



October 30, 2025

Whitney Leifeste
Director of Legal Services
TimeClock Plus, LLC
1 Time Clock Drive
San Angelo, TX 76904
legal@tcpsoftware.com

Re: Award of Contract # R250903

Dear Whitney Leifeste:

Per official action taken by the Board of Directors of Region 4 Education Service Center on October 28, 2025, we are pleased to announce that TimeClock Plus, LLC. has been awarded a (3) three-year contract, contingent upon successful contract negotiations, for the following, based on the online proposal 25-09 Human Capital Management Systems and Business Management Solutions opened on June 19, 2025:

Commodity/Service

Supplier

Human Capital Management Systems
and Business Management Solutions

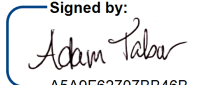
TimeClock Plus, LLC

This contract is effective January 1, 2026, and will expire on December 31, 2028. As indicated above, your contract number is R250903. This contract may be renewed annually for an additional two (2) years if mutually agreed upon by Region 4 ESC and TimeClock Plus, LLC.

Your participation in the proposal process is appreciated and we look forward to a successful partnership. Please feel free to provide copies of this letter to your sales representative(s) to assist in their daily course of business.

If you have any questions, please contact our Procurement Department at 713-462-7708 or questions@esc4.net.

Sincerely,

Signed by:

A5A9F62707BB46B...

Adam Tabor
Procurement Director



To: Rodney Watson, Ph.D.
Executive Director

From: Jorgannie Carter
Chief Financial Officer, Finance and Business Services

Date: October 29, 2025]

Re: RFP # 25-09 Human Capital Management Systems and Business Management Solutions

The Evaluation Committee has reviewed the responses and recommend that the following companies be awarded:

- ADP, Inc.
- Advantage xPO/Staffmark Group
- TimeClock Plus,LLC

The recommended vendors submitted offers that were determined to be most advantageous to OMNIA Partners, Public Sector members, based upon the bid tabulation. All the recommended respondents were determined to be competitively priced and strong for the specified services outlined in the RFP.

We believe all recommended vendors demonstrate the ability to provide and perform the services requested in the proposal. We will monitor their performance and determine at the end of each year if they are eligible for renewal with each new term.

This multiple award is recommended as most advantageous as it limits contract awards to the least number of suppliers necessary to meet the requirements of OMNIA Partners, Public Sector members. In order to serve the entire nation, a multiple award is recommended to provide any governmental agency with complete coverage of commodities, services and any other offering within the scope of proposal.

Please let me know if you have any questions.