

C2 K REQUEST FOR APPROVAL TO AWARD A CONTRACT PURSUANT TO INVITATION TO BID (ITB) 2025-009-MP FOR TEMPORARY STAFFING SERVICES; AND FURTHER AUTHORIZING THE MONTH-TO-MONTH EXTENSION OF THE EXISTING AGREEMENTS WITH 4 BEST BUSINESS, CORP., ATHENA CONSULTING, LLC, EMPLOYMENT SOLUTIONS OF NEW YORK, INC., P.I.E. MANAGEMENT, L.L.C., P.I.E. MANAGEMENT, L.L.C., DISKRITER, INC. AND DSS HOLDINGS LLC., UNTIL THE AGREEMENTS HAVE BEEN REPLACED AND TEMPORARY STAFFING SERVICES HAVE BEEN TRANSITIONED TO THE NEW SERVICE PROVIDER(S). (HUMAN RESOURCES)

Applicable Area:



COMMISSION MEMORANDUM

TO: Honorable Mayor and Members of the City Commission

FROM: Eric Carpenter, City Manager

DATE: February 3, 2025

TITLE: REQUEST FOR APPROVAL TO AWARD A CONTRACT PURSUANT TO INVITATION TO BID (ITB) 2025-009-MP FOR TEMPORARY STAFFING SERVICES; AND FURTHER AUTHORIZING THE MONTH-TO-MONTH EXTENSION OF THE EXISTING AGREEMENTS WITH 4 BEST BUSINESS, CORP., ATHENA CONSULTING, LLC, EMPLOYMENT SOLUTIONS OF NEW YORK, INC., P.I.E. MANAGEMENT, L.L.C., P.I.E. MANAGEMENT, L.L.C., DISKRITER, INC. AND DSS HOLDINGS LLC., UNTIL THE AGREEMENTS HAVE BEEN REPLACED AND TEMPORARY STAFFING SERVICES HAVE BEEN TRANSITIONED TO THE NEW SERVICE PROVIDER(S). (HUMAN RESOURCES)

RECOMMENDATION

It is recommended that the Mayor and City Commission approve the award of a contract pursuant to Bid (ITB) 2025-009-MP, for Temporary Staffing Services to the lowest responsive, responsible bidders for each group as primary, secondary, tertiary, quaternary, and quinary, as set forth in Attachment A. Further authorizing the month-to-month extension of the existing agreements with 4 Best Business, Corp., Athena Consulting, LLC, Employment Solutions of New York, Inc., P.I.E. Management, L.L.C., Diskriter, Inc. and DSS Holdings LLC. until the agreements have been replaced, and the temporary staffing services have been transitioned to the new service provider(s).

This solicitation is currently under the cone of silence.

BACKGROUND/HISTORY

The Human Resources Department currently utilizes temporary staffing agencies to fill short-term staffing needs of departments. Some of the benefits of utilizing short-term staffing include quickly addressing operational needs, scheduling flexibility, and reduced overtime costs. The current contracts with temporary staffing agencies expire on or about February 2025. To seek replacement contracts, the Administration issued Invitation to Bid (ITB) ITB 2025-009-MP. The ITB includes five (5) categories of temporary workers: Administrative, Engineering, Construction, Industrial, and Information Technology.

The ITB, as is the case with most temporary staffing arrangements, is structured as to allow maximum flexibility in recruiting the best candidates for the requirements of the requesting department. Costs are usually calculated as the total of the negotiated hourly rate for the employee multiplied by the percentage markup (overhead, insurance, profit, etc.) that each firm has submitted in response to the ITB. Typically, the Human Resources Department will work with the firm offering the lowest mark-up and will only proceed to other firms when no qualified candidate can be recruited. For this reason, it is important to have a pool of qualified and responsive firms available to the Human Resources Department. This is especially true in the

current tight labor market.

ANALYSIS

The ITB was issued on November 14, 2024. The Procurement Department issued bid notices to approximately 14,682 companies utilizing the City's e-procurement system, with 267 prospective bidders accessing the solicitation. A non-mandatory pre-bid conference to provide information to proposers was held on December 2, 2024. Four (4) addenda were issued. ITB responses were due and received on December 23, 2024. The City received 93 bids in response to the ITB. See Attachment B for a list of respondents received and Attachment C for the tabulation of bids received.

Darwin Recruitment, Inc. failed to provide proof that it complies with the minimum eligibility requirements of the ITB. Therefore, its response was deemed non-responsive and was not further considered. In addition, in an email sent to the City on January 6, 2025, TRG, Inc. withdrew its application for Groups 1, 2, 3 & 4.

The ITB stated that the responsive, responsible bidder(s) meeting all ITB terms, conditions, and specifications would be recommended for award. The Procurement and Human Resources Departments verified that firms listed in attachment A submitted the lowest bid for each group listed and, therefore, should be deemed primary, secondary, tertiary, quaternary, and quinary for these groups. It is important to have a robust pool of firms to provide the departments with qualified temporary personnel as needed. In assigning work, the Administration will endeavor to first utilize the contractors with the lowest percentage markup, as noted in Attachment C, before proceeding to other contractors in order of percentage markup.

Below are brief descriptions of the responsive and responsible bidders recommended for award.

Talantage, LLC

Talantage, LLC. has been in business in Atlanta, Ga, for over 6 years, specializing in providing temporary staffing for administrative, industrial, construction, engineering, and information technology roles. They have successfully served a range of cities, municipalities, and counties, including the Atlanta Housing Authority, the City of Stonecrest (GA), the San Diego County Water Authority, the Norfolk Redevelopment and Housing Authority (VA), the California Department of Veterans Affairs, and the City of Cedar Park (TX). The references provided have given positive feedback. Additionally, Talantage, LLC is a GSA contract holder.

Let's Work USA, Inc.

Let's Work USA, Inc. has been operating for 10 years in Fort Lauderdale, Florida, providing temporary administrative, industrial, construction, engineering, and IT staffing to private and public entities. Their clientele includes companies such as Eastern Insurance Group, Gryphon Safety Equipment, Waste Management of Palm Beach, the City of Punta Gorda, Coastal Waste Recycling, and others. The references provided have given positive feedback.

Keystaff, Inc.

Keystaff, Inc. has been operating in West Palm Beach, Florida, for over 27 years, specializing in providing administrative, engineering, and technology staffing to both private and public sectors. Notably, they have worked with Collier County for the past four years, successfully onboarding over 250 employees in administrative, engineering, and IT roles. In addition, they have supplied administrative staffing to the Department of Military Affairs in St. Augustine, FL, and provided engineering support for Atlas Signs, a private entity. The references provided have given positive feedback.

4 Best Business, Corp.

4 Best Business, Corp., a Florida-native corporation, has been in business for over 21 years, specializing in providing administrative, industrial, engineering, and construction staffing to both

private and public sectors. The firm has successfully provided staffing services to organizations such as the City of Opa-Locka, Broward County, and Manatee County. Notably, 4 Best Business, Corp. is the incumbent providing these services to the City, and the City has been satisfied with their services. Additionally, the company's references have offered positive feedback on their services.

22nd Century Technologies, Inc.

22nd Century Technologies, Inc., based in Virginia, has been in operation for over 27 years, with 25 of those years serving Florida and employing over 5,003 individuals. As a staffing agency, 22nd Century Technologies provides customized staffing solutions across multiple sectors, including administrative, engineering, construction, industrial, and information technology, serving both private and public sectors. Since 2019, they have successfully supplied skilled temporary personnel to the Florida Department of Children and Families (DCF) in clerical and administrative roles. They have also partnered with Cox Communications since 2021, providing temporary engineering and construction services. Additionally, they have worked with the Virginia Department of Transportation and the San Antonio Water System, supplying industrial and IT staffing solutions. The references provided have given positive feedback.

Adil Business Systems, Inc.

Adil Business Systems, Inc. has been operating in Clearwater, FL, for over 24 years, specializing in providing temporary staffing solutions to private and public sectors. Over the past five years, they have partnered with the Rhode Island Department of Business Regulation, offering temporary professional services in areas such as building regulations, building registrations, repair management, project management, civil engineering, and architecture. Additionally, they have provided industrial staffing services to two private entities, Maid Pro of Providence Inc. and Vitpro, LLC. The references provided have given positive feedback.

Tryfacta, Inc.

Tryfacta, Inc. has been in business for over 28 years, originally based in California, with the past three years operating in Miami. For the last 10 years, the firm has been operating under the umbrella of System America, Inc. Tryfacta has collaborated with Crimson Solutions in New Jersey and the Santa Clara Valley Water District in California, providing staffing for various engineering roles, including Civil Engineers, Structural Engineers, Environmental Engineers, Construction Project Engineers, and HVAC Engineers. Additionally, Tryfacta, Inc. is a Sourcewell contract holder. The references provided have given positive feedback.

FISCAL IMPACT STATEMENT

Since 2020, the City has spent an average of \$3,500,000 annually on temporary staffing services, which includes an average markup of approximately 18.99%. This markup equates to an average yearly cost of approximately \$664,650. Talantage, LLC, the lowest responsive and responsible bidder for all groups, has proposed a significantly lower average markup of 1.27%. With this new rate, the City would incur an estimated annual markup cost of \$44,450 in potential savings of approximately \$620,200 per year. These reduced costs would translate into substantial financial savings for the City.

Does this Ordinance require a Business Impact Estimate? Click or tap here to enter text.
(FOR ORDINANCES ONLY)

If applicable, the Business Impact Estimate (BIE) was published on: Click or tap here to enter text.

See BIE at: <https://www.miamibeachfl.gov/city-hall/city-clerk/meeting-notice/>

FINANCIAL INFORMATION

The costs of the related services are subject to funds availability approved through the City's budgeting process. It is not anticipated that grant funding will be utilized for these services.

CONCLUSION

Based on the foregoing, it is recommended that the Mayor and City Commission of the City of Miami Beach, Florida, approve the award of a contract pursuant to Bid (ITB) 2025-009-MP, for Temporary Staffing Services to the lowest responsive, responsible bidders for each group as primary, secondary, tertiary, quaternary and quinary, as set forth in Attachment A. Further authorizing the month-to-month extension of the existing agreements with 4 Best Business, Corp., Athena Consulting, LLC, Employment Solutions of New York, Inc., P.I.E. Management, L.L.C., P.I.E. Management, LLC., Diskriter, Inc. and DSS Holdings LLC. until the agreements have been replaced and the temporary staffing services have been transitioned to the new service provider(s).

Applicable Area

Citywide

Is this a "Residents Right to Know" item, pursuant to City Code Section 2-17?

Yes

Is this item related to a G.O. Bond Project?

No

Was this Agenda Item initially requested by a lobbyist which, as defined in Code Sec. 2-481, includes a principal engaged in lobbying? No

If so, specify the name of lobbyist(s) and principal(s):

Department

Procurement

Sponsor(s)

Co-sponsor(s)

Condensed Title

Award ITB 2025-009-MP, Temporary Staffing Services. HR/PR

Previous Action (For City Clerk Use Only)

ITB 2025-009-MP
Temporary Staffing Services
Award by Groups

Group 1- Administrative Office	
Talantage, LLC.	Primary
Let's Work USA, Inc.	Secondary
KeyStaff, Inc.	Tertiary
22nd Century Technologies, Inc.	Quaternary
4 Best Business, Corp.	Quinary

Group 2 -Engineering	
Talantage, LLC	Primary
Let's Work USA, Inc	Secondary
KeyStaff, Inc.	Tertiary
4 Best Business, Corp.	Quaternary
Tryfacta, Inc.	Quinary

Group 3-Construction	
Talantage, LLC	Primary
Let's Work USA, Inc	Secondary
4 Best Business, Corp.	Tertiary
Adil Business Systems, Inc.	Quaternary
22nd Century Technologies, Inc.	Quinary

Group 4 -Industrial	
Talantage, LLC	Primary
Let's Work USA, Inc	Secondary
4 Best Business, Corp.	Tertiary
Adil Business Systems, Inc.	Quaternary
22nd Century Technologies, Inc.	Quinary

Group 5- Information Technology	
Talantage, LLC.	Primary
Let's Work USA, Inc.	Secondary
KeyStaff, Inc.	Tertiary
22nd Century Technologies, Inc.	Quaternary
4 Best Business, Corp.	Quinary

ITB 2025-009-MP TEMPORARY STAFFING SERVICES

LIST OF RESPONDENTS

Group 1 Administrative Office	Group 2 Engineering	Group 3 Construction / Project Managers	Group 4 Industrial	Group 5 Information Technology
<p>Bidder</p> <p>Talentage, LLC * Let's Work USA Inc* Darwin Recruitment Inc¹ *TRG, INC² KeyStaff, Inc* 22nd Century Technologies, Inc.* 488 Corp* TCI Group Tryfacta, Inc. P.I.E. Management, L.L.C. Adil Business Systems, Inc. A & Associates, Inc. ATHENA Consulting LLC ACS Consultancy Services Inc. Precision Staffing Inc dba AP Recruiters & Associates Corporate Solutions General Inc. Abacus Corporation Netsynk Inc. SystemDomain Inc Advance1 Staffing PROJAS TECHNOLOGIES LLC Crystal Data LLC Integrative Staffing Group, LLC. International Solution Sources Inc PACKPLUS INC HighCloud Solutions, Inc Changing Technologies, Inc. Shawn Brown Sonus Software Solutions Inc. Sunshine Enterprise USA LLC Technostaff LLC dba HonorVet Technologies TECHSBCN Adrox Corp ALOIS LLC Personnel Solutions Plus, LLC Services On-Site OCH SERVICES LLC DBA ON CUE HIRE Intellibee Inc Vastika Inc. WolfCreek Consulting Inc CCR Creative Consulting Recruitment Firm, Inc. Coolsoft, LLC. PurplE Eagle Technology Corp UNIQUE System Skills LLC Integrated Staffing Corporation Health Advocates Network, Inc. DBA Staff Today Hanker Systems Inc. Rose International, Inc. SoftSages LLC Affinity Medical Staffing, LLC BuzzClan, LLC Bonnie Chao Encode Inc Healthcare Staffing Professionals dba HSP, Inc. Infogini Inc. Rang Technologies Inc DatamanUSA, LLC eNcloud Services LLC Industrial Staffing Services Inc. DBA Equilium Vidhwan Inc, DBA E-Solutions Beatty's Services, Inc. Diskriter, Inc. HCT Certified Public Accountants and Consultants, LLC Insight Global, LLC SolveNow, Inc. Sparks Personnel Services, Inc. TekWissen LLC Xpand Staffing, LLC Optimuss Inc. AppleOne, Inc. dba AppleOne Employment Services Business Integra Technology Solutions Inc. Elegant Enterprise-Wide Solutions, Inc. RADgov, Inc. Chiraz Kelly Talus Solutions Inc MGT Impact Solutions, LLC Adelphi Staffing, LLC BRICKELL PERSONNEL CONSULTANTS, INC. INSPIR Solutions, LLC AFL INTERNATIONAL CONSULTING STAFF AND SERVICES INC BayInfotech LLC DS Technologies Experfy, Inc. iBrain Technologies Inc IT-SCIENT LLC Red Sun Technology SA Technologies Inc TECH ARMY, LLC TriOptus LLC Trilogy International Inc. Tunabeer Inc Zirfen Technologies, Inc</p>	<p>Bidder</p> <p>Talentage, LLC* Let's Work USA Inc* Darwin Recruitment Inc¹ KeyStaff, Inc* 488 Corp* *TRG, INC² Tryfacta, Inc.* Adil Business Systems, Inc.* 22nd Century Technologies, Inc.* A & Associates, Inc. ACS Consultancy Services Inc. P.I.E. Management, L.L.C. TCI Group Corporate Solutions General Inc. Advance1 Staffing Abacus Corporation Integrative Staffing Group, LLC. International Solution Sources Inc PACKPLUS INC Precision Staffing Inc dba AP Recruiters & Associates Changing Technologies, Inc. DS Technologies Netsynk Inc. Technostaff LLC dba HonorVet Technologies Adrox Corp ALOIS LLC Vastika Inc. WolfCreek Consulting Inc CCR Creative Consulting Recruitment Firm, Inc. 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ITB 2025-009-MP TEMPORARY STAFFING SERVICES

TABULATION

Group 1 Administrative Office		Group 2 Engineering		Group 3 Construction / Project Managers		Group 4 Industrial		Group 5 Information Technology	
Bidder	MARKUP	Bidder	MARKUP	Bidder	MARKUP	Bidder	MARKUP	Bidder	MARKUP
Talentage, LLC [*]	1.26%	Talentage, LLC [*]	1.26%	Talentage, LLC [*]	1.27%	Talentage, LLC [*]	1.27%	Talentage, LLC [*]	1.26%
Let's Work USA Inc [*]	1.42%	Let's Work USA Inc [*]	1.48%	Let's Work USA Inc [*]	1.48%	Let's Work USA Inc [*]	1.46%	Let's Work USA Inc [*]	1.42%
Darwin Recruitment Inc ¹	10.00%	Darwin Recruitment Inc ¹	10.00%	Darwin Recruitment Inc ¹	10.00%	Darwin Recruitment Inc ¹	10.00%	Darwin Recruitment Inc ¹	10.00%
TRG, INC ²	15.00%	KeyStaff, Inc. []	17.00%	488 Corp [*]	17.88%	*TRG, INC ²	15.00%	KeyStaff, Inc. [*]	17.00%
KeyStaff, Inc. [*]	16.00%	488 Corp [*]	17.98%	*TRG, INC ²	18.00%	488 Corp [*]	17.98%	22nd Century Technologies, Inc. [*]	17.25%
22nd Century Technologies, Inc. [*]	17.35%	*TRG, INC ²	18.00%	Adi Business Systems, Inc. [*]	18.63%	Adi Business Systems, Inc. [*]	18.63%	488 Corp [*]	17.98%
488 Corp [*]	17.98%	Trifecta, Inc. [*]	18.40%	22nd Century Technologies, Inc. [*]	19.02%	22nd Century Technologies, Inc. [*]	19.10%	TCI Group	18.00%
TCI Group	18.00%	Adi Business Systems, Inc.	18.63%	A & Associates, Inc.	19.15%	A & Associates, Inc.	19.15%	TRG, INC	18.00%
Trifecta, Inc.	18.40%	22nd Century Technologies, Inc.	19.02%	Trifecta, Inc.	19.45%	Trifecta, Inc.	19.45%	Trilogy International Inc.	18.00%
P.I.E. Management, L.L.C.	18.48%	A & Associates, Inc.	19.15%	ACS Consultancy Services Inc.	20.00%	ACS Consultancy Services Inc.	20.00%	Trifecta, Inc.	18.40%
Adi Business Systems, Inc.	18.63%	ACS Consultancy Services Inc.	20.00%	TCI Group	20.00%	TCI Group	20.00%	Adi Business Systems, Inc.	18.63%
A & Associates, Inc.	19.15%	P.I.E. Management, L.L.C.	20.00%	Corporate Solutions General Inc.	21.00%	Corporate Solutions General Inc.	21.00%	A & Associates, Inc.	19.15%
ATHENA Consulting LLC	19.50%	TCI Group	20.00%	Advanced Staffing	21.50%	Abacus Corporation	23.00%	Precision Staffing Inc dba AP Recruiters & Associates	20.00%
ACS Consultancy Services Inc.	20.00%	Corporate Solutions General Inc.	21.00%	Abacus Corporation	23.00%	PACKPLUS INC	24.00%	P.I.E. Management, L.L.C.	20.00%
Precision Staffing Inc dba AP Recruiters & Associates	20.00%	Advanced Staffing	21.50%	PACKPLUS INC	24.00%	Advanced Staffing	24.50%	Corporate Solutions General Inc.	21.00%
Corporate Solutions General Inc.	20.00%	Abacus Corporation	23.00%	Changing Technologies, Inc.	25.00%	Changing Technologies, Inc.	25.00%	SystemDomain Inc	21.00%
Abacus Corporation	21.00%	Integrative Staffing Group, LLC	23.40%	P.I.E. Management, L.L.C.	25.00%	P.I.E. Management, L.L.C.	25.00%	Advanced Staffing	21.50%
Netsynk Inc.	21.00%	International Solution Sources Inc	23.51%	Technostaff LLC dba HonorVet Technologies	25.00%	Technostaff LLC dba HonorVet Technologies	25.00%	Tunabear Inc	22.00%
SystemDomain Inc	21.00%	PACKPLUS INC	24.00%	Integrative Staffing Group, LLC	26.40%	Netsynk Inc.	26.00%	Crystal Data LLC	22.99%
Advance1 Staffing	21.50%	Precision Staffing Inc dba AP Recruiters & Associates	25.00%	Adrox Corp	27.00%	Integrative Staffing Group, LLC	26.40%	Abacus Corporation	23.00%
PROJAS TECHNOLOGIES LLC	22.00%	Changing Technologies, Inc.	25.00%	Netsynk Inc.	27.00%	Adrox Corp	27.00%	Integrative Staffing Group, LLC	23.40%
Crystal Data LLC	22.99%	DS Technologies	25.00%	IntelBee Inc.	28.00%	IntelBee Inc.	28.00%	International Solution Sources Inc	23.51%
Integrative Staffing Group, LLC	23.40%	Netsynk Inc.	25.00%	CCR Creative Consulting Recruitment Firm, Inc.	30.00%	Vastika Inc.	28.00%	ACS Consultancy Services Inc.	24.00%
International Solution Sources Inc	23.51%	Technostaff LLC dba HonorVet Technologies	25.00%	IntelBee Inc.	30.00%	CCR Creative Consulting Recruitment Firm, Inc.	30.00%	PACKPLUS INC	24.00%
PACKPLUS INC	24.00%	Adrox Corp	27.00%	Personnel Solutions Plus, LLC	30.00%	OCH SERVICES LLC DBA ON CUE HIRE	30.00%	Changing Technologies, Inc.	25.00%
HighCloud Solutions, Inc	24.09%	ALOS LLC	27.00%	ALOS LLC	34.00%	Personnel Solutions Plus, LLC	30.00%	Brain Technologies Inc	25.00%
Changing Technologies, Inc.	25.00%	Vastika Inc.	28.00%	OCH SERVICES LLC DBA ON CUE HIRE	34.00%	WoCreek Consulting Inc	31.00%	PROJAS TECHNOLOGIES LLC	25.00%
Shawn Brown	25.00%	WoCreek Consulting Inc	28.00%	Affinity Medical Staffing, LLC	34.75%	Purple Eagle Technology Corp	33.00%	SA Technologies Inc	25.00%
Sonus Software Solutions Inc.	25.00%	CCR Creative Consulting Recruitment Firm, Inc.	30.00%	Coolsoft, LLC.	35.00%	Affinity Medical Staffing, LLC	34.75%	Technostaff LLC dba HonorVet Technologies	25.00%
Sunshine Enterprise USA LLC	25.00%	Personnel Solutions Plus, LLC	30.00%	Rang Technologies Inc	35.00%	Coolsoft, LLC.	35.00%	TECHSBN	25.71%
Technostaff LLC dba HonorVet Technologies	25.00%	Purple Eagle Technology Corp	30.00%	Sunshine Enterprise USA LLC	35.00%	eNcloud Services LLC	35.00%	Adrox Corp	27.00%
TECHSBN	25.00%	UNIQUE System Skills LLC	30.00%	eNcloud Services LLC	36.00%	Rang Technologies Inc	35.00%	ALOS LLC	27.00%
Adrox Corp	27.00%	Hanker Systems Inc.	32.00%	Industrial Staffing Services Inc. DBA Equilem	38.00%	Sunshine Enterprise USA LLC	35.00%	Services On-Site	27.00%
ALOS LLC	27.00%	OCH SERVICES LLC DBA ON CUE HIRE	32.20%	SolveNow, Inc.	38.00%	eNcloud Services LLC	36.00%	Vastika Inc.	28.00%
Personnel Solutions Plus, LLC	27.00%	Coolsoft, LLC.	37.00%	Optimus Inc.	39.00%	Integrated Staffing Corporation	37.00%	WoCreek Consulting Inc	28.00%
Services On-Site	27.00%	SolveNow, Inc.	33.00%	Diskriter, Inc.	40.00%	Industrial Staffing Services Inc, DBA Equilem	38.00%	AFL INTERNATIONAL CONSULTING STAFF AND SERVICES INC	30.00%
OCH SERVICES LLC DBA ON CUE HIRE	27.80%	Optimus Inc.	34.00%	Insight Global, LLC	40.00%	SolveNow, Inc.	38.00%	CCR Creative Consulting Recruitment Firm, Inc.	30.00%
IntelBee Inc.	28.00%	Affinity Medical Staffing, LLC	34.75%	Xpand Staffing, LLC	40.00%	Optimus Inc.	39.00%	Coolsoft, LLC.	30.00%
Vastika Inc.	28.00%	BuzzClan, LLC	35.00%	AppleOne, Inc. dba AppleOne Employment Services	42.00%	ALOS LLC	40.00%	Hanker Systems Inc.	30.00%
WoCreek Consulting Inc	28.00%	Encode Inc	35.00%	HCT Certified Public Accountants and Consultants, LLC	42.00%	Diskriter, Inc.	40.00%	Netsynk Inc.	30.00%
CCR Creative Consulting Recruitment Firm, Inc.	30.00%	Health Advocates Network, Inc. DBA Staff Today	35.00%	Chiraz Kelly	42.00%	Insight Global, LLC	40.00%	Personnel Solutions Plus, LLC	30.00%
Coolsoft, LLC.	30.00%	Rang Technologies Inc	35.00%	HighCloud Solutions, Inc	44.51%	TekWissen LLC	40.00%	Purple Eagle Technology Corp	30.00%
Purple Eagle Technology Corp	30.00%	UNIQUE System Skills LLC	30.00%	Healthcare Enterprise USA LLC	45.00%	AppleOne, Inc. dba AppleOne Employment Services	42.00%	Sonus Software Solutions Inc.	30.00%
Integrated Staffing Corporation	31.00%	eNcloud Services LLC	36.00%	Sunshine Enterprise USA LLC	45.00%	HCT Certified Public Accountants and Consultants, LLC	42.00%	Sunshine Enterprise USA LLC	30.00%
Health Advocates Network, Inc. DBA Staff Today	31.85%	Integrated Staffing Corporation	37.00%	RADgov, Inc.	46.00%	Chiraz Kelly	44.17%	UNIQUE System Skills LLC	30.00%
Hanker Systems Inc.	32.00%	Vidhwan Inc. DBA E-Solutions	38.00%	Adelphi Staffing, LLC	50.00%	Beatty's Services, Inc.	44.17%	IT-SCIENT LLC	33.00%
Rose International, Inc.	34.00%	Industrial Staffing Services Inc. DBA Equilem	38.00%	Shawn Brown	50.00%	Health Advocates Network, Inc. DBA Staff Today	45.00%	SolveNow, Inc.	33.00%
SoftSages LLC	34.00%	SearchPro Staffing, LLC	38.00%	Precision Staffing Inc dba AP Recruiters & Associates	55.00%	Healthcare Staffing Professionals dba HSP, Inc.	45.00%	DatamanUSA, LLC	34.00%
Affinity Medical Staffing, LLC	34.75%	TekWissen LLC	38.00%	INSPIR Solutions, LLC	55.00%	Sparks Personnel Services, Inc.	45.00%	Optimus Inc.	34.00%
BuzzClan, LLC	35.00%	TECH ARMY, LLC	38.88%	Health Advocates Network, Inc. DBA Staff Today	75.00%	Xpand Staffing, LLC	45.00%	Rose International, Inc.	34.00%
Bonnie Chao	35.00%	Diskriter, Inc.	40.00%	AFL INTERNATIONAL CONSULTING STAFF AND SERVICES INC	NO BID	AppleOne, Inc. dba AppleOne Employment Services	42.00%	Affinity Medical Staffing, LLC	34.75%
Encode Inc	35.00%	Shawn Brown	40.00%	ATHENA Consulting LLC	NO BID	BuzzClan, LLC	42.00%	BayIntech LLC	35.00%
Healthcare Staffing Professionals dba HSP, Inc.	35.00%	Healthcare Staffing Professionals dba HSP, Inc.	40.00%	BayIntech LLC	NO BID	HCT Certified Public Accountants and Consultants, LLC	50.82%	BuzzClan, LLC	35.00%
Infogini Inc.	35.00%	Insight Global, LLC	40.00%	BRICKELL PERSONNEL CONSULTANTS, INC.	NO BID	Crystal Data LLC	NO BID	Encode Inc	35.00%
Rang Technologies Inc	35.00%	RADgov, Inc.	40.00%	AppleOne, Inc. dba AppleOne Employment Services	42.00%	DatamanUSA, LLC	NO BID	Healtheare Staffing Professionals dba HSP, Inc.	35.00%
DatamanUSA, LLC	36.00%	TekWissen LLC	40.00%	Business Integra Technology Solutions Inc.	NO BID	Business Integra Technology Solutions Inc.	NO BID	Infogini Inc.	35.00%
eNcloud Services LLC	36.00%	Bonnie Chao	40.00%	BuzzClan, LLC	NO BID	ATHENA Consulting LLC	NO BID	IntelBee Inc	35.00%
Industrial Staffing Services Inc. DBA Equilem	36.00%	Shawn Brown	NO BID	BayIntech LLC	NO BID	AFL INTERNATIONAL CONSULTING STAFF AND SERVICES INC	NO BID	Rang Technologies Inc	35.00%
Vidhwan Inc. DBA E-Solutions	38.00%	TekWissen LLC	38.00%	BayIntech LLC	NO BID	BRICKELL PERSONNEL CONSULTANTS, INC.	NO BID	Ziren Technologies, Inc	35.00%
SearchPro Staffing, LLC	38.00%	Adelphi Staffing, LLC	50.00%	BRICKELL PERSONNEL CONSULTANTS, INC.	NO BID	Business Integra Technology Solutions Inc.	NO BID	eNcloud Services LLC	36.00%
Beatty's Services, Inc.	38.21%	MGT Impact Solutions, LLC	50.00%	International Solution Sources Inc	NO BID	Business Integra Technology Solutions Inc.	NO BID	Vidhwan Inc. DBA E-Solutions	36.00%
Diskriter, Inc.	40.00%	Xpand Staffing, LLC	50.00%	IT-SCIENT LLC	NO BID	Health Advocates Network, Inc. DBA Staff Today	45.00%	Health Advocates Network, Inc. DBA Staff Today	37.00%
HCT Certified Public Accountants and Consultants, LLC	40.00%	Elegant Enterprise-Wide Solutions, Inc.	NO BID	KeyStaff, Inc.	NO BID	Integrated Staffing Corporation	38.00%	Elegant EnterpriseWide Solutions, Inc.	38.00%
Insight Global, LLC	40.00%	HighCloud Solutions, Inc	52.76%	Experty, Inc.	NO BID	Hanker Systems Inc.	38.00%	Industrial Staffing Services Inc, DBA Equilem	38.00%
SolveNow, Inc.	40.00%	INSPIR Solutions, LLC	55.00%	Hanker Systems Inc.	NO BID	SearchPro Staffing, LLC	38.00%	SA Technologies Inc	40.00%
Sparks Personnel Services, Inc.	40.00%	ATHENA Consulting LLC	NO BID	BRICKELL PERSONNEL CONSULTANTS, INC.	NO BID	Services On-Site	40.00%	RADgov, Inc.	38.00%
TekWissen LLC	40.00%	BayIntech LLC	NO BID	Business Integra Technology Solutions Inc.	NO BID	SearchPro Staffing, LLC	40.00%	SearchPro Staffing, LLC	38.00%
Xpand Staffing, LLC	40.00%	Beatty's Services, Inc.	NO BID	BRICKELL PERSONNEL CONSULTANTS, INC.	NO BID	SoftSages LLC	40.00%	SoftSages LLC	38.00%
Optimus Inc.	41.00%	BRICKELL PERSONNEL CONSULTANTS, INC.	NO BID	International Solution Sources Inc	NO BID	Sonus Software Solutions Inc.	40.00%	Sonus Software Solutions Inc.	40.00%
AppleOne, Inc. dba AppleOne Employment Services	42.00%	Business Integra Technology Solutions Inc.	NO BID	International Solution Sources Inc	NO BID	Sparks Personnel Services, Inc.	40.00%	Sparks Personnel Services, Inc.	40.00%
Business Integra Technology Solutions Inc.	42.00%	Bonnie Chao	NO BID	IT-SCIENT LLC	NO BID	SystemDomain Inc	40.00%	SystemDomain Inc	40.00%
Elegant EnterpriseWide Solutions, Inc.	42.00%	Crystal Data LLC	NO BID	KeyStaff, Inc.	NO BID	TECH ARMY, LLC	40.00%	TECH ARMY, LLC	40.00%
RADgov, Inc.	42.00%	DatamanUSA, LLC	NO BID	MGT Impact Solutions, LLC	NO BID	Technostaff LLC dba HonorVet Technologies	25.00%	Technostaff LLC dba HonorVet Technologies	25.00%
Chiraz Kelly	42.00%	Elegant Enterprise-Wide Solutions, Inc.	NO BID	PROJAS TECHNOLOGIES LLC	NO BID	Trifecta, Inc.	18.40%	Trifecta, Inc.	18.40%
TekWissen LLC	46.00%	Experty, Inc.	NO BID	Red Sun Technology	NO BID	Trilogy International Inc.	18.00%	Trilogy International Inc.	18.00%
MGT Impact Solutions, LLC	NO BID	Infogini Inc.	NO BID	Rose International, Inc.	NO BID	Tunabear Inc	22.00%	Tunabear Inc	22.00%
Infogini Inc.	NO BID	IBrain Technologies Inc	NO BID	SA Technologies Inc	NO BID	UNIQUE System Skills LLC	NO BID	UNIQUE System Skills LLC	NO BID
IT-SCIENT LLC	NO BID	SearchPro Staffing, LLC	NO BID	SearchPro Staffing, LLC	NO BID	WoCreek Consulting Inc	NO BID	WoCreek Consulting Inc	NO BID
PROJAS TECHNOLOGIES LLC	NO BID	Services On-Site	NO BID	Services On-Site	NO BID	Ziren Technologies, Inc	NO BID	Ziren Technologies, Inc	NO BID
KeyStaff, Inc.	NO BID	SoftSages LLC	NO BID	SoftSages LLC	NO BID				
MGT Impact Solutions, LLC	NO BID	Sonus Software Solutions Inc.	NO BID	Sonus Software Solutions Inc.	NO BID				
PROJAS TECHNOLOGIES LLC	NO BID	Sparks Personnel Services, Inc.	NO BID	Sparks Personnel Services, Inc.	NO BID				
Red Sun Technology	NO BID	SystemDomain Inc	NO BID	SystemDomain Inc	NO BID				
SA Technologies Inc	NO BID	TECH ARMY, LLC	NO BID	TECH ARMY, LLC	NO BID				
Trifecta, Inc.	NO BID	TECHSBN	NO BID	TECHSBN	NO BID				
Tunabear Inc	NO BID	Tellus Solutions Inc	NO BID	Tellus Solutions Inc	NO BID				
Ziren Technologies, Inc	NO BID	Trifecta, Inc.	NO BID	Trifecta, Inc.	NO BID				
		Trilogy International Inc.	NO BID	Trilogy International Inc.	NO BID				
		Trilogy International Inc.	NO BID	Trilogy International Inc.	NO BID				
		Tunabear Inc	NO BID	Tunabear Inc	NO BID				
		UNIQUE System Skills LLC	NO BID	UNIQUE System Skills LLC	NO BID				
		WoCreek Consulting Inc	NO BID	WoCreek Consulting Inc	NO BID				
		Ziren Technologies, Inc	NO BID	Ziren Technologies, Inc	NO BID				

* Recommended for award
¹ Non-responsive
² Withdraw application