

**Sole Source
Written Determination**

Agency Identification: Greenville Technical College

Description of the agency need that this procurement fulfills: *(See instructions on last page for guidance)*

Greenville Technical College employee talent management software.

Describe the Market Based on Research Performed: *(See instructions on last page for guidance)*

This is a renewal of a product that was purchased through a competitive procurement (RFP) conducted by State Procurement on our behalf. The original contract was awarded in December 2018.

Sole Source Vendor Name: Cornerstone on Demand

Based upon the following determination, Agency proposes to acquire the supplies, construction, information technology, and/or services described herein from the vendor named above per SC Code Ann § 11-35-1560 and SC Regulation 19-445.2105, Sole Source Procurement.

Description of supplies, construction, information technology, and/or services vendor will provide under the contract: *(See instructions on last page for guidance.)*

Talent Management software for employee recruitment, onboarding, and performance management

Explain why the described solution is the only solution that meets the agency's need and how no other identified solutions were sufficient. *(See instructions on last page for guidance)*

The College purchased the software in 2018, and it took several years to implement all the modules. For the last four years the College has been undergoing an implementation of a new ERP system, Anthology, and we have not been implementing any new software platforms with our existing ERP due to limited IT resources and the fact that the software may not integrate with a new system.

Due to several factors, a decision was made to have a limited renewal of Anthology, which did not include the Human Capital Management module. Therefore, the College will send out a new RFP for the Finance, HCM, and Student Information System early next year. As such, we cannot search for a new talent management system until after a decision has been made about a new ERP vendor. Additionally, we have been waiting for confirmation from the S.C. Human Resources Division to provide information as to whether higher education institutions can have access to all the talent management modules that other State agencies will have with their new talent management system through Success Factors. If so, Greenville Technical College will strongly consider using Success Factors through the State's contract at no cost. If not, Greenville Technical College will need to send out an RFP to select the vendor for its talent management system.

Until these determinations are made, it is critical that Greenville Technical College has continuation of our talent management system with Cornerstone On Demand so recruitment and performance management is not interrupted.

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Note: Determination is not complete without required signatures and dates

Required Signatures:

Prepared by: Susan M. Jones

Date: 11/20/2025

Printed Name: Susan M. Jones

Title: Vice President for Human Resources

Approved by: Jacqueline R. DiMaggio

Approval Date: 12/3/2025

Printed Name: Jacqueline R. DiMaggio

Title: Vice President for Finance

The last page contains instructions and is not required to be retained.