



## MONTANA DEPARTMENT OF ADMINISTRATION

**Director's Office**  
Greg Gianforte, Governor  
Misty Ann Giles, Director

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### NOTICE OF INTENT TO AWARD

Solicitation Title/Event Name:

Solicitation Number:

Solicitation Close Date:

Notice of Intent to Award Posting Date:

Issuing Contracts Officer/Contact Information:

The State intends to award a contract to the apparent successful offeror(s) of the above-mentioned solicitation. The Notice of Intent to Award shall not be considered a binding commitment by the state.

In accordance with the Montana Procurement Act, the State has made available for public inspection the relevant scoring matrix/bid tab for the above-mentioned solicitation. Comments from the public regarding the proposed award must be submitted to the Contracts Officer listed above within this 7-day notice period.

APPARENT SUCCESSFUL OFFEROR(S)

UNSUCCESSFUL OFFEROR(S)

DOA-RFP-2026-0231AL  
State HR Recruiting System

SCORE SUMMARY WORKSHEET

	Aspire HR, Inc.	Avature Limited	Carahsoft Technology Corp.	CloudSynApps Inc.	Fusion Objects Corp	GovernmentJobs.com, Inc.	HESFP, LLC	Infor	International Projects Consultancy Services (IPCS), Inc.	Iron Brick Associates LLC	MERP Systems	Metaintro Inc.	PageUp People Limited	Payroll Cloud Corp	SimpliGov LLC	Turquoise America LLC	
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>																	
Recruiting - Requisitions	500	380	452	400	375	450	339	300	450	318	334	400	420	400	475	330	0
Recruiting - Career Sites	1125	802	1056	1000	800	1050	665	800	1050	650	750	900	1000	800	1000	812	0
Recruiting - Candidate Management and Selection	875	700	850	820	676	800	625	525	720	500	650	732	800	746	850	700	0
Recruiting - Offer Management	375	300	350	360	300	350	250	255	325	250	266	300	325	300	350	300	0
Onboarding	750	600	705	700	600	700	600	475	635	525	645	610	705	550	700	600	0
Integration with PeopleSoft HR Performance and Uptime	1000	700	925	920	700	910	550	800	550	725	770	800	750	925	700	0	
Role-based Security	1000	739	906	930	850	950	460	700	739	600	850	800	800	825	900	850	0
Analytics	1000	800	950	750	800	950	700	600	600	862	890	800	775	900	825	0	
User Experience	1200	806	1150	1130	900	1150	800	600	1100	700	950	1000	1100	900	1100	750	0
Administration Experience	1200	900	1100	1000	810	1100	800	710	1030	700	950	825	1000	850	1100	850	0
Implementation and Support	1200	850	1125	1000	855	1150	775	800	1100	700	1100	900	700	950	1100	825	0
<b>Offeror Qualifications</b>																	
<b>Company Profile and Experience</b>																	
Years in Business	50	50	48	45	40	45	48	31	47	45	45	40	25	45	35	10	0
Relevant Experience	50	40	46	40	45	45	45	35	40	25	45	35	22	40	30	25	0
Relevant Past Projects	50	42	45	40	30	47	45	30	43	25	43	32	22	47	30	30	0
Resumes	100	90	85	90	75	90	50	70	85	85	90	80	50	70	50	0	0
<b>TOTAL OF TECHNICAL PROPOSAL</b>	<b>10475</b>	<b>7799</b>	<b>9793</b>	<b>9225</b>	<b>7856</b>	<b>9787</b>	<b>6752</b>	<b>6531</b>	<b>8964</b>	<b>6273</b>	<b>8305</b>	<b>8314</b>	<b>8514</b>	<b>8048</b>	<b>9545</b>	<b>7607</b>	<b>0</b>
Product Demonstration	500	-	300	400	-	225	-	-	375	-	-	-	-	-	225	-	-
Cost Proposal	3658	-	3344.4	3658	-	-	-	3321.8	-	-	-	-	-	-	-	-	-
<b>SUB-TOTAL</b>	<b>14883</b>	<b>7799</b>	<b>13437.4</b>	<b>13283</b>	<b>7856</b>	<b>10012</b>	<b>6752</b>	<b>6531</b>	<b>12660.8</b>	<b>6273</b>	<b>8305</b>	<b>8314</b>	<b>8514</b>	<b>8048</b>	<b>9770</b>	<b>7607</b>	<b>0</b>
<b>Equal Pay for Montana Women</b>																	
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	730	730	730	730	730	730	730	0	730	730	730	730	0	730	730	730
<b>TOTAL SCORE</b>	<b>15613</b>	<b>8529</b>	<b>14167.4</b>	<b>14013</b>	<b>8586</b>	<b>D/Q</b>	<b>7482</b>	<b>7261</b>	<b>12660.8</b>	<b>7003</b>	<b>9035</b>	<b>9044</b>	<b>9244</b>	<b>8048</b>	<b>D/Q</b>	<b>8337</b>	<b>D/Q</b>

**DOA-RFP-2026-0231AL**  
**State HR Recruiting System**

**Individual Scoring Matrix**

The evaluator will review and evaluate the offers according to the following criteria, which are worth a total of 10,475 points: The Scope of Work, Recruitment System Requirements, Company Profile and Experience will be evaluated based on the scoring guide. The Cost Proposal will be evaluated based on the formula set forth in the criteria.

**Offeror (Company) Name: Aspire HR, Inc.**

**Total Points Awarded: 8529**

Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	380	4	all line items can be delivered - some questions but all components met
			5	covered part of requirements but not all pieces. Could have provided more explanation. Concerns - limited number of predefined recruiting roles. Route maps for job req templates - differences for agencies?
			1	similar to desiree. More details would have been preferred.
			2	ability to easily move candidate but required candidates to complete a separate app. Up to 4000 job boards. AI support. Did not include detail to 6 questions.
			3	similar. Stated all categories were out of the box. Screening is AI assisted - positive.
Recruiting - Career Sites	1125	802	5	no guest apply. No limitations addressed. Not enough detail. Esignature requested for app and onboarding - response only referenced offer letters
			1	no ability to apply without a login. No information on how some would be completed - attachments and multiple career sites.
			2	showed the ability to meet requirements. Quick apply - minimal information needed. Could have provided additional detail.
			3	quick apply but can't apply without a login. Out of the box but not much detail.
			4	could have expanded more on some responses. Employee referral tracking did not expand on function. Candidate attachments - did not state limits.
Recruiting - Candidate Management and Selection	875	700	1	indirectly addressed step requirement. No information on workflow steps and status. Some functions may be too robust for competitive requirements. Search function question.
			2	self scheduling capabilities allowed using outlook. Ability to correspond with candidates via text - additional cost. Candidates can take skill assessment and it will link back to system.
			3	like everify checks out of the box. Liked candidate surveys available.
			4	similar to before. Integration with background checks. Applicant workbench. Multiple candidate workflows and dashboards.
			5	like talent pool functionality. Did not provide enough detail.
Recruiting - Offer Management	375	300	2	flexible offer letter can be customized per agency. Back and forth communication with offer letter. Mobile device. Integration with docusign required.
			3	similar. Agency specific options. Interactive offeros.
			4	similar to previous. Docusign integration is not ideal.
			5	concern - did not find discussion of renegotiation. Approvals could have used more detail.
			1	met requirements but did not address the renegotiations requirement.
Onboarding	750	600	3	new hire paperwork process available. Ability to imbed videos.
			4	mobile accessibility. Esignature capability with docusign. Customizable workflows and forms for completion.
			5	did not address prehire onboarding and other requirements.
			1	did not have information on how multiple onboarding processes would work or if they could be done.
			2	customizable workflow on type of hire but did not expand on hire types.
Integration with PeopleSoft HR	1000	700	4	did not expand on this section with sufficient detail. Confirmed they could do the work but without detail.
			5	same reasoning. API integration but did not expand on the toolset.
			1	same comments. Integration tool center but no detail on security. Lacked general detail.
			2	integrate with people soft - high complexity. SSO.
			3	same
Performance and Uptime	P/F	P	5	no detail but said they could do it.
			1	did not provide information
			2	
			3	detail?
			4	detail
Role-based Security	1000	739	1	indicates all requires are out of the box. Agency level security needs.
			2	claimed they could meet basic requirements but only commented on 1/4 of requirements.
			3	same. Robust rules but not much detail. State they are out of the box.
			4	ability to customize roles and segregate data by agency. Auto assign based on peoplesoft.
			5	included all requirements in the top box but could have had additional detail.
Analytics	1000	800	2	analytics pretty basic - not very robust. Data can be exported as well as dashboards. More detail.
			3	liked the costs per higher. Reporting. Time to fill.
			4	claimed to have a friendly report builder - standard report function. Manager data page and dashboards.
			5	dashboards. Toolset. Userfriendly report builder.
			1	focused on costs more - liked managers could customize own dashboards.
User Experience	1200	806	3	confuration of dashboards and skillbased assessments. ADA information.
			4	ADA compliance but stated not fully optimized. Configurable dashboards - mobile responsiveness. Micro sites.
			5	generative ai in application - robust. Modern intuitive ai - good detail provided and easily visualized.
			1	could not visuale - needed more detail.
			2	fair response. Stated they could do it - did not provide detail.
			4	did not detail the process for technical assistance. Lacked detail. Discussed training and guides. customization available for additional \$\$.
			5	what was presented was good. New tool would add administrative burden.

<b>Offeror (Company) Name: Aspire HR, Inc.</b>				<b>Total Points Awarded: 8529</b>
<b>Category</b>	<b>Possible Points</b>	<b>Consensus Score</b>	<b>Evaluation Member</b>	<b>Mandatory Justification Comments for Points Awarded</b>
Administration Experience	1200	900	1	similar to desiree - not clear how easy it would be for communication after GO Live.
			2	did not discuss how to submit a support request.
			3	similar to Karol Anne. Job aids. Online community. Job aids could have been expanded. Concerned about additional cost for training.
Implementation and Support	1200	850	5	lack of information. Information provided was good.
			1	needed additional detail. Support ends 2 weeks after Go Live - available after for additional \$.
			2	say yes to all components - detail only provided on 2. not much detail on implementation and support.
			3	not a lot of detail.
			4	similar comments to above. No formal training documents would be available - not ideal.
<b>Offeror Qualifications Company Profile and Experience</b>				
Years in Business	50	50	1	1998
			2	same
			3	
			4	27 years is good!
			5	
Relevant Experience	50	40	2	partner with success factors - over 300 implementations.
			3	Smaller accounts listed.
			4	over 40 industries both private and public.
			5	good mix of experience provided.
			1	
Relevant Past Projects	50	42	3	
			4	discussed other moves from Taleo.
			5	same
			1	only included two examples - only one was public.
			2	state of indiana relevant -
Resumes	100	90	4	pretty robust team - years of experience range from 10 - 29.
			5	large amount of experience. Resumes good.
			1	resumes only specific to those companies not prior experience.
			2	same
			3	
<b>TOTAL OF TECHNICAL PROPOSAL</b>	<b>10475</b>	<b>7799</b>		
Product Demonstration	500	-	5	
			1	
			2	
			3	
			4	
Cost Proposal	3658	-		
<b>SUB-TOTAL</b>	<b>14633</b>	<b>7799</b>		
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	730		does comply
<b>TOTAL SCORE</b>	<b>15363</b>	<b>8529</b>		

**DOA-RFP-2026-0231AL**  
**State HR Recruiting System**  
**Individual Scoring Matrix**

The evaluator will review and evaluate the offers according to the following criteria, which are worth a total of 10,475 points: The Scope of Work, Recruitment System Requirements, Company Profile and Experience will be evaluated based on the scoring guide. The Cost Proposal will be evaluated based on the formula set forth in the criteria.

**Offeror (Company) Name: Avature Limited** **Total Points Awarded: 14167.4**

Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	452	1	fully met all requirements. Configurable templates and approval processes.
			2	supports skills based hiring. Tiered framework - flow includes 6000 skills. Ai semantic matching. Sandbox prior to going live. Detailed reponse to each requirement in the section.
			3	liked skills based - easy apply.
			4	similar to above. Preview job posting in multiple views - desktop, mobile, etc.
			5	same as above. Audit logs for transparency. Concerns - losing flexibility. Approval chains. Staging - is this a test environment or preview in production.
Recruiting - Career Sites	1125	1056	2	password reset - mobile and desktop - separate homepages - candidates can be tagged - significant ai controls for ai screening. Claims to meet most of the requirements out of the box, low complexity.
			3	season internship - liked. Document attachments.
			4	same to above. Bias mitigation for AI screening. Customization options for agencies - including branding. Liked candidate hub. Potential concern on docusign or adobe integration.
			5	integration concern. Branding and multiple career sites is a bonus - additional sites could affect implementation or expand scope.
			1	same comments. Unclear if they can meet the preference document requirement.
Recruiting - Candidate Management and Selection	875	850	3	talent pool. Employee referral. Everify background checks.
			4	configurable steps status. Outlook integration for scheduling. Customizable survey with analytics. Talent pool flagging.
			5	same
			1	same reasons. Support multiple workflows. Restrict hiring managers.
			2	liked the ability to embed qualifying questions and AI ranking.
Recruiting - Offer Management	375	350	4	agency specific variations on templates. Captures responses in system for workflows. Workflows by agency. Signature is integration with docusign/adobe.
			5	same. Branding and dynamic variables.
			1	liked the response. Docusign/adobe but at least there were choices.
			2	requirements available out of the box low complexity.
			3	similar.
Onboarding	750	705	5	met
			1	meets requirements. Easy to customize onboarding experience.
			2	very configurable task workflows. Tasks by role.
			3	stated they could meet it all.
			4	don't like the integration with docusign / adobe.
Integration with PeopleSoft HR	1000	925	1	multiple integration levels. Prebuilt self-service. Experience with peoplesoft integration.
			2	extensive experience with people soft. Over 40 integrations. Described in detail lots of detail added.
			3	experience with peoplesoft integrations.
			4	same comments.
			5	people soft is a bonus.
Performance and Uptime	P/F	P	2	detailed response
			3	
			4	
			5	
			1	
Role-based Security	1000	906	3	liked org structure based on department and agency. Capability. Met requirements out of box.
			4	same
			5	similar. Good job explaining everything.
			1	same
			2	robust role based access framework. Claim to met the needs, low complexity.
Analytics	1000	950	4	prebuilt reports. Dashboards. No code interface. EEO reporting. Able to report out. Supports multi agency governance. Strong response.
			5	directly matched up. Provided detail.
			1	good job. Self service report builder. Time to report time in step would be useful.
			2	full suite of analytics. Bottleneck identification. EEO dashboard. Easy report build.
			3	similar. Tracking each step is nice.
User Experience	1200	1150	5	covered everythign and provided additional detail.
			1	unlimited training campus sounds helpful. Appears ADA compliant. Robust AI features.
			2	generative ai built into the system for many different items. Robust. Gamified training campus.
			3	similar to above.
			4	similar. Liked concept of the conversation chat box.
Administration Experience	1200	1100	1	appears to offer 24/7 support. No notification time provided for major updates.
			2	bug fixes for portal - maintenace scheduled ahead of time - support tickets. Resolution of issues. Customer advisory council. Good response.
			3	similar. Liked bi-weekly updates.
			4	similar. Liked that documentation is embedded and searchable. In app help center.
			5	new toolset to our staff.

<b>Offeror (Company) Name: Avature Limited</b>				<b>Total Points Awarded: 14167.4</b>
<b>Category</b>	<b>Possible Points</b>	<b>Consensus Score</b>	<b>Evaluation Member</b>	<b>Mandatory Justification Comments for Points Awarded</b>
Implementation and Support	1200	1125	2	typical phases for implementation including stabilization. 9-11 months. Cutovers not fully automated. Full suite of support services for change management.
			3	similar. Self paced learning. Training for admins.
			4	similar. Robust training and certification options. Extensive experience integration HRIS systems. Change management materials.
			5	met everything. Knowledge of system apparent.
			1	similar. Training for users and admins.
<b>Offeror Qualifications Company Profile and Experience</b>				
Years in Business	50	48	3	2005
			4	21 years
			5	same
			1	
			2	
Relevant Experience	50	46	4	1000 solutions 650 organization 106 large employers
			5	good experience. USPS
			1	same
			2	22% of fortune 500 companies 7 of the top 10.
			3	
Relevant Past Projects	50	45	5	USPS. Liked long term projects listed.
			1	
			2	USPS - big project. Would have liked to see more states and similar projects.
			3	
			4	california gov office - counties - colleges. Similar.
Resumes	100	85	1	detailed resumes. Focused on past experience.
			2	PM 25 years but 18 months at avature. Smaller years with company.
			3	
			4	detailed resumes. Overall experience ranged 9-24 years.
			5	limited number of people. Not many heavy tech individuals.
<b>TOTAL OF TECHNICAL PROPOSAL</b>	<b>10475</b>	<b>9793</b>		
Product Demonstation	500	300	2	liked company background. Robust user community. Annual conference. 7 of 10 top fortune 500 companies. Robust and user friendly. Great ai functionality. High fair - did not necessarily hit all items in the agenda. Went in their own order vs. state agenda order.
			3	good job explaining system and how to use. Few items not discussed.
			4	similar comments to above. Did not touch on application administration or security and integration administration. Wanted more on analytics. Needed more information.
			5	failed - did not cover the majority of the agenda.
			1	same reasoning as given above.
Cost Proposal	3658	3344.4		
<b>SUB-TOTAL</b>	<b>14633</b>	<b>13437.4</b>		
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	730		does comply
<b>TOTAL SCORE</b>	<b>15363</b>	<b>14167.4</b>		

**DOA-RFP-2026-0231AL  
State HR Recruiting System**

**Individual Scoring Matrix**

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**Offeror (Company) Name: Carahsoft Technology Corp** **Total Points Awarded: 14013**

Category	Possible Points	Consensus HR Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	400	3	worried about configuration required. Templates. Ability to configure vs. the ability to do.
			4	request to fill. Customizable reqs - fields - dynamic - skills based - candidate preview for recruiter. Ability to post with multiple levels on the post. Pre-screen qualification question. AI assistance.
			5	not enough detail on how they would accomplish a few items. Dynamic approval chains. Auto filtering of candidate. Formatting tools. Branding. Customizable workflows.
			1	Meets requirements but lacked details. Unclear how the requisitions templates and online request to fill process would be achieved.
			2	tools to analyze skills data. Best fit candidate was unique. AI skills good. Able to meet needs of section but there was limited details.
Recruiting - Career Sites	1125	1000	4	candidate can authenticate. Limitations can be set. Mobile responsive. EEO and preference addressed. Oracle recruiting direct apply. Referral tracking linked to candidate. AI assistance
			5	flexibility. Easy apply. Multiple application flows. Open on number of attachments. Referral tracking. AI assistance.
			1	similar comments - attachments felt like they would not stay with the candidate. Accidental deletion.
			2	same. Employee referral tracking. Job notifications made by email - mobile not mentioned.
			3	question on password reset ability - easy apply.
Recruiting - Candidate Management and Selection	875	820	5	liked text communication. Branding. Rapid candidate screening. Configurable workflow stages. Automated or manual correspondance. Standardized selection list. Skills assessment integrations. Talent pool pipelines.
			1	mets all requirements. Text would require a third party vendor. Good responses to questions asked.
			2	schedule candidates by email or third party. Mets the requirements but fair amount of configuration needed at times.
			3	similar comments. Self service interviews - liked.
			4	liked the ability to reduce redundant steps. Prevent skipping steps. Auto outreach and compaigns. Skills assessment.
Recruiting - Offer Management	375	360	1	clearly meets all requirements. No docusign or adobe need noted.
			2	meets requirements. Over half are configuration items.
			3	similar.
			4	templates but you can control variations. Tracking offers from end to end including declines and negotiations. Did not require third party or integration. Branding to include agencies.
			5	version controlling on offers. Documenting renegotiations. Audit trails.
Onboarding	750	700	2	enables configuration and taskflow. Recruiters, HR, IT receive automated alerts via email.
			3	stated they support. A lot of configuration.
			4	prehire is validated in peoplesoft. Auto alerts in email with an application. Supported multiple onboarding templates (agency - union/non-union).
			5	compliance and audit ability features. Automated triggers.
			1	same.
Integration with PeopleSoft HR	1000	920	3	state they can do the integration. Experience with OKTA.
			4	integrations can be developed or modifications can be made to the current integrations. Multiple ways to integrate with existing infastructure.
			5	tools work together. We currently use this integration.
			1	same
			2	integration via batch interation. Build a new-hire integration to work with peoplesoft. Meet the OKTA requirement.
Performance and Uptime	P/F	P	4	provided detail.
			5	
			1	
			2	
			3	
Role-based Security	1000	930	5	answered everything asked. They understood what was being asked and addressed it.
			1	meets all requirements - all features out of the box.
			2	best practices for RBAC. Meets requirements out of the box, low complexity.
			3	similar. Liked the auto deactivate and auto assign roles.
			4	same
Analytics	1000	750	1	appears to meet all requirements. Response lacked detail. Wanted more detail dashboards and ease of use.
			2	robust ad-hoc reporting. Ability to meet requirements out of the box. Limited information provided on requirements.
			3	similar.
			4	comprehesive analytics. EEO reporting addressed. Audit logs. Reporting wizard provided. Ad-hoc reporting, role based dashboards.
			5	met the requirements but could have used additional detail.
User Experience	1200	1130	2	high level customer experience - ai guidance - clean user interface. Built in generative AI feature is very good. Candidate summaries and matching. Candidate assistance chat bot.
			3	similar. Liked in app user help tools. ADA, mobile.
			4	similar to previous. Accessibility (ADA) covered. Oracle career coach. AI agent.
			5	same. Dashboards good.
			1	not having details about candidate user.

<b>Offeror (Company) Name: Carahsoft Technology Corp</b>				<b>Total Points Awarded: 14013</b>
<b>Category</b>	<b>Possible Points</b>	<b>Consensus Score</b>	<b>Evaluation Member</b>	<b>Mandatory Justification Comments for Points Awarded</b>
Administration Experience	1200	1000	3	can met, adequate.
			4	support requests and support portal - good. Support team, oracle university, online documentation, user guides. Customer connect user community.
			5	same. Low code/no code tools.
			1	met all requirements. 24/7 support.
			2	quarterly update and maintenance with clear communications. Said they could meet but did not provide as much detail as would have been preferred.
Implementation and Support	1200	1000	4	hands on knowledge transfer. Admin focused training sessions. Collaborative review. Best practice and recommendations. Delivering training resources for recruiters and hiring managers. Providing change management guidance.
			5	knowledge transfer - state of montana becoming the owner of the system vs. having to have a maintenance relationship. Through hands on collaboration for administrators. Stabilization period was fair.
			1	similar. Tailor stabilization period to the states needs up to 2 months.
			2	implementation 24-36 weeks. Multiple training approaches including train the trainer.
			3	similar. Cost related to developing a training?
<b>Offeror Qualifications Company Profile and Experience</b>				
Years in Business	50	45	5	22 years
			1	implementation partner of Acuity. Over 10 years in implementation.
			2	implementor has 12 years of experience.
			3	
			4	13 years experience for implementor partner Acuity.
Relevant Experience	50	40	1	implement oracle HR software.
			2	consulting IT firm - not recruiting.
			3	similar
			4	expertise in ORC Taleo enterprise migration oracle HCM platform.
			5	Taleo to ORC transitions - good thing. No State experience.
Relevant Past Projects	50	40	2	3 companies Acuity worked with. Taleo relevance.
			3	
			4	similar comments.
			5	same reason. Relevant experience. Similar projects but not state government.
			1	same
Resumes	100	90	3	
			4	18-28 years experience.
			5	
			1	
			2	detailed resumes of Acuity staff - several experience with ATS. Global with IT solutions but not applicant.
<b>TOTAL OF TECHNICAL PROPOSAL</b>	<b>10475</b>	<b>9225</b>		
Product Demonstration	500	400	4	Got through the demonstration agenda. Easy to follow. Able to respond to template questions. Configuration explained was good. Understood and explained attachment issue. Offeror tracking - unsure if the ability wanted is actually there.
			5	Able to thoroughly answer all questions. Covered all agenda items.
			1	good job following and covering all items in agenda. Not sure how modern and intuitive the product will be for end users.
			2	covered everything - hard to follow due to speed of demonstration. Same concern on user experience.
			3	similar comments to above. Concerned on recommendations for staffing during project - seemed low. Missed training pieces.
Cost Proposal	3658	3658.0		
<b>SUB-TOTAL</b>	<b>14633</b>	<b>13283</b>		
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	730		does comply
<b>TOTAL SCORE</b>	<b>15363</b>	<b>14013.0</b>		

**DOA-RFP-2026-0231AL**  
**State HR Recruiting System**  
**Individual Scoring Matrix**

The evaluator will review and evaluate the offers according to the following criteria, which are worth a total of 10,475 points: The Scope of Work, Recruitment System Requirements, Company Profile and Experience will be evaluated based on the scoring guide. The Cost Proposal will be evaluated based on the formula set forth in the criteria.

**Offeror (Company) Name: CloudSynApps Inc.** **Total Points Awarded: 8586**

Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	375	5	approval process was questionable - looked like it was strictly on configuration and not on selecting approvers. Prescreening did not sound like actual prescreening just that it could be added to the description. Experience cloud looked like a separate system. skills based hiring was generic. Liked the AI capabilities.
			1	some responses lacked detail. Unclear if they could met visual requirement. AI is a third party vendor.
			2	supports rich content embedded in postings. Einstein AI to assist recruiters. Able to meet requirements of this section - not much detail provided.
			3	prescreening video. Same comments.
			4	similar comments. Unsure if they could do the request to fill process prior to a requisition. Several requirements marked as optional.
Recruiting - Career Sites	1125	800	1	good job on preference but other areas lacked details. Could not determine how candidate attachment process worked, how many career sites are allowed, and what was available for communications to candidates.
			2	supports simplified application experiences including guest access and streamlined workflows. Responses were limited
			3	password reset, mobile response, EEO, easy apply.
			4	similar comments. Limited information on referral capabilities. Can limit postings to specific groups. Esignature with platform integration. Several requirements marked as optional.
			5	did not describe how things would work - only provided general statements. No virus scan on attachments. Esig required integration. Flexible application flows but no details on how. Did not address limitations on career sites.
Recruiting - Candidate Management and Selection	875	676	2	allows calednar integration through outlook. Unsure on integration with everify - says it supports but also states "if required they would collaborate to define scope of integration"
			3	similar comments. Highly configurable.
			4	similar comments. Noted several requirements marked as optional
			5	did not address excluding hiring managers from non-qualified candidates. No manual notifications to committee. Self service integrate scheduling did not appear to be available.
			1	lacked detail. Frequently said they would work with the state on the requirement without providing any explanation.
Recruiting - Offer Management	375	300	3	digital signatures are third party. Highly configurable.
			4	similar commnets. Mobile friendly. Auto populate. One requirement was marked as optional.
			5	same comments.
			1	same comments.
			2	not much detail on how they would meet requirements - only stated they could and they would collaborate with the State.
Onboarding	750	600	4	configurable workflows. Integration with peoplesoft to allow data transfers. Configurable workflow and automation task management with triggers based on defined criteria. Onboarding portal included forms, faqs, etc. several items marked as optional.
			5	not much detail provided to prove they could do the work.
			1	same comments.
			2	same comments.
			3	did not see prehire tasks. Same comments.
Integration with PeopleSoft HR	1000	700	5	very little detail provided. Looked like the tools were fine but wanted additional information to support.
			1	similar comments. Good SSO capability. Lacked detail.
			2	same comments.
			3	similar comments.
			4	API based integrations that allow data to peoplesoft. Role assignments. SSO capability. Provides a robust integration framework. One requirement marked as optional.
Performance and Uptime	P/F	P	1	
			2	
			3	
			4	
			5	
Role-based Security	1000	850	2	when status changes in peoplesoft integration updates activates or deactivates. Claims to meet requirements but did not provide detail.
			3	auto deactivate. Multi level roles.
			4	robust role hierarchy. Similar comments. One requirement was marked as optional.
			5	good response with sufficient information.
			1	same comments. Detailed response for this section.
Analytics	1000	800	3	configurable. Customized reports. Dashboard.
			4	similar comments. Report builder. Configurable end user dashboards. Several requirements were marked as optional.
			5	same
			1	appeared to meet requirements but lacked specific details.
			2	provides intuitive report and dashboard builder. Users can create and customize reports without expert knowledge. Could have provided additional detail.
User Experience	1200	900	4	role based workspaces and guided workflows. Mobile responsive. ADA compliant. Configurable dashboards, alerts, and notifications. AI capabilities. Spell check. In app guidance and help tools. Several requirements marked as optional.
			5	described guided workflows. Same comments. Everything was a future change request. Detailed description supporting was not provided.

Offeror (Company) Name: CloudSynApps Inc.				Total Points Awarded: 8586
Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
			1	same comments.
			2	similar comments.
			3	AI gen is a third party. In app guidance.
Administration Experience	1200	810	5	had to rely on vendor for ongoing support. Maintenance was vague - no details provided on schedule. Releases are same.
			1	system updates. Lacked detail on ADA compliance. Had to go to another document to get information.
			2	similar comments.
			3	similar
			4	did not provide schedules for updates and releases. Did discuss a trailblazer community. Knowledge transfer for system admin training. Configuration tools that allow admins to manage fields without coding.
Implementation and Support	1200	855	1	appeared to meet requirements. Some responses in separate document. Appeared to lack information on best practices. Unclear about support past stabilization.
			2	31 week project plan with 4 stages. PM services can be provided to oversee implementation activities - why is this not provided and then services described.
			3	similar comments.
			4	hands on learning. Comprehensive documentation. End user training. Train the trainer. Several requirements marked as optional .
			5	future change requests. Did not feel that there was a developed and fully communicated/developed plan.
<b>Offeror Qualifications Company Profile and Experience</b>				
Years in Business	50	40	2	10 years.
			3	
			4	10 years
			5	
			1	9 years.
Relevant Experience	50	45	3	projects with WY modernizing operations. Ontario health.
			4	over 250 public sector transformations
			5	both state and recruiting experience.
			1	state experience but unclear how much experience was directly with recruiting and onboarding.
			2	ATS is only part of what they do.
Relevant Past Projects	50	30	4	7 state projects and numerous public sector projects.
			5	
			1	past projects were not ATS.
			2	no examples were on recruiting systems.
			3	
Resumes	100	75	5	
			1	
			2	resumes discussed helping public entities with efficiencies not recruitment systems.
			3	
			4	overall 3-20 years experience.
<b>TOTAL OF TECHNICAL PROPOSAL</b>	<b>10475</b>	<b>7856</b>		
Product Demonstation	500	-	1	
			2	
			3	
			4	
			5	
Cost Proposal	3658	-		
<b>SUB-TOTAL</b>	<b>14633</b>	<b>7856</b>		
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	730		Does comply
<b>TOTAL SCORE</b>	<b>15363</b>	<b>8586</b>		

**DOA-RFP-2026-0231AL**  
**State HR Recruiting System**  
**Individual Scoring Matrix**

The evaluator will review and evaluate the offers according to the following criteria, which are worth a total of 10,475 points: The Scope of Work, Recruitment System Requirements, Company Profile and Experience will be evaluated based on the scoring guide. The Cost Proposal will be evaluated based on the formula set forth in the criteria.

**Offeror (Company) Name: Fusion Objects Corp** **Total Points Awarded: 10,742 - Disqualified**

Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	450	2	mobile push notification with one touch approval. AI assist for drafting. From a template in under 60 seconds. Skills based hiring module optional add on. Through and detailed response.
			3	similar. Templates. Configurable.
			4	configurable. Req template. Data population from people soft. Unlimited levels of approvals configurable per agency. Qualifier and knockout questions. Branching. Request to fill process. Posting preview as it appears to candidate - shared with hiring manager. multiple occupation levels on one posting - candidates can auto or self assign. AI assistance.
			5	AI integrated - integrated in app (not native)
			1	same. Response was easy to visualize how it would work. Tailor the process to individual posting. Click on click off process.
Recruiting - Career Sites	1125	1050	3	configured for agency specific. EEO good. Mobile. Esignature is third party.
			4	brand studio for customized branding. Mobile responsiveness. EEO. One click posting to over 200 job boards. No limit on career sites. Referral module. Candidate alert preference. AI screening engine. Questions can be sent directly to recruiter through the system.
			5	specific groups of employees not addressed (only visible to certain groups). Cannot reuse documents without candidate explicit approval - not sure? Flows assigned to requisitions based on agency. Streamlined and guest apply. Drag and drop functionality - visual editor.
			1	same.
			2	mobile candidate completion rate is 42% higher than industry average. Transparent scoring shows rationale.
Recruiting - Candidate Management and Selection	875	800	4	workflow steps status requiring actions are configurable and defined by the state. Agency specific workflows. Scheduling integrates with outlook. Screening dashboards. Color coded status available. Text to candidates. Everify prebuilt. Talent pool module. role based dashboards. feedback surveys. skills assessment vendor integrations available.
			5	same as above. Did not address excluding hiring managers from viewing non qualified candidates. Manual notifications not available for committee members.
			1	same as above. Like candidate surveys integration included. Workflow seems similar - drag and drop.
			2	liked the stats provided. Self scheduling tool. Survey module auto sends surveys at key points. Survey results are aggregated and added to dashboard.
			3	same
Recruiting - Offer Management	375	350	5	dynamic merge fields. Offer analytics and auditing. Support for multi-level approvals. Branding for offer letters.
			1	appear to truly track negotiations and renegotiations.
			2	same comments. Liked offer expiration. Windows that trigger automatic notifications. Analytics built in - great.
			3	DocuSign third party.
			4	same.
Onboarding	750	700	1	indicate a flexible onboarding process. Unlimited documents. Extensive peoplesoft knowledge.
			2	overdue notifications escalate to supervisor automatically. Videos not discussed - unsure if they can be housed here.
			3	similar. Configurable. Unlimited documents.
			4	same comments.
			5	ability to present additional onboarding items unclear ONB-4.
Integration with PeopleSoft HR	1000	910	2	claim their native connector uses the same Taleo connect the state uses. SSO with OKTA. Through detailed response.
			3	question on if they needed an interface for new hire data transfer - high complexity. No concerns
			4	similar to 946 score. Integration toolset - monitor and manage and troubleshoot integration without vendor dependency.
			5	Not in the Oracle stack.
			1	same as 946 score.
Performance and Uptime	P/F	P	3	
			4	
			5	
			1	
			2	
Role-based Security	1000	950	4	role based framework fully configurable. Can create unlimited custom roles. Liked the storage of an agencies documents - locked down by agency but has a central area. Understood the structure.
			5	
			1	same
			2	same
			3	
Analytics	1000	950	5	understood our needs. Went above what was requested.
			1	supports reporting requirements, time in stage, recreate current reports if needed.
			2	no sequel knowledge required. Library with reports exist. Current reports recreated.
			3	similar.
			4	similar.
User Experience	1200	1150	1	information was detailed. ADA compliant. User portal. Process reduces training time.
			2	UI designed for government recruiting. Industry design award in 2024 received.
			3	recruiting process is straightforward. Mobile friendly. ADA.

Offeror (Company) Name: Fusion Objects Corp				Total Points Awarded: 10,742 - Disqualified
Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
			4	configurable dashboard framework - high level to granular available. 30 drag and drop widgets available. Generative AI assistance. Help panel available.
			5	same.
Administration Experience	1200	1100	2	releases are deployed to a sandbox first so admins can preview first. Detailed explanation of support provided. Full community platform offered for government HR.
			3	live chat and access to community.
			4	no code interface. Quarterly releases. Help center. Customer support portal. Online moderated community platform - specific to government recruiting.
			5	separate stack - could not get a feel for what the administration is like. Ongoing support?
			1	detailed responses - training down to the hiring manager level included. 24/7n support.
Implementation and Support	1200	1150	3	liked training provided for all levels. Elearning. Broad.
			4	response tailored to Montana including timeline. Robust training available for users. Role based training. Detailed and tailored response.
			5	same
			1	appears to have knowledge of our current process. Support for 90 days after go live. Best practise recommendations.
			2	detailed. 4 phase implementation. 5/31/2027 go live target. Good testing and training. Good hiring manager training provided.
<b>Offeror Qualifications Company Profile and Experience</b>				
Years in Business	50	45	4	17 years
			5	
			1	founded in 2008. public sector focus since 2010.
			2	founded in 2008. public sector focus since 2010.
			3	
Relevant Experience	50	45	5	
			1	clearly focused on public sector HR
			2	4-6 new government implementations per year.
			3	
			4	38 live production deployments with 4-6 new per year.
Relevant Past Projects	50	47	1	several public sector recruiting projects including those moving away from Taleo.
			2	state implementation - one was a complete replacement and go live was on time.
			3	
			4	Idaho HR, SD HR, WY DOA
			5	
Resumes	100	90	2	good detailed experience on products in SD, ID, and WY. Team has 7-8 years experience with this offeror.
			3	
			4	9-14 years experience.
			5	
			1	
<b>TOTAL OF TECHNICAL PROPOSAL</b>				
	<b>10475</b>	<b>9787</b>		
Product Demonstration	500	225	3	presentation was hard to follow. Very quick. Not clear on many items that could be vs. could not be configured.
			4	similar comments to above. Harder to follow the presentation. Not confident in the responses provided to questions - unclear if the questions were understood.
			5	concerns about the ability to answer questions. Concerns about the underlying technologies. Concerns on very small team provided for a project of this size.
			1	did make an attempt to go through agenda - but speed did not make it easy to get a good picture of the system provided.
			2	very similar comments to above.
<b>Disqualified for failing the Product Demonstration</b>				
Cost Proposal	3658	-		
<b>SUB-TOTAL</b>				
	<b>14633</b>	<b>10012.0</b>		
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	730		does comply
<b>TOTAL SCORE</b>				
	<b>15363</b>	<b>D/Q</b>		

DOA-RFP-2026-0231AL				
State HR Recruiting System				
Individual Scoring Matrix				
The evaluator will review and evaluate the offers according to the following criteria, which are worth a total of 10,475 points: The Scope of Work, Recruitment System Requirements, Company Profile and Experience will be evaluated based on the scoring guide. The Cost Proposal will be evaluated based on the formula set forth in the criteria.				
Offeror (Company) Name: GovernmentJobs.com, Inc.				Total Points Awarded: 7482
Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	339	4	can be configured with custom form fields. Online hiring center for agencies or departments. Can be predefined. Screen and score candidates on supplemental questions. Recruitment plan creation. Embed photos and videos. Did not see request to fill. Auto screening for candidates. cannot post multiple levels on a posting. some sections stated, "more information needed."
			5	requirements - generic functionality discussed but not specific. Unclear if they can actually perform skillsbased hiring or request to fill. Same with previewing a posting.
			1	same. No AI tools currently available.
			2	AI not available - currently in development. Responses were simple, did not appear robust to meet all requirements,
			3	similar.
Recruiting - Career Sites	1125	665	5	concerned about cost - no internal controls or oversight. Applicants reach out to vendor directly. Attachments not virus scanned. Attachments limited to 20 - not sufficient. Customization is limited for applicant fields. No guest apply. On main career page. no functionality for employee referral.
			1	same. 20 attachment limit.
			2	attention to detail - refer to the county in one section, university, not state of montana.
			3	no guest apply. No ai assist.
4	did not discuss security of data. No job board integration. Internal postings would need to be to an intrasite. No guest sign on.			
Recruiting - Candidate Management and Selection	875	625	1	appears to have flexible workflow but no details. Less robust interview scheduling. Talent pools would require another product.
			2	interview scheduling not integrated with outlook. Did not respond with comments on reasons to reject candidate. Additional module required for talent pools. Text not included in base. No ability for candidate to provide feedback on hiring process.
			3	free integration with everify - background check is third party.
			4	same. No ability to copy candidates and applications but multiple reqs can be associated with one posting.
			5	same. No maximum limit on templates, custom text and email templates, text messages can be sent for self schedule for interviews
Recruiting - Offer Management	375	250	2	renegotiations cannot be handled in the system at this time. Unsure if mobile approval is available. No understanding in some items.
			3	same
			4	same. Defaulting data from the req to offer letter - stated they needed additional information which was concerning.
			5	same
			1	discussed unlimited offer templates. Ability to track a candidate declines an interview across their profile.
Onboarding	750	600	3	pre-onboarding, most of it out of box.
			4	pre, on, and offboarding. Checklist can be customized and assigned. Notifications. Reminders. Form builder. Pre-hires can be added to the system without an employee ID.
			5	Met the standard. Did not reference policy acknowledgements.
			1	
			2	describes pre-boarding - did not discuss people soft.
Integration with PeopleSoft HR	1000	550	4	did not feel like there would be support. They can integrate with active directory. Did not understand the process described and the support provided.
			5	not a ton of information provided. It is up to the customer.
			1	appears possible but would need significant customer involvement.
			2	echo KA comments. Heavy lift for the customer. Left with more questions.
			3	similar.
Performance and Uptime	P/F	P	5	
			1	
			2	
			3	
			4	
Role-based Security	1000	460	1	needed more detail. Cannot meet role requirements.
			2	significant issues meeting needs. Basic responses. State, "fail to support these requirements."
			3	same
			4	same
			5	same
Analytics	1000	700	2	claim they can meet the requirements. Low complexity. Could have provided additional detail.
			3	same. Not a lot of detail provided. Standard reports.
			4	95 standard reports. Some preconfigured dashboards. Needed more detail.
			5	hit what was asked but provided no additional detail.
			1	same comments.
User Experience	1200	800	3	AI is under development. User tools - spellcheck. Basic.
			4	unified dashboards creates a unified space. reports and tasks. Mobile responsive. ADA compliance. AI under development. Spell check included. Stated they have a comprehensive user manual and online user help center.
			5	no major deficiencies noted.
			1	similar to DM.
			2	no generative AI.

<b>Offeror (Company) Name: GovernmentJobs.com, Inc.</b>				<b>Total Points Awarded: 7482</b>
<b>Category</b>	<b>Possible Points</b>	<b>Consensus Score</b>	<b>Evaluation Member</b>	<b>Mandatory Justification Comments for Points Awarded</b>
Administration Experience	1200	800	4	have access to all products through the product toggle to manage each product separately. Maintenance schedule and notification process. Customer help desk. Online and emergency tech support 24/7. training provided at time of implementation. Ongoing support available through customer support manager. Online forum for customers to share knowledge and resources. no tickets systems described.
			5	met the minimum. Needed more detail on how they meet requirements.
			1	did not address requirement for intuitive and easy configuring. Candidate support line - implies their process is not intuitive.
			2	
			3	same
Implementation and Support	1200	775	5	met the minimum. Needed more detail on how they meet requirements. Provides detailed walkthroughs of features.
			1	Had to look for information. Generic response indicates they can support but no detail.
			2	claimed to meet the minimum requirements - short comments and responses provided.
			3	
			4	struggled to find timeline and phases information.
<b>Offeror Qualifications Company Profile and Experience</b>				
Years in Business	50	48	1	20+ years of experience in HR projects with government clients.
			2	
			3	
			4	26 years of experience.
			5	same comments.
Relevant Experience	50	45	2	focused on government sector. Experience in all states.
			3	
			4	same. Significant public sector experience
			5	state implementation experience.
			1	same
Relevant Past Projects	50	45	3	
			4	wyoming, hawaii, nevada, colorado, etc.
			5	
			1	examples not recruiting system.
			2	
Resumes	100	50	4	Only provided one resume - 25 years of experience.
			5	only provided one resume.
			1	only provided one resume.
			2	only provided one resume.
			3	only provided one resume.
<b>TOTAL OF TECHNICAL PROPOSAL</b>				
	<b>10475</b>	<b>6752</b>		
Product Demonstration	500	-	5	
			1	
			2	
			3	
			4	
Cost Proposal	3658	-		
<b>SUB-TOTAL</b>				
	<b>14633</b>	<b>6752</b>		
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	730		does comply
<b>TOTAL SCORE</b>				
	<b>15363</b>	<b>7482</b>		

**DOA-RFP-2026-0231AL**  
**State HR Recruiting System**  
**Individual Scoring Matrix**

The evaluator will review and evaluate the offers according to the following criteria, which are worth a total of 10,475 points: The Scope of Work, Recruitment System Requirements, Company Profile and Experience will be evaluated based on the scoring guide. The Cost Proposal will be evaluated based on the formula set forth in the criteria.

**Offeror (Company) Name: HESFP, LLC**

**Total Points Awarded: 7261**

Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	300	1	resposne was hard to follow. Did not always indicate the product or tool being proposed. No prescreening questions. Approve and request to fill not included. Did support multi level occupations.
			2	requirement 12 - did not respond to AI ability to post postings. Did not follow instructions tab.
			3	similar. Say they meet but did not provide details.
			4	similar comments. Discussed posting preview as it looks on career sites. Unsure on the multiple levels on a req. AI not in scope for base year.
			5	complexity rated did not match justification provided. Did not address key points of requirements - stated they have done it previously. Skills based hiring sounds like general functionality not a tool. Concerned on complexity of building workflows. preview on posting not described. could be issues with multiple levels of an occupation.
Recruiting - Career Sites	1125	800	2	have a guest apply feature - if feature is not used then it pulls from a limited pool of 3000 licenses. What happens when the licenses are used up. Base year of proposal does not integrate with sourcing platforms such as linkdn. Did not follow instructions tab.
			3	similar. Guest apply - multiple career sites - unsure on branding for agency and state. Employee referral.
			4	similar comments. Candidate uploads had limitations. Mobile responsive. EEO and preference. Legally binding signatures would need to integrate with third party. Can create specific career sites. Candidates can manage job alert preferences. Uploades are stapled to the posting. employee referal capability. responses were hard to follow.
			5	did not address limitations or virus scans on attachments. Mobile configured separately. EEO did not appear to be delivered. Did not understand the difference between EEO and preference. Pick list for sourcing would need to be defined.
			1	same comments. Concerned about the attachments. Preference and EEO concerns.
Recruiting - Candidate Management and Selection	875	525	3	job alerts. Confused on everify and background checks. Only provides peoplesoft integration the first year.
			4	similar comments. Continue to reference previous rows that did not sufficiently address those requirements.
			5	searches had to be configured could not be delivered. No explanation on how talent pools work. Corresponding with candidates via text is in dev. Generally not enough detail.
			1	response hard to find/follow. Same as above.
			2	same as above.
Recruiting - Offer Management	375	255	4	docusign integration for esignature. PDF and electronic offers. Offer templates. Status tracking. Response hard to follow.
			5	same comments.
			1	appeared to met requirements and had negotiation features.
			2	detailed response but did not follow instructions. Yes on availability.
			3	same comments.
Onboarding	750	475	5	information did not pertain to the requirement. Stated State's requirements would need to be reviewed to ensure they were real requirements.
			1	finding relevant information required jumping to different sections of the response.
			2	OOTB solution may not meet requirements and could require a customization.
			3	similar comments.
			4	limited.
Integration with PeopleSoft HR	1000	600	1	indicated experience with peoplesoft integrations.
			2	response was technical.
			3	
			4	response was technical and hard to follow. Unclear response.
			5	unable to demonstrate an understanding of the integration.
Performance and Uptime	P/F	F	2	sla's not offered as part of base offering.
			3	negotiation of sla
			4	same
			5	
			1	
Role-based Security	1000	700	3	not a lot of detail. Auto update and deactivation.
			4	did not feel that the requirements were addressed. Response difficult to follow/understand.
			5	same
			1	indicated they could meet the requirements.
			2	same comments.
Analytics	1000	600	4	did not address requirements. Response hard to follow.
			5	did not demonstrate knowledge or ability to meet requirement.
			1	same. General response not a lot of information/detail.
			2	generic response. Statement - "like other ATS solutions we've built."
			3	similar. No details. Did not discuss customizable reports.
User Experience	1200	600	5	did not demonstrate knowledge or ability to meet requirement.
			1	appeared ADA compliant. Indicated AI functionality. Noted lighting app builder tool.
			2	no AI ability to create posting, correspondance, or interview questions. The solution described is not in scope for the base year.
			3	similar comments.
			4	no spell check. Did not feel that all requirements were addressed.
			1	appeared to met requirements. 24/7 support and an online community.

Administration Experience	1200	710	2	3 automatic platform release per year - seasonal. Bug fixes delivered continuously. Sandbox received releases prior to production. Trailheads and trailblazers.  reliant on HESFP for support. Tier 0 support only - what is tier 0?
			3	
			4	
			5	
Implementation and Support	1200	800	2	good. 12 month timeline. Knowledge transfer process contributes to their satisfaction rating. 95% retention rate for option years. 24/7. 12 months go live. Train the trainer. Did not define additional resources that are available. similar comments. some additional in support documents but not enough detail to be confident in the ability to meet requirements. similar comments.
			3	
			4	
			5	
<b>Offeror Qualifications Company Profile and Experience</b>				
Years in Business	50	31	3	9 years 9 years
			4	
			5	
			1	
			2	
Relevant Experience	50	35	4	110 successful implementations.
			5	
			1	
			2	
Relevant Past Projects	50	30	3	only one project listed was ATS.  Federal government focus.
			4	
			1	
			2	
Resumes	100	70	3	resumes detail broad experience not ATS and onboarding. same
			4	
			5	
			1	
<b>TOTAL OF TECHNICAL PROPOSAL</b>	<b>10475</b>	<b>6531</b>		
Product Demonstation	500	-	2	
			3	
			4	
			5	
Cost Proposal	3658	-	1	
<b>SUB-TOTAL</b>	<b>14633</b>	<b>6531</b>		
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	730		does comply
<b>TOTAL SCORE</b>	<b>15363</b>	<b>7261</b>		

**DOA-RFP-2026-0231AL**  
**State HR Recruiting System**  
**Individual Scoring Matrix**

The evaluator will review and evaluate the offers according to the following criteria, which are worth a total of 10,475 points: The Scope of Work, Recruitment System Requirements, Company Profile and Experience will be evaluated based on the scoring guide. The Cost Proposal will be evaluated based on the formula set forth in the criteria.

**Offeror (Company) Name:** Infor

**Total Points Awarded:** 12660.8

Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	450	3	liked skills based. Workflow approvals. Ai assistance. Turnkey. configurable requisition templates. Approval workflows. Multi-level approvals. Job postings configurable. Request to fill process. Skills based. Application workflows can be tailored to different jobs. Preview the job posting. Multi level applications. ai support. requisition approval process - locked down so it cannot be configured by req only criteria stated. Videos are linked not hosted. Skillsbased seemed generic not an actual skillsbased. same as KA. few of the responses acknowledged they could meet the requirement with no additional detail.
			4	
			5	
			1	
			2	
Recruiting - Career Sites	1125	1050	4	no system imposed limit on number of candidate attachments. Maximum file size is 2 GB per file. Mobile responsive. Branding. Security. It appears they support electronic signature within the system. Configurable application fields. Multiple career sites. referral program tracking. Internal postings can be limited to a certain group. Generative AI. candidate can contact recruiter. did not include information on several of the requirements - stated they could support. same. Strong preference and attachment response. More details wanted on guest applicant process. same. Stated they can do the work but did not further explain. Liked AI screening which looked at behavioral science and advanced analytics. upload the attachments to application or profile.
			5	
			1	
			2	
			3	
Recruiting - Candidate Management and Selection	875	720	5	lack of detail provided. They can support but did not explain how. Interview scheduling with caledar integration. Text notifications. Workflows that can be positioned specifically. Organize candidates by talent pool stated they can meet the requirements. Screenign tools available. Needed more detail on some requirements such as candidate search and outside vendors. some requirements have no comments. No ability for text messaging candidates yet but is in development. similar. similar. Integration options for everify background checks. Talent pools and dashboards.
			1	
			2	
			3	
			4	
Recruiting - Offer Management	375	325	1	indicated ability to meet all requirements. Some areas did not include additional details. able to meet requiremetns. Offeror letters can be signed electronically and stored in the system. similar. esignature. Auto populate data into letter. Flexible workflows. Track and report on offeror status. lack of information.
			2	
			3	
			4	
			5	
Onboarding	750	635	2	notifications can be tied to onboarding staff. Acknowledgements and messages available to new hire prior to and after start date. Out of box, low complexity. similar. Task tracking, ocm. includes policy acknowledgements. FAQs. Configurable to hire type. same. same
			3	
			4	
			5	
			1	
Integration with PeopleSoft HR	1000	800	3	standard integration. support integration to current data. Provide flexible integration. Automated data flows. flexible integrated with several other vendors. Encouraging but could have expanded information provided. met all requirements. Integrate with multiple HR products. Integration engine. flexible and secure integration with internal systems.
			4	
			5	
			1	
			2	
Performance and Uptime	P/F	P	4	
			5	
			1	
			2	
			3	
Role-based Security	1000	739	5	did not provide much information other than saying they support what is being requested. same. said they could do it but did not support with additional information. security. Activiation and deactivation. ability to build cutom roles, segregate data, automate deactivation, auto assignments of security.
			1	
			2	
			3	
			4	
Analytics	1000	800	1	provided additional details. Met requirements. Audit tracking could have used additional detail. provided detail on response 1. 2-9 stated they could do it but did not provide support. ability to track each step. User dashboards similar - ability to report out and dashboards good. provided detail in section 1 for following sections.
			2	
			3	
			4	
			5	
User Experience	1200	1100	2	mobile responsive career site supported. Configurable dashboards by role. Significant abilities with generative AI. similar. User community. same. Liked the in app help to support user self service. Compliance with ADA. same. good AI tools and integrated help tools.
			3	
			4	
			5	
			1	

Administration Experience	1200	1030	3	in user training - training needs analysis. Additional training available but unsure if additional cost. 24/7 support.
			4	good detail. Multiple feedback channels. Detailed on priority levels and response. Robust knowledge in training options.
			5	browser based configuration tools. No code tools. Separate tool for administrative burden.
			1	customer service focused. Many options for submitting requestes. Easy to use configuration tools.
			2	predicatable low impact maintenace schedule. Priority response within 1 hour for priority issues.
Implementation and Support	1200	1100	4	phased out implementation - 8 months. Functional and technical consulting. Support knowledge transfer. Structured cut over and go live approach. Role based training and transfer.
			5	same.
			1	same.
			2	very detailed response. Defined milestones and checkpoints. Accelerated initial configuration. Structured project management and governance through implementation and stabilization.
			3	similar. Liked that it is not as "as is to be"
<b>Offeror Qualifications Company Profile and Experience</b>				
Years in Business	50	47	5	24 years
			1	
			2	
			3	
			4	24 years
Relevant Experience	50	40	1	had to search for relevant experience.
			2	same reason - had to look
			3	
			4	
			5	needed to look
Relevant Past Projects	50	43	2	some work with Idaho. Talent acquisition in SD 9/24 go live.
			3	recent implementations in government.
			4	same
			5	
			1	needed more information concerning the listed projects.
Resumes	100	85	3	provided good resumes and extensive experience.
			4	same. 8-30 years experience.
			5	
			1	had to search for resumes.
			2	detailed resumes including a lead in Montana. IT solutions but not necessarily specializing in ATS.
<b>TOTAL OF TECHNICAL PROPOSAL</b>		<b>10475</b>	<b>8964</b>	
Product Demonstation	500	375	4	hit all agenda items well. Very thorough and organized. Tied to agenda. Answered all questions clearly. Liked the product look and demo. Analytics were great.
			5	user interface looked difficult to navigate - many icons.
			1	similar to above comments. Candidate side looked outdated. Very good job moving through agenda and use of their presenters.
			2	very detailed security administration. Analytics dashboard was very impressive. Robust and easy to build analytics.
			3	liked the dashboards as well. Simple to configure forms and reqs. Could be specialized for different levels of positions. Presented really well.
Cost Proposal	3658	3321.8		
<b>SUB-TOTAL</b>		<b>14633</b>	<b>12660.8</b>	
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	0		Does not comply
<b>TOTAL SCORE</b>		<b>15363</b>	<b>12660.8</b>	

**DOA-RFP-2026-0231AL**  
**State HR Recruiting System**  
**Individual Scoring Matrix**

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**Offeror (Company) Name: IPCS Inc.**

**Total Points Awarded: 7003**

Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	318	5	did not address custom fields templates. No detail on how they would accomplish certain items. Images and videos have to be set during configuration - not ideal. Request to fill process did not look like a request to fill process. Skills were generic. Liked the AI driven platform for creating job postings.
			1	responses had few details. Did not understand how requisition templates or standardization would work.
			2	provided limited detail.
			3	similar. Lack of detail. Cannot sign up for jobs.
			4	same comments. Request to fill process did not seem to exist.
Recruiting - Career Sites	1125	650	1	don't have a guest application process. Stated they could fulfill requirements without providing support.
			2	same comments. Don't have referral tracking. Candidates cannot sign up for notifications.
			3	same.
			4	similar. Changed many "required requirements to optional"
			5	concerns - did not address limitations in attachments. Customization required. Mobile response career site in development. Inconsistencies between noted systems and stated ability (in development vs. mobile friendly).
Recruiting - Candidate Management and Selection	875	500	2	texting to phones would need to be implemented. Self service interview scheduling and ability to move candidate from one requisition to another not available.
			3	similar. Stated many TBD. Designation of "optional" for many requirements.
			4	similar.
			5	all items marked customization and several in development.
			1	no details. No ability to move candidates from one listing to another. Doesn't believe they can meet the workflow requirements.
Recruiting - Offer Management	375	250	3	did not seem to be intuitive. They have offer letters but also stated they could demo it.
			4	esignature is third party. One requirements was changed to optional.
			5	customization on everything in this section. Docusign requirement - third party.
			1	said they met the requirements but no details. Included ability to do employment contracts not just offer letters.
			2	did not respond to ability for offer letters to be flexible. Limited information provided.
Onboarding	750	525	4	several requirements changed to optional. Onboarding portal. Data can be sent to core HR peoplesoft. Configurable workflows. High degree of task flexibility and automation based on type of hire. Notification and alerts that can be configured. Multiple onboarding processes based on type of hire. online fillable forms.
			5	same. Level of customization appears high based on every item needing to be customized.
			1	multiple workflows but no details provided.
			2	limited detail provided.
			3	same.
Integration with PeopleSoft HR	1000	550	5	API integration hub.
			1	no information provided about toolset. Did include the API integration hub.
			2	response is identical for 4 of 5 options.
			3	same.
			4	response was copy/pasted. One requirement changed to optional.
Performance and Uptime	P/F	P	1	did not answer the question.
			2	limited detail but claims their design for high performance and uptime and scalability.
			3	no details - they say they can do it but no details.
			4	
			5	no sla information provided.
Role-based Security	1000	600	2	claims they can meet the requirement - limited information provided.
			3	state they can do it but no detail.
			4	similar comments. One requirement changed to optional.
			5	
			1	same.
Analytics	1000	600	3	custom reports and dashboards. Track time to fill not details.
			4	did not cover report building tool. Several requirements changed to optional.
			5	said they could meet the requirements but did not explain how.
			1	same reasons stated.
			2	clam to meet requirements and be able to configure to meet two options they cannot currently meet.
User Experience	1200	700	4	new mobile version and AI are under implementation/development. Spell check available. Help feature available but not much detail. Several requirements changed to optional.
			5	not enough detail provided.
			1	no information about user experience.
			2	same as KA.
			3	same
Administration Experience	1200	700	5	not enough information provided.
			1	mentioned a customer portal - did not answer the requirements.
			2	train the trainer cost is \$150/ hour for up to 10 users. User community not available yet.
			3	similar.
			4	similar.

Implementation and Support	1200	700	1	no information, did not answer questions.
			2	discussed project timelines, system will be tested for new features but not existing features because they are existing elsewhere.
			3	not a lot of detail provided.
			4	not enough detail. Several requirements changed to optional.
			5	long implementation timeline. Stated they would finalize the requirements - did not like.
<b>Offeror Qualifications Company Profile and Experience</b>				
Years in Business	50	45	2	30 years in business. ATS is a small section though, they are an IT company.
			3	
			4	30 years.
			5	30 years,
			1	same
Relevant Experience	50	25	3	recent implementations seem small. Unsure how robust the system actually is.
			4	stated they have 25 state government IT contracts but did not provide information.
			5	could not find relevant information.
			1	same
			2	
Relevant Past Projects	50	25	4	did not include public sector organizations.
			5	same
			1	same
			2	listed companies they have worked with - projects started but not yet completed.
			3	same
Resumes	100	85	5	large resumes.
			1	detailed resumes.
			2	very detailed but heavy on IT solutions not ATS.
			3	provided detailed resumes
			4	detailed resumes - 12 - 21 years of experience.
<b>TOTAL OF TECHNICAL PROPOSAL</b>	<b>10475</b>	<b>6273</b>		
Product Demonstration	500	-	1	
			2	
			3	
			4	
			5	
Cost Proposal	3658	-		
<b>SUB-TOTAL</b>	<b>14633</b>	<b>6273</b>		
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	730		does comply
<b>TOTAL SCORE</b>	<b>15363</b>	<b>7003</b>		

**DOA-RFP-2026-0231AL**  
**State HR Recruiting System**  
**Individual Scoring Matrix**

The evaluator will review and evaluate the offers according to the following criteria, which are worth a total of 10,475 points: The Scope of Work, Recruitment System Requirements, Company Profile and Experience will be evaluated based on the scoring guide. The Cost Proposal will be evaluated based on the formula set forth in the criteria.

**Offeror (Company) Name: Iron Brick Associates LLC**

**Total Points Awarded: 9035**

Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	334	2	letter of commitment is based on a single job posting template with standard fields. Very simple limited responses but does claim to meet requirements.
			3	similar. Stated ai available when enabled.
			4	qualifying questions/questionnaire was confusing - unsure if it met requirements. Request to fill process prior to the req? unsure if posting preview is from candidates view. Evergreen reqs and multi-level. Talent pools. Several requirements marked as optional.
			5	did not address custom fields defaults or integration of reqs from peoplesoft. Did not provide how the requirement would be accomplished on many items. Sounded restrictive/ not flexible. No AI.
			1	same. Only one req template.
Recruiting - Career Sites	1125	750	3	password reset. Easy apply.
			4	candidate attachments allowed but did not discuss limitations, if any. Integrate with docusign or adobe for esignature. Unclear if guest apply is available. Candidate information would be masked for EEO and preference situations. Difference workflows available based on hire type. referral option. job alert creation. high maintenance to restrict access for internal postings to certain groups. they are investing in AI. several requirements marked as optional.
			5	did not address attachment limitations. They did specify that they can do a resume attachment but for additional attachments you have to do a questionnaire with an attachment type question. Skirted the mobile responsive question. EEO did not look like a delivered feature. customizable application fields dependent on the requirement. sourcing categories must be defined.
			1	same comments. More career sites and docusign integration costs additional money.
			2	restrict worker access based on worker type requires testing and maintenance. Did not seem simple to make internal job postings only. Question ai screening abilities.
Recruiting - Candidate Management and Selection	875	650	4	interview scheduling with outlook was confusing. Candidate self scheduling available. Configure custom notifications. Screening available through knock out questions. Addressed everify - background check vendor integration available. Configure disposition reasons. workflows available. configurable dashboards. Feedback questionnaire can be configured if the business workflow allows. skills assessments can be configured. several requirements marked as optional.
			5	did not seem flexible enough. Needed agency compromise. Interview scheduling did not include enough information. Hiring committee communication not addressed.
			1	candidate grid feature sounded helpful for contacting candidates. Copy candidate sounded clunky.
			2	see above.
			3	similar.
Recruiting - Offer Management	375	266	5	docusign integration. Not much detail.
			1	did not address negotiations. Unclear if esignature is available without an integration.
			2	not much detail included. Claimed to met requirements.
			3	same as JF.
			4	similar. Adobe/docusign. Approval workflows need to be built. Several requirements marked as optional.
Onboarding	750	645	1	liked examples shown how workflows can be tailored. Comprehensive pre-hire process.
			2	personalized onboarding portal. Good descriptions of abilities to configure fillable forms. Few comments reference county rather than state.
			3	similar. Fillable forms.
			4	similar comments. Several requirements marked as optional.
			5	looked good. Fillable forms did not seem flexible - stated you would need to use workday extend to build those. Additional data collection would require a document upload.
Integration with PeopleSoft HR	1000	725	2	described multiple ways HR data could be integrated. Can meet OKTA requirement.
			3	similar.
			4	similar comments. Integration of data was confusing, it made it sound like accounts were created in WorkDay. One requirement marked as optional.
			5	new toolset added to framework.
			1	same as previos. Security access seems doable but potentially difficult.
Performance and Uptime	P/F	P	3	
			4	
			5	
			1	
			2	
Role-based Security	1000	850	4	configurable role based security to support segration of duties and data. Create and manage custom roles. Active/inactive. Workday accounts. One requirement marked as optional.
			5	covered all requirements.
			1	same reasons.
			2	same reasons.
			3	same reasons.
Analytics	1000	862	5	thoroughly described everything.
			1	analytics require configuration.
			2	can report on a few items but stated some were a high level ask. Custom reports are the default for most analytics.

			3	similar. Can track each part of the recruitment process. Qualified vs. non qualified candidates.
			4	similar. Several requirements marked as optional.
User Experience	1200	950	1	appears to meet all requirements. 120 available dashboards. Still in process of building AI tools. Modern UI experience.
			2	same.
			3	similar. Mobile sounds easy to use, they are working on gen AI.
			4	liked the ability for users to do their own dashboards. ADA compliance - unsure if it actually mets. Spell check included. Provided imbedded user guidance through workflows and guided tours. Step by step wizard layout. Several requirements marked as optional.
			5	Did say the generative AI would be available with a certain release.
Administration Experience	1200	950	2	embedded user guidance through workflows. Outlined well the upgrade maintenance process. Global teams are available to help on demand customer support. Trainings are updated with each update. Community user access available. Three types of community work groups.
			3	similar. Liked my task dashboard. Unclear what is meant by they will assist with training customization.
			4	through response. Similar comments to above.
			5	concerns - did not address the system admin, rather was geared to end user. New toolset.
			1	referred to refreshing training materials. same as above.
Implementation and Support	1200	1100	3	12 months. 24/7 support. Mobile friendly.
			4	provided project timeline with phases - one month of hypercare - structured knowledge share/transfer. Testing efforts discussed. Assist with recruiter and hiring manager. Some requirements marked as optional.
			5	very thorough. Focused on equipping Montana admins.
			1	same reasons.
			2	Deloitte has over 650 implementations. Been there done that mentality. Referenced PMO experiences from three other state role outs. Most thorough section of response.
<b>Offeror Qualifications Company Profile and Experience</b>				
Years in Business	50	45	4	20 years.
			5	
			1	
			2	
			3	
Relevant Experience	50	45	5	
			1	
			2	
			3	
			4	experience delivering recruitment to local and state governments.
Relevant Past Projects	50	43	1	
			2	
			3	
			4	liked NC Office of HR and Oklahoma.
			5	
Resumes	100	90	2	very detailed extensive resumes and rollout of workday solutions.
			3	
			4	years of experience 11-27 years.
			5	
			1	
<b>TOTAL OF TECHNICAL PROPOSAL</b>	<b>10475</b>	<b>8305</b>		
Product Demonstation	500	-	3	
			4	
			5	
			1	
			2	
Cost Proposal	3658	-		
<b>SUB-TOTAL</b>	<b>14633</b>	<b>8305</b>		
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	730		does comply
<b>TOTAL SCORE</b>	<b>15363</b>	<b>9035</b>		

**DOA-RFP-2026-0231AL**  
**State HR Recruiting System**  
**Individual Scoring Matrix**

The evaluator will review and evaluate the offers according to the following criteria, which are worth a total of 10,475 points: The Scope of Work, Recruitment System Requirements, Company Profile and Experience will be evaluated based on the scoring guide. The Cost Proposal will be evaluated based on the formula set forth in the criteria.

**Offeror (Company) Name: MERP Systems**

**Total Points Awarded: 9044**

Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	400	4	configurable req templates. Custom fields included. Multi level workflows. Sequential or at same time. Prescreening qualification. Mobile friendly. Photos and videos can be embedded. Online request to fill. Skillsbased hiring. Configurable application requirements. preview before posting for candidate view. multi level posting. Copilot integration.
			5	concerned on approval process. Unclear on if users adjust the routing themselves? Many tools referenced to accomplish tasks. High level complexity configurations. Skills looked generic functionality not a tool. Ability to customize application requirements - administration of looked very technical. required third party for AI integration.
			1	robust AI tools. Supports req preview. Detailed process for multi hire from one.
			2	reference comments above.
			3	
Recruiting - Career Sites	1125	900	5	password functionality was a third party tool. Functionality is tied to Azure active directory - this could be a concern. CAR2 required third party and JAVA to accomplish. Every item required customization to achieve. CAR4 heavy administration. Heavy on customization and third party integration. AI as well. This means a heavier lift.
			1	met requirements. Detailed responses. Met attachment and preference requirement.
			2	candidate applications can be auto routed into dynamics 365 and the dataverse.
			3	similar. Password reset is third party. Third party for mobile use.
			4	commented that legal binding signature would need to be through a third party. Detailed response. Internal job posting can be done to specific groups. Configurable contact recruiter functionality. No limit to # of career sites. Track employee referrals.
Recruiting - Candidate Management and Selection	875	732	1	met requirements. Support multiple workflows. Understood what was needed from a candidate management standpoint.
			2	interview scheduling integrated with outlook. Supports creation of talent pools. Supports 2 way sms communication.
			3	similar.
			4	mentioned current step status could be simplified. Similar to other comments. Talent pool management was good. Feedback survey capabilities. Skills capabilities. Everify and background integration available.
			5	use of many tools to accomplish. Customization on every requirement required. Three integration requirements. Relied on administrative control of outlook controls.
Recruiting - Offer Management	375	300	2	offer letters are managed in MS word templates. Approvals can be completed via mobile. Digital signature would require Adobe or DocuSign.
			3	docusign integration. Online letters available and agency branding.
			4	similar comments. Renegotiations trigger a configurable workflow - this is positive. Liked mobile approval capability.
			5	requires customization. Doesn't like that templates are saved in MS and shared drive. To many tools to accomplish these tasks.
			1	liked negotiation process. Unclear how the offeror process would be for an everyday user - many steps and would require an esign partner.
Onboarding	750	610	3	state that it is out of the box but also note a lot of customization. Auto trigger notifications and reminders.
			4	multiple onboarding processes. Online fillable forms configurable. Configurable and automated workflows based on hire type. Notifications and reminders. Personalized onboarding content.
			5	a lot of customization. Use of many tools. ONB6 requires heavy customization.
			1	similar to previous.
			2	onboarding alerts can be delivered via email, teams, or in app. Tasks can be auto assigned without manual intervention.
Integration with PeopleSoft HR	1000	770	4	detailed information provided. Integration toolset leveraged low code. Administrators can manage integrations.
			5	Everything sounded good. High complexity but sounded easy. Additional integrations required.
			1	knowledgeable about peoplesoft integrations. Detailed response on what is included with their integration solution.
			2	same.
			3	
Performance and Uptime	P/F	P	5	
			1	
			2	
			3	
			4	
Role-based Security	1000	800	1	automated processes and could do agency level security.
			2	able to met the requirements of this section.
			3	
			4	similar comments.
			5	Needs multiple tools. Integration and control would be required however, that is owned by a separate division.
Analytics	1000	890	2	power BI dashboards provide configurable reports. Users can create and share reports through drag and drop interfaces. Could have provided additional detail.
			3	interactive reports and dashboards but require high customization.
			4	reports appear to be able to create.
			5	Expected the tools in this section. Good.

			1	similar comments. Ability to report on all steps of recruiting process. New Hire reporting.
User Experience	1200	1000	3	configurable dashboards. State they can meet all requirements out of the box but then discuss high customization.
			4	mobile responsive. ADA compliance. AI capabilities through CoPilot. Spell check included. Integrated help and user guidance through configurable content. Guidance imbedded for user.
			5	tool and customization heavy.
			1	detailed response but struggled to visualize or understand the UI process. Robust dashboards and alerts.
			2	similar comments.
Administration Experience	1200	825	4	controlled release cycles - discussed bug fixes and their deployment - testing environment. Submitting support issues. Liked that training is instructor lead. They would provide user guides and recorded sessions, best practice documentation. User communities are available.
			5	Administrations sounded limited - State would need the vendor for much of the administration and the customization. Upgrades were at the mercy of Microsoft. Did not appear to take the user into consideration - the tools being used were/are not built for HR or hiring. Reliant on vendor for support for this customizatin and if issues arise. user communties are avialable but they are for the tools such as Microsoft not specific to recruiting or onboarding use.
			1	responses felt generic. Could not get a real sense of what would be provided. Did not appear support was provided 24/7 or on demand.
			2	service requests are submitted via email address - other communication channels not discussed. Unclear if additional training is additional \$.
			3	similar.
Implementation and Support	1200	900	5	no timeline estimate provided - this is concerning given the level of customization. Knowledge transfer sessions available but appeared limited on what could be done. Not a lot of detail provided.
			1	same as DM. no implementaion time. No details on how knowledge transfer would work.
			2	see above.
			3	same.
			4	no estimated timeline. Knowledge transfer sessions available. Would assist with resource development. Assist with change management.
<b>Offeror Qualifications Company Profile and Experience</b>				
Years in Business	50	40	1	founded in 2010
			2	
			3	
			4	
			5	
Relevant Experience	50	35	2	130 staff. Experience in enterprise systems not just ATS onboarding.
			3	
			4	
			5	
			1	
Relevant Past Projects	50	32	3	federal projects. Small projects - anti harrasment and recruiting .
			4	
			5	
			1	
			2	
Resumes	100	80	4	detailed. 7-25 years of experience.
			5	
			1	
			2	
			3	
<b>TOTAL OF TECHNICAL PROPOSAL</b>				
	<b>10475</b>	<b>8314</b>		
Product Demonstation	500	-	5	
			1	
			2	
			3	
			4	
Cost Proposal	3658	-		
<b>SUB-TOTAL</b>				
	<b>14633</b>	<b>8314</b>		
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	730		Does comply
<b>TOTAL SCORE</b>				
	<b>15363</b>	<b>9044</b>		

**DOA-RFP-2026-0231AL**  
**State HR Recruiting System**  
**Individual Scoring Matrix**

The evaluator will review and evaluate the offers according to the following criteria, which are worth a total of 10,475 points: The Scope of Work, Recruitment System Requirements, Company Profile and Experience will be evaluated based on the scoring guide. The Cost Proposal will be evaluated based on the formula set forth in the criteria.

**Offeror (Company) Name: Metaintro Inc.**

**Total Points Awarded: 9244**

Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	420	1	appeared to met all requirements. Detailed request to fill. Job preview and multiple job posting workflows.
			2	includes unlimited prescreen questions including question types. Skills based. Customizable for state classifications.
			3	similar.
			4	similar comments. Some requirements were marked as optional.
			5	many pages are drag and drop - text editors - what you see is what you get formatting - request to fill does not look to be customizable. Liked the AI matching technology. Said they could handle multi levels but did not explain how.
Recruiting - Career Sites	1125	1000	2	self service password reset. Up to 10 attachments per application. Mobile signature supported. Guest apply option supported. Configurable referral bonus. AI powered candidate screening.
			3	same.
			4	similar comments. Attachment limit slightly concerning. Addressed EEO and preference data. Built in esignature. Internal postings could be restricted to agency and employer group. Several requirements marked as optional.
			5	concerned on attachment limit. Does application = applicant or application submission. Liked drag and drop forms builder. Customizing application flow appeared easy. Guest apply to submit without creating an account.
			1	saw it as 10 per application. Job in track features. Good referral process.
Recruiting - Candidate Management and Selection	875	800	3	prebuilt background checks, skills assessments, unlimited email templates.
			4	similar comments. Hiring managers can be limited to see only prescreened candidates. Filtering and searching functionality included. Bulk communication available. SMS available. Configurable rejection codes. Liked the talent pools and how candidates could be flagged. configurable surveys at key touchpoints. integration with skills assessment providers. Some requirements were marked as optional.
			5	liked the visual pipeline of candidates. Self scheduling - sms text based - automatic calendar invites - unlimited email templates. Liked that you can tag silver medalist candidates.
			1	did not cover the ability to save and reuse saved search criteria.
			2	similar comments.
Recruiting - Offer Management	375	325	4	offer letter template with merge fields. Agency specific variations can be done. Counter offer workflow with approval routing. Multi level offer workflows available. Liked esignature - offer letter can be signed on any device. One requirement was marked as optional.
			5	liked the conditional content blocks. Complete offer history for candidate. Delegations for approval.
			1	didn't think they included an offer renegotiation.
			2	sign on from any device type. Able to meet the requirements out of the box for this section.
			3	
Onboarding	750	650	5	mobile friendly. Liked drag and drop builder, conditional fields, validation rules.
			1	drag and drop. Supports flexible onboarding.
			2	no manual intervention needed for standard onboarding. Esig capability. Felt that this section was simple.
			3	
			4	similar comments. Some requirements were marked as optional.
Integration with PeopleSoft HR	1000	800	1	indicated the ability to meet requirements and appeared to understand PeopleSoft integrations.
			2	bi directional integration with peoplesoft. Native OKTA integration. SSO capable.
			3	similar
			4	similar comments. Prebuilt connectors and integration dashboards that monitor sync status' and errors. One requirement marked as optional.
			5	Needed more detail.
Performance and Uptime	P/F	P	2	
			3	
			4	
			5	
			1	
Role-based Security	1000	800	3	auto assign by role and auto deactivation.
			4	role based access control with unlimited custom roles. Configurable by agency, department or division, cross agency visibility for central office. Role auto assignments based on peoplesoft security. One requirement marked as optional.
			5	liked role hierarchy. Audit log tracking for role changes.
			1	same.
			2	limited information provided.
Analytics	1000	800	4	ability to report on metrics - good. Audit logs. Self service report builder with drag and drop interface. Over 50 prebuilt reports. Configurable widgets. Role based dashboards. Mobile responsive and real time data refresh. Several requirements marked as optional.
			5	same.
			1	50+ prebuilt reports.
			2	role based dashboards show relevant KPIs. Configurable widgets.
			3	
User Experience	1200	1100	5	described regular updates to UI based on feedback. Native mobile experience. Generative AI included.
			1	noted they do a third party ADA accessibility audit.
			2	guided tours for new users. In app chat available.
			3	same. Liked video tour.

			4	similar comments. Liked the push notifications for mobile users. Spell check and grammar included. Liked the help tools tips and searchable knowledgebase. Some requirements marked as optional.
Administration Experience	1200	1000	1	appears easy to configure. Tiered support dependent on level. Provides training based on role.
			2	bug fixes deployed continuously. Critical fixes within 24 hours. Sandbox refreshes every monthly or on demand. Responses felt short.
			3	community support. Annual users conference. No coding for changes.
			4	similar comments. Customer advisory board. On demand video library, montly webinars, train the trainer. User community allowed votes for items.
			5	not much information provided for system adminstration configuration. Brand new toolset.
Implementation and Support	1200	700	2	detailed implementation schedule included. 4 of the pieces were labeled optional and were left completely blank with no response.
			3	same
			4	noted requirements marked as optional. Implementation timeline was 12-16 weeks from kickoff, that seems very short. Concerned that the full scope of what is being requested was not understood. Admin certification program included was good. Recording of all training sessions. dedicated PM. PeopleSoft integration specialists on the implementation team.
			5	same reasons.
			1	similar comments. 16 week implementation concerning.
<b>Offeror Qualifications Company Profile and Experience</b>				
Years in Business	50	25	3	4 years experiences
			4	
			5	
			1	
			2	
Relevant Experience	50	22	4	limited government experience. 30 day risk free pilot program.
			5	
			1	
			2	
			3	
Relevant Past Projects	50	22	5	not enough.
			1	
			2	
			3	
			4	
Resumes	100	50	1	Limited details provided on resumes. very short. short resumes 8-10 years experience limited relevant experience noted.
			2	
			3	
			4	
			5	
<b>TOTAL OF TECHNICAL PROPOSAL</b>		<b>10475</b>	<b>8514</b>	
Product Demonstation	500	-	2	
			3	
			4	
			5	
			1	
Cost Proposal	3658	-		
<b>SUB-TOTAL</b>		<b>14633</b>	<b>8514</b>	
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	730		Does comply
<b>TOTAL SCORE</b>		<b>15363</b>	<b>9244</b>	

**DOA-RFP-2026-0231AL**  
**State HR Recruiting System**  
**Individual Scoring Matrix**

The evaluator will review and evaluate the offers according to the following criteria, which are worth a total of 10,475 points: The Scope of Work, Recruitment System Requirements, Company Profile and Experience will be evaluated based on the scoring guide. The Cost Proposal will be evaluated based on the formula set forth in the criteria.

**Offeror (Company) Name: PageUp People Limited**

**Total Points Awarded: 8048**

Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	400	3	quick apply. Post to linkdn. Prepop of requisitions.
			4	configurable req templates. Pre populate fields. Workflows and permissions configurable. Multiple workflows. Can be tailored. library of approved templates. Some editing functionality included. Recruitment request form is configurable. Context aware AI model. skills based hiring. no specific functionality included for multiple levels. Unsure if posting preview was from candidate view. Some requirements marked as optional.
			5	Some items appeared to need to be self built - lift to set up. Request to fill process based on position number - this is a concern for State. Liked the AI tools.
			1	same comments. Template library sounded good but wanted additional details. Skills based hiring seemed to only work with AI.
			2	liked the AI abilities included. Thorough. Liked the instant drafting, tone and style shaping.
Recruiting - Career Sites	1125	800	4	easy apply included. Mobile optimized. Applicant portal with status'. File size limit but did not seem to be an attachment limit. Unclear on if the number of career sites is limited. Addressed EEO and preference - used a reference code for preference but it appeared that may be visible to the hiring committee. Concerns on confidentiality of preference. click and accept - may need a third party for actual esign acceptance. configurable workflows. setup of four job boards included in standard. site layout templates - unsure if this is required. employee referral. internal posting - limited capabilities. many requirements marked as optional.
			5	did not address virus scanning. Detail was provided but was not relevant to the question being asked. CAR6 - unclear how the response tied to the requirement. Multiple career sites or limitations not addressed.
			1	same comments. Hard to pickout relevant information. Guest application process still required a PIN or social media login which did not meet the requirement. Secret job posting ability.
			2	same.
			3	same.
Recruiting - Candidate Management and Selection	875	746	5	scheduling piece missed the interview side. No limit on number of templated emails. Application progress board - powerful searching. Flagging silver medalist candidates. Talent pool looked good.
			1	hard to find relevant information. Email and text message templates. Referenced approval via email functionality - could not determine if this was legacy or new. Deidentify tool did not prevent hiring managers from seeing unqualified candidates.
			2	marketplace is optional module to integrate with online testing providers. Same comments.
			3	same comments.
			4	several requirements marked as optional.
Recruiting - Offer Management	375	300	1	supported negotiations. Two options available - click and accept. Sign and accept would require third party integration.
			2	easy update of offer card details to reoffer candidate during negotiations. Claim they can meet the needs of the section with low complexity.
			3	similar - unsure of the ability to sign policy documents. Tax and payroll discussed.
			4	reoffer capable. Unclear if this would capture a true renegotiation. Questions on the esign process. Configurable workflows and approvals. Templates with the ability to edit. One requirement marked as optional.
			5	
Onboarding	750	550	2	configurable onboarding workflows. Ability to ping when tasks are overdue. Some sections were copied redundantly and applied to multiple requirements - no additional information included.
			3	task lists. Identifying technical needs in the onboarding process.
			4	new starter forms - what does the process for a new hire actually look like. Sounds like a portal with elearning and forms may be available but unsure at what point. Several requirements marked as optional. Same response copied and pasted to numerous requirements.
			5	ONB5 - did not address the requirement. Both task owners are referenced but onboarding roles appear limited. Information not included on how fillable forms are built.
			1	flexible onboarding process. Involving a buddy - wanted more information but sounded potentially useful.
Integration with PeopleSoft HR	1000	750	3	API SSO.
			4	stated they have had multiple successful integrations with PeopleSoft. Inbound and outbound integrations. Actively growing their API offering. Had a requirement marked as optional. Limited information on integration toolset.
			5	Concerning that they can transact data during some stages but did not explain the limitations.
			1	same.
			2	similar comments.
Performance and Uptime	P/F	P	4	
			5	
			1	
			2	
			3	
Role-based Security	1000	825	5	covered what was asked but did not include additional detail.
			1	appear to allow the ability to be a recruiter in one area and a hiring manager in another area - wanted more information.
			2	super user permission for users. Met requirements out of the box.
			3	similar comments.

			4	felt they did not expand - could have provided additional detail. One requirement marked as optional.
Analytics	1000	775	1	overly detailed response - hard to find information. Unclear if they can report on new hires and qualified candidates.
			2	good description of reporting capability on demographics. Ability for admin users to build their own reports to understand qualifications of candidates - not out of box .
			3	similar remarks. Liked the ability to develop personalized tools.
			4	similar comments. Several requirements marked as optional.
			5	same.
User Experience	1200	900	2	user interface intuitive and easy to navigate. Built around 9 key principals - detailed list. Robust AI piece included - would meet the needs we have.
			3	seems intuitive. Mobile anywhere.
			4	did not like the ADA response. Unclear if they are ADA compliant. Recruiter and hiring manager dashboards - did not expand on alerts. Expectation that the client uses an browser spell checker. Online knowledge portal. Support configurable text guidance for daily users. several requirements were marked as optional.
			5	same.
			1	same as JF and ADA concern.
Administration Experience	1200	850	3	liked video tutorials. Configurable flows. Additional training is expensive.
			4	super users and administrators able to configure system features independently. Versionless platform with no custom codes. Comprehensive release notes - these will be reviewed with superusers. Online knowledge portal. Product roadmap sessions. Cost for additional training. community forum. did not discuss upgrade schedule.
			5	Sense that there is no upgrade schedule. They are either not enhancing system or not disclosing the upgrade schedule. Brand new toolset for added complexity.
			1	regular free lunch and learns. Comprehensive additional training expensive. Tiered help desk support.
			2	discussed three levels of help desk support. Customer support manager.
Implementation and Support	1200	950	4	had an anticipated timeline of 16-20 weeks. Dedicated project roles. Knowledge transfer would occur throughout. Admins would participate in working sessions to gain knowledge and system admin practices. Knowledge transfer with admins and super users. develop and maintain technical documents. detailed mapping workbooks. 16 hours of instructor lead training included. several requirements marked as optional.
			5	same. Concerned on timeline.
			1	16 weeks seems unrealistic. Appear to have a website for tracking implementation progress.
			2	like the project timeline from agency perspective. Detailed cutover plan was good.
			3	similar to KA.
<b>Offeror Qualifications Company Profile and Experience</b>				
Years in Business	50	45	5	30 years
			1	indicated 30 years but did not state when the business started.
			2	
			3	
			4	30 years
Relevant Experience	50	40	1	
			2	extensive peoplesoft integrations - states and universities. US support teams has 6 years with company.
			3	
			4	700 customers. 300 are higher ed.
			5	
Relevant Past Projects	50	47	2	state of virginia talent acquisition suite. Centralized ATS Arizona in 2020. OKC State university. Good detail provided.
			3	
			4	AZ, Virginia, and Universities.
			5	
			1	
Resumes	100	70	3	summaries
			4	summaries - short and limited.
			5	same. Varied knowledge provided.
			1	same.
			2	very short.
<b>TOTAL OF TECHNICAL PROPOSAL</b>				
	<b>10475</b>	<b>8048</b>		
Product Demonstation	500	-	4	
			5	
			1	
			2	
			3	
Cost Proposal	3658	-		
<b>SUB-TOTAL</b>				
	<b>14633</b>	<b>8048</b>		
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	0		Does not comply
<b>TOTAL SCORE</b>				
	<b>15363</b>	<b>8048</b>		

**DOA-RFP-2026-0231AL**  
**State HR Recruiting System**  
**Individual Scoring Matrix**

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**Offeror (Company) Name: Payroll Cloud Corp**

**Total Points Awarded: 10,500 - Disqualified**

Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	475	5	thoroughly described all requirements with additional benefits included. Liked req2 mirrors current process but simplifies. What you see is what you get rich editor. Renders posting as visually polished branded pages. Liked audit trail. Dynamic skills functionality. multiple independent application flows. real time preview. one click duplicate requisition. embedded generative AI. appreciated the limitations that were communicated.
			1	appreciated the honesty concerning limitations. Clearly identified what was out of the box and what would be customized.
			2	skill based job matching can be enabled but may not be included in base. Generative AI feature is built in. AI piece for job posting can reduce recruiter drafting by 60-70%.
			3	has request to fill.
			4	similar comments. Strong response. Evergreen requisitions and multi level postings noted.
Recruiting - Career Sites	1125	1000	1	noted many requirements require additional recruiting booster module. Including sourcing and guest apply. Supports signature out of box. No outside third party integration needed. Meets attachment requirements. Appreciated the limitations were included and discussed.
			2	same booster comment. Native esignature - no third party tool required.
			3	
			4	similar comments. Thorough response. Limitations outlined appreciated. Concern on additional module needed.
			5	sensitive attachment category for preference. Attachments are never orphaned, overwritten, or accessible from a different requisition. Dashboard for source effectiveness. Field support conditional logic. No code configuration. No third party for digital signatures. good branding functionality at no code. attachment setting can be configured per workflow. did not address groups on the internal job postings.
Recruiting - Candidate Management and Selection	875	850	2	interview scheduling. Sms correspondance and other components of this section are available but require an additional module not out of box.
			3	custom recruiting dashboards.
			4	can replicate current workflow. Prescreening framework. Role based pipeline views. Global search capabilities. Everify integration. Background check integration with major background check providers. Separate workflows can be designed for different hires. several items mentioned that they required the additional booster module.
			5	thoroughly covered all requirements and additional features.
			1	supports ability to limit hiring managers to only view qualified candidates.
Recruiting - Offer Management	375	350	3	capture digital signature without third party.
			4	multiple configurable offer templates with dynamic merge fields. Can be agency specific. Esignature capable. Offer status tracking. Approval workflow supporting multi level. Approvers can take action via email or mobile app via push notifications.
			5	same comments. Full time stamps and audit history on offers.
			1	noted offer workflow was separate from requisition workflow. Out of the box signatures. Does not appear to support a true renegotiation process.
			2	tracks all offer status with full time stamps.
Onboarding	750	700	4	prehire onboarding triggers automatically upon hire acceptance. Feeds into peoplesoft. Task workflow templates auto assign based on hire type. Configurable notification rules per task. Onboarding portal includes policy acknowledgement, welcome videos. onboarding content is configurable per agency. configurable escalation notices. creation of online fillable forms.
			5	timestamps on onboarding reponses. Needed more information on the building of fillable forms.
			1	pre hire triggers on offer acceptance. Forms are available but no form builder or drag and drop.
			2	same comments.
			3	same.
Integration with PeopleSoft HR	1000	925	5	displayed an understanding of current integration. Described integration well with oracle integration cloud. Oracle integration is included.
			1	detailed response. Included # of integrations they believed would required and provided a schedule.
			2	same comments.
			3	same comments.
			4	similar. Real time monitoring dashboards.
Performance and Uptime	P/F	P	1	
			2	
			3	
			4	
			5	
Role-based Security	1000	900	2	supports fully configurable custom security roles. Detailed the roles out - good. Eliminate manual role provisioning from day one.
			3	auto deactivation included.
			4	similar. Replicates the current structure across 31 agencies. Multi agency environment - hierarchy to prevent cross data agency exposure. Mirrors curre security group structure.
			5	user account creation and security is based on peoplesoft hr attributes.
			1	same
Analytics	1000	900	3	tracked time to fill. EEO, ADA. Specific position data.
			4	provides drag and drop no code self service report and dashboard builder. Users can create custom reports with point and click filtering. Over 40 prebuild reports and dashboards accessible on demand. Replace and expand the current report library.
			5	role based dashboard defaults - liked.

			1	same.
			2	same.
User Experience	1200	1100	4	smart defaults. Guided workflow. Embed AI assistance. Personalized workspaces. Fully mobile responsive. Liked mobile push notifications. One tap offer and req approvals. ADA compliant. Supports configurable infolet dashboards and alert roles for each user role. dashboard widgets - liked. Rich text editor, spell check, inapp help panels. guided learning for step by step walkthroughs. chatbot for on demand assistance. Help center is linked throughout the app.
			5	same. Good balance of AI to user interaction and verification.
			1	same. Liked everything with the mobile app - would be helpful for approvers who don't necessarily need to be in the system.
			2	same as above.
			3	same.
Administration Experience	1200	1100	5	in house flexibility for our administrators was good. Availability of multiple channels of support or help tools. Described release maintenance schedules.
			1	same. 24/7 technical support. Tiered support. Offers a large customer portal and university.
			2	liked oracle university and customer connect user community.
			3	same.
			4	same. Tailored state specific training for administrators, trainers, hiring managers. Update training is included in each quarterly release impacting the states configuration. State specific administration guides, quick reference cards. Configuration play books. Ideas submitted by the state through the connect user community influence the product roadmap.
Implementation and Support	1200	1100	1	year long implementation timeline - feels long. Did offer significant integration and branding support and train the trainer sessions. Detailed cutover and testing response.
			2	detailed implementation plan - 12 months. Discussed the deliverables for UAT. Good and detailed response.
			3	liked the training approach.
			4	provide the state with a complete system documentation baseline for future automation and audits. Delivers virtual or inperson training prior to go live. Train the trainer session. Change management and communication plan. Knowledge transfer is throughout the project life - these are recorded and delivered. hands on configuration workshops to independently manage items post go live. current state and future state process mapping as part of discovery.
			5	same. Long implementation timeline - but appreciated that they are truly encompassing all items, timeline was detailed.
<b>Offeror Qualifications Company Profile and Experience</b>				
Years in Business	50	35	2	2019 based in Texas.
			3	
			4	7 years
			5	
			1	
Relevant Experience	50	30	3	implementation of cloud and hr platforms seemed limited.
			4	limited information.
			5	implementing these items is their primary business.
			1	
			2	
Relevant Past Projects	50	30	4	Riverside group, Humber college, ORAS group - no state government had higher ed experience but not large organizations.
			5	same.
			1	
			2	
			3	out of the country projects. International
Resumes	100	50	5	limited experience for a project this size.
			1	
			2	names, roles, and relevant quals who would be involved with the Montana integration.
			3	
			4	very brief.
<b>TOTAL OF TECHNICAL PROPOSAL</b>				
	<b>10475</b>	<b>9545</b>		
Product Demonstration	500	225	1	moved slowly through the agenda. Could have covered more if they moved faster. Liked the configuration page shared.
			2	missed items 3-5 by going to far into the weeds.
			3	similar comments to above. Did not discuss embedding images or videos to posts. Not much AI. Not clear on integrations. Did not cover analytics.
			4	spent most of the agenda time on the end user section. Was not able to cover items 3-5. Responses to questions asked felt like non-answers.
			5	lack of understanding of the State as an organization.
<b>Disqualified for failing the Product Demonstration</b>				
Cost Proposal	3658	-		
<b>SUB-TOTAL</b>				
	<b>14633</b>	<b>9770</b>		
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	730		Does comply
<b>TOTAL SCORE</b>				
	<b>15363</b>	<b>D/Q</b>		

**DOA-RFP-2026-0231AL**  
**State HR Recruiting System**  
**Individual Scoring Matrix**

The evaluator will review and evaluate the offers according to the following criteria, which are worth a total of 10,475 points: The Scope of Work, Recruitment System Requirements, Company Profile and Experience will be evaluated based on the scoring guide. The Cost Proposal will be evaluated based on the formula set forth in the criteria.

**Offeror (Company) Name: SimpliGov LLC**

**Total Points Awarded: 8337**

Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	330	2	ability to embed images and graphics and externally host videos. State they can meet the standards "which meet best practices". Native Generative AI not included for job postings.
			3	many requirements listed as optional.
			4	similar comments. Several requirements did not appear to be truly addressed: duplicating reqs, previewing job posting, and customizing job requirements per req. overall lacked detail and several requirements were marked as optional.
			5	did not mention custom fields on the requisition. Prescreening looked like it was via management creation not requisition. Skills based looked like generic functionality not a delivered tool. Did not look like there was a job posting preview. Multiple levels did not sound like a one to many relationship.
			1	comments same as above.
Recruiting - Career Sites	1125	812	3	easy apply. Interface for job sites, agency branding, self password reset, seasonal and temps. Many requirements marked as optional.'
			4	similar comments. Did not address candidate submission staying with the specific posting. Several responses lacked details and several requirements marked as optional.
			5	no specifics on file limitations. No delivered sourcing content. Concerned on flexibility of multiple application workflows.
			1	same as above. Noted they had an out of the box signature process.
			2	no AI screening functionality.
Recruiting - Candidate Management and Selection	875	700	4	scheduling with outlook unclear. Unclear on quick screening capabilities. Did not expand on reject list configuration. Several requirements marked as optional.
			5	Several requirements would need an integration but did not see any major drawbacks.
			1	similar comments. Mass notification of candidates seemed to need integration. Text messaging capabilities seemed robust.
			2	same as above.
			3	same comments.
Recruiting - Offer Management	375	300	5	flexible routing logic for approvals. Automated tracking in the offer workflow. Audit trails for digital signatures.
			1	noted they don't support offer negotiations - out of the box signature process was a plus.
			2	approval workflows are fully mobile optimized. Proprietary esignature tool to capture digital signatures.
			3	same.
			4	all offer activity including offer renegotiations is tracked in workflow. One requirement was marked as optional.
Onboarding	750	600	1	all onboarding features available out of the box. no code form builder included.
			2	onboarding forms can be embedded directly into workflows and populated with data. Able to meet the requirements of the section.
			3	similar.
			4	similar. Several requirements were marked as optional.
			5	no code form builder. Prepopulates with data from previous steps. Approval is available.
Integration with PeopleSoft HR	1000	700	2	supports OKTA SSO. Meets requirements
			3	same.
			4	similar. Did not appear to address overall toolset usability. Requirement marked as optional.
			5	same
			1	
Performance and Uptime	P/F	P	3	state they can
			4	
			5	
			1	did not provide support.
			2	
Role-based Security	1000	850	4	allows agencies to create roles and permissions. Data level access controls. Agency based segregation through role based access. Supports auto deactivation and auto assignment. Many statements included qualifiers. Requirement marked as optional.
			5	good job covering everything and provided sufficient detail.
			1	same as DM
			2	Same as KA
			3	
Analytics	1000	825	5	did not note deficiencies. Met the requirements.
			1	Generic response. Did offer role based dashboards and reports.
			2	embedded reporting and dashboard capabilities. Configurable reports. Included dashboard details.
			3	liked the applicant tracking.
			4	several requirements were marked as optional.
User Experience	1200	750	1	generic response. Appeared to meet requirements. Appeared to meet ADA. No AI tools provided or in dev.
			2	fully mobile responsive. Don't provide in app generative AI.
			3	
			4	similar comments. Several requirements were marked as optional.
			5	provided role based dashboards but did not provide AI.
Administration Experience	1200	850	2	no code platform. Regular bug fix releases. Security patches with zero to near zero downtime. Personalized onboarding and refresher training are available with no fees.
			3	user community provided.

Administration Experience	1200	500	4	personalized onboarding and refresher training available. Same comments.
			5	did not indicate their release cadence. Configuration seemed limited. Did not look like they modernize regularly.
			1	nothing stuck out but no major concerns.
Implementation and Support	1200	825	3	did not find a timeframe in the response. Discussed best practices, change management, and branding.
			4	similar. Response lacked detail. Several requirements were marked as optional. limited information.
			5	generic repetitive responses copied and pasted. Did not give an implementation timeframe.
			1	same.
			2	
<b>Offeror Qualifications Company Profile and Experience</b>				
Years in Business	50	10	4	could not find it.
			5	
			1	referenced past projects in 2020 so inferred they have been in business since at least 2020.
			2	6 years in business demonstrated.
			3	
Relevant Experience	50	25	5	small projects
			1	did not directly include
			2	implemented the platform for a wide range of public sector agencies.
			3	
			4	Did not discuss
Relevant Past Projects	50	30	1	able to find one relevant past project
			2	not ATS specific projects.
			3	automation and auto routing, not ATS.
			4	recruitment for California department.
			5	
Resumes	100	0	2	no resumes provided because staff not assigned to the project.
			3	no resumes.
			4	no resumes.
			5	
			1	summary of team minimum qualifications provided. No resumes.
<b>TOTAL OF TECHNICAL PROPOSAL</b>	<b>10475</b>	<b>7607</b>		
Product Demonstration	500	-	3	
			4	
			5	
			1	
			2	
Cost Proposal	3658	-		
<b>SUB-TOTAL</b>	<b>14633</b>	<b>7607</b>		
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	730		Does comply
<b>TOTAL SCORE</b>	<b>15363</b>	<b>8337</b>		

**DOA-RFP-2026-0231AL**  
**State HR Recruiting System**  
**Individual Scoring Matrix**

The evaluator will review and evaluate the offers according to the following criteria, which are worth a total of 10,475 points: The Scope of Work, Recruitment System Requirements, Company Profile and Experience will be evaluated based on the scoring guide. The Cost Proposal will be evaluated based on the formula set forth in the criteria.

**Offeror (Company) Name: Turquoise America LLC**

**Total Points Awarded: 730 - Disqualified**

Category	Possible Points	Consensus Score	Evaluation Member	Mandatory Justification Comments for Points Awarded
<b>Recruitment System Requirements (Detailed Spreadsheet)</b>				
Recruiting - Requisitions	500	0	4	entire proposal did not line up to requirements. Some requirements were blank. What was submitted lacked substance. only a few items responded to. no substance. copied and pasted all columns. Used a code that was not provided.
			5	
			1	
			2	
			3	
Recruiting - Career Sites	1125	0	5	Discussion with Evaluation Committee determined multiple committee members failed all categories for this response due to: -Submitted Mandatory Requirements were left blank; -Submitted proposal did not line up to the Mandatory Requirements. -Many responses were copied and pasted in multiple columns; -A code was used that was not provided on teh Mandatory Requirements spreadsheet with no explanation of what the code indicated.  Evaluation Committee recommends a failed score for all scored sections of the Recruitment System Requirements.
			1	
			2	
			3	
			4	
Recruiting - Candidate Management and Selection	875	0	1	
			2	
			3	
			4	
			5	
Recruiting - Offer Management	375	0	2	
			3	
			4	
			5	
			1	
Onboarding	750	0	3	
			4	
			5	
			1	
			2	
Integration with PeopleSoft HR	1000	0	4	
			5	
			1	
			2	
			3	
Performance and Uptime	P/F	F	5	
			1	
			2	
			3	
			4	
Role-based Security	1000	0	1	
			2	
			3	
			4	
			5	
Analytics	1000	0	2	
			3	
			4	
			5	
			1	
User Experience	1200	0	3	
			4	
			5	
			1	
			2	
Administration Experience	1200	0	4	
			5	
			1	
			2	
			3	
Implementation and Support	1200	0	5	
			1	
			2	
			3	
			4	
<b>Offeror Qualifications</b>				
<b>Company Profile and Experience</b>				
Years in Business	50		1	
			2	
			3	
			4	
			5	
Relevant Experience	50		2	
			3	
			4	
			5	
			1	
Relevant Past Projects	50		3	
			4	
			5	
			1	
			2	
Resumes	100		4	
			5	
			1	

			2	
			3	
<b>TOTAL OF TECHNICAL PROPOSAL</b>	<b>10475</b>	<b>0</b>		
Product Demonstation	500	-	5	
			1	
			2	
			3	
			4	
Cost Proposal	3658	-		
<b>SUB-TOTAL</b>	<b>14633</b>	<b>0</b>		
<b>Equal Pay for Montana Women</b>				
Equal Pay for Montana Women. Offerors who agree and certify compliance to Executive Order No. 12-2016, Equal Pay for Montana Women, will receive a bonus of 5% of the total points available. Offerors who do not comply will not receive bonus points	730	730		
<b>TOTAL SCORE</b>	<b>15363</b>	<b>D/Q</b>		

**DOA-RFP-2026-0231AL  
State HR Recruiting System**

**Cost Worksheet**

Lowest overall cost receives the maximum allotted points. All other proposals receive a percentage of the points available based on their cost relationship to the lowest. Example: Total possible points for cost are 300. Offeror A's cost is \$20,000. Offeror B's cost is \$30,000. Offeror A would receive 300 points. Offeror B would receive 200 points ( $\$20,000/\$30,000 = 67\% \times 300 \text{ points} = 200$ ).

Cost			
<b>Points Available</b>	<b>3658</b>		
Lowest Cost	\$2,769,616.97		
Vendor Name	Proposed Cost	Points Earned	Notes:
Avature Limited	\$3,029,332.00	3344.4	
Carahsoft Technology Corp.	\$2,769,616.97	3658.0	
Infor	\$3,049,895.00	3321.8	

**DOA-RFP-2026-0231AL**  
**State HR Recruiting System**

**SCORING GUIDE**

In awarding points to the evaluation criteria, the evaluator/evaluation committee will consider the following guidelines:

**Superior Response (95-100%):** A superior response is an exceptional reply that completely and comprehensively meets all of the requirements of the RFP. In addition, the response may cover areas not originally addressed within the RFP and/or include additional information and recommendations that would prove both valuable and beneficial to the agency.

**Good Response (75-94%):** A good response clearly meets all the requirements of the RFP and demonstrates in an unambiguous and concise manner a thorough knowledge and understanding of the project, with no deficiencies noted.

**Fair Response (60-74%):** A fair response minimally meets most requirements set forth in the RFP. The offeror demonstrates some ability to comply with guidelines and requirements of the project, but knowledge of the subject matter is limited.

**Failed Response (59% or less):** A failed response does not meet the requirements set forth in the RFP. The offeror has not demonstrated sufficient knowledge of the subject matter.

**Scoring Calculator**

SH	100.0%
SL	94.0%
GH	94.0%
GL	74.0%
FH	74.0%
FL	59.0%
FDH	59.0%
FDL	0.0%

**Total Points Available**

Score	25	50	100	375	500	750	875	1000	1125	1200
<b>Superior (95-100%)</b>	23.5 - 25	47 - 50	94 - 100	352.5 - 375	470 - 500	705 - 750	822.5 - 875	940 - 1000	1057.5 - 1125	1128 - 1200
<b>Good (75-94%)</b>	18.5 - 23.5	37 - 47	74 - 94	277.5 - 352.5	370 - 470	555 - 705	647.5 - 822.5	740 - 940	832.5 - 1057.5	888 - 1128
<b>Fair (60-74%)</b>	14.8 - 18.5	29.5 - 37	59 - 74	221.3 - 277.5	295 - 370	442.5 - 555	516.3 - 647.5	590 - 740	663.8 - 832.5	708 - 888
<b>Failed (0-59%)</b>	0 - 14.8	0 - 29.5	0 - 59	0 - 221.3	0 - 295	0 - 442.5	0 - 516.3	0 - 590	0 - 663.8	0 - 708

**Technical Scoring Session**

DOA-RFP-2026-0231AL  
State HR Recruiting System

Date April 27, 2026 9:30 AM - 4 PM  
Time April 28, 2026 8 AM - 2:30 PM  
April 29, 2026 9:30 AM - 2:30 PM

Location DOA - In person

Evaluation Committee Members:

Karol Anne Davis	4
Desiree McFadden	5
Lisa Coligan	1
James Fehr	2
Sharon Duncan	3

Contracts Officer: Anna Lubick

Order of Evaluation: Random  
Scoring Method: Consensus

**Product Demo/Interview**

Date May 20, 2026; 8:30am - 4:30pm  
Time May 21, 2026; 10:30am - 4:30pm

Location DOA - In person

Order of Demonstration/Interview: Random  
Scoring Method: Consensus