



South Carolina Public Employee Benefit Authority

202 Arbor Lake Drive | Columbia, SC 29223

803.737.6800 | 888.260.9430

www.peba.sc.gov

NOTICE OF INTENT TO SOLE SOURCE

Posting Date: November 4, 2025

The South Carolina Public Employee Benefit Authority (PEBA) intends to enter into a sole source contract with Software AG for services to work with Adabas and Natural proprietary software to ensure PEBA's databases that run on these platforms are functional, secure, and available by managing their performance, security, and integrity.

PEBA's aging legacy systems built on Software AG's proprietary software require a unique skill set to ensure that systems in support of employee benefits such as retirement payments, enrollment and core services of PEBA are not only maintained, but sustained to ensure no work stoppage or critical functions are compromised. PEBA had been successful in the past (approximately 11 years ago) of hiring contractors through the previous Tapfin contract to provide these services. Also, PEBA did post and interview under the new statewide term IT staff augmentation contract, but due to the age of these legacy platforms, PEBA was unsuccessful in hiring contractors to meet the need. Software AG offers services that will allow PEBA to ensure optimal operations of these legacy systems. Adabas, originally launched in 1971, and Natural, originally launched in 1979, are proprietary to Software AG and the language is only taught to new IT professionals by Software AG, making it impossible to hire professionals with the skill set needed to support PEBA's legacy systems that process retirement payments and employee benefits such as health, dental, vision, and life insurance enrollment. Failure of these systems would be detrimental to PEBA's clients and would cause severe stoppage to its mission.

Because the software and training are proprietary, Software AG also has the sole expertise to provide maintenance, technical assistance and the skill set to interface with PEBA's other programs to ensure timely benefit payments, enrollment and changes for insurance benefits to maintain the legacy systems until such time PEBA is able to build or procure a modernized and more stable platform for the systems that support its core mission.

MANDATORY MINIMUM QUALIFICATION

PEBA believes that a Contractor does not have the capability of successfully and fully performing the contract unless it meets the mandatory minimum qualification outlined below. Thus, in order to be qualified to receive an award, offerors must meet the following mandatory minimum qualification:

- Hands-on experience administering Adabas databases and Natural Security (Software AG stack) in production environments.
- Working knowledge of CONNX or comparable Adabas data access tools, including installation, configuration, and user enablement.
- Proficiency with environment refreshes, backup/restore procedures, performance tuning, and scripting (e.g., Natural utilities).
- Practical experience implementing role-based access control, security reviews, and audit documentation for regulated environments.

- Familiarity with SDLC/change control across dev/test/prod and maintaining a formal data dictionary.
- Strong communication skills with the ability to write user guides and support analysts and business users.
- Minimum of eight years managing Software AG Adabas and Natural.
- Experience with broader Software AG tools (e.g., NaturalONE, Predict, EntireX) and DDM management best practices.

Preferred Qualifications

- Exposure to capacity planning, platform modernization, and performance engineering.
- Participation in BC/DR program development and exercises.

While PEBA believes that an Offeror who does not meet these minimum qualification cannot successfully and fully perform the contract, Offerors are cautioned that the existence of this factor does not constitute a finding that an Offeror is responsible. In evaluating an Offeror's responsibility, the State Standards of Responsibility [R.19-445.2125] and information from any other source may be considered. An Offeror must, upon request of the State, furnish satisfactory evidence of its ability to meet all contractual requirements. Unreasonable failure to supply information promptly in connection with a responsibility inquiry may be grounds for determining that you are ineligible to receive an award. S.C. Code Section 11-35-1810. Sole Source Justification immediately available upon request through the contact information listed below.

The contact person for this intent to sole source is:

Georgia Gillens, CPPO, CPPB, NIGP-CPP
Procurement Officer
SC Public Employee Benefit Authority
(803) 734-0010
ggillens@peba.sc.gov

Qualified vendors should contact Georgia Gillens prior to the contact deadline: November 19, 2025; 5:00 PM Local Time.