

ADDENDUM THREE

DATE: June 30, 2009

TO: All Vendors

FROM: Ruth Gray, Buyer
 State Purchasing Bureau

RE: Second Round Questions and Answers for RFP Number 2942Z1
 to be opened July 10, 2009, 2 p.m., Central Time

Following are the questions submitted and answers provided for the above mentioned Request For Proposal. The questions and answers are to be considered as part of the Request For Proposal.

QUESTIONS	ANSWERS
1. Will the State be managing compensation for all 20,000 employees?	The State centrally manages the compensation for all 20,000 state employees in the Nebraska Information System (NIS), which is the State's system of record. (J.D. Edwards 8.10 upgrading to 9.0 in December). The State intends to continue utilizing NIS to manage compensation.
2. Does the State currently get salary survey data from another source/provider?	The State does not utilize a service provider to collect salary data. The State does conduct salary surveys and does utilize Department of Labor – Labor Market Information for salary information.
3. Reference Requirement CP12 "Should calculate budget impact to Personal Services Limitation (PSL). Can the State please clarify what is expected with this requirement?"	The State would like to conduct "what if" scenario planning and what the impact of those scenarios will have on the State's Personnel Services Limitation (PSL). The State would like to conduct these "what if" scenarios by classification, job type and by agency, for example. Definition of PSL is on page xiii of the RFP Glossary of Terms.

QUESTIONS	ANSWERS
<p>4. How many content authors will require licenses?</p>	<p>The State is decentralized in the providing of learning opportunities. The State anticipates 75 content authoring licenses will be needed.</p>
<p>5. The RFP indicates there are 20,000 users. Will the State require all 20,000 users access to all content listed in the RFP? This would be a very expensive business model for the State and may result in the State purchasing that some users may never access.</p>	<p>The State will not require all 20,000 users to have access to all the content listed in the RFP.</p>
<p>6. Would the State consider the content pricing be based on a number of users per library? If yes could the State provide a breakdown of number of users/library (i.e. Desktop Library, Workplace Safety Library, Business Skills Library etc.)</p>	<p>The State is decentralized in the providing of learning opportunities. The State will consider the most cost effective method of pricing available. Being decentralized, the State is not able to provide a breakdown of the number of users / libraries as requested. The State's TMS Cost Schedule does provide the option for the bidder to include pricing based on the number of users per course (e.g. single, multi-user and enterprise license fees).</p>
<p>7. Does the State require the vendor to attempt to map our course titles to the titles they have listed in the RFP? Or may the vendor provide the State with a matrix of the titles contained in each of our libraries they mention in the RFP.</p>	<p>The State will permit the bidder to provide the State with a matrix of titles contained in each of the bidder's libraries.</p>

QUESTIONS	ANSWERS
<p>8. On page 106 of the RFP, under Section VIII Proposal Instructions, subheading A. 3. h., the following items are listed:</p> <ul style="list-style-type: none"> ii. Contractor and subcontractor(s) experience must be listed separately. Narrative descriptions submitted for subcontractors must be specifically identified as subcontractor projects. iii. If the work was performed as a subcontractor, the narrative description shall identify the same information as requested for the contractors above. In addition, subcontractors shall identify what share of contract costs, project responsibilities, and time period were performed as a subcontractor. We are an Oracle Partner, a company that provides Oracle services and solutions. Can you provide a detailed explanation of what you are requesting in these sections? 	<p>The bidder shall provide a summary matrix listing the bidder's last five (5) previous project implementations similar to this Request for Proposal in size, scope and complexity. The State will use no more than the last five (5) narrative project descriptions submitted by the bidder during its evaluation of the proposal.</p> <p>A.3.h.i. (a through e) goes on to explain what information the bidder must provide in the narrative descriptions.</p> <p>As outlined in ii and iii. the contractor and any subcontractor(s) experience must be listed separately, i.e., identify the narrative description as performed by the contractor or the subcontractor. If the work was performed as a subcontractor, the narrative description shall identify the same information required for the contractor as outlined in a through e.</p>

QUESTIONS	ANSWERS
<p>9. Also on page 106 of the RFP, under Section VIII Proposal Instructions, subheading A. 3. i., 'SUMMARY OF BIDDER'S PROPOSED PERSONNEL/MANAGEMENT APPROACH'. In this section you are asking for 'a detailed description of its proposed approach to the management of the project.' While the instructions for this section are clear, we see on page 106 under Section 4, Technical Approach, subsection e., that we are supposed to list Deliverables. When looking at the Deliverables listed on page 101, you have listed 'Resource Staffing Plan' under Project Management. These sound like similar requests, so our question is, do you want the same information listed in both locations? Or how and where would you like this listed?</p>	<p>Yes. The State requests the same information be listed in both locations by the bidder.</p>
<p>10. Similar question related to Project Plan. You have requested information on our Project Plan on page 106 under 4.d., and also on page 101 under Project Management. Do you want the project plan described and shown in both places of our proposal?</p>	<p>Please see answer to question #9.</p>
<p>11. On page 102, can you define "Post Implementation Turn-Over Complete"?</p>	<p>The State's definition of "Post Implementation Turn-Over Complete" is when both the State and the Bidder have agreed expectations for a specific functionality within the TMS are complete. Both parties must agree to close that part of the implementation plan and move to the next.</p>
<p>12. Also on page 102, do you want a response in our proposal for MAINTENANCE AND SUPPORT ASSISTANCE?</p>	<p>Yes. The State is requesting a response in the bidder's proposal regarding ongoing Maintenance and Support Assistance.</p>

QUESTIONS	ANSWERS
<p>13. Do the respondents to the Background Check Services Only portion need to answer points 5-11(dealing with the scope of work under the technical approach) on pages 107-108? Has this section been removed? The original RFP release on 6/1/09 includes that section, while the RFP version on 6/25 does not.</p>	<p>The State cannot find the references to the sections or pages referred to in your question. The State has not posted an updated RFP, however, the State did post answers to the first round of bidder questions which included an amended Background Checks Matrix and the amended Cost Schedule.</p> <p>Also, please refer to Addendum Two which includes answers to questions regarding what the requirements are for Background Check Services.</p> <p>Please reference Section IV., B. Scope of Work, page 23 of the RFP, which includes an explanation of the requirements for background checks services.</p>
<p>14. Do the respondents to the Background Check Services Only portion need to respond to point “i.” on page 106, Summary of Bidder’s Proposed Personnel Management Approach? If yes, to what level of detail? It seems to this respondent that this section applies more to the TMS respondents.</p>	<p>The State is requesting that Background Check Services Only respond to point “i.” on page 106, Summary of Bidder’s Proposed Personnel Management Approach. The State understands the detail provided in this section by Background Check Services will be much less than that provided by the TMS bidders.</p>
<p>15. Within the RFP there is reference to e-Verify. Is this something that is constantly available, or that you want an interface so that it is easily accessed? Please provide any details or information.</p>	<p>The State is requiring a constant technical link to the Federal E-Verify program managed by the United State’s Citizenship and Immigration Services (USCIS), Social Security Administration (SSA) and Department of Homeland Security (DHS). The State is seeking a bidder who can provide this within the TMS / Onboarding functionality.</p>
<p>16. On page 30 of the RFP, what is meant by the phrase ‘Legal Checker’ in item OS1 on the RFP matrix?</p>	<p>The State’s definition of a “legal checker” in item OS1, includes the ability to scan an employee’s performance evaluation, written by a supervisor for unacceptable verbiage or statements made within that performance evaluation. If during a “legal check” of a performance document a derogatory word or phrase is found, deleting that statement and/or providing options could also be part of the “legal check” process.</p>

QUESTIONS	ANSWERS
<p>17. Regarding NCIC checks for the Background Screening portions, Is there a preference or a requirement by the State of Nebraska for the capture method of fingerprint collection? Does the State require latent capture (ink on a card) or Digital capture (laser scanned)?</p>	<p>The State does conduct NCIC background screening for both Law and Carrier Enforcement positions currently. The State's preferred method is Digital capture (laser scanned). However, please provide pricing for both methods.</p>
<p>18. Where are the results of the NCIC checks going? In what format does the State require the results to be given?</p>	<p>This NCIC information is currently captured by the Nebraska State Patrol. The State captures NCIC results in text format. The State is interested in learning more about what additional methods are available for capturing NCIC information.</p>

QUESTIONS	ANSWERS
<p>19. Our company cannot agree to some of the Terms & Conditions set forth in the State of Nebraska RFP. The areas in question are indicated on the attached PDF. Can the State of Nebraska review these areas and provide our company insight into the ability of The State to accommodate a modified set of Terms & Conditions?</p> <p>Section: III Terms and Conditions T. ATTORNEY'S FEES - [Not Accepted]</p> <p>Y. EARLY TERMINATION – 2. [Not Accepted]</p> <p>CC. PENALTY - [Not Accepted]</p> <p>Section: III Terms and Conditions DD. RETAINAGE - [Not Accepted]</p> <p>EE. PERFORMANCE BOND - [Not accepted]</p> <p>GG. PROHIBITION AGAINST ADVANCE PAYMENT - [Not accepted—we sell SAAS subscriptions which are paid annually in advance]</p> <p>JJ. AUDIT REQUIREMENTS [Not accepted]</p> <p>UU. INDEMNIFICATION - 1. GENERAL - [Not accepted]</p>	<p>Please reference Section III. “Terms and Conditions” which provides instructions for submitting exceptions to the Terms and Conditions; it states as follows:</p> <p>“Bidders are expected to closely read the Terms and Conditions and provide a binding signature of intent to comply with the Terms and Conditions; provided, however, a bidder may indicate any exceptions to the Terms and Conditions by (1) clearly identifying the term or condition by subsection, (2) including an explanation for the bidder’s inability to comply with such term or condition which includes a statement recommending terms and conditions the bidder would find acceptable. Rejection in whole or in part of the Terms and Conditions may be cause for rejection of a bidder’s proposal.”</p> <p>Also, in Section III. R. “Deviations From the Request For Proposal”; it states as follows:</p> <p>“The requirements contained in the Request for Proposal become a part of the terms and conditions of the contract resulting from this Request for Proposal. Any deviations from the Request for Proposal must be clearly defined by the bidder in its proposal and, if accepted by the State, will become part of the contract. Any specifically defined deviations must not be in conflict with the basic nature of the Request for Proposal or mandatory requirements. “Deviation”, for the purposes of this RFP, means any proposed changes or alterations to either the contractual language or deliverables within the scope of this RFP. The State discourages deviations and reserves the right to reject proposed deviations.”</p>