

JUSTIFICATION FOR SOLE SOURCE (<SAT)

The supply and services listed on **N6002321RCSQ007** are sole source and competition is precluded for the reasons indicated below. There are no substitutes available for this supply.

Restricted to the following source. Gartner Inc

Point of contact (name, phone, email): Nicole Cannon Nicole.Cannon@gartner.com

Description of the item or service required, the estimated cost, and required delivery date.

The required supply is a one year subscription to Gartner's Talent Neuron in support of the Department of the Navy (DON), Office of Civilian Human Resources (OCHR) human resources and equal employment opportunity community development. The total estimated price is \$----- with a required start date of September 1st.

Specific unique characteristics of the services or service provider that limit the availability to a sole source. Describe in detail why only this suggested source can fulfill the Navy's requirements to the exclusion of other sources, and provide market research to support the determination.

The proposed requirement is for a year subscription to Talent Neuron a recruiting tool used to assist the OCHR with a global database of potential talent to fulfill the workforce while allowing up to 10 users. Workbench reports, training, support and a dedicated account manager. TalentNeuron gathers talent supply and demand data from over 65,000 global sources. Use of TalentNeuron will facilitate the DON's commitment to more strategic and effective hiring/talent acquisition as well as its commitment to diversity through its recruitment efforts.

Market research was conducted by the requiring agency through the following methods: Contacting knowledgeable individuals in the Government, reviewing the results of recent market research undertaken to meet similar or identical requirements, obtaining source lists of similar items from other contracting activities or agencies, trade associations or other sources and reviewing catalogs and other generally available product literature published by manufacturers, distributors, and dealers or available on-line. Market research revealed that TalentNeuron is available for procurement under the ESI schedule. Purchasing TalentNeuron can guarantee a successful path to hiring a highly diversified workforce with validated experts needed to achieve mission goals for the OCHR. TalentNeuron is proprietary data to and only available from Gartner and can be procured through the established BPA under the ESI schedule.

The requiring agency has determined that TalentNeuron required supplies above are available to the commercial marketplace.

The contracting agency has determined that Gartner Inc can fulfill the requirement

I CERTIFY THAT THE REQUESTED SERVICES REPRESENT THE MINIMUM NEEDS OF THE GOVERNMENT, AND THAT THE INFORMATION PROVIDED ABOVE IS COMPLETE AND CORRECT TO THE BEST OF MY KNOWLEDGE. I UNDERSTAND THAT THE PROCESSING OF THIS SOLE SOURCE JUSTIFICATION PRECLUDES THE USE OF FULL AND OPEN COMPETITION.

Requirements Cognizance:

Signature _____
The Office of Civilian Human Resources

Signature _____
Contracting Officer, NAVSUP FLC Norfolk, Contracting Dept., Philadelphia Office