



Notice of Intent to Award

Solicitation Number	374370	Award Date	3/3/2025 3:22 PM CST
Solicitation Title	Pre-Employment and Public Safety Promotional Testing Services		
Buyer Name	Daniel Drumwright	Buyer Email	Daniel.Drumwright2@nashville.gov
BAO Rep	Chrstopher Wood	BAO Email	Christopher.Wood@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	Industrial Organizational Solutions, Inc	Company Contact	Mandy Kerr
Street Address	520 Kensington Rd. Suite 110		
City	Oak Brook	State	IL
		Zipcode	60523

Company Name		Company Contact	
Street Address			
City		State	
		Zipcode	

Company Name		Company Contact	
Street Address			
City		State	
		Zipcode	

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)

Dennis Rowland
Dennis Rowland
Purchasing Agent & Chief Procurement Officer

RFQ 374370 Pre-Employment and Public Safety Promotional Testing Services (Pre-Employment Testing Contract)		
Evaluation Team/Review Board Score Sheet		
Offeror	Morris and McDaniel, Inc	Industrial Organizational Solutions, Inc
Contract Acceptance	Yes	Yes
Experience, Qualifications and References (40 Points)	30.00	38.00
Project Approach and Process (25 Points)	20.00	25.00
Cost (35 Points)	35.00	30.61
Total Evaluation Scores	85.00	93.61

Evaluation Comments

Morris and McDaniel, Inc
Strengths All referenced projects of similar size and complexity. Defined firm’s organization structure including responsibilities of key personnel of the proposed team members who will be involved in providing the services defined within the scope. Described firm's approach on validating the test documents provided to Metro for applicants taking the pre-employment assessment test. Listed all current litigation(s) firm is defendant. Listed all team member licensing violations during the past five (5) years. Demonstrated firm's technological capabilities to provide compatible testing for multiple versions of a test. Listed all the languages that your firm provides testing materials. Defined organization’s approach to providing test and/ or testing materials that will accommodate any applicant, including accommodate ADA applicants. Detailed firm's ability to provide Metro applicants the opportunity to test at off-site proctor testing facilities in other cities and / or states and the process in place for off-site proctor testing format. Demonstrated firm's approach to providing applicants the opportunity to retake the test one or more times (if needed) without compromising the validity of the test. Explained the specific reasons why firm is the most qualified and best choice to be awarded this project. Detailed the firm’s history, background, years of service. Describe the customer service operations, services, and hours of availability. Provided a detailed narrative demonstrating your understanding of the project and how you will accomplish the stated Scope of Work. Described in detail how this specific job will be approached, including customer service in the form of technical support and/ or answering test related questions via telephone or any product related questions at no additional cost to Metro. Described firm's approach to providing the tests results within one (1) week in an electronic format acceptable to Metro. Explained the specific reasons why firm is the most qualified and best choice to be awarded this project. Detailed the firm’s history, background, years of service. Describe the customer service operations, services, and hours of availability. Described in detail how this specific job will be approached, including customer service in the form of technical support and/ or answering test related questions via telephone or any product related questions at no additional cost to Metro. Described firm's approach to providing the tests results within one (1) week in an electronic format acceptable to Metro.
Weaknesses No resumes submitted. Demonstrated a lack of experience with the scope of Pre-Employment Testing services requested. Services related to expert testimony will not be provide ,das a part of pricing submission. Proposed solution for Dept. of Correction s (Sheriff) does not currently exist and would be developed as a result of agreement.
Industrial Organizational Solutions, Inc
Strengths All referenced projects of similar size, scope, and complexity. Defined firm’s organization structure including responsibilities of key personnel of the proposed team members who will be involved in providing the services defined within the scope. Included resumes for key personnel that demonstrates their qualifications. Provided detailed information documenting firm’s subcontractors’/subconsultants qualifications to produce the required outcomes. Demonstrated firm’s related project experience. Described firm's approach on validating the test documents provided to Metro for applicants taking the pre-employment assessment test. Listed all current litigation(s) firm is defendant. Listed all team member licensing violations during the past five (5) years. Demonstrated firm's technological capabilities to provide compatible testing for multiple versions of a test. Listed all the languages that your firm provides testing materials. Defined organization’s approach to providing test and/ or testing materials that will accommodate any applicant, including accommodate ADA applicants. Detailed firm's ability to provide Metro applicants the opportunity to test at off-site proctor testing facilities in other cities and / or states and the process in place for off-site proctor testing format. Demonstrated firm's approach to providing applicants the opportunity to retake the test one or more times (if needed) without compromising the validity of the test. Explained the specific reasons why firm is the most qualified and best choice to be awarded this project. Detailed the firm’s history, background, years of service. Describe the customer service operations, services, and hours of availability. Provided a detailed narrative demonstrating your understanding of the project and how you will accomplish the stated Scope of Work. Described in detail how this specific job will be approached, including customer service in the form of technical support and/ or answering test related questions via telephone or any product related questions at no additional cost to Metro. Described firm's approach to providing the tests results within one (1) week in an electronic format acceptable to Metro.
Weaknesses Lack of detail and clarity on how specialized knowledge and experience of the key personnel will be utilized to assist Metro in the scope of this project.

			RFP SBE/SDV Points	Total Cost Points	
			RFP Cost Points		
RFQ 374370 Pre-Employment and Public Safety Promotional Testing Services (Pre-Employment Testing Contract)			35	035	
Offeror's Name	Total Bid Amount	SBE/SDV Participation Amount	RFP Cost Points	RFP SBE/SDV Points	Total Cost Points
Morris and McDaniel, Inc	\$562,768.40	\$0.00	35.00	0.00	35.00
Industrial Organizational Solutions, Inc	\$643,467.26	\$0.00	30.61	0.00	30.61

RFQ 374370 Pre-Employment and Public Safety Promotional Testing Services (Public Safety Testing Contract)		
Evaluation Team/Review Board Score Sheet		
Offeror	Morris and McDaniel, Inc	Industrial Organizational Solutions, Inc
Contract Acceptance	Yes	Yes
Experience, Qualifications and References (40 Points)	32.00	38.00
Project Approach and Process (25 Points)	25.00	25.00
Cost (35 Points)	35.00	33.22
Total Evaluation Scores	92.00	96.22

Evaluation Comments

Morris and McDaniel, Inc
Strengths All referenced projects of similar size, scope, and complexity. Defined firm’s organization structure including responsibilities of key personnel of the proposed team members who will be involved in providing the services. Provided detailed information documenting firm’s subcontractors’/subconsultants qualifications to produce the required outcomes. Demonstrated firm’s related project experience. Described firm's approach on validating the test documents provided to Metro for applicants taking the pre-employment assessment test. Listed all current litigation(s) firm is defendant. Listed all team member licensing violations during the past five (5) years. Demonstrated firm's technological capabilities to provide compatible testing for multiple versions of a test. Listed all the languages that your firm provides testing materials. Defined organization’s approach to providing test and/ or testing materials that will accommodate any applicant, including accommodate ADA applicants. Detailed firm's ability to provide Metro applicants the opportunity to test at off-site proctor testing facilities in other cities and/ or states and the process in place for off-site proctor testing format. Demonstrated firm's approach to providing applicants the opportunity to retake the test one or more times (if needed) without compromising the validity of the test. Explained the specific reasons why firm is the most qualified and best choice to be awarded this project. Detailed the firm’s history, background, years of service. Describe the customer service operations, services, and hours of availability. Provided a detailed narrative demonstrating your understanding of the project and how you will accomplish the stated Scope of Work. Described in detail how this specific job will be approached, including customer service in the form of technical support and/ or answering test related questions via telephone or any product related questions at no additional cost to Metro. Described firm's approach to providing the tests results within one (1) week in an electronic format acceptable to Metro.
Weaknesses Failed to provide resumes. Lack of detail related to provide organizational structure defined responsibilities of key personnel. Lack of detail and clarity on how specialized knowledge and experience of the key personnel will be utilized to assist Metro in the scope of this project.
Industrial Organizational Solutions, Inc
Strengths All referenced projects of similar size, scope, and complexity. Defined firm’s organization structure including responsibilities of key personnel of the proposed team members who will be involved in providing the services defined within the scope. Included resumes for key personnel that demonstrates their qualifications. Provided detailed information documenting firm’s subcontractors’/subconsultants qualifications to produce the required outcomes. Demonstrated firm’s related project experience. Described firm's approach on validating the test documents provided to Metro for applicants taking the pre-employment assessment test. Listed all current litigation(s) firm is defendant. Listed all team member licensing violations during the past five (5) years. Demonstrated firm's technological capabilities to provide compatible testing for multiple versions of a test. Listed all the languages that your firm provides testing materials. Defined organization’s approach to providing test and/ or testing materials that will accommodate any applicant, including accommodate ADA applicants. Detailed firm's ability to provide Metro applicants the opportunity to test at off-site proctor testing facilities in other cities and/ or states and the process in place for off-site proctor testing format. Demonstrated firm's approach to providing applicants the opportunity to retake the test one or more times (if needed) without compromising the validity of the test. Explained the specific reasons why firm is the most qualified and best choice to be awarded this project. Detailed the firm’s history, background, years of service. Describe the customer service operations, services, and hours of availability. Provided a detailed narrative demonstrating your understanding of the project and how you will accomplish the stated Scope of Work. Described in detail how this specific job will be approached, including customer service in the form of technical support and/ or answering test related questions via telephone or any product related questions at no additional cost to Metro. Described firm's approach to providing the tests results within one (1) week in an electronic format acceptable to Metro.
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			RFP Cost Points		
RFQ 374370 Pre-Employment and Public Safety Promotional Testing Services (Public Safety Promotional Testing Contract)			35	035	
Offeror's Name	Total Bid Amount	SBE/SDV Participation Amount	RFP Cost Points	RFP SBE/SDV Points	Total Cost Points
Morris and McDaniel, Inc	\$2,537,236.00	\$0.00	35.00	0.00	35.00
Industrial Organizational Solutions, Inc	\$2,673,525.50	\$0.00	33.22	0.00	33.22