

Bid Tab Summary Pre-Employment Background Screening, Related Products and Services RFP # 19-13

Description	Total Weighted Value	Accurate Background, LLC	AccuSource, Inc.	ADP
Products/Pricing	40	36	31	29
Performance Capability	25	26	21	28
Qualification & Experience	25	18	16	19
Value Add	10	6	5	5
Total	100	86	73	81

It is recommended that the following contract award be made:

Contract

Pre-Employment Background Screening, Related Products and Services

Award

Accurate Background, LLC
AccuSource, Inc.
ADP
Applicant Insight, Inc.
Castle Branch, Inc.
JD Palatine, LLC dba JDP
Pre-employ.com
Sterling Infosystems, Inc. dba Sterling



Bid Tab Summary Pre-Employment Background Screening, Related Products and Services RFP # 19-13

Description	Total Weighted Value	Applicant Insight, Inc.	Castle Branch, Inc.
Products/Pricing	40	34	29
Performance Capability	25	25	26
Qualification & Experience	25	15	18
Value Add	10	4	4
Total	100	78	77

It is recommended that the following contract award be made:

Contract

Pre-Employment Background Screening, Related Products and Services

Award

Accurate Background, LLC
AccuSource, Inc.
ADP
Applicant Insight, Inc.
Castle Branch, Inc.
JD Palatine, LLC dba JDP
Pre-employ.com
Sterling Infosystems, Inc. dba Sterling



Bid Tab Summary Pre-Employment Background Screening, Related Products and Services RFP # 19-13

Description	Total Weighted Value	JD Palatine, LLC dba JDP	Pre-employ.com	Sterling Infosystems, Inc. dba Sterling
Products/Pricing	40	30	30	36
Performance Capability	25	26	25	25
Qualification & Experience	25	16	15	18
Value Add	10	5	6	6
Total	100	77	76	85

It is recommended that the following contract award be made:

Contract

Pre-Employment Background Screening, Related Products and Services

Award

Accurate Background, LLC
AccuSource, Inc.
ADP
Applicant Insight, Inc.
Castle Branch, Inc.
JD Palatine, LLC dba JDP
Pre-employ.com
Sterling Infosystems, Inc. dba Sterling

EVALUATION COMMITTEE MEMBER STATEMENT

Solicitation No. RFP # 19-13 Pre-Employment Benefits

Dear Committee Member:

You have been selected to participate in the evaluation of proposals that have been received as the result of the above referenced solicitation. Your selection was based upon your qualifications in this area and your ability to develop an objective analysis of each proposal.

It is essential that the integrity of the evaluation process be maintained to insure that each offeror is given fair and equal consideration. Familiarity with particular companies and/or individuals may tend to influence an evaluation; however, you are required in this specific instance to be particularly objective and guard against any tendency that might slant your evaluation in favor of a personal preference.

You are required to report to the Purchasing Cooperative Coordinator any actual or potential conflict of interest. In addition, you must report to the Purchasing Cooperative Coordinator the existence of any personal relationship with any other offeror or subcontractor of the offeror which could affect or give the appearance of affecting your objectivity.

An additional consideration is the need to maintain strict security regarding the content of any proposal and the proceedings of the Evaluation Committee meetings during the evaluation process. Once the evaluation process has started, it is essential that any contact with the offerors be through, and by, the Purchasing Cooperative Coordinator. In addition, the Evaluation Committee Member shall not communicate, except during formal Committee meetings, with any offeror or sub-contractor of the offeror prior to award. This requirement is mandatory.

To emphasize the importance of the above considerations, you are asked to sign the following statement:

I have read and understand the above and agree to be bound by the rules and principles represented. I know of no conflict of interest on my part nor have I committed any indiscretion or accepted any

gratuities or favors that would compromise my impartial evaluation committee in strict confidence during the evaluation be based upon an objective/subjective review of the offertieria.	uation process. My recommendations shall
Signature (followed by printed name)	୫ - 6 - 19 Date
Evaluator	Phone Number

EVALUATION COMMITTEE MEMBER STATEMENT

Solicitation No. RFP # 19-13 Pre-Employment Benefits

Dear Committee Member:

Chief Financial Officer

You have been selected to participate in the evaluation of proposals that have been received as the result of the above referenced solicitation. Your selection was based upon your qualifications in this area and your ability to develop an objective analysis of each proposal.

It is essential that the integrity of the evaluation process be maintained to insure that each offeror is given fair and equal consideration. Familiarity with particular companies and/or individuals may tend to influence an evaluation; however, you are required in this specific instance to be particularly objective and guard against any tendency that might slant your evaluation in favor of a personal preference.

You are required to report to the Purchasing Cooperative Coordinator any actual or potential conflict of interest. In addition, you must report to the Purchasing Cooperative Coordinator the existence of any personal relationship with any other offeror or subcontractor of the offeror which could affect or give the appearance of affecting your objectivity.

An additional consideration is the need to maintain strict security regarding the content of any proposal and the proceedings of the Evaluation Committee meetings during the evaluation process. Once the evaluation process has started, it is essential that any contact with the offerors be through, and by, the Purchasing Cooperative Coordinator. In addition, the Evaluation Committee Member shall not communicate, except during formal Committee meetings, with any offeror or sub-contractor of the offeror prior to award. This requirement is mandatory.

To emphasize the importance of the above considerations, you are asked to sign the following statement:

evaluation committee in strict confidence of	e my impartiality. I will maintain all deliberations of the during the evaluation process. My recommendations shall iew of the offeror's proposal(s) and the appropriate award
criteria.	8/6/19
Signature (followed by printed name)	Date

Phone Number

I have read and understand the above and agree to be bound by the rules and principles represented. I know of no conflict of interest on my part nor have I committed any indiscretion or accepted any

EVALUATION COMMITTEE MEMBER STATEMENT

Solicitation No. RFP # 19-13 Pre-Employment Benefits

Dear Committee Member:

You have been selected to participate in the evaluation of proposals that have been received as the result of the above referenced solicitation. Your selection was based upon your qualifications in this area and your ability to develop an objective analysis of each proposal.

It is essential that the integrity of the evaluation process be maintained to insure that each offeror is given fair and equal consideration. Familiarity with particular companies and/or individuals may tend to influence an evaluation; however, you are required in this specific instance to be particularly objective and guard against any tendency that might slant your evaluation in favor of a personal preference.

You are required to report to the Purchasing Cooperative Coordinator any actual or potential conflict of interest. In addition, you must report to the Purchasing Cooperative Coordinator the existence of any personal relationship with any other offeror or subcontractor of the offeror which could affect or give the appearance of affecting your objectivity.

An additional consideration is the need to maintain strict security regarding the content of any proposal and the proceedings of the Evaluation Committee meetings during the evaluation process. Once the evaluation process has started, it is essential that any contact with the offerors be through, and by, the Purchasing Cooperative Coordinator. In addition, the Evaluation Committee Member shall not communicate, except during formal Committee meetings, with any offeror or sub-contractor of the offeror prior to award. This requirement is mandatory.

To emphasize the importance of the above considerations, you are asked to sign the following statement:

I have read and understand the above and agree to be bound by the rules and principles represented. I know of no conflict of interest on my part nor have I committed any indiscretion or accepted any gratuities or favors that would compromise my impartiality. I will maintain all deliberations of the evaluation committee in strict confidence during the evaluation process. My recommendations shall be based upon an objective/subjective review of the offeror's proposal(s) and the appropriate award criteria.

	7/30/19
Signature (followed by printed name)	Date
Evaluator	Phone Number

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

	Accurate	VENDOR NAME
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	Rating Factors	Score %	Rationale for Score
1	Products/Pricing (40%)	35%	
2	Performance Capability (30%)	25%	
3	Qualification and Experience (20%)	18%	
4	Value Add (10%)	5%	
	Totals = 100%	83%	Notes:

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

VENDOR NAME AccuSource

	Rating Factors	Score %	Rationale for Score
1	Products/Pricing (40%)	30%	
2	Performance Capability (30%)	20%	
3	Qualification and Experience (20%)	15%	
4	Value Add (10%)	5%	
	Totals = 100%	70%	Notes:

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

	Rating Factors	Score %	Rationale for Score
1	Products/Pricing (40%)	30%	
2	Performance Capability (30%)	28%	
3	Qualification and Experience (20%)	18%	
4	Value Add (10%)	5%	
	Totals = 100%	81%	Notes:

Eval	iator's Name	Date

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

VENDOR NAME Applicant Insight

	Rating Factors	Score %	Rationale for Score
1	Products/Pricing (40%)	34%	
2	Performance Capability (30%)	24%	
3	Qualification and Experience (20%)	14%	
4	Value Add (10%)	4%	
	Totals = 100%	76%	Notes:

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

VENDOR NAME CastleBranch

	Rating Factors	Score %	Rationale for Score
1	Products/Pricing (40%)	28%	
2	Performance Capability (30%)	25%	
3	Qualification and Experience (20%)	18%	
4	Value Add (10%)	5%	
	Totals = 100%	76%	Notes:

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

	Rating Factors	Score %	Rationale for Score
1	Products/Pricing (40%)	30%	
2	Performance Capability (30%)	25%	
3	Qualification and Experience (20%)	15%	
4	Value Add (10%)	5%	
	Totals = 100%	75%	Notes: Will not agree to admin fee required on national contract

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

VENDOR NAME	Pre-Employ	
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	Rating Factors	Score %	Rationale for Score
1	Products/Pricing (40%)	30%	
2	Performance Capability (30%)	25%	
3	Qualification and Experience (20%)	15%	
4	Value Add (10%)	5%	
	Totals = 100%	75%	Notes:

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

VENDOR NAME	Sterlina
LINDOR INAMIL	Sterning

	Rating Factors	Score %	Rationale for Score
1	Products/Pricing (40%)	35%	
2	Performance Capability (30%)	25%	
3	Qualification and Experience (20%)	18%	
4	Value Add (10%)	6%	
	Totals = 100%	84%	Notes:

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

VENDOR NAME

CastleBranch

	Rating Factors	Score %	Rationale for Score	
1	Products/Pricing (40%)	200/	Pricing offered is good - 4th best; offers customized background screening & many unbundled options; 3rd party may charge fees for in-process/onboarding; no addn'l fees; provides compliance counseling & in-house legal assist.; I-9/E-Verify sold as pkg.; one time \$175 implementation fee; no addn'l discounts; no DOJ verification; provides adverse action letters	
2	Performance Capability (30%)	26%	Processes 4.1 mil. criminal record searches w/ 99.995% accurracy; 35,000 accounts; access to AP platform 24/7/365; background screening results avg. 48 hrs.;	
3	Qualification and Experience (20%)	18%	22 yrs. Exper.; 400 + employees, 75 full-time customer svc.; home, NC; sales 2018 \$57.2 mil.; so financially; 5 references, all gov't; top 10 company	
4	Value Add (10%)	3%	Good client experience & ethical practices	
	Totals = 100%	77%	Notes:	

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

VENDOR NAME

Accurate

	Rating Factors	Rating Factors Score % Rationale for Score		
1	Products/Pricing (40%)		Offers one of the best pricing options; no fees for in-process/onboarding, implementation & addn'l; no fees for compliance consulting; I-9 and E-Verify tiered pricing, no implementation audit fees, but has addn'l. fees; not DOJ cert., but works thru partners; no vol.discounts; has adverse and preadverse action letters	
2	Performance Capability (30%)	27%	Provides service thru secure web-based interface; service available 24/7/365; several options for submitting background cks.; can store, maintain, & dispose of personal info.; maintained in-house; excellent ability to meet svc. and warranty needs; provides svcs. in 50 states; top five providers in industry;	
3	Qualification and Experience (20%)		22 yrs. exper.; 30 sales, 2 locations; \$110 mil. In sales 2018; MBE; 13,000 clients; 5 refer.mostly gov't.; 97% customer satisfaction level	
4	Value Add (10%)	7%	Offers vendor mgmt. program; drug screening provider; auto adjudication	
	Totals = 100%	89%	Notes:	

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

VENDOR NAME

AccuSource

	Rating Factors	Score %	Rationale for Score	
1	Products/Pricing (40%)		Has offered one of the higher pricing options; only integrates and partners w/ onboarding platforn has implementation fees; addn'l. fees possible; no implement. fee for Region 4; no conver., retension, web svcs., etc. fees; \$3 E-Verify; I-9 \$3.25; implement fee of \$50; are addn'l fees; not a approved DOJ finger print screener, uses a service; offers Pre and Adverse letters	
2	Performance Capability (30%)		Can provide a custom solution; 2% discount for prompt pay; pay by PO, p-card, ACH, EFT, ck; pricing updates infrequent; can verify contrat pricing; svcs. provided thru online portal; provides svcs on nat'l and int'l basis; 98% completion rate on verification	
3	Qualification and Experience (20%)		20 yrs. Exper.; 6 sales, 3 states, incl. TX; \$4.6 mil. In sales 2018; WBENC; only 5 references note customer svc. 6-8 pm, PST	
4	Value Add (10%)	4%	Provides addn'l reports and compliance tools	
	Totals = 100%	73%	Notes:	

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

VENDOR	NAME	ADP

	Rating Factors	Score %	Rationale for Score
1	Products/Pricing (40%)	28%	Offers some of the highest pricing options; can create a customized, position specific screening solution; has in-processing/onboarding, but cannot be separated; other fees to be determined; implementation fees- drug and background; can't separate I-9/E-Verify svcs.; does not do DOJ fingeprinting; offers vol. discounts
2	Performance Capability (30%)	27%	Can verify contrat pricing; system provided is ADP's solution; system available 24/7/365; handles maintenace and disposal of records in-house; can meet all service and warranty times; no specialized compliance specialist; pay by ck, ACH, direct debit; background cks. in fewer than 3 bus. days; 10 million screenings/yr.
3	Qualification and Experience (20%)	19%	Over 30 yrs. exper.; 8,760 employees; numerous US locations; 2019 revenue \$14.175 billion; 5,000 public sector organ.
4	Value Add (10%)	5%	Offers flat rate/a la carte ordering; mgmt. reporting;
	Totals = 100%	79%	Notes:

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

VENDOR NAME Applicant Insight

	Rating Factors	Score %	Rationale for Score
1	Products/Pricing (40%)	2/10/	Offers good pricing options - 5th best; has a customized screening solution and unbundled svcs.; 1% prompt payment discount; pricing firm for 3 yrs.; operations center open 8-8pm EST; accepts pay by cc, cks, EFT;
2	Performance Capability (30%)	250/	All contract pricing verifiable; site available 24/7/365; 1.5 million searches in 2018; no contract guarrantee; Ai platform is proprietary online solution; also offer onboarding workflow mgmt.; over 3,000 clients nationwide
3	Qualification and Experience (20%)	16%	29 yrs.exper.; 6 sr. sales execs., 5 states, incl. TX; revenue \$23.8 mil. In 2018; plenty of gov't exper.; most in universities
4	Value Add (10%)	4%	Member Nat'l Assoc. of Prof. background Screeners; single source provider of full-range of svcs.
	Totals = 100%	79%	Notes:

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

VENDOR NAME	JDF
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	Rating Factors	Score %	Rationale for Score
1	Products/Pricing (40%)		Pricing offered is excellent - the best offered; no fees for in-process and onboarding; does not provide the 3% admin. fee; form I-9 \$4.50 - \$12; set-up fee of \$2K; \$125 audit fee per client; not DOJ cert., but has a network; finger print self collect fee \$24 plus state & fed. fees; no implem. fees; no conversion, retention, web svcs., training, etc. fees; vol. discounts;
2	Performance Capability (30%)		Offers platform 24/7/365; ordering in multiple ways; application maintained by 3rd party; platform utilizies real-time database mirroring multi-geographical areas; client svcs. 7-9 EST, M-F; uses inhouse and outside compliance council
3	Qualification and Experience (20%)	17%	10 yrs. Experience; 6 sales in 6 states; 100% US based; client satisfaction is one of the top 12 cos. by HRO Today; privately held firm; gov't exper incl. Region 4 and Region 11;
4	Value Add (10%)	5%	Provides specialized, scalable solutions; high accurracy of searches; client. experience
	Totals = 100%	78%	Notes:

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

VENDOR NAME Pre-Employ

	Rating Factors	Score %	Rationale for Score
1	Products/Pricing (40%)	29%	Provides the 2nd highest pricing options; no fees for in-process/onboarding; no implement., conversion, training, web svc., or retention fees; has in-house compliance dept.; I-9/E-verify fee is \$1.95; cannot perform DOJ verification; no discounted programs;
2	Performance Capability (30%)	24%	Offers platform that is web-based and avail. 24/7/365; 3,000 clients; client retention rate of 97%; net 30, pay by p-card, cc & ck.;
3	Qualification and Experience (20%)	14%	29 yrs.exper.; privately held co.; 10 sales, loctaed in CA; a top 13 provider by HRO Today; member NAPBS; 4 references
4	Value Add (10%)	7%	Pre-employment assurance; best practices; web-based training
	Totals = 100%	74%	Notes:

Pre-Employment Background Check

COMMITTEE MEMBER INDIVIDUAL VENDOR SCORING CHART

Each committee member will independently score each vendor listed as specified in the bid documents. Email to: cwallace@esc4.net when complete.

VENDOR NAME Sterling

	Rating Factors	Score %	Rationale for Score
1	Products/Pricing (40%)	36%	Offers 3rd lowest pricing options; onboarding svcs. would be charged; have implementation fees; provides compliance expertise; \$2.95 for I-9/E-Verify; has audit fees; provides vol. discounts; Not DOJ certified, but will apply when avail.; pay by ACH, cks, BOA E payables
2	Performance Capability (30%)	24%	Screens 26 mil.candidates /yr.; turnaround times 50% faster than industry standard; proprietary A I tech.; avail. 24/7/365
3	Qualification and Experience (20%)		44 yrs. Exper.; performs 1.5 mil searches outside US/yr.; 25,000 clients; 107 sales, 8 offices; sales in 2018 \$46 mil.; numerous references, many gov't.; Moody's B2/B stable rating
4	Value Add (10%)	5%	Sterling student and Sterling Identity
	Totals = 100%	83%	Notes: