Summary

Lead Agency: Region 4 ESC

Solicitation: 20-07

RFP Issued: June 10, 2020

Pre-Proposal Date: July 6, 2020

Response Due Date: August 25, 2020

Proposals Received: #11

Awarded to: Hire Thinking Inc., dba Advantage xPO – R200703

The Board of Directors of Region 4 Education Service Center (ESC) issued RFP 20-07 on June 10, 2020, to establish a national cooperative contract for Human Capital Management Systems and Managed Business Solutions.

The solicitation included cooperative purchasing language in Section I. Scope of Work:

National Contract

Region 4 Education Service Center, as the Principal Procurement Agency, defined in Appendix D, has partnered with OMNIA Partners, Public Sector (“OMNIA Partners”) to make the resultant contract (also known as the “Master Agreement” in materials distributed by OMNIA Partners) from this solicitation available to other public agencies nationally, including state and local governmental entities, public and private primary, secondary and higher education entities, non-profit entities, and agencies for the public benefit (“Public Agencies”), through OMNIA Partners’ cooperative purchasing program. Region 4 Education Service Center is acting as the contracting agency for any other Public Agency that elects to utilize the resulting Master Agreement. Use of the Master Agreement by any Public Agency is preceded by their registration with OMNIA Partners (a “Participating Public Agency”) and by using the Master Agreement, any such Participating Public Agency agrees that it is registered with OMNIA Partners, whether pursuant to the terms of a Master Intergovernmental Cooperative Purchasing Agreement, a form which is attached hereto on Appendix D, or as otherwise agreed to. Appendix D contains additional information about OMNIA Partners and the cooperative purchasing program.

Notice of the solicitation was sent to potential offerors, as well as advertised in the following:

- Region 4 ESC website
- OMNIA Partners website
- USA Today, nationwide
- Arizona Business Gazette, AZ
- San Bernardino Sun, CA
- Honolulu Star-Advertiser, HI
- The Advocate – New Orleans, LA
- New Jersey Herald, NJ

- Times Union, NY
- Daily Journal of Commerce, OR
- The State, SC
- South Carolina website/newsletter (get from Chris White)
- Houston Community Newspapers, Cy Creek Mirror, TX
- Deseret News, UT
- Richmond Times, VA
- Seattle Daily Journal of Commerce, WA
- Helena Independent Record, MT
- Kennebec ME Journal

On August 25, 2020 proposals were received from the following offerors:

- ADP, Inc.
- Carahsoft Technology Corporation
- Ceridian
- Collaborative Solutions LLC
- Hire Thinking, Inc. d/b/a Advantage xPO
- Kronos
- NeoGov
- Oakland Consulting Group
- Phoenix Business Consulting
- Precisions Task Group
- Sparkrock

The proposals were evaluated by an evaluation committee. Using the evaluation criteria established in the RFP, the committee determined that three (3) companies (ADP, Carahsoft Technology Corporation, Hire Thinking) all demonstrating the ability to provide the services outlined in the solicitation while offering competitive pricing to members.

Region 4 ESC executed agreements with a contract effective date of May 1, 2021.

Contract includes:

- Human Capital Management Systems
- Managed Business Solutions

Term:

Initial three-year agreement from May 1, 2021 through April 30, 2024 with the option to renew for two (2) additional one-year periods through April 30, 2026.