



Notice of Intent to Award

Solicitation Number	RFQ: 149217	Award Date	03/21/2022
Solicitation Title	Temporary Industrial Related Staffing Positions		
Buyer Name	Sandra Walker	Buyer Email	sandra.walker@nashville.gov
BAO Rep	Jeremy Frye	BAO Email	jeremy.frye@nashville.gov

Awarded Supplier(s)

In reference to the above solicitation and contingent upon successful contract negotiation, it is the intent of the Metropolitan Government of Nashville and Davidson County to award to the following supplier(s):

Company Name	Diskriter, Inc.	Company Contact	Laveena Yadav		
Street Address	2840 Library Road, Suite 300				
City	Pittsburgh,	State	PA	Zipcode	15234

Company Name	JAM of Tennessee, LLC dba Industrial Staffing of Tennessee	Company Contact	Curt Howell		
Street Address	606 Main Street				
City	Nashville	State	TN	Zipcode	37206

Company Name	SoftHQ, Inc.	Company Contact	Kranti Ponnamm		
Street Address	6494 Weathers Place Suite 200				
City	San Diego	State	CA	Zipcode	92121

Certificate of Insurance

The awarded supplier(s) must submit a certificate of insurance (COI) indicating all applicable coverage required by the referenced solicitation. The COI should be emailed to the referenced buyer no more than 15 days after the referenced award date.

Equal Business Opportunity Program

Where applicable, the awarded supplier(s) must submit a signed copy of the letter of intent to perform for any and all minority-owned (MBE) or woman-owned (WBE) subcontractors included in the solicitation response. The letter(s) should be emailed to the referenced business assistance office (BAO) rep no more than two business days after the referenced award date.

Yes, the EBO Program is applicable.

No, the EBO Program is not applicable.

Monthly Reporting

Where applicable, the awarded supplier(s) will be required monthly to submit evidence of participation and payment to all small (SBE), minority-owned (MBE), women-owned (WBE), LGBT-owned (LGBTBE), and service disabled veteran owned (SDV) subcontractors. Sufficient evidence may include, but is not necessarily limited to copies of subcontracts, purchase orders, applications for payment, invoices, and cancelled checks.

Questions related to contract compliance may be directed to the referenced BAO rep.

Yes, monthly reporting is applicable.

No, monthly reporting is not applicable.

Public Information and Records Retention

Solicitation and award documentation are available upon request. Please email the referenced buyer to arrange.

A copy of this notice will be placed in the solicitation file and sent to all offerors.

Right to Protest

Per MCL 4.36.010 – any actual or prospective bidder, offeror, or contractor who is aggrieved in connection with the solicitation or award of a contract may protest to the purchasing agent. The protest shall be submitted in writing within ten (10) days after such aggrieved person knows or should have known of the facts giving rise thereto.

____ Supervisor (Initial)

Michelle A. Hernandez Lane
Michelle A. Hernandez Lane
Purchasing Agent & Chief Procurement Officer

4/6/2022 | 4:18 PM CDT

**RFQ: 149217 - Temporary Industrial
Related Staffing Positions**

Offeror	Diskriter, Inc.	Express Employment Professionals	JAM of Tennessee, LLC dba Industrial Staffing of Tennessee	SoftHQ, Inc.
Cost (35 Points)	23.41	30.13	35.00	29.27
Methodology and Approach (35 Points)	35.00	18.00	25.00	35.00
Qualifications and Experience (30 Points)	29.00	20.00	23.00	30.00
	87.41	68.13	83.00	94.27

Evaluation Comments

Diskriter, Inc.
<p>Strengths - Good overall Methodology and Approach. Good overall Experience and Qualifications. Detailed implementation plan. Detailed comprehensive plan. Great process and procedures on hiring employees. Detailed background check process. Good overall project management processes. Detailed overview of firm's years performing the scope of services. Team's project experience. Team's capacity to perform work. Detailed project team's organizational structure.</p>
<p>Weaknesses - Failed to list all current litigation.</p>
Express Employment Professionals
<p>Strengths - Projects of similar scope.</p>
<p>Weaknesses- Overall Methodology and Approach lacked specific detail. Overall Experience and Qualifications lacked specific detail. How the requirements and provisions of the scope of this project would be implemented lacked detail. Comprehensive plan for completing the specified work in accordance with the scope lacked detail. Project management process lacked detail. Overview of firm's years performing the scope of service, team's knowledge, project experience in the provision of services related to the project and team's capacity to perform work lacked specific detail. Project team's organizational structure lacked detail and Failed to list all current litigation.</p>
JAM of Tennessee, LLC dba Industrial Staffing of Tennessee
<p>Strengths - Good overall Experience and Qualifications. Good project team's organizational structure.</p>
<p>Weaknesses- Overall Methodology and Approach lacked detail. Detail on how the requirements and provisions of the scope of the project would be implemented lacked specific detail and was boilerplate. Comprehensive plan for completing the specified work in accordance with the scope was boilerplate. Background checks were not a required. Failed to list all current litigation. Failed to provide dollar amounts on projects referenced.</p>
SoftHQ, Inc.

Strengths - Good overall Methodology and Approach. Good overall Experience and Qualifications. Detailed implementation plan. Detailed comprehensive plan. Good overall project management processes. Detailed overview of firm's years performing the scope of services. Team's project experience. Team's capacity to perform work. Detailed project team's organizational structure. Projects of similar scope. No current litigations.

Weaknesses- N/A

RFQ:149217-Temporary Industrial Related Staffing Positions		Max. RFP Cost Points
Offeror's Name	Total Cost	RFP Cost Point Distribution
Diskriter Inc.	\$2,658,240.00	23.41
Express Employment Professionals	\$2,065,232.00	30.13
JAM of Tennessee LLC	\$1,777,702.54	35.00
SoftHQ Inc.	\$2,125,563.22	29.27

BAO Small Business Assessment Sheet

BAO Specialist: Jeremy Frye
Contract Specialist: Sandra Walker
Date: 03/11/2022

Department Name: Metro Wide
RFP/ITB Number: 149217

Project Name: Temporary Industrial Related Staffing Positions					
Primary Contractor*	Prime Bid Amount	Total Proposed SBE/SDV (\$)	Acknowledged SBE/SDV Requirement	SBE/SDV Requirement (%)	Comments
SoftHQ, Inc.	\$ 2,125,563	TBD	Yes	5%	The prime is not a metro Approved SBE. Acknowledged 5% SBE/SDV requirement over life of the project. and consequences of misrepresentation.
JAM of Tennessee, LLC dba Industrial Staffing of Tennessee	\$ 1,777,702	TDB	Yes	5%	The prime is not a metro Approved SBE. Acknowledged 5% SBE/SDV requirement over life of the project. and consequences of misrepresentation.



Statement of M/WBE Utilization

Proposer's/Firm's Name: SoftHQ, Inc.	Proposer's Phone #: (858) 658-9200
Solicitation Title: Temporary Industrial Related Staffing Positions	Proposer's Email Address: rfp@softhqinc.com
Solicitation #: 149217,1	Amount Self-performed : 100
Proposer's/Firm's Ownership: Non-M/WBE	Total Bid Amount: 424,687.74
Proposed EBO Goal (%) : 0 MBE% 0 WBE%	EBO Goal Met? (Y/N) NO

The following MWBE* subcontractor(s)/supplier(s) will be utilized for the performance of this project:

		Certificate							
	MBE/WBE Firm Name	MBE/WBE Firm Address	Phone/E-Mail	Certificate Type (MBE or WBE)	* MBE/WBE Group Type *	Code # UNSPS/NAICS	Description of Work	MBE/WBE Dollars (\$)	Percent of Total Contract
1	Not Applicable	Not Applicable	NA	Select	Select		Not Applicable	NA	Not Applicable
2				Select	Select				
3				Select	Select				
4				Select	Select				
5				Select	Select				
6				Select	Select				
7				Select	Select				

I am the duly authorized representative and certify the facts and representations contained in this form and supporting documents are true and correct.

Authorized Representative (Printed Name/Title/Signature) Kranti Ponnam President	Date 12/02/2021
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*Note: MWBE is defined as business enterprise maintaining a significant business presence in the Program Area & performing a commercial useful function that is owned by one or more of the following: (1) African Americans (2) Native Americans, (3) Hispanic Americans, (4) Asian Americans, and (5) Women.

Has Prime Complied with EBO Goal? NO <input type="checkbox"/>	For Internal Office Use ONLY	If No, Good Faith Efforts Met? YES <input type="checkbox"/>
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BAO Representative: Jeremy Frye **Metro Buyer:** Sandra Walker **Project Manager:** Benita Davis **Date:** 03/07/20

Total MBE Subcontracting	0 _____ %	\$ 0 _____
Total WBE Subcontracting	0 _____ %	\$ 0 _____
Total MBE/WBE Participation:	0 _____ %	\$ 0 _____

BAO Notes:

BAO Small Business Assessment Sheet

BAO Specialist: Jeremy Frye
Contract Specialist: Sandra Walker
Date: 03/11/2022

Department Name: Metro Wide
RFP/ITB Number: 149217

Project Name: Temporary Industrial Related Staffing Positions					
Primary Contractor*	Prime Bid Amount	Total Proposed SBE/SDV (\$)	Acknowledged SBE/SDV Requirement	SBE/SDV Requirement (%)	Comments
SoftHQ, Inc.	\$ 2,125,563	TBD	Yes	5%	The prime is not a metro Approved SBE. Acknowledged 5% SBE/SDV requirement over life of the project. and consequences of misrepresentation.
JAM of Tennessee, LLC dba Industrial Staffing of Tennessee	\$ 1,777,702	TDB	Yes	5%	The prime is not a metro Approved SBE. Acknowledged 5% SBE/SDV requirement over life of the project. and consequences of misrepresentation.



Statement of M/WBE Utilization

Proposer's/Firm's Name: JAM of Tennessee, LLC d/b/a Industrial Staffing of Tennessee	Proposer's Phone #: 615-613-0232
Solicitation Title: Temporary Industrial Related Staffing Positions	Proposer's Email Address: jaccihardway@isotn.com
Solicitation #: 149217	Amount Self-performed :
Proposer's/Firm's Ownership: WBE <input type="checkbox"/>	Total Bid Amount: 1,777,702.54
Proposed EBO Goal (%) : <u>15</u> MBE% <u>15</u> WBE%	EBO Goal Met? (Y/N) YES <input type="checkbox"/>

The following MWBE* subcontractor(s)/supplier(s) will be utilized for the performance of this project:

				Certificate						
MBE/WBE Firm Name		MBE/WBE Firm Address		Type	* MBE/WBE	Code #	Description of Work	MBE/WBE	Percent	
				(MBE or WBE)	Group Type *	UNSPS/NAICS		Dollars (\$)	of Total Contract	
1	All-N-One Lawn Care, LLC	228 E Old Hickory Blvd Madsion, TN 37115		MBE	1		Landscaping	TBD	15%	
2	Sunset Marketing, Inc.	229 Space Park Drive S Nashville, TN 37211		WBE	5		Supply Safety Equipment & Marketing Materials	TBD	15%	
3	KBMD & Associates, P.C.	315 10th Ave N Nashville, TN 37221		MBE	1		Supply Temp Employees to assist with Ramp-up	TBD	15%	
4				Select	Select					
5				Select	Select					
6				Select	Select					
7				Select	Select					

I am the duly authorized representative and certify the facts and representations contained in this form and supporting documents are true and correct.

Authorized Representative (Printed Name/Title/Signature) Jacci Hardway, Office Manager	Date 12/20/2021
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*Note: MWBE is defined as business enterprise maintaining a significant business presence in the Program Area & performing a commercial useful function that is owned by one or more of the following: (1) African Americans (2) Native Americans, (3) Hispanic Americans, (4) Asian Americans, and (5) Women.

Has Prime Complied with EBO Goal? <input type="checkbox"/>	For Internal Office Use ONLY	BAO Only <input type="checkbox"/>
	<i>If No, Good Faith Efforts Met?</i>	

BAO Representative: Jeremy Frye **Metro Buyer:** Sandra Walker **Project Manager:** Benita Davis **Date:** 03/09/22

Total MBE Subcontracting	30	%	\$ 533,310.76
Total WBE Subcontracting	15	%	\$ 266,655.38
Total MBE/WBE Participation:	45	%	\$ 799,966.14

BAO Notes:

METROPOLITAN GOVERNMENT OF NASHVILLE - DAVIDSON COUNTY

M/WBE SUBCONTRACTORS GOOD FAITH EFFORTS

SUMMARY SHEET

THIS DOCUMENT MUST BE ACCURATELY COMPLETED, SIGNED AND SUBMITTED WITH THE BID OR PROPOSAL			
(Due with Bid Submission if Applicable)			
Project Name: Temporary Industrial Related Staffing Positions		Project Number: 149217	
Company Name: Diskriter, Inc.	Date Submitted: 03/08/2022	Total Contract Value:	
Address: 2840 Library Road, Suite 300, Pittsburgh, Pennsylvania 1523		Federal Tax ID# 25-0934128	
Contact Person: Laveena Yadav	Email:	Phone #: 412-465-1214	
GOOD FAITH EFFORTS SUMMARY SHEET			
Number	Bidder Action(s)	BAO Only	
1.	<p>Solicitation and written notice to available and certified MWBEs: Soliciting specific individual MWBEs whose availability as potential sources of goods or services can be reasonably ascertained. This measure includes sending letters or making other personal contacts with specific certified MWBEs including those that the Bidder has contracted with in the past as well as other MWBEs with which the Bidder may be unfamiliar, but whose identities can be ascertained from a directory of certified MWBEs maintained by the BAO.</p> <p>The written notices contain:</p> <ol style="list-style-type: none"> I. Enough information about the plans, specs, and terms & conditions of the solicitation; II. A contact person knowledgeable of the project documents available to answer questions about the condition of the contract; III. Information regarding the Bidder's bonding requirements; IV. The deadline for submission of price quotations. 	Pass	

For each MBE/WBE firm contacted, list the name(s) and all information requested below related to the above project. If additional space is required, this form may be duplicated.

Company Name/Address/Contact Person/Phone/Email	Type of Business	Type of Work/Service(s) Solicited	How Business was contacted (i.e. email, phone, letter, etc.?)	Response to Solicitation (i.e. will submit bid, no response, not interested)	Bid/Quote Amount	Company Selected (Write Yes or NO)
	Select					Select
	Select					Select

METROPOLITAN GOVERNMENT OF NASHVILLE - DAVIDSON COUNTY

M/WBE SUBCONTRACTORS GOOD FAITH EFFORTS

SUMMARY SHEET

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Company Name: Diskriter, Inc.	Date Submitted: 03/08/2022	Total Contract Value:
Address: 2840 Library Road, Suite 300, Pittsburgh, Pennsylvania 1523		Federal Tax ID# 25-0934128
Contact Person: Laveena Yadav	Email:	Phone #: 412-465-1214
GOOD FAITH EFFORTS SUMMARY SHEET CHECKLIST		
Number	Bidder Action(s)	BAO Only
2.	Meetings: Attended or held informational meetings to update potential subcontractors or vendors of subcontracting or supply opportunities.	Fail

List all information requested below related to the above project. If additional space is required, this form may be duplicated.

Company Name/Address/Contact Person/Phone Number/Email	Description of Meeting Notices for M/W/SDVEs	Date M/W/SDVE Attended, if applicable

METROPOLITAN GOVERNMENT OF NASHVILLE - DAVIDSON COUNTY

M/WBE SUBCONTRACTORS GOOD FAITH EFFORTS

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Contact Person: Laveena Yadav		Email:	Phone #: 412-465-1214

GOOD FAITH EFFORTS SUMMARY SHEET CHECKLIST

Number	Bidder Action(s)	BAO Only
3.	Unbundling. Divided the contract, in accordance with normal industry practice, into small, economically feasible segments that could be performed by MWBEs. Under no circumstances, however, shall a bidder segment work solely for the purpose of utilizing MWBEs as subcontractors where such segmentation is not in accordance with common and accepted industry practices relating to the utilization of other firms as subcontractors.	Fail

What Scope of Project Was Divided?

1.	2.
3.	4.
5.	6.

METROPOLITAN GOVERNMENT OF NASHVILLE - DAVIDSON COUNTY

M/WBE SUBCONTRACTORS GOOD FAITH EFFORTS

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GOOD FAITH EFFORTS SUMMARY SHEET CHECKLIST

Number	Bidder Action(s)	BAO Only
4.	Rejection: Provided a written explanation for rejection of any potential subcontractor or vendor to the Bidder, including the name of the firm awarded the subcontract or supply agreement.	Fail

For each MBE/WBE firm contacted, list the name(s) and all information requested below related to the above project. If additional space is required, this form may be duplicated.

M/WBE Firm Name/Address/Contact Person/Phone Number/Email	Description of Proposed Work	Reason for Rejection

METROPOLITAN GOVERNMENT OF NASHVILLE - DAVIDSON COUNTY

M/WBE SUBCONTRACTORS GOOD FAITH EFFORTS

SUMMARY SHEET

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Company Name: Diskriter, Inc.		Date Submitted: 03/08/2022	Total Contract Value:
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Contact Person: Laveena Yadav		Email:	Phone #: 412-465-1214

GOOD FAITH EFFORTS SUMMARY SHEET CHECKLIST

Number	Bidder Action(s)	BAO Only
5.	Non-discrimination: Providing a non-discriminatory work site. Maintaining a work environment free of harassment, intimidation and coercion at all construction sites, offices and other facilities at which the Bidder's employees are assigned to work. The Bidder shall specifically ensure that all labor supervisors, superintendents, and other on-site supervisory personnel are aware of and carry out the Bidder's obligation to maintain a non-discriminatory work environment.	Fail

For each training, list the type of training and date.

Type of Training	Date of Training

METROPOLITAN GOVERNMENT OF NASHVILLE - DAVIDSON COUNTY

M/WBE SUBCONTRACTORS GOOD FAITH EFFORTS

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Contact Person: Laveena Yadav		Email:	Phone #: 412-465-1214

GOOD FAITH EFFORTS SUMMARY SHEET CHECKLIST

Number	Bidder Action(s)	BAO Only
6.	Community and Other Organizational Services Support: Advertising in trade publications of general circulation in the Program Area. The advertisement shall identify and describe the specific subcontracting or other opportunity in reasonable detail.	Fail

For each MBE/WBE firm contacted, list the name(s) and all information requested below related to the above project. If additional space is required, this form may be duplicated.

Publication Name	Date of Publication	Please provide copy.

METROPOLITAN GOVERNMENT OF NASHVILLE - DAVIDSON COUNTY

M/WBE SUBCONTRACTORS GOOD FAITH EFFORTS

SUMMARY SHEET

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Contact Person: Laveena Yadav		Email:	Phone #: 412-465-1214

GOOD FAITH EFFORTS SUMMARY SHEET CHECKLIST

Number	Bidder Action(s)	BAO Only
7.	Assistance: Bonding/Lines of Credit/Insurance: Providing reasonable assistance to a MWBE in need of equipment, supplies, bonding, letters of credit and/or insurance.	N/A

For each MBE/WBE firm contacted, list the name(s) and all information requested below related to the above project. If additional space is required, this form may be duplicated.

Company Name/Address/Contact Person/Phone Number/Email	Type of Assistance

METROPOLITAN GOVERNMENT OF NASHVILLE - DAVIDSON COUNTY

M/WBE SUBCONTRACTORS GOOD FAITH EFFORTS

SUMMARY SHEET

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Contact Person: Laveena Yadav	Email:	Phone #: 412-465-1214

GOOD FAITH EFFORTS SUMMARY SHEET CHECKLIST

Number	Bidder Action(s)	BAO Only
8.	Database Utilization Accessed all reasonable and available means to include, but not limited to the following examples: https://www.nashville.gov/Finance/Procurement/Business-Assistance-Office/SMWBE-Lists-and-Forms.aspx or https://nashville.diversitycompliance.com/	Pass

For each MBE/WBE firm contacted, list the name(s) and all information requested below related to the above project. If additional space is required, this form may be duplicated.

Database Accessed	Date of Access	Results

METROPOLITAN GOVERNMENT OF NASHVILLE - DAVIDSON COUNTY

M/WBE SUBCONTRACTORS GOOD FAITH EFFORTS

SUMMARY SHEET

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GOOD FAITH EFFORTS SUMMARY SHEET CHECKLIST

Number	Bidder Action(s)	BAO Only
9.	Mentor Protégé' Relationship/Technical Assistance: Providing reasonable technical assistance to a MWBEs to ameliorate any deficiencies of technical knowledge or advance skill, where such assistance is undertaken by the Bidder to facilitate the MWBE's successful participation on a project or contract.	N/A

For each MBE/WBE firm assisted, list the name(s) and all information requested below related to the above project. If additional space is required, this form may be duplicated.

Company Name	Type of Assistance	If Mentor Protégé' Agreement Reached, Please Provide Copy.

It is hereby certified that the above firms were contacted and offered an opportunity to respond on the above project. We further certify that the above statements are a true account of all firms' responses to our solicitation. Copies of all bids and/or quotes will be made available upon request.

Signature:  Print Name: Laveena Yadav Title: CEO



Statement of M/WBE Utilization

Proposer's/Firm's Name: Diskriter, Inc.	Proposer's Phone #: 412-465-1214
Solicitation Title: Temporary Industrial Related Staffing Positions	Proposer's Email Address: business.coordinator@diskriter.com
Solicitation #: 149217	Amount Self-performed :
Proposer's/Firm's Ownership: WBE	Total Bid Amount:
Proposed EBO Goal (%) : _____ MBE% _____ WBE%	EBO Goal Met? (Y/N) YES

The following MWBE* subcontractor(s)/supplier(s) will be utilized for the performance of this project:

	MBE/WBE Firm Name	MBE/WBE Firm Address	Phone/E-Mail	Certificate	* MBE/WBE	Code #	Description of Work	MBE/WBE	Percent
				Type (MBE or WBE)	Group Type *	UNSPS/NAICS		Dollars (\$)	of Total Contract
1				Select	Select				
2				Select	Select				
3				Select	Select				
4		Please refer to Good faith efforts		Select	Select				
5				Select	Select				
6				Select	Select				
7				Select	Select				

I am the duly authorized representative and certify the facts and representations contained in this form and supporting documents are true and correct.

Authorized Representative (Printed Name/Title/Signature) Laveena Yadav CEO	Date 03/08/2022
---	---------------------------

*Note: MWBE is defined as business enterprise maintaining a significant business presence in the Program Area & performing a commercial useful function that is owned by one or more of the following: (1) African Americans (2) Native Americans, (3) Hispanic Americans, (4) Asian Americans, and (5) Women.

For Internal Office Use ONLY		
Has Prime Complied with EBO Goal? NO	If No, Good Faith Efforts Met? NO	

BAO Representative: _____ **Metro Buyer:** _____ **Project Manager:** _____ **Date:** _____

Total MBE Subcontracting	_____ %	\$ _____
Total WBE Subcontracting	_____ %	\$ _____
Total MBE/WBE Participation:	_____ %	\$ _____

BAO Notes: