



HUMAN CAPITAL MANAGEMENT SYSTEMS AND
BUSINESS MANAGEMENT SOLUTIONS
Executive Summary

Lead Agency: REGION 4 ESC

Solicitation: RFP 25-09

RFP Issued: April 30, 2025

Pre-Proposal Date: PRE-PROPOSAL DATE

Response Due Date: June 19, 2035

Proposals Received: #9

Awarded to: ADP, Inc., Advantage xPO/Staffmark Group, and TimeClock Plus, LLC

The Board of Directors of Region 4 Education Service Center (ESC) issued RFP 25-09 on April 30, 2025, to establish a national cooperative contract for Human Capital Management Systems and Business Management Solutions.

The solicitation included cooperative purchasing language in Sections 1. Scope of Work, National Contract:

*Region 4 Education Service Center (ESC), as the Principal Procurement Agency, defined in ATTACHMENTS, has partnered with OMNIA Partners, Public Sector, Inc., a Delaware corporation ("**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 ESC 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 of which is attached hereto on ATTACHMENTS, or as otherwise agreed to. ATTACHMENTS 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 County Sun, CA
- Honolulu Star-Advertiser, HI
- The Herald-News – Will County (IL)
- The Advocate – New Orleans, LA
- The New Jersey Herald, NJ
- Albany Times Union, NY
- Daily Journal of Commerce, OR
- The State, SC
- Deseret News, UT
- Richmond Times-Dispatch, VA
- Seattle Daily Journal of Commerce, WA
- Houston Community Newspapers, TX
- Helena Independent Record, MT
- Las Vegas Review-Journal
- Kennebec Journal, ME

On June 19, 2025 proposals were received from the following offerors:

- ADP, Inc.
- BDO USA, P.C.
- CAFHE LLC
- DLT SOLUTIONS (DLT SOLUTIONS LLC)
- Meridian Partners LLC
- Populus Group
- Softdocs SC LLC
- Advantage xPO/Staffmark Group
- TimeClock Plus, LLC

The proposals were evaluated by an evaluation committee. Using the evaluation criteria established in the RFP, the committee elected to enter into negotiations with ADP, Inc., Advantage xPO/Staffmark Group, and TimeClock Plus, LLC and proceeding with contract award(s) upon successful completion of negotiations.

Region 4 ESC, OMNIA Partners and the following offerors successfully negotiated a contract: ADP, Inc., Advantage xPO/Staffmark Group, and TimeClock Plus, LLC. Region 4 ESC executed the agreements, each with a contract effective date of January 1, 2026.

Term:

Initial one-year agreement from January 1, 2026 through December 31, 2028 with the option to renew for two (2) additional one-year periods through December 31, 2030.