

Attachment “A”

REPORT OF THE HUMAN CAPITAL MANAGEMENT SERVICES REQUEST FOR
PROPOSAL COMPETITIVE CONTRACTING REVIEW COMMITTEE
March 16, 2016

The Township of West Orange accepted proposals from vendors to provide various Human Capital Management services through a Competitive Contracting process. These services include, but were not limited to Time Management, Payroll Processing, Payroll Reporting, Payroll Payments, Human Resource Recordkeeping, Employee Data Management, Benefit Management, Benefit Reporting, Employee Benefit Self-Management, Budgeting Human Capital, Scheduling Human Capital and Human Capital Accounting services.

The goals of the Township are as follows:

- 1) Increase effectiveness and efficiency of the Township's Human Capital
- 2) Reduce the operating costs of the Township required to manage its Human Capital
- 3) Provide transparency to the Township's employees regarding payroll and benefits

The Township received three proposals on or before 11:00 A.M., Tuesday, October 27, 2015; one from ADP, Inc, one from Empower Software Solutions and one from Kronos, Inc.

Prior to evaluating each proposal, the Township's Purchasing Agent, Anne DeSantis reviewed each proposer's submissions for technical responsiveness. Below are her findings.

ADP, Inc. provided the required Stockholders Certification, Non Collusion Form and Bid Deposit. However, ADP, Inc. did not provide the required State of New Jersey Business Registration Certificate, Affirm Action Evidence Form, Iranian Disclosure Form, Addenda Acknowledgment Form, Proposal Form or the Bidder's Check List. Therefore, ADP, Inc. was determined to have been non-responsive to the requests for proposal and not eligible to be considered for an award.

Empower Software Solutions provided the required State of New Jersey Business Registration Certificate, Stockholders Certificate, Affirm Action Evidence Form, Iranian Disclosure Form, Non Collusion Form, Addenda Acknowledgment Form, Proposal Form, Bidder's Check List and Bid Deposit. Therefore, Empower Software Solutions was determined to have been responsive to the requests for proposal

Kronos, Inc. provided the required State of New Jersey Business Registration Certificate, Stockholders Certificate, Affirm Action Evidence Form, Iranian Disclosure Form, Non Collusion Form, Addenda Acknowledgment Form, Proposal Form, Bidder's Check List and Bid Deposit. Therefore, Kronos, Inc was determined to have been responsive to the requests for proposal and leaving them the only proposer remaining eligible to be considered for an award.

In order to evaluate the remaining proposals, the Township's Chief Financial Officer appointed a proposal review team prior to the receipt of proposals. The members of the team are John Gross, Chief Financial Officer, John Corcoran, Assistant Comptroller, Anne DeSantis, Purchasing Agent, Mauricio Garcia, Information Technology Manager and Bonnie Leskanic, Human Resource Coordinator.

Because of the in-depth nature of the Request for Proposals, the evaluation process required two extensions, one for 46 days from 12/29/2015 to 02/12/2016 and a second extension for 39 days beginning 12/12/2016 to 3/22/2016.

Both remaining proposer, Kronos, Inc. and Empower Software Solutions agreed to the first extension. However, on January 25, 2016, the Township was notified that Empower Software Solutions had been sold to Kronos, Inc. as of January 14, 2016 and would no longer be participating in the proposal process. Kronos, Inc. did agree to the second extension.

In addition to Responsiveness, the remaining proposal was evaluated by the team in accordance with the following award criteria and factors identified to each of the proposers in the Request for Proposal which each vendor responded after the Purchasing:

Ability, capacity and skill the vendor to perform the services effectively and on a timely basis.

After reviewing Kronos, Inc.'s proposal, meeting with their representatives on February 17, 2016 and having reviewed the functionality of the proposed solutions, the support services offered to Township employees, the vendor history, the product suitability, the use of technology, the required infrastructure and the implementation schedule, the review committee has determined that Kronos' Inc. has the ability, capacity and skill the vendor to perform the services effectively and on a timely basis.

Financial strength and stability of the Vendor.

After reviewing Kronos, Inc.'s proposal, meeting with their representatives on February 17, 2016 and having reviewed the functionality of the proposed solutions, the support services offered to Township employees, the vendor history, the product suitability, the use of technology, the required infrastructure and the implementation schedule, the review committee has determined that Kronos' Inc. has the financial strength and stability to meet the Township's needs.

The quality, availability and adaptability of the services to the particular need required.

After reviewing Kronos, Inc.'s proposal, meeting with their representatives on February 17, 2016 and having reviewed the functionality of the proposed solutions, the support services offered to Township employees, the vendor history, the product suitability, the use of technology, the required infrastructure and the implementation schedule, the review committee has determined that Kronos' Inc. has the quality, availability and adaptability of the services to meet the Township's needs.

Evaluation Methodology:

COST

Net cost, including the Township's cost of implementation & ongoing training, for a 1 to 5 year relationship

After reviewing Kronos, Inc.'s proposal, meeting with their representatives on February 17, 2016 and having reviewed the functionality of the proposed solutions, the support services offered to Township employees, the vendor history, the product suitability, the use of technology, the required infrastructure and the implementation schedule, the review committee has determined that Kronos' Inc. cost proposal is within the Township's budget.

MANAGEMENT

Experience and expertise level of key personnel providing such services

After reviewing Kronos, Inc.'s proposal, meeting with their representatives on February 17, 2016 and having reviewed the functionality of the proposed solutions, the support services offered to Township employees, the vendor history, the product suitability, the use of technology, the required infrastructure and the implementation schedule, the review committee has determined that Kronos' Inc.'s experience and expertise level of key personnel providing such services meets the Township's needs.

TECHNICAL

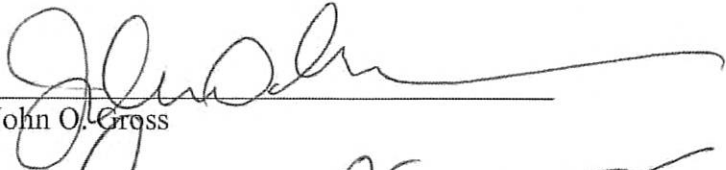
Experience and expertise of providing such services to the public sector.

After reviewing Kronos, Inc.'s proposal, meeting with their representatives on February 17, 2016 and having reviewed the functionality of the proposed solutions, the support services offered to Township employees, the vendor history, the product suitability, the use of technology, the required infrastructure and the implementation schedule, the review committee has determined that Kronos' Inc.'s experience and expertise of providing such services to the public sector meets the Township's needs.

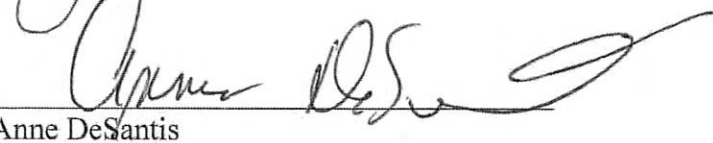
SUMMARY

After having considered all of the fact and factors, the review team unanimously recommends that the Township Council of the Township of West Orange award a contract for Human Capital Management Services to Kronos, Inc. to provide their Workforce Ready product in accordance with the attached proposal.

Respectfully,



John O. Gross



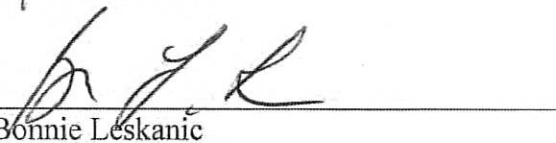
Anne DeSantis



John Corcoran



Mauricio Garcia



Bonnie Leskanic