

NAME OF CONTRACTOR	\$ VALUE OF CONTRACT	BRIEF DESCRIPTION OF SERVICES	CONTRACT DATES	REASON FOR DIRECT AWARD
Prevue HR Systems Inc.	\$ 9,175.25	Online recruitment services license renewal	October 01, 2015 to September 31, 2016, with up to four options to extend of one year each at the sole discretion of the LDB.	<p>The Human Resources department requests to renew their proprietary license called Prevue APS Pro with screen – Retail for online recruitment services software. The LDB requires an online retail recruiting and talent acquisition system for BC Liquor Store auxiliary, seasonal sales associate at all BCLs and seasonal warehouse positions at the distribution centres and has been successfully using this service since September 23, 2013.</p> <p>The LDB is subject to the Freedom of Information and Protection of Privacy Act ("FOIPPA") and due to the nature of the information that is collected with this service, it was determined that any and all such data collected with this service must be contained within Canada.</p> <p>Currently, the Contractor provides an unlimited annual license for Prevue APS Pro with Applicant Processing screen – Retail system the online retail recruiting and applicant processing program, ensures that all data is contained within Canada, configured the management dashboard for use by LDB designated user groups (i.e. BCLs store managers, HR department) complete with logins for each BCLs location to access job postings for use to recruit and process job applicants for the BC Liquor Store auxiliary, seasonal sales associate at all BCLs and seasonal warehouse positions at the DCs with privacy notification/disclaimer clearly stated on the website, and includes the provision of on-going customization and user and system support to the LDB HR department during regular business hours.</p> <p>BACKGROUND: The Human Resources department, with the assistance of a Kwantlen University HRMT 45000 strategic human resources management practicum student, investigated various online retail recruiting and talent acquisition systems. This project under the supervision of LDB HR management was initiated on January 28, 2013 and the student after much investigation, demonstrations and software trials, during which the LDB discovered that the Prevue APS Pro w/screen – Retail was the only online recruitment services software that would ensure all of the data is stored in servers located in Canada. A business case was issued on July 16, 2013, outlining this need in detail. One of the main requirements was that the personal information must be stored and maintained in Canada. After extensive research, it was found that Prevue HR Systems Inc. was the only Canadian company that met this requirement.</p>
Quartech Systems Ltd.	\$ 126,000.00	Data warehouse developer services on an "as and when required" basis	October 01, 2015 to March 31, 2016, with an option to extend of up to three months at the sole discretion of the LDB.	<p>Notice of Intent, NOI2015-08-27 was posted on BC Bid on August 21, 2015 and closed on August 27, 2015 with no challenges.</p> <p>The LDB introduced a new wholesale pricing model which will be common to private retailers as well as the BC Liquor Stores chain. The introduction of a new wholesale pricing model has necessitated implementation of new wholesale and retail pricing systems, as well as changes to the supply chain structure and enterprise wide financial systems to accommodate new transaction flows, financial reporting, and performance measurement. These changes have significant impacts on the LDB financial systems and on the way in which the finance department operates and reports on corporate and divisional financial performance. The LDB has initiated Retail & Pricing Program (RAPP) to manage these changes in stages: Stage 1: to implement a new wholesale and retail price model by March 31st, 2015; Stage 2: a comprehensive modernization of the retail and wholesale systems and processes by July/August 2015; Stage 3: will be the pilot of new retail systems and processes in select BCLs; and Stage 4: will be the full roll-out across the BCLs chain.</p> <p>RFP2015-01-20 for Experienced Cognos BI/DW Developer was posted to BC Bid and as a result of this RFP Quartech Systems Ltd with their key resource was awarded Contract #2014-15-1000025509. The original term of the Contract was from Nov. 17th 2014 to March 31st, 2015 with one option to extend for six months which was exercised. As of August, 2015 it has been determined that their key resource's services are still required for an extended period on an as and when needed basis due in part to fill the gap left by the resignation of our former BI delivery lead. Specifically their key personnel will provide expertise and technical leadership in the Cognos BI environment, and mentor BICC staff and provide knowledge transfer in: the upgrade of Cognos BI to the latest release; migration of BCLs Cognos users to the corporate standard Identity and Access Management model, as HO users already are; exploitation of new and advanced features of Cognos; modification and development of cubes; modification and development of advanced and complex reports; segregation of the lines of business as it pertains to information delivery via reports and cubes; and the development of information artifacts and models to document the BI/DW environment. The earliest we can expect to fill the BI delivery lead vacancy is late October/early November if we are successful in finding the right person on the first go-round, and that person will need some ramp-up time. In summary, due to the continued tight timelines associated to RAPP, along with the complexities of the new retail and wholesale business models and emerging business BI & reporting requirements, this key resource is required for the continuation of his work as a data warehouse developer on an "as and when required" basis.</p>
KPMG LLP	\$ 15,000.00	GST compliance advice	October 05, 2015 to January 30, 2016, with an option to extend of up to three months at the sole discretion of the LDB.	To complete a review of the changes related to the removal of the Retail Accounting Centres (RACs) in order to provide an expert opinion on whether the new design allows the LDB to remain compliant with GST legislation. The timing of the payment of GST is critical for this process, the LDB requires the advice of a subject matter expert in deciding whether it is compliant with current GST legislation. This work is a continuation of and directly uses the business knowledge that KPMG developed in reviewing GST as part of the excise tax review and leverages the Contractor's previous knowledge of LDB business processes.
Gerry Humphries Consultin	\$ 115,500.00	Financial business transformation architect consulting services on an "as and when requested" basis	October 07, 2015 to April 30, 2016, with an option to extend of up to three months at the sole discretion of the LDB.	<p>Notice of Intent, NOI2015-10-06 was posted on BC Bid on September 29, 2015 and closed on October 06, 2015 with no challenges.</p> <p>The LDB has introduced a wholesale price model which is common to privately operated liquor outlets as well as the BC Liquor Stores chain. The introduction of the new wholesale pricing model has necessitated implementation of new wholesale and retail pricing systems, as well as changes to the supply chain structure and enterprise wide financial systems to accommodate new transaction flows, divisional and corporate financial reporting, and performance measurement.</p> <p>These changes will have significant impacts on the LDB financial systems, resources, processes and on the way in which the Finance Department operates and reports on corporate and divisional financial performance. It has become evident that the LDB needs to obtain the services of a senior financial management consultant to assist the CFO and the Finance Department leadership team during this period.</p> <p>Gerry Humphries Consulting Inc. was awarded a contract in 2014 for their key personnel performing finance architectural transformation consulting services through a direct award process. He has already completed a large part of the work and developed a strong base of knowledge related to these complex changes. Due to the continued tight timelines associated with the finance architectural transformation, along with the complexities of the ongoing refinement and effectiveness of processes related to the retail and wholesale business models and emerging financial architectural requirements, the key resource is required to continue to provide expertise and advice with process owners, business analysts, other subject matter experts to identify, architect, and implement the new and changed functions related to the finance department.</p> <p>In summary, due to the extremely tight timelines associated with the finance architectural transformation, along with the complexities of the ongoing refinement and effectiveness of processes related to the retail and wholesale business models and emerging financial architectural requirements already in progress, Tom has the skills, experience and knowledge of LDB practices and structure to meet its imposed deadlines and is the only resource currently available to the LDB with this experience, knowledge and skillset.</p>
The Karmichael Group	\$ 75,000.00	Coaching engagement services and leadership assessment services on an "as and when requested" basis	November 16, 2015 to November 14, 2016, with up to two options to extend of six months each at the sole discretion of the LDB.	<p>To engage the Karmichael Group's key personnel, Natalie Michael and Cheryl Stafford, to improve leadership effectiveness by providing the LDB executives with strategic executive coaching and leadership development for personal growth and improved business and organizational results.</p> <p>Due to the significant changes and organizational restructuring that the LDB has been and is currently undergoing, it is essential that the LDB executive have the right executive coaching processes and tools available to provide effective leadership to the LDB organization.</p> <p>The Karmichael Group was selected because of their expertise in working with high level executives in non-competing organizations and various sectors of business. The Karmichael Group has worked with select clients in the private retail sector (Kal Tire, Rogers), in the public and not-for-profit sector (BC Hydro, Covenant House, BC Children's Hospital Foundation) and were a recipient for a BC HRMA Award of Innovation for a leadership program they co-developed at Kal Tire, and were a finalist for an HR Award of Excellence as the lead coach for Versacold. One of the key personnel, Natalie Michael is a highly sought after executive coach to CEOs and top executives and specializes in executive acumen, transformational change, corporate politics, influence, stakeholder dynamics, behavior change and is an associate for MacKay CEO Forums where she runs results-oriented, peer learning groups for best managed companies with approximately 50 high performance CEOs.</p>

A summary document listing any and all contracts including service agreements or service contracts that have been directly awarded by the Ministry including the name of the contractor, the dollar amount of contract, a short description of services provided and the Ministry's rationale for direct awarding. Timeframe October 1, 2015 to November 30, 2015 (based on the contract start dates).