



Human Capital Management System - Request for Qualifications

Addendum No. 1

October 14, 2025

The following changes, additions, and/or clarifications to the Request for Qualifications (RFQ) for Human Capital Management (HCM) solutions dated October 8, 2025 issued by the Omaha Airport Authority (Authority or OAA) are considered as Addendum No. 1, and are hereby made a part of the RFQ documents.

Clarifications/RFP Responses to Written Questions

The following written questions were submitted by RFQ document holders to the Authority on or before October 14, 2025. Proposers should carefully review all such questions and Authority responses.

- Q1. UPDATED DEADLINE – There have been several questions on the RFQ submission deadline.

Response: We are changing the submission deadline from Friday, October 17, 2025 to Friday, October 31, 2025 at 2:00 p.m. Central Time. A new Solicitation Timeline follows:

Task	Prospective Date(s)
<i>RFQ Issued</i>	<i>October 8, 2025</i>
<i>Addendum No. 1 Issued</i>	<i>October 14, 2025</i>
<i>Qualifications Submission via Email</i>	<i>October 31, 2025, 2:00 p.m. CST</i>
<i>Up to 5 Proposers Selected to Provide Additional Information</i>	<i>November 5, 2025</i>
<i>Proposer Interviews & Demos</i>	<i>TBD</i>

- Q2. What is your current ERP?

Response: We currently use JD Edwards EnterpriseOne.

- Q3. What financial systems need integration? What information needs to go into each system?

Response: We expect to integrate payroll, general ledger, and benefits administration into the new HCM system. Journal entry records will need to be recorded in JD Edwards or future ERP systems.

- Q4. What do you currently use for time tracking?

Response: We currently use TimeClock Plus. Approximately 194 employees out of the total 229 use TimeClock Plus (incl. hourly and non-salary). For applicable employees, clocking in/out is currently done through swiping a badge or desktop log-in. The expectation is that TimeClock Plus would be replaced and the new time-tracking system would integrate with the new HCM solution.



Q5. Can you provide more information about your time and attendance needs?

Response: *We have a variety of time and attendance needs which include 24-hour shifts (firefighter), shift differentials, shift swaps, call backs, FLSA, leave accruals, salaried, etc.*

Q6. Can you provide more information about your unions?

Response: *We have 3 unions: Fraternal Order of Police (police, sergeants and corporals), International Association of Firefighters (firefighters), and the United Food and Commercial Workers (maintenance workers, custodians and communication center operators) More detail on unions may be provided to vendors who have met qualifications and been selected to provide additional information.*

Q7. How many employees do you have?

Response: *229*

Q8. A company asked about signing a Non-Disclosure Agreement (NDA).

Response: *Please see Section 4 of the RFQ document under the header labeled "Public Nature of Qualifications Submission". You can label information as "confidential" if you deem it necessary. As described in Section 4 under the header labeled "Selection Procedure" up to five Proposers may be invited to submit additional information and participate in interviews and system demonstrations. If an NDA or NDAs are necessary after the RFQ submissions during subsequent phases, the OAA will consider them at a later stage.*