

October 31, 2024

Subject: NEOGOV Sole Source Letter

To Whom It May Concern:

Governmentjobs.com, Inc. (d/b/a NEOGOV) is the largest provider of out-of-the-box software as a service (“SaaS”) Workforce Management Solutions tailored for the public sector and higher education. NEOGOV is the sole source provider of an integrated suite of Workforce management tools designed exclusively for government agencies and institutions of higher education. NEOGOV’s workforce management suite consists of four integrated modules Recruit, Develop, Manage, and Comply. NEOGOV products are built to support the unique needs of public sector HR teams and to automate the entire employee lifecycle while maintaining the highest standard of compliance. As a result of our investment in innovation and unique expertise working in the public sector and education, we have created a one-of-a-kind solution offering the following properties:

#### Insight and Governmentjobs.com

- Insight is the only applicant management platform fully integrated with the Governmentjobs.com public sector job board; both are manufactured and supported solely by NEOGOV.
- Insight is one of the only applicant tracking systems with a public sector Job Description and Salary Range Database
- Insight is an applicant tracking system with robust public sector time-to-hire data
- Insight has public sector data allowing NEOGOV to provide relevant recruiting analytics to help make informed business decisions, including benchmarking, and time-to-hire data with other area public sector agencies.
- Insight is the only applicant tracking system fully integrated with the Schooljobs.com higher education job board.
- Insight is the only public sector focused applicant tracking system integrated with “Attract”, a Candidate Relationship Management tool (CRM) to better capture candidate leads, manage relationships, automate communications, and measure recruiting data. The integration with Attract allows NEOGOV customers to expand the candidate pool with Governmentjobs.com candidates that have opted-in to receive job notifications for open jobs in their area of interest.

#### Attract

- Attract is the only candidate relationship manager (CRM) fully integrated with Insight and OHC to better capture candidate leads, manage relationships, automate communications, and measure recruiting data. The integration between Insight, OHC, and Attract allows NEOGOV customers to expand the candidate pool with Governmentjobs.com candidates that have opted-in to receive job notifications for open jobs in their area of interest.
- Attract is the only candidate relationship manager (CRM) that allows for data from Career Pages to flow directly to Attract
- enrollment, new hire enrollment, and qualifying life events, Benefits’ versatility accommodates a spectrum of benefit plans. This allows for the creation of customized schedules based on employee groups, types, and unions. Notably, it excels in handling intricate contribution calculations, making it the optimal and exclusive solution for our specific needs.
- Payroll Ensures timely and accurate payroll processing in compliance with evolving payroll laws, our solution seamlessly integrates with any general ledger or accounting suite. With advanced capabilities including retro pays, future dating, FLSA compliance, and more, it meets complex payroll requirements effortlessly.
- Time & Attendance offers a highly configurable and automated solution, our system allows for the setup of unlimited schedule and shift patterns, providing seamless integration with time clocks and mobile time entry through online timesheets. This automation streamlines processes, significantly reducing costly errors associated with manual tasks and ensuring accurate payroll

Candidate Text Messaging

- NEOGOV's Candidate Text Messaging (CTM) provides the ability to send personalized, relevant texts to your applicants. CTM allows an agency to create custom message templates with easy-to-use merge fields for your hiring managers to choose from. Texts can be sent in bulk or individually at any step in the evaluation process.

Biddle Test Genius®

- TestGenius® is a pre-employment testing software that is used to measure skills and abilities needed for success in the modern office, contact center, and emergency dispatch environments. These tests can be deployed via email directly through Insight using the TestGenius/NEOGOV integration.
- The TestGenius®/NEOGOV integration allows users to download applicants from Insight to TestGenius® so they are ready for testing
- The TestGenius®/NEOGOV integration allows Tests to automatically upload applicant test scores from TestGenius® to NEOGOV upon completion of each test
- The TestGenius®/NEOGOV integration manages AutoTest Codes between disparate installations of TestGenius® within your organization

In addition, all NEOGOV training, system documentation, hosting services, information security, and software maintenance for the products listed herein are provided by or through NEOGOV personnel.

Note, this letter is for information purposes only. Please note, this letter is not intended to serve as a legal opinion as to the availability of NEOGOV solutions through any particular procurement method. Recipients are advised to conduct independent analysis to determine whether procurement regulations applicable to their agency permit sole-source procurement.

Please let us know if you require any further information regarding our services.

Sincerely,



Joshua Snyder  
NEOGOV VP of Business Development