Contract Overview	
Contract Type	Amendment to Sole Source Contract
Contract Title	Application Tracking Software
Method of Procurement	Sole Source
	In 2007, FCPS issued a Request for Proposal (RFP) to procure an application tracking software. A contract was awarded to International Business Machines (IBM) for Kenexa Talent Acquisition BrassRing Onboard ("Kenexa"), IBM's cloud based Application Tracking Software. The contract expired in 2016 and was replaced with a sole source contract to allow continuity of service. IBM assigned the contract to Infinite Talent in 2021 when Infinite Talent acquired intellectual property and assets for IBM's Talent Acquisition Suite. Kenexa is a proprietary software. Infinite Talent is the only company that can provide the required maintenance and technical support for the software. Ultimately the sole source was extended through 2026 with a one year renewal option with the knowledge and understanding that it will be replaced by the new Human Capital Management System (HCM).
Contract #	https://www.fairfaxcounty.gov/cregister/ContractDetails.aspx?contractNumber=4400011851
Vendor Name	Pioneer Holdbull, Inc. dba Infinite Talent, Inc

Contract Summary	
Description of Services	Kenexa Talent Acquisition Suite provided by Infinite includes two modules, one for applicant tracking and the other for onboarding. The applicant tracking module allows the Department of Human Resources (HR) to post job openings and manage job applications. The "BrassRing Onboard" module provides full online services allowing FCPS' hires to complete necessary internal, federal and state forms for direct deposit, tax withholdings, Equal Employment Opportunity (EEO) compliance and benefits elections as well as employment eligibility verification (I-9 and eVerify) to meet eligibility requirements and complete required employee training and orientation.
Contract Start Date	July 1, 2023
Contract End Date	June 30, 2026
Initial Term of Contract	Three (3) Years
Contract Renewals	Two (2) Six-Months

Total Contract Value	$802,118
Annual Value	$267,372
Funding Source	School Operating
Pricing Structure	Firm fixed annual fee
Contract Terms	The vendor's Master Subscription Agreement was negotiated to align with FCPS requirements and incorporated as an attachment into the FCPS Standard Contract.

Strategic Alignment	
Sponsor	William Solomon, chief human resources officer
Strategic Plan Goal	☐ Goal 1 - Strong Start: PreK-12 ☐ Goal 2 - Safe, Supported, Included, and Empowered ☐ Goal 3 - Academic Growth and Excellence ☐ Goal 4 - Equitable Access and Opportunity ☑ Goal 5 - Leading for Tomorrow's Innovation
Department	Human Resources
Description of Need	The Department of Human Resources (HR) needs software with the capability to track applicants, manage job postings and applications, and support the selection, hiring, and onboarding processes while ensuring equity and compliance with FCPS regulations, as well as state and federal laws. Additionally, the onboarding software provides a fully online platform for new hires to complete required internal, federal, and state forms, including direct deposit, tax withholdings, Equal Employment Opportunity (EEO) compliance, benefits elections, employment eligibility verification (I-9 and eVerify), and mandatory employee training and orientation. Furthermore, the software enables HR to create badges for FCPS employees. These functionalities are critical to the division's recruitment and hiring operations.
Background Information	Infinite/Brassring has housed FCPS job posting, application portal and onboarding functions since 2007. It is well known, and all staff have been trained to use it. This contract will be replaced by the new Human Capital Management contract. The vendor initially requested an 8% price increase. After multiple rounds of negotiation, they agreed to a 5%.

Amendment Detail	
Description of Contract Change	This amendment is to renew the Contract for one year from July 1, 2026 through June 30, 2027, revise the renewal term from two (2) six-months to one (1) one-year and to reflect a 5% increase in pricing.
Annual Value of Change	$293,035
Total Contract Value of Change	$293,035

Compliance and Reviews			
Cybersecurity Review	☑ Yes	☐ No	☐ Not applicable
IT Review	☑ Yes	☐ No	☐ Not applicable
Legal Review	☐ Yes	☐ No	☑ Not applicable
Risk Management Review	☐ Yes	☐ No	☑ Not applicable