



# LEXINGTON

## JUSTIFICATION FOR SOLE SOURCE CERTIFICATION

**Sole Source Purchases** are defined clearly, based upon a legitimate need, and are limited to a single supplier. Sole source purchases are normally not allowed except when based upon strong technological grounds such as operational compatibility with existing equipment and related parts or upon a clearly unique and/or cost effective feature requirement. The use of sole source purchases must be justified and shall be limited only to those specific instances in which compatibility or technical performance needs are being satisfied.

**Sole Source Services** are defined as a service provider providing technical expertise of such a unique nature that the service provider is clearly and justifiably the only practicable source available to provide the service. The justification shall be based on the uniqueness of the service, sole availability at the location required, or warranty or defect correction service obligations of the service provider.

This form must be filled out for the request to purchase any good or non-professional service that requires a competitive procurement process (informal quotes (\$2,499-\$10,000), formal quotes (\$10,001 - \$29,999.99), or formal bid (\$30,000 or more) as defined in the LFUCG's Purchasing Manual. This form must be completed in its entirety and attached to the purchase requisition.

**Note: Sole Source Purchase requests for goods exceeding \$30,000 will require approval by the Urban County Council by submitting an Administrative Review Form. A copy of this form must be signed off by Central Purchasing and attached to the Administrative Review Form.**

### Requesting Division

Name Lexington Fire Department Division/Dept Recruiting/Hiring  
 Phone 859-280-8926 Email lfdhiring@lexingtonky.gov

Type of Purchase: ( ) Goods/Materials/Equipment ( ) Services

Cost: \$10,500 (Year 1); \$10,000 (Year 2)

Sole Source Request for the Purchase of: Interview Now; text-based rec

One Time Purchase

To Establish Sole Source Provider Contract  
 (subject to annual review and approval by Central Purchasing and/or Urban County Council)

### Vendor Information

Business Name Interview Now Inc.

Contact Name Graham Matthews

Address PO Box 210537 San Francisco, CA 9412

Phone 510-915-0064 Email graham@interview

**STATEMENT OF NEED:** (Add additional pages as needed)



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My division/department’s recommendation for sole source is based upon an objective review of the product/service required and appears to be in the best interest of the LFUCG. I know of no conflict of interest on my part, and I have no personal involvement in any way with this request. No gratuities, favors, or compromising actions have taken place. Neither has my personal familiarity with particular brands, types of equipment, materials, persons or firms been a deciding influence on my request to sole source this purchase when there are other known suppliers to exist.

**1. Describe the product or service and list the necessary features this product provides that are not available from any other option.**

Interview Now is a text-based recruiting software designed specifically to meet the current recruiting and lead generating needs of public safety. The lead generation software uses AI to establish eligibility through text message based communication, will interface with our fire recruiting website, and allows multiple users to access and interact with leads/applicants. Contact with candidates is maintained throughout each step of the hiring process.

**2. Below are eligible reasons for sole source. Check one and describe.**

- Licensed or patented product or service. No other vendor provides this. Warranty or defect correction service obligations to the consultant. Describe why it is mandatory to use this licensed or patented product or service.
  
- Existing LFUCG equipment, inventory, custom-built information system, custom-built data inventory system, or similar products or programs. Describe. If product is off-the-shelf, list efforts to find other vendors (i.e. web site search, contacting the manufacturer to see if other dealers are available to service this region, etc.)
  
- Uniqueness of the service. Describe. screening Interview Now does. The online interface also allows multiple users to contact applicants.
  
- The LFUCG has established a standard for this manufacturer, supplier, or provider and there is only one vendor. Attach documentation from manufacturer to confirm that only one dealer provides the product.
  
- Factory-authorized warranty service available only from this single dealer. Sole availability at the location required. Describe.
  
- Used item with bargain price (describe what a new item would cost). Describe.
  
- Other – The above reasons are the most common and established causes for an eligible sole source. If you have a different reason, please describe:  
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### **3. Describe efforts to find other vendors or consultants (i.e. phone inquires, web site search, contacting the manufacturer to see if other dealers are available to service region, etc.).**

Internet searches were conducted by Recruiting/Hiring personnel after demoing the Interview Now product. There are other services that use text-based communication with applicants, however, Interview Now has features such as the AI eligibility screening and multi-user function that the others do not.

### **4. How was the price offered determined to be fair and reasonable? (Explain what the basis was for comparison and include cost analyses as applicable.)**

The price of the service is determined to be reasonable based upon the human resource hours preserved by using the product and the need for resources to increase recruiting capability.

### **5. Describe any cost savings realized or costs avoided by acquiring the goods/services from this supplier.**

The product eliminates hours of communication with applicants who are ineligible and increases the likelihood of converting interested parties to applicants. More time is spent sending reminder emails to different lists of applicants which are manually organized using multiple excel documents. Email is less frequently read and even less frequently responded to compared to text message communication. The Interview Now service meets a multitude of recruiting needs and will multiple recruiting efficiency.