

1. Which tender documents shall be in English? Is it possible some documents to be in Bulgarian (like technical specification, CVs, etc.)?

Answer: All tender documents must be in English.

2. What is meant by Targeted metrics in 9.1 Required Information?

Answer: System must be able to provide reports with metrics for the effectiveness/efficiency of the system and the employees for example: time to recruit, number of employees, vacant positions per department, absenteeism, acceptance rate, cost per hire etc.

3. What organization shall be made for Solution Presentation & Demos? Scope of presentation, available time slots, working language? Is it possible to book time slot in advance (12.01.2023 from 9:30 a.m. till COB)

Answer: According to the schedule and availability. Yes, it is possible, but it's a subject to additional arrangement.

4. What is the procedure to arrange a visit to the Airport to collect business, functional and technical requirements? Except procurement@sof-connect.com there's no other contact.

Answer: All inquiries should be made in writing to the email address provided. All of them will be answered and the answers will be published on the Sof - Connect website. This is, of course, in the event that during the visit to the place from above item 3 we did not answer any possible inquiries.

5. What background checking systems the HRMS is supposed to interface with? Please, specify the type of data for exchange.

Answer: To be determined if applicable during the initial business analysis (examples of services are infocubic, grevesgroup etc.)

6. Please, confirm how the detailed Requirements worksheet from line 16 should be filled. The cell option is one of the following, which is different from instruction sheet in the same file?

Answer: Please fill in an "x" at the corresponding column as per instructions. Updated xls file also attached.

7. Do you have employees working on schedules and rosters and do you expect schedule management in the HRMS?

Answer: Yes/ Yes

8. How many employees work on schedules? How many managers are responsible for their administration?

Answer: 1162 employees/ 153 employees

9. In point 3.1 from the 21.12.2022_HRMS_RFP.pdf it is written that "The

Solution allows for integration to other business software such as active directory, Access Management (Airport ID cards), Enterprise Resource Planning (ERP) etc.". In point 6 HRMS INTERFACES WITH EXTERNAL SYSTEMS from the same document the mentioned document ("HRMS Functional n Compliance Tables") is missing. Please specify the systems integration, which are mandatory within the project.

Answer: Integration to active directory, Access Management (Airport ID cards), Enterprise Resource Planning (ERP) is considered mandatory

10. Would you provide the following forms:

- Declaration of Eligibility /Annex 1/;
- Declaration for the absence of grounds for exclusion under Art. 60 of the Concessions Act /Annex 2/;
- Official Proposal Letter /Annex 3/.

Answer: Annex 1 and Annex 2 will be published on the web site. Annex 3 - free text.

11. Would you please clarify what information and/or documents should be provided to meet the following requirements from 9.1 Required information: 'Documentation of longevity in the business' and 'Documentation of financial stability'?

Answer: See 9.2. – Required qualifications and whatever documents the participant deems appropriate.

12. We would like to ask for extending the deadline for submitting the proposal, considering that it is necessary to prepare a large amount of information and documents.

Answer: See the updated schedule.