Department of the Air Force: Justification for Other Than Full and Open Competition

I. Agency and Contracting Activity (RFO 6.104-1(a)(1)):

Agency: Air Force Installation Contracting Center (AFICC)
Contracting Activity: 338th Enterprise Source Squadron (ESS)/PKA, 2021 First St West, JBSA-Randolph TX 78150

II. Nature and/or description of the action being approved (RFO 6.104-1(a)(2)):

This document approves the award of a contract on a sole source basis to EC America, Inc. (Cage Code: 1QTH6) for HireVue Video Interviewing and Assessments Software License Subscription in support of AFPC/DPZ Talent Management Division, Central Salary Account (CSA) Programs. This justification is made on an Individual basis.

III. Description of supplies/services required to meet agency needs (RFO 6.104-1(a)(3)):

Under the contemplated contract, the following brand name, commercial of the shelf (COTS), software is to be acquired under this justification:

HireVue Video Interviewing Software (p/n HV UP TO 2000 HIRES) - Qty: 1 Each
HireVue Assessments 12,000 (includes platform to deliver)(p/n 1000-2000) - Qty: 12 Each
HireVue Invites and Reminders Powered by Text (Add-on)(p/n HV-TIR-2000) - Qty 1 Each

This procurement will be awarded as a sole source, firm-fixed price (FFP), contract to EC America, Inc., a large business and subsidiary of ImmixGroup. The contract period of performance (PoP) will include a 12-month base year and four (4) 12-month option years from 18 Jun 2026 - 17 Jun 2031. The total estimated value of the contract is [redacted] and Operations & Maintenance (O&M) 3400 funds will be used.

IV. Statutory Authority Permitting Other Than Full and Open Competition (RFO 6.104-1(a)(4)):

RFO 12.201-1 Simplified Procedures, 41 U.S.C. 1901

V. Rationale for Use of Authority (RFO 6.104-1(a)(5)):

Per HireVue, Inc., ImmixGroup is HireVue's exclusive software distributor for the Federal Government. EC America, Inc. is a subsidiary of ImmixGroup and is the only vendor capable of providing the required brand name software licenses. HireVue is currently the only Federal Risk and Authorization Management Program (FedRAMP) authorized for Live and On-demand video interview and recruitment assessment software available for the Federal Government and is essential to the Government's requirements. FedRAMP is a government-wide program that promotes the adoption of secure cloud services across the federal government by providing a standardized approach to security and risk assessment, authorization, and continuous monitoring of cloud computing products and services that process unclassified federal information. FedRAMP is mandatory for Federal agency cloud deployments and service models at the low, moderate, and high-risk impact levels. A query of the FedRAMP authorized products at https://marketplace.fedramp.gov/ identified HireVue, Inc. as the sole source for the required Live and On-demand interview platform. Based on guidance on the FedRAMP website, it takes a new company approximately 7-9 months to achieve FedRAMP authorization. Based on this, attempting to compete this requirement with similar software providers that would need to obtain FedRAMP authorization would result in an unacceptable delay in fulfilling the Government's requirements.

HireVue, Inc. is the Original Equipment Manufacturer (OEM) and their software has met FedRAMP security requirements and its tailored approach to provide structured Live and On-Demand video interviews with predictive, validated Industrial-Organizational (I-O) science and artificial intelligence, that focuses on an applicant's competencies, knowledge, skills, and abilities, meets all of AFPC's needs. HireVue executes on a FedRAMP Impact Level Moderate security environment which prevents loss of confidentiality, integrity and availability which could result in serious adverse effects to an agency's operations, assets, or individuals. HireVue software allows for execution at geographically separated units, provides API

configuration that allows analytic organizations to pull data without further support from the provider, and includes a Single Sign-On ("SSO") authentication process based on Security Assertion Markup Language (SAML) 2.0 standards to verify credentials. As such, none of the similar products in the marketplace have these unique and essential characteristics required by the Government and do not meet the agency's needs.

VI. Integrated Market Analysis and Efforts to Solicit Competition (RFO 6.104-1(a)(6), (8), and (10)):

Market research was conducted between 5 Aug 2025 and 19 May 2026. Methods included internet searches of Government databases to include GSA Advantage!, SAM.gov, and various other manufacturer websites. Results showed there are other similar softwares available in the market, however, none of them meet the security requirements and have the technical capability to meet AFPC's needs. In addition, an email from the Vice President for Federal Sales, and the Director of Federal Renewals, at HireVue, Inc., dated 31 Mar 2026, confirmed that HireVue's exclusive software distributor for the Federal Government is ImmixGroup.

VII. Determination of Fair and Reasonable Cost (RFO 6.104-1(a)(7)):

The Contracting Officer is responsible for evaluating, determining, and documenting the anticipated contract cost/price is fair and reasonable in accordance with RFO Subpart 15.4, Contract Pricing.

VIII. Any Other Facts Supporting the Justification (RFO 6.104-1(a)(9)):

Under the current Task Order, FA300224F0024, HAF A1X required AFPC to obtain an Authority to Operate (ATO) since the HireVue SaaS (Software as a Service) Platform is collecting information on potential DAF intern candidates (to include PII). An ATO is the formal, senior-level approval granted by an Authorizing Official (AO) to allow an information system or application to operate within the Air Force Environment and certifies that the system or application meets security standards, has been implemented and tested, and that its risks are accepted and managed. HireVue has provided artifacts from HireVue's FedRAMP approved package and other technical information that is releasable (non-proprietary) for the Government to use as part of the ATO Artifact Collection process, that's been ongoing for the past 5-6 months. AFPC is currently working with A1 DTA Cybersecurity team to obtain a provisional ATO within the next 30-60 days. The Requirement Approval Document (RAD) for this acquisition was approved on 28 Apr 2026.

IX. Actions to Overcome Barriers to Competition (RFO 6.104-1(a)(11):

Market research will be conducted for future requirements to determine if the market conditions have changed. Futhermore, a sources sought notice will be published to increase visibility of the Government's anticipated need and requirements.