The following documentation is an electronically-submitted vendor response to an advertised solicitation from the *West Virginia Purchasing Bulletin* within the Vendor Self-Service portal at ***wvOASIS.gov***. As part of the State of West Virginia's procurement process, and to maintain the transparency of the bid-opening process, this documentation submitted online is publicly posted by the West Virginia Purchasing Division at ***WVPurchasing.gov*** with any other vendor responses to this solicitation submitted to the Purchasing Division in hard copy format.

Header 2

List View

General Information | Contact | Default Values | Discount | Document Information | Clarification Request

Procurement Folder: 986667
Procurement Type: Central Master Agreement
Vendor ID: 000000118062
Legal Name: 22ND CENTURY TECHNOLOGIES INC
Alias/DBA:
Total Bid: $4,492,800.00
Response Date: 03/03/2022
Response Time: 11:27
Responded By User ID: govt@tscti.com
First Name: Shikha
Last Name: Sharma
Email: sledbids@tscti.com
Phone: 908-765-0003

SO Doc Code: CRFQ
SO Dept: 0803
SO Doc ID: DOT2200000122
Published Date: 2/24/22
Close Date: 3/3/22
Close Time: 13:30
Status: Closed
Solicitation Description: ADDENDUM NO_1 WVDOT IT Temporary Staffing Services
Total of Header Attachments: 2
Total of All Attachments: 2

Department of Administration
Purchasing Division
2019 Washington Street East
Post Office Box 50130
Charleston, WV 25305-0130

State of West Virginia
Solicitation Response

Proc Folder:	986667
Solicitation Description:	ADDENDUM NO_1 WVDOT IT Temporary Staffing Services(81220053)
Proc Type:	Central Master Agreement

Solicitation Closes	Solicitation Response	Version
2022-03-03 13:30	SR 0803 ESR03032200000005344	1

VENDOR

000000118062
22ND CENTURY TECHNOLOGIES INC

Solicitation Number: CRFQ 0803 DOT2200000122

Total Bid: 4492800 **Response Date:** 2022-03-03 **Response Time:** 11:27:20

Comments:

FOR INFORMATION CONTACT THE BUYER
John W Estep
304-558-2566
john.w.estep@wv.gov

Vendor
Signature X **FEIN#** **DATE**

All offers subject to all terms and conditions contained in this solicitation

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Mainframe Application Analyst				657280.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				624000.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Senior Application Oracle Database Administrator				682240.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Application Oracle Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
4	Application Oracle Database Administrator				640640.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Application Oracle Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
5	Senior Application DB2 Database Administrator				665600.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
6	Application DB2 Database Administrator				640640.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				582400.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

PC Programmer Analyst

22nd Century Technologies, Inc.

CMMI Level 3 | ISO 27001 | ISO 20000 | ISO 9001

Proposal for RFP:

RFP#: CRFQ 0803 DOT2200000122.

RFP Title: Information Technology Temporary Staffing Services.

Issued by

West Virginia Department of Transportation (WVDOT)

Right People at Right Time at Right Price

Due: March 03, 2022 at 1:30 PM EST

Proposal Submitted to:
John Estep.
Department: The West Virginia Purchasing Division.
Buying Agency: West Virginia Department of Transportation.
Address: 2019 Washington Street,
East Charlson, WV 25305.
Email: john.w.estep@wv.gov.

Submitted by:
Isha Sharma, Contracts Manager.
Department: SLED- Contracting
Company: 22nd Century Technologies, Inc.
Address: 5400 D. Big Tyler Road.
Charleston, WV 25313.
Email: sledproposals@tscti.com.
Call: 888-998-7284

TSCTI claims that some parts of our proposal, such as, contact information of proposed staff, technical and management approach, proposed subcontractor and price quote confidential and proprietary. Disclosure of these information can be used by our competitors to underprice us on future bids, reverse-engineer aspects of TSCTI 's approach, lure away subcontractors or key employees. Thereby we request the WVDOT to provide us the opportunity to provide a redacted copy of our response for FOIA and protecting the undue advantage of FOIA disclosure.

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LETTER OF TRANSMITTAL

Attn. John Estep. **Date:** Mar 03, 2022
The West Virginia Purchasing Division,
West Virginia Department of Transportation (WVDOT).
2019 Washington Street. 1, East Charlson, WV 25305.

Subject: RFP#: CRFQ 0803 DOT2200000122- Information Technology Temporary Staffing Services:

"22nd Century Technologies, Inc." (here after referred to as "**TSCTI**") is pleased to submit this proposal to the **West Virginia Purchasing Division, West Virginia Department of Transportation** (hereafter referred to as "**WVDOT**") for **RFP#: CRFQ 0803 DOT2200000122, Title: Information Technology Temporary Staffing Services".** We understand that **WVDOT** is seeking responses from qualified firms to establish multiple open-end contracts for information technology temporary technical staffing services.

TSCTI is a matured Information Technology Staffing and Consulting company, appraised at **CMMI Level III** and **certified as ISO 27001:2013, ISO 20000-1:2018** and **ISO 9001:2015** with over **24 years of experience** providing IT Staffing and Consulting Services to various government agencies. **Incorporated in 1997** in **New Jersey** as a **Corporation**, we have **presence in 50 states** across the nation. With **D&B open rating score of 93**, we have been successfully serving customer with high level of customer satisfaction. We are **currently holding 300+ contracts** for providing IT Staffing and Consulting Services exclusively to government agencies. TSCTI is a financially stable and growing company. In **2021**, we were financially valued at **$345M+.** We currently have a **credit line of $10 million** and hold **deposits of over $56 Million** at Bank and have the required financial capacity to provide the services. We don't have any short-term or long-term debts.

Our IT staffing and consulting services approach takes pride in building long term relationships with our clients to completely understand their needs and goals. As one of the premier staffing and consulting services agency across the US, we have distinguished ourselves as a personable and professional firm. Our success is directly dependent on the success of our clients, so we strive to use our industry expertise to make the perfect match in staffing, recruiting and candidate placement. TSCTI has **active 10,000+ IT consultants** serving various government organizations and citizens, we also maintain a database of more than **5.1 million IT consultants**, available as needed with **more than 180 recruiters, data miners and research analysts**, working round the clock to identify the market demand and expand consultant's database. TSCTI holds best-in-Class Placement Record consistently delivers the best available talent to our clients at the best price. 97% of TSCTI placements meet or exceed the clients' qualification requirements.

Experience with State of West Virginia (WV): We have experience in performing High Volume Temporary IT Staffing Services contracts with various State and Local government agencies in WV. Our Success can be demonstrated by some of our similar engagements with various clients in State of WV:

- State of West Virginia
- West Virginia University
- The West Virginia Department of Health and Human Resources
- William R. Sharpe, Jr. Hospital

Experience with Transportation Authorities: Below we have provided the list of Top 10 similar Temporary IT Staffing services contracts with various State and Local government Transportation Authorities:

Client Name	Contract Title	Contract Duration
Dallas Area Rapid Transit authority	General IT Staffing Services	Sep 2014 – Present
City of Phoenix - Aviation Department	Professional Technology Services	Sep 2014 – Present
Chicago Transit Authority	Temporary Staffing Services	May 2015 – Present
Wayne County Airport Authority	Information Technology Staffing Services	Oct 2013 – Present
NJ Port Authority	General IT Staffing Services	Sep 2017 – Present
Washington Dept. of Transportation	IT Staffing	Jun 2012 - Present
Port of Seattle - Washington	Technical Staffing Services	May 2013 – Present

Metropolitan Transportation Authority NY	Information Technology Staffing Services	Aug 2013 - Present
Hampton Road Transit, VA	Technology Staffing Services	March 2014 - Present
State of Missouri - Dep of Transportation	Information Technology Staffing Services	April 2013 - Present
Metropolitan Transportation Authority NY	Information Technology Staffing Services	Dec 2012 – Present
Washington Metropolitan Area Transit Authority	Information Technology Staffing Services	Apr 2010 – June 2021
Regional Transportation Authority	Staffing Services	May 2015 – Apr 2020
Colorado Department of Transportation	IT Staffing Services	Feb 2015 - Jan 2018
Port Authority of Allegheny County	IT Staffing Services	Jun2010 – May2018
Sound Transit - Washington	IT Temporary Staffing Services	Jun 2015 – Jun 2018

TSCTI has assigned a primary contact for all RFP response related communications, including any requests for clarification or other communication needed between the City and TSCTI. Contact Information is as follows:

POC Name	:	Isha Sharma, Contracts Maanger	**Phone**	:	888-99-(87284)
Company	:	22nd Century Technologies, Inc.	**FAX**	:	732-53-(70888)
Address	:	5400 D. Big Tyler Road.	**Email**	:	sledproposals@tscti.com
City, State, ZIP	:	Charleston, WV 25313	**Web**	:	www.tscti.com

Hereby, we acknowledge the recipient of "Addendum# 1" and would like to inform WVDOT that we have not found any other amendment or Addendum as of March 02, 2022, if after submitting our proposal the WVDOT release any Amendment or Addendum, we will prefer opportunities to make the modifications in response according to addendum. TSCTI also makes following certifications and guarantees with this proposal:

- This proposal, in its entirety, is predicated upon the requirements, terms and conditions of this RFP as published, all published Questions and Answers, all published amendments and addenda, and any other published attachments, supplements, or revisions.
- As instructed in the RFP, we are submitting our proposal trough WVDOT's Supplier Portal (wvOASIS).
- The proposal is valid for a minimum of 180 days from the proposal due date.
- Hereby we certify that we comply and agree with every term and condition given in RFP and have no exception.
- All material submitted in this proposal will become the property of WVDOT's for evaluation purpose.
- Price contained in this response will be applicable through the life of the contract.
- We have carefully reviewed "QUALIFICATIONS", "MANDATORY REQUIREMENTS", "VENDOR RESPONSIOBILITES", and "DUTIES AND RESPONSIBILITIES OF THE AGENCY", hereby we assure WVDOT's that TSCTI has the experience, resources and capabilities to perform this contract at highest success rate.
- Herby we certify that each information provided in the proposal is true and accurate.

The attached TSCTI response addresses all requirements and services identified in the contract solicitation. If the WVDOT's determines that TSCTI's response is deficient in any way, TSCTI requests to be promptly notified and be given the opportunity to correct any such deficiency. TSCTI is pleased to bring the highest level of corporate commitment to bear on this contract. Should you have any questions regarding this proposal, please feel free to contact me.

Sincerely,

Isha Sharma

Isha Sharma, Contract Manager
22nd Century Technologies, Inc.

EXECUTIVE SUMMARY

TSCTI Understanding: We understand that WVDOT has released this RFP to solicit the proposals from qualified Temporary IT Staffing services firms (Vendors) to serve the WVDOT (State Agencies in State of WV) by fulfilling contracted staffing needs for all entities within the West Virginia Department of Transportation for support of the department's IT efforts to develop, modify and enhancements to the computer systems of the State agency. We are aware about WVDOT's intent, requirements and performance expectation form selected Vendors and we understand that WVDOT wish to establish a contract with the multiple qualified Temporary IT Staffing services to provide contracted staff for variety of classifications that includes but not limited to ***Senior Mainframe Application Analyst, Mainframe Application Analyst, Senior Application Oracle Database Administrator, Application Oracle Database Administrator, Senior Application DB2 Database Administrator, Application DB2 Database Administrator, PC Programmer Analyst.*** We understand that WVDOT will make multiple awards depends on the number of qualified proposals received (as it is in the best interest of the WVDOT). The outcome of this contract will decrease the cost and time of WVDOT associated with performing the services for all **State Agency's Delivery Orders**. As conclusion, TSCTI's approach to client centric solution assures the WVDOT of our devotion to attain your Temporary IT Staffing services goals and creating talent acquisition solutions is uniquely fitted to WVDOT's business environment. We look forward to discussing the solutions outlined in this proposal and ultimately building a strong collaborative partnership in the years to come.

TSCTI has reviewed the requirements specified in the RFP and thus has a complete understanding of the services needed and the extent of commitment required to fulfill the services required by the WVDOT. This response has been drafted as per the requirements and compliance specified in the RFP. After a thorough review of the requirements stated in this RFP, we feel that TSCTI is unquestionably the most qualified firm to satisfy all requirements of this RFP. We have vast experience working with and supporting several State of WV's government agencies as a Temporary IT Staffing services provider. We have outlined a brief description of our operational and organizational capacity to demonstrate our qualifications and capabilities to WVDOT that make us able to serve this Temporary IT Staffing services contract at highest success rate. TSCTI is a matured IT Staff Augmentation services company, certified as ISO 9001:2015 with over 24+ years of experience in providing IT Staff Augmentation and Consulting services to government agencies. TSCTI has secured 300+ contracts for providing Temporary IT Staffing services to government agencies.

About Us: **22nd Century Technologies, Inc.** was **established in 1997** and is **headquartered in Somerset, NJ and has corporate office in McLean VA**. We are **MBE certified** and one of the leading IT Staffing and Consulting services firm in the country with **23 regional offices and presence in all 50 states**. Our values are built on a tradition of integrity, quality, and service excellence — keys to the longstanding relationships we create with customers, employees, and suppliers. We connect IT professionals with various employment opportunities and innovative Technical initiatives of our clients and make a difference in the communities in which we live and work. We bring a mix of innovative technology sector expertise to serve federal, State and Local government organizations. As our name implies, we are a forward-thinking company with the ultimate goal of helping our customers implement innovative IT Staffing and Consulting solutions that will satisfy their business needs. With **D&B Open rating score of 95**, we have serviced over **300 IT Staffing services contracts exclusively with government organizations**. **Over the course of 24 years, we put over 100,000 employees** to work in positions at all levels of information technology. Either directly or through our supplier partners, **TSCTI is currently managing the employment of more than 10,000 active employees throughout the US** and our **annual revenue totaled $300+ Million**. We combine real-world experience, specialized skills, innovative thinking, and industry knowledge to deliver quality IT solutions. At our core, we are about people - our customers and active our employees. Our primary goal is to achieve the ultimate satisfaction of our customers and pave their way to success. **This result driven philosophy is reflected in every aspect of our solution approach - from the Tools, Technologies, Resources we select to our implementation and change management strategies**.

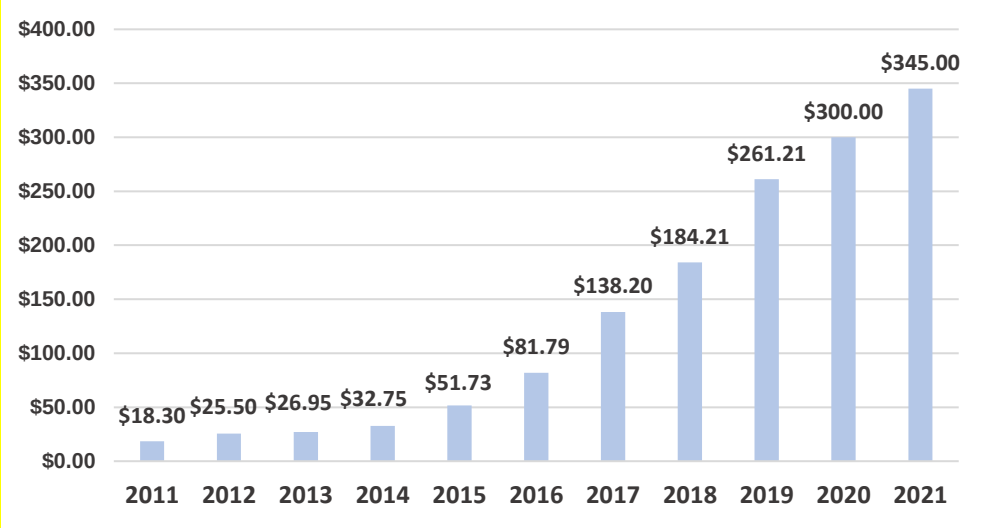
Key Statistics & Differentiators: Please consider few of our differentiators.

- ***24+ years of Experience in providing IT Staff Augmentation services.***
- ***19 years of Experience in providing IT consulting IT system management services.***
- ***Financial Stable company with $345M+ annual revenue.***
- ***10,000+ active IT personnel serving our customers and citizens.***
- ***1269+ active IT personnel serving various government departments in State of WV.***
- ***5M+ Inhouse Resume database of IT consultants.***
- ***600,000+ Resumes database of IT consultants local to WV.***
- ***300+ IT Staffing and Consulting services contracts exclusively with government.***
- ***12+ IT Staffing contracts exclusively with government departments of State of WV.***
- ***ISO:9001-2015 certified Quality Management system.***
- ***ISO/IEC: 20000 certified IT Service Management system.***
- ***ISO: 27001 certified Information Security Management system.***
- ***CMMI-III certified organization.***
- ***DCAA approved accounting system.***
- ***Availability of Tools (ATS, VMS, Time keeping, Accounting, HRMS & Payroll, Background Checks, Technical Screening Program Management).***
- ***Customized reporting facility.***
- ***Local Presence and effective local (Charleston, WV) service delivery and Account Management teams.***
- ***Government focused organization, our processes and resources are aligned to deliver the best services to our government.***

Size (national and regional/local office): - TSCTI has presence/contracts in all 50 States. We have 16 regional offices. Our Head Office is in Mclean, VA and Local Office in Charleston, WV. Our objective is to help Federal, State and local government agencies to achieve their Technology objectives, by combining our industry expertise with top-notch talent to deliver efficient and cost-effective IT Staffing and Consulting solutions. Our Government practice helps public sector managers and administrators by creating business cases for the adoption of technology that benefits our citizens. We believe that our technology capabilities streamline Government processes and operations. Our goal is to guide Governments towards smart service choices to meet the expectations of their citizens. To ensure the operational continuity TSCTI has designed an Operation management and service delivery team backed by reach corporate resources, tootles and technologies. Below we have provided few facts and figures that demonstrate the size and service delivery capacity of our national and local offices.

Head Office	Mclean, VA
Total Regional offices	16
Local WV office	Charleston, WV
Total Active IT Contract staff	10,000+
Total Active IT Contract staff in WV	1269+
Total Staff (Operation) in all offices	600+
Total Staff (Operation) in Charleston, WV Office	27
Total similar contracts (Government & Commercial)	900+
Total similar government contracts	300+
Total no of similar contracts with WV, Government	12+
Total Number or Prescreened candidates (US)	5.1M Resumes
Total Number or Prescreened candidates (WV)	600,000+
Total Number or Prescreened candidates (Charleston, WV)	1700+

Financial Condition: - We are financial stable company with $345M+ annual revenue in business year 2021. We are continues growing and achieving Year-on-Year consecutive financial growth. TSCTI is a financially stable, well-funded and a self-sufficient company. We have ZERO debts. Though we have never used, we also carry adequate bank limits as additional source of funds. We have attached our revenue graph and Year-on-Year (Y-O-Y) financial information since Years 2011 to 2021 for WVDOT's consideration



NOTE: We can provide audited financial Statements upon request of the WVDOT*

Ability to provide the Services: We utilize ISO certified recruitment process to source screen candidates. With a trained team consisting of **180+ domain-specific recruiters, data miners, and research analysts,** proprietary **database of 5.1M+ pre-vetted resume** and **10,000+ fulltime internal employees**, TSCTI is capable to **provide qualified consultants resume within 24 hours** to the City on required position i.e. ***Senior Mainframe Application Analyst, Mainframe Application Analyst, Senior Application Oracle Database Administrator, Application Oracle Database Administrator, Senior Application DB2 Database Administrator, Application DB2 Database Administrator, PC Programmer Analyst*** as we have **600,000+ prescreened resumes** of IT consultants **local to WV** and **2700+ qualified/ screened IT staff local to Charleston, WV** ready to join the project from day one after contract award. To match the SLA of 24 hours, along with a strong ISO certified recruitment process, TSCTI has also tied-up with multiple suppliers, universities and local employment agencies. This provides us a nationwide access to a wide pool of resources. To augment the capability of our recruiters, we have a premium account of all the popular job websites, such as LinkedIn, Monster, Dice, Indeed, CareerBuilder, etc.

Brief About Plan: We have carefully reviewed the "VENDOR RESPONSIBILITES" and "AGENCY REPONSIBILITES" and TSCTI has established its Client Engagement and Delivery Office (CEDO) in **"**Charleston, WV" to perform this contract and support WVDOT. TSCTI will assign a dedicated single point of contact (Account Manager) for WVDOT's contract. WCDOT will have the access of TSCTI's CEDO through Account Manager (AM) and Account Manager will assure an active and effective communication through Email, Chat, Call, Fax and will be available to personally meet with WVDOT's representative (If desired by WVDOT). Upon award we will provide the contact details of the Account Management Team. We carefully handpick the staff for each assignment, maintain the highest standards of grooming and presentation and act upon feedback rapidly. This approach, combined with over 24 years of specialization and extensive experience, allows us to partner with and support WVDOT. As a niche Temporary IT Staffing services supplier servicing the Government agencies exclusively, we have developed sophisticated and dynamic processes in attracting, selecting and maintaining a core pool of on-hired employees tailored to the exact requirements of WVDOT. Our recruiting process utilizes extensive screening procedures, personal interviews, and background checks and meet tie diversity demands. To ensure that we consistently achieve our high standards and goals, TSCTI utilizes best practices and well-defined procedures and policies throughout the recruiting, hiring, placement and skill matching process. Our response outlines our proposed solution and demonstrates our understanding, approach and capabilities to achieve the business objective of WVDOT also including the benefits (Economical & Operational) that TSCTI has to offer.

TSCTI's Proposed Engagement method is a dedicated delivery model, leverage its best resources to fully support the mission and objectives of the WVDOT. CEDO will provide regular and "after-business hours" support to

WVDOT. This CEDO also empower TSCTI to respond as quickly as possible to all WVDOT requirements and queries, and fill every open contract staff position with turnaround time as little as 12 hours for all job categories given Scope of Work. CEDO at TSCTI is focused on adding values and delivering the Temporary IT Staffing services "whenever it needed" through deep understanding of the experience, skills and other details for successful deployment and project completion. A later section outlines how CEDO ensure a perfect match with continuity at place using an innovative, best in class 24/7 Recruiting and deployment engine complemented by internal team work to validate candidate and back ground, deployment, candidate replacement (Change Management), Time sheet management and administration. Our client-centric approach has resulted in over 98% of clients retaining TSCTI in their "top 3" supplier bucket.

Here is a snap shot of what WVDOT can expect from CEDO under this Temporary labor service contract.

- ***A dedicated point of contact (Account Manager) with objective to deliver the Temporary IT Staffing services as requested and deploy the perfect resource/ staff with in requested time. The Account management team will ensure that WVDOT has an access to TSCTI at all times during and after business hours and over weekends through email, Phone, Chat and Fax.***
- ***End to end resource management including compliance, on-boarding, training and development, of-boarding and candidate replacement.***
- ***Availability of the consultants for in person interview if requested by WVDOT.***
- ***Availability of consultants for projects meeting the duration and schedule requirements set by City in cost effective manners.***
- ***Maintain strong compliance to eliminate risk of co-employment claims by consultants.***
- ***Prescreened, tested, experienced & verified (background checked) IT personnel available on one call.***
- ***Monitor and address personnel turnover or other job-related issues as communicated to the TSCTI by WVDOT 's management.***
- ***Perform administrative supervision & activities including timesheets management, payroll services, resolve consultants' queries and other handle by qualified vendor at no cost to WVDOT.***
- ***Comprehensive analytics and reports to objectively measure quality, responsiveness and success of each deployment. This is will be providing to WVDOT at no cost.***

TSCTI will harness resources from Executive Leadership, Account Management, Recruitment, HR/E-care (Payroll processing and administration), Accounting, Quality Assurance (Client Feedback and resolution management), Legal and Compliance teams by consolidating them into a distinct, flawless WVDOTs CEDO. This CEDO will lead and direct all delivery efforts covered under this contract. Each team member of the CEDO will be dedicated to the successful execution of the contract. TSCTI has a dedicated Recruitment & Staffing division of over 400 people supporting by 200+ other Operational resources, that works 24*7 for smooth expansion of economic development opportunities for the community we serve that include our clients and employees. Our continuous staffing approach and resource pool makes us able to provide contract staff for all ongoing technical personnel requirements within 24 hours. Our Client Engagement and Delivery Office (CEDO) will communicate regularly with City's officials to support in procurement process. Our recruiters are knowledgeable in providing fully-trained, top-quality personnel with over 1600 placements in last year in the Government sector alone. TSCTI has 10,000 active IT consultants, including 1269+ Staff local to WV. that meets WVDOT's requirements and a nationwide presence in 50 states across the nation including strong presence in WV Apart from our internal staff, TSCTI has an internal database of 5.1M+ prescreened resumes of which 600,000+ local to WV that meet the labor category requirements. If the situation calls to provide personnel within same day of the request, we will utilize our resource pool to identify and place qualified staff as quickly as possible. If we don't have any staff in our internal staff of pre-vetted resume database. Our Recruiters will source the resumes through Job Boards and Advertisement. TSCTI has been working in staffing industry from last 24+ years and we are also performing few government contracts as Managed Service Provider and we have our "Supplier Bases" (IT Consulting and Staffing Firms) that we utilize to provide staff in same day of request and same process we implement for Replacement request.

A Review and Acceptance to Vendor Responsibilities: We have carefully reviewed each responsibility of the vendor as given in RFP and below we have shown the acceptance to fulfill that responsibilities.

Vendor Responsibility	Review and Acceptance
Bidders must provide an hourly rate for each position they expect to submit qualifications for proposed candidates when the need arises. When presenting candidates for review by the Agency, Vendor shall provide the qualifications of proposed candidates who meet all requirements of the RFQ.	**YES**
Successful vendors must provide staffing as requested by the Agency. Assignments also may be for a specified period of time and quantity of hours as indicated on each delivery order. Consistent failure on the part of a successful vendor to fulfill requests from the Agency, or consistently being unresponsive to Agency's requests for staffing services, may be grounds for cancellation of the vendor's entire contract.	**YES**
Successful vendors must provide hourly rates that are inclusive of all costs including, but not limited to, federal, state and local withholding taxes, social security & Medicare taxes as well as all unemployment compensation, workers compensation, general and professional liability premiums. All overhead for the vendor and fringe for the candidate must be included in the successful vendor's hourly rates. All travel expenses must be included in the vendor's hourly rates.	**YES**
Successful vendors shall provide the Agency with information on each staffing candidate according to the state and federal standards, including applications. Vendors must include a current resume and a completed qualification documentation for each candidate with their responses. Resumes will identify the candidate's qualifications listed in the requirements section above and will include copies as verification of degrees and certifications. Resume pages will be numbered (ex: 1 of 2, 2 of 2 etc...). These must be sent to the Agency along with the listing of possible candidates to interview.	**YES**
Successful Vendor must provide (as requested) the legal documentation to support proof that their candidate is a U.S. citizen or eligible to work in the United States.	**YES**
Successful vendor having the first priority contract for any classification required by the Agency will be contacted first and will have 48 hours (2 business days) to acknowledge the initial contact request for staffing (in writing, by a means dictated by the Agency on the initial contact request, but likely by email or fax), and must inform the Agency if they are able or unable to fulfill the request. If unable to supply a candidate at the time, Vendor must provide a written waiver to the Agency within this same 48 hours (2 business days) timeframe. Failure to provide a written waiver will serve as a waiver as it pertains to the Agency's ability to proceed to contacting lower priority vendors. However, repeated failure to provide a written waiver may be grounds for cancellation of a vendor's entire contract (ie, all awarded classifications). If able to supply candidate(s), Vendor must provide to the Agency a list of potential candidates for staffing needs within 2 weeks (10 business days) of the initial notification of need. Vendors must provide all documentation for every candidate who indicates they meet the requirements for the classification, including a qualifications document, template supplied by the agency, and resumes. Vendors may send multiple resumes so the agency may choose the most appropriate candidate. Should a vendor not respond within the allowed number of days from the original notice of the Agency need (eg, 2 days to confirm/waiver a request; 10 business days to provide a list of candidates), the vendor with the second priority contract and other priority vendors for the classification will be contacted and given the opportunity to provide needed staffing. Evaluation will be completed in order of priority. This second vendor will follow the same process as the first vendor; then the third vendor, and so on, until either a vendor successfully provides a staffing candidate, or all vendors qualifying	**YES**

for award of a contract for that classification are contacted. No second opportunity to meet the need will be given to any vendor until all vendors have been contacted in order of award. The Vendor's provided candidate must consistently perform the contracted duties as outlined in these specifications or in the project-specific scope included within any Delivery Order. The Agency will notify the awarded vendor if a Vendor's employee fails to consistently perform the contracted duties. The Agency may, as part of this notification, request the Vendor replace the candidate; if so, the Vendor has 2 weeks (10 business days) from this notification to provide the qualifications for a replacement. If the vendor provided a candidate under false documentation, that will be grounds for cancellation of the Delivery Order.	
The successful candidate(s) will be required to present a timesheet for approval on a regular basis not less than a one (1) week period and not more than monthly.	**YES**
If during the term of the Delivery Order the candidate placed by the vendor leaves the company and/or has to be replaced; the vendor must give written notice to the Agency within one (1) business day, explaining the circumstances of departure, and must replace the candidate with another candidate meeting or surpassing all the requirements for the filled classification listed in Section 4.1 of this contract to maintain continuity of services. Vendor must provide to the Agency a list of potential candidates for the replacement staffing needs within 2 weeks (10 business days) of the notification of replacement. Vendors must provide documentation and resumes for every candidate which indicates their meeting the requirements for the classification. Vendors may send multiple resumes so that the agency may choose. Any interruption of service greater than ten (10) business days will be grounds for cancellation of the Delivery Order. If the Agency needs to issue a secondary Delivery Order to cover any cancelled Delivery Order, they are not required to contact or acquire waivers from any vendor for which they had previously contacted to fill the classification (copies of the original waivers and documentation regarding the cancellation should be kept in the files for both the original the replacement Delivery Order(s)).	**YES**
Successful Vendors and candidates must comply with all Agency policies and procedures. Any access or user accounts issued to a candidate to permit work in the State computing environment are subject to revocation without notice, and random or periodic audit of user activity may be conducted by the Agency.	**YES**

DEMONSTRATION OF SIMILAR EXPERIENCE

Qualifications

3.1 Vendor shall be in business a minimum of five (5) years, providing similar information technology services. Vendors must provide documentations to indicate that their company meets the requirement prior to award; however, the bidder may include this documentation with their bid.

TSCTI Response: TSCTI has 24+ years of experience in providing IT Staff Augmentation and Consulting services to various government agencies across the nation. We have evolved in-house methodology and processes to handle government IT Staffing Services contracts. TSCTI has presence in 50 states having 39 statewide IT staff augmentation contracts and has over 300 other IT staff augmentation consulting services contracts with various government agencies. TSCTI is currently supporting over fifteen (15) IT Staffing services contracts with various government's Transportation Authorities in Nine (9) different States. In Table below we have provided the Name of government Transportation Authorities, and Contract Title that we are currently serving and similar to the need of WVDOT.

List of Temporary IT Staffing Services Contracts with Transportation Authorities:

Client Name	Contract Title	Contract Duration
Dallas Area Rapid Transit authority	General IT Staffing Services	Sep 2014 – Present
City of Phoenix - Aviation Department	Professional Technology Services	Sep 2014 – Present
Chicago Transit Authority	Temporary Staffing Services	May 2015 – Present
Wayne County Airport Authority	Information Technology Staffing Services	Oct 2013 – Present
NJ Port Authority	General IT Staffing Services	Sep 2017 – Present
Washington Dept. of Transportation	IT Staffing	Jun 2012 - Present
Port of Seattle - Washington	Technical Staffing Services	May 2013 – Present
Metropolitan Transportation Authority NY	Information Technology Staffing Services	Aug 2013 - Present
Hampton Road Transit, VA	Technology Staffing Services	March 2014 - Present
State of Missouri - Dep of Transportation	Information Technology Staffing Services	April 2013 - Present
Metropolitan Transportation Authority NY	Information Technology Staffing Services	Dec 2012 – Present
Washington Metropolitan Area Transit Authority	Information Technology Staffing Services	Apr 2010 – June 2021
Regional Transportation Authority	Staffing Services	May 2015 – Apr 2020
Colorado Department of Transportation	IT Staffing Services	Feb 2015 - Jan 2018
Port Authority of Allegheny County	IT Staffing Services	Jun2010 – May2018
Sound Transit - Washington	IT Temporary Staffing Services	Jun 2015 – Jun 2018

Similar Position Classifications We Served: - TSCTI has strong experience in providing IT Staff Augmentation Services to various government agencies across the nation. We have evolved in-house methodology and processes to handle government IT Staff Augmentation Services contracts. In Table below we have provided the list of our few clients where we have provided Staff for all Position Classifications as requested in the RFP.

TSCTI Clients → Job Classification ↓	State of MN	State of NY	City Of Phoenix, AZ	Palm Beach County	UNDP	WMATA	State of MD	State of VA	State of Texas	City of Dallas	State of CA	Washington County, OR	NYCERS, NY
Senior Mainframe Application Analyst	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mainframe Application Analyst	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Senior Application Oracle Database Administrator	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Application Oracle Database Administrator	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Senior Application DB2 Database Administrator	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Application DB2 Database Administrator		✓	✓	✓		✓		✓			✓	✓	
PC Programmer Analyst	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓

TSCTI's Experience with State of West Virginia: We have strong presence and Employee base on State of WV. We are handling Statewide contract of *State of West Virginia for IT Staffing, West Virginia Department of Health and Human Resources Office of Management Information Services (OMIS) contact for staffing services, William R. Sharpe, Jr. Hospital contract for Temporary IT staffing and West Virginia University contracts for IT Staffing services.*

List of Other Temporary IT Staffing Services Contracts: Below we are presenting the partial list of our other prestigious public sector clients where we have provided similar IT Staff Augmentation and Consulting services.

Client Name	Contract Title	Start Date	End Date
UNICEF	IT Temporary Staffing Services	May-2020	May-2021
University of Central Florida	IT Staff Augmentation Services	Jul-2017	Jun-2021
Alameda County Water District	IT Staffing Services	Jul-2020	Aug-2024
Alameda-Contra Costa Transit District	IT Staffing Services	May-2018	Apr-2021
Alamo Colleges District	IT Employment Services	May-2019	Aug-2021
Alaska	Temporary Professional Staffing	Aug-2020	Jul-2023
American Bar Association	Temporary Staffing Services	Sep-2018	Aug-2021
Arlington Independent School District	IT Staffing Services	Aug-2019	Jun-2021
Baltimore County Public Schools	Temporary IT Staffing	Feb-2020	Feb-2025
Bi-State Development	Temporary IT Services	May-2020	May-2023
Chesterfield County	IT Employment Services	Sep-2020	Sep-2021
Chicago Public Schools	Temporary IT Staffing Services	Aug-2017	Jul-2021
City of Anaheim	IT Staffing Services	Dec-2016	Dec-2021
City of Bend	IT Staffing Services	Aug-2020	Aug-2021
City of Chesapeake	IT Staffing Services	Dec-2018	Dec-2023
City of Coral Springs	IT Staffing Services	May-2020	Apr-2022
City of Dearborn	Temporary Employment Service	Apr-2017	Apr-2022
City of Flagstaff	Temporary IT Personnel Services	Jul-2016	Jun-2021
City of Fort Wayne	Temporary Employment Services	Jul-2020	Jul-2023
City of Las Vegas	IT Staffing Services	Oct-2016	Sep-2021
City of Lynchburg	Temporary Employment Services	Feb-2020	Feb-2021
City of Norfolk	Temporary Labor Services	Aug-2019	Jul-2021
City of Portsmouth	Temporary Service Workers	Feb-2019	Feb-2021
City of Richmond	IT Personnel Services	Aug-2020	Aug-2023
City of Sunnyvale	Temporary Placement Services	Jul-2019	Dec-2020
City of Tacoma	Temporary Staffing Master Services	Apr-2020	Apr-2021
Clackamas County	IT Staffing Services	Apr-2019	Jun-2023
College of New Jersey	Temporary Staffing Services	Jul-2019	Jun-2022
Collier County	IT Contract Employment Services	Aug-2020	Jul-2023
Community Transit	Temporary IT Staffing Services	Feb-2019	Jan-2021
Cooperative Educational Services (CES)	Temporary Employment Services	Apr-2017	Apr-2021
County of San Bernardino	Temporary Staffing Services	Sep-2018	Feb-2021
County of San Diego	Temporary Personnel Services	Jan-2020	Dec-2020
County of Santa Barbara	IT Staffing Services	Jan-2019	Dec-2020
County of Ventura	Temporary Staffing Services	Sep-2017	Aug-2021
Cumberland County	Temporary Employment Services	Jul-2019	Jun-2021
Dallas County	Temporary Staffing Services	Dec-2017	Dec-2020
Delaware River Port Authority	Temporary IT Workers	Oct-2019	Sep-2022
Department of State Treasurer	Third Party IT Temporary Agencies	Oct-2019	Oct-2021
District of Columbia Water and Sewer Authority	IT Temporary Staffing	Nov-2016	Nov-2021
Department of Military Services, FL	Temporary Employment Services	Jul-2020	Nov-2020

Durham Housing Authority	Temporary IT Staffing Services	Aug-2019	Aug-2021
Education Service Center, Region 20	Temporary Labor Services	Jun-2020	Jan-2021
El Paso Water Utilities	IT Employment Services	Dec-2019	Dec-2022
Food Bank of Delaware	IT Staffing Services	Jan-2020	May-2021
Fresno Housing Authority	IT Staffing Services	Aug-2020	Jul-2023
GOODBUY	IT Staffing/HR Services	May-2020	May-2021
Governor's Office of Storm Recovery (GOSR)	Temporary IT Staffing Services	Apr-2020	Mar-2021
Gulf Coast Community Services Association	Temporary Staffing Services	May-2018	Apr-2022
Gwinnett County	IT Staffing Services	Jan-2020	Dec-2024
Harris County Department of Education	Temporary Staffing Services	Sep-2017	Sep-2021
Harris County	IT Staffing Services	Apr-2020	Apr-2021
Hawaii Health Systems Corporation	Temporary IT Staffing Services	Mar-2018	Mar-2021
Hillsborough County Aviation Authority	IT Staffing and Consulting Services	Mar-2018	Feb-2023
Housing Authority of El Paso	IT Staffing Services	Mar-2017	Feb-2021
Housing Authority of the City of Alameda (AHA)	Temporary Technical Support	Feb-2019	Jan-2022
Housing Authority of the City of Pittsburgh	Temporary Technical Staffing	Nov-2017	Oct-2020
Houston-Galveston Area Council (HGAC)	IT Staffing Services	Jun-2017	May-2021
Illinois State Police	Temporary IT Services	Nov-2019	Sep-2022
Kane County	IT Staffing Services	Jun-2020	Nov-2022
Lansing Board of Water and Light	Temporary IT Staffing Services	Jan-2020	Dec-2022
Los Angeles Department of Public Health	Temporary Personnel Services	Jul-2020	Jul-2021
Louisville Water Company	Direct Hire IT Placement Services	May-2020	May-2021
Melbourne Airport Authority	Temporary IT Staffing Services	Feb-2018	Feb-2021
Miami Dade County	Contract IT Staffing Services	Jul-2020	Jul-2021
Mississippi Department of Revenue	Temporary IT Staffing Services	Jul-2017	30-Jun-2021
Montgomery College	Temporary IT Staffing Services	Aug-2019	Jul-2021
Montgomery Housing Authority	Temporary IT Staffing Services	Jun-2019	Jun-2021
Nashville International Airport	Direct IT Placement Services	Jul-2020	Jul-2021
Nashville International Airport	Temporary IT Staffing Services	Jan-2020	Dec-2020
NASPO State of UT	Temporary IT Staffing Services	Jan-2020	Jan-2021
New York State Homes and Community Renewal	Professional IT Staffing Services	Mar-2019	Oct-2022
New York State Office of General Services (OGS)	IT Staffing Services	Jul-2016	Jun-2021
Northern Arizona University	Temporary IT Employment Services	Jul-2019	Jun-2021
Omnia Partners	Temporary IT Staffing Services	Dec-2015	Dec-2020
Orange County Sanitation District	Temporary IT Employment Services	Jan-2020	Dec-2024
Philadelphia Gas Works	Temporary IT Staffing Services	Jul-2020	Jul-2023
Polk County	Temporary IT Employment Services	Jul-2020	Jul-2021
Racine County	Contracted IT Staffing Services	Jun-2020	May-2022
Ramapo College of New Jersey	Temporary IT Staffing Services	Jan-2020	Dec-2020
Regional Transportation District	Temporary IT Placement Services	Feb-2020	Jan-2021
Richardson Independent School District	Temporary Technical Labor Services	Jun-2020	Jun-2025
Rowan College	Temporary IT Staffing Services	Nov-2019	Dec-2020
Salt Lake County	Temporary IT Staffing Services	Jan-2020	Dec-2020
San Antonio Independent School District	Temporary IT Staffing Services	May-2017	Apr-2022
San Diego Association of Governments	On-Call IT Staffing Services	Jul-2020	Jun-2022
San Jacinto Community College District	Temporary IT Staffing Services	Sep-2017	Sep-2022
Santa Clara Valley Water District	Temporary IT Staffing Services	Dec-2016	Nov-2020
Shelby County	IT Staffing Services	Jun-2017	May-2021
Somerset County	Temporary Employment Services	Mar-2020	Jun-2024
South Coast Air Quality Management District	Temporary IT Employment Services	Jul-2020	Jul-2021
South Florida Workforce Investment Board	IT Staffing Services	Jul-2020	Jun-2023
Texas Region 8 Education Service Center	IT Staffing Services	Aug-2020	Aug-2021
State of Colorado	Temporary Technical Services	Oct-2020	Sep-2023
State of Delaware	Temporary IT Employment Services	Jul-2018	Feb-2022

State of Idaho	Temporary IT Staffing Services	Jul-2019	Jun-2021
State of Kansas	Temporary IT Staffing Services	Aug-2019	Jul-2024
State of Montana	Temporary Technical Worker Services	Feb-2020	Jan-2021
State of New Mexico, NASPO ValuePoint	Temporary IT Staffing Services	15Oct-2018	Sep-2021
State of South Dakota, NASPO	Temporary IT Staffing Services	Aug-2017	Apr-2022
State of Utah Cooperative Contract	Temporary IT Staffing Services	Mar-2020	Feb-2022
State of Vermont – NASPO	IT Staffing Services	Aug-2020	Aug-2021
State of VA -Division of Purchases and Supply	Temporary IT Personnel Services	Sep-2017	Feb-2021
State of WI - Department of Administration	Temporary IT Professional Services	Jan-2020	Dec-2022
State of Wisconsin	Temporary Technical Consultants	Aug-2019	Jul-2021
The Chicago Transit Authority (CTA)	Temporary IT Staffing Services	May-2020	Apr-2021
The City of Ocala	Temporary IT Personnel Services	Feb-2020	Feb-2023
The Fire Department of the City of New York,	Temporary IT Staffing Services	Mar-2020	Mar-2021
The Port Authority of NY & NJ	Staffing Technical Resources	Oct-2018	Sep-2021
The School District of Palm Beach County	Temporary IT Staffing Services	Aug-2019	07-Aug-2022
The School District of Philadelphia	Temporary IT Staffing Services	Jul-2019	Jun-2021
The Superior Court of California	Temporary IT Staffing Services	Dec-2018	31Dec-2020
Tucson Unified School District (TUSD)	Temporary IT Staffing Services	Oct-2015	Oct-2020
Tulsa County	Temporary to Hire Technical Staffing	Jun-2018	Jun-2021
University of California	Temporary IT Staffing Services	Feb-2020	Jan-2022
University of Las Vegas	IT Staffing Services	Jan-2020	Dec-2020
University of Louisville	IT Staffing Services	Feb-2017	Feb-2022
University of Oregon	Temporary Technical Staffing	Jul-2019	May-2024
University of South Carolina	IT Staffing Services	Jul-2019	Jun-2021
Virginia Housing Development Authority (VHDA)	Technical Staff Augmentation Contract	Dec-2018	Dec-2021
Wake County Government	IT Staffing Services	Aug-2019	Aug-2021
Waukesha County	Technical Employment Services	Jun 2018	Jun 2021

Availability & Past Performance

3.2 Vendors shall be able to demonstrate their potential to provide these services by providing documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications within the past five (5) years: documentation should include enough information to indicate that the Vendor provided an employee meeting the requirements of a specifically named classification from Section 1, above: the documentation should name the entity to whom the individual was supplied and provide contact information for that entity. Vendors must provide documentation to indicate that their company meets this requirement prior to award: however, bidder may include this documentation with their bid.

Similar Engagements: TSCTI holds experience providing IT staffing on all the Seven (7) position categories**.** TSCTI has made over 570+ placements with various public sector clients and serving government and civilians throughout the US. The table below illustrate Total Number of Similar Engagements performed by TSCTI in last 5 years:

Sr .No	Title	Qualification	# of Engagements
1	**Senior Mainframe Application Analyst**	All Senior Mainframe Application Analyst have a bachelor's & Master's degree in Computer Science and Technical/Industrial Certifications. They have 5-8 (Avg) experience in Mainframe Application development and Analysis using COBOL, CICS, and JCL and 3 years' experience in Lead Role. They are expert in Application analysis and design and have experience in Relational Database. They have excellent communication, presentation and report building, team and project management skills. They are responsible for design, code, test, debug, document, and maintain programs, prepare detailed software specifications and test plans, provide quality assurance reviews and Lead the team on analyst as well.	**70** **DOT Clients Served:** UNICEF, MDOT, PDOT, VDOT, DART, WMATA, WV Aviation Department.
2	**Mainframe Application Analyst**	Mainframe Application Analyst have a Bachelor's' & Master's degree in Computer Science and Technical/Industrial Certifications. They have 3-5 (Avg) experience in Mainframe Application development using COBOL, CICS, and JCL. They are expert in Application analysis and design and have experience in Relational Database. They have excellent communication, presentation and reporting skills. They are responsible for design, code, test, debug, document, and maintain programs, prepare detailed Application specifications and test plans, provide quality assurance reviews.	**86** **DOT Clients Served:** UNICEF, MDOT, PDOT, VDOT, DART, WMATA, WV Aviation Department. .
3	**Senior Application Oracle Database Administrator**	Our all deployed Sr. Application Oracle Database Administrator have 10 to 12 years of experience in maintenance and management of Oracle database systems. They all have a Bachelor's' & Master's degree in Computer Science and all are Oracle Database Administrator Certified Professional They are performing tuning and troubleshooting of production database systems. They are analyzing production issues from technical (database) and functional (application process) point of view and fixing them within defined SLAs. They are performing application data migration, porting and version upgrades across different RDBMS using tools such as bcp, SQL *Loader, etc. They are helping programming staff in debugging triggers, procedures, functions, and packages (PL/SQL Code). They have excellent communication, presentation and report building, team and project management skills.	**92** **DOT Clients Served:** UNICEF, MDOT, PDOT, VDOT, DART, WMATA, WV Aviation Department. .
4	**Application Oracle Database Administrator**	Our all deployed Application Oracle Database Administrator have 5 to 7 years of experience in maintenance and management of Oracle database systems. They all have a Bachelor's' & Master's degree in Computer Science and all are Oracle Database Administrator Certified Professional. They have excellent communication, presentation and reporting skills. They are performing tuning and troubleshooting of production database systems. They are analyzing production issues from technical (database) and functional (application process) point of view and fixing them within defined SLAs. They are performing application data migration, porting and version upgrades across different RDBMS using tools such as bcp, SQL *Loader, etc. They are providing assistance to programming staff in debugging triggers, procedures, functions, and packages (PL/SQL Code).	**78** **DOT Clients Served:** UNICEF, MDOT, PDOT, VDOT, DART, WMATA, WV Aviation Department.

5	**Senior Application DB2 Database Administrator**	Our deployed Senior Application DB2 Database Administrators have a Bachelor's' & Master's degree in Computer Science and all are Database Administrator Certified Professional. They have 8 to 12 years (Avg) of experience with the maintenance and management of DB2 database systems and managing permissions of DB2 database. They have experience in helping programming staff in debugging triggers, procedures, functions, and packages. They are optimizing SQL execution for DB2 SQL procedures, functions, packages, triggers and doing Data Modeling. They are responsible for developing and performing disaster recovery procedures. They have excellent communication, presentation and report building, team and project management skills.	**59** **DOT Clients Served:** UNICEF, MDOT, PDOT, VDOT, DART, WMATA, WV Aviation Department.
6	**Application DB2 Database Administrator**	Our deployed Application DB2 Database Administrators have a Bachelor's' & Master's degree in Computer Science and all are Database Administrator Certified Professional. They have 5 to 7 years (Avg) of experience with the maintenance and management of DB2 database systems and managing permissions of DB2 database. They have experience in helping programming staff in debugging triggers, procedures, functions, and packages. They are optimizing SQL execution for DB2 SQL procedures, functions, packages, triggers and doing Data Modeling. They are responsible for developing and performing disaster recovery procedures. They have excellent communication, presentation and report building, team and project management skills. They have excellent communication, presentation and reporting skills.	**61** **DOT Clients Served:** UNICEF, MDOT, PDOT, VDOT, DART, WMATA, WV Aviation Department.
7	**PC Programmer Analyst**	Our deployed Programmer Analyst have a bachelor's & Master's degree in Computer Science and have Technical/Industrial Certifications. They all are expert in business data programming, business systems analysis, computer servicing technologies, information systems. They have 3 to 7 (Avg) experience in database management, documentation project control techniques, data processing concepts and equipment usage. They are responsible for developing and maintaining complex systems and evaluate and analyze system requests to develop work plans for systems development and maintenance. They have excellent communication, presentation and reporting skills.	**87** **DOT Clients Served:** UNICEF, MDOT, PDOT, VDOT, DART, WMATA, WV Aviation Department.

Availability of Internal Active Employees: TSCTI has over 570+ internal active employees working with various government agencies on similar position classifications as requested in RFP.

Position Title	Employees in USA	Employees Database in WV
Senior Mainframe Application Analyst	100	9
Mainframe Application Analyst	50	7
Senior Application Oracle Database Administrator	60	13
Application Oracle Database Administrator	78	11
Senior Application DB2 Database Administrator	59	5
Application DB2 Database Administrator	61	8
PC Programmer Analyst	87	16

Availability of Resume Database: TSCTI has Database of 5.1M prescreened resumes of various Information Technology skills and expertise. Below in table we have provided the information of our Resume database of similar position classifications as requested in RFP.

Position Title	Resume Database in USA	Resume Database in WV
Senior Mainframe Application Analyst	16365	562
Mainframe Application Analyst	14756	468
Senior Application Oracle Database Administrator	17287	497
Application Oracle Database Administrator	15983	662
Senior Application DB2 Database Administrator	18689	752
Application DB2 Database Administrator	13258	429
PC Programmer Analyst	19826	1258

Below we have provided the Short descriptions of three (3) recent projects of similar scope of this RFP where we have provided the consultants for similar "Position Classifications" as given in the RFP. *As instructed in the RFP, we can provide the Resume, Certifications, and Candidate Qualifications information upon request for the consideration of WVDOT.*

Project Description # 1	
	Fire Dept of the City of New York (FDCNY), NY
Title:	Temporary IT Staffing Services
Duration	March 2020 to Feb 2023
Number of Candidates Placed Similar to WVDOT requirement	20
Revenue	$1,881,600.00

Brief description: FDCNY was seeking an experienced and qualified vendor for providing IT Staffing services and we have entered into this contract with City as a qualified firm (Sigle/Prime Vendor) for providing IT Staffing services. The term of the contract is Three (3) years and we deployed up-to 20 resources similar to the needs of the WVDOT as given in Scope of work of RFP. Below is the description of the services that our employees are providing under this contract:

Mainframe Application Analyst: The role of a mainframe application analyst is to develop new system functionality, provide system maintenance & enhancements, and run and protect the business by providing support for critical Risk applications. Our mainframe application analysts are responsible for the design, development and maintenance of Mainframe COBOL, CICS & JCL to meet and support project requirements. With strong analytical and problem-solving skills, lead the team for analysis and design components of software delivery. Works on Relational Database by installing and maintaining the performance of database servers.

Their other Day to Day responsibilities is:

- Adhere to security and control, Sarbanes-Oxley, and change control processes
- Design, develop and maintain Mainframe COBOL & JCL to meet support and/or project requirements.
- nterface with business and IT teams to understand business requirements and translate business requirements into formal technical requirements and application code.
- Work with IT support teams (EIA, DA/DBA, server teams) to ensure support and project requirements are developed and successfully implemented.
- Develop and execute unit test and integration plans/scripts to validate that application changes meet technical specifications.
- Responsible for full System Development Life Cycle.
- Work with business team to complete acceptance testing and participate in integration testing.
- Participate in production support/pager duty rotation including weekend and off-hour support coverage.
- Provide Solution Delivery Methodology artifacts associated with application components.
- Participate in technical reviews at appropriate stages of development.

Application Oracle Database Administrator: Our deployed oracle database administrator is part of a team responsible for the maintenance and management of Oracle database systems, aiding programming staff in debugging triggers, procedures, functions, and packages (PL/SQL Code). Proficient in optimizing SQL execution for Oracle SQL procedures, functions, packages, and triggers. The candidate is responsible for writing and maintaining UNIX/LINUX shell scripts in HP UNIX and/or RedHat LINUX environment and Data Modeling. The staff also helps in utilization of Oracle RMAN backup to include full and incremental backups and cloning a database.

Their other Day to Day responsibilities are:

- Take care of utilization and administration of Oracle Warehouse Builder.
- Part of a team taking care of fine grain access control in an Oracle database.
- Optimize SQL execution for Oracle SQL procedures, functions, packages, and triggers.
- Write and maintain UNIX/LINUX shell scripts in HP UNIX and/or RedHat LINUX environment.
- Utilize Oracle RMAN backup to include full and incremental backups and cloning a database.

- Implement security measures for computer or information systems.
- Develop computer or information security policies or procedures.
- Update computer database information.
- Create databases to store electronic data
- Set database parameters or specifications

Application DB2 Database Administrator: Application DB2 Database Administrator deployed by us works in the team responsible for the maintenance and management of DB2 database systems. The candidate is helping programming staff in debugging triggers, procedures, functions, and packages. The role also involves optimizing SQL execution for DB2 SQL procedures, functions, packages, and triggers. The Application DB2 Database Administrator also helps with data modeling, developing, and performing disaster recovery procedures. Regularly communicates with stakeholders, such as project managers, business analysts, database administrators, business policy staff and workers.

Their other Day to Day responsibilities are:

- Assist in capacity planning, space management and data maintenance activities for database system.
- Perform database enhancement and modification as per the requirements.
- Perform database recovery and backup tasks on daily and weekly basis.
- Develop and maintain patches for database environments.
- Identify and recommend database techniques to support business needs.
- Assist in implementation of new features and program fixes in databases.
- Maintain database security and disaster recovery procedures.
- Perform troubleshooting and maintenance of multiple databases.
- Resolve any database issues in accurate and timely fashion.
- Monitor databases regularly to check for any errors such as existing locks and failed updates.

PC Programmer Analyst: The deployed Programmer Analyst's role is to define, develop, test, analyze, and maintain new software applications in support of the achievement of business requirements. The person is also responsible for writing, coding, testing, and analyzing software programs and applications. With great researching skills assists in designing, documenting, and modifying software specifications throughout the production life cycle. The candidate is part also responsible for database management, documentation project control techniques, data processing concepts and equipment usage. The programmer analyst develops and maintains complex systems, evaluate, and analyze system requests to develop work plans for systems development and maintenance. Connects with stakeholders such as, business analysts, database administrators and application analysts and workers as per the requirements.

Their other Day to Day responsibilities are:

- Collaborate with developers, programmers, and designers in conceptualizing and development of new software programs and applications.
- Analyze and assess existing business systems and procedures.
- Assist in the definition, development, and documentation of software's business requirements, objectives, deliverables, and specifications on a project-by-project basis in collaboration with internal users and departments.
- Assist in defining software development project plans, including scoping, scheduling, and implementation.
- Research, identify, analyze, and fulfill requirements of all internal and external program users.
- Conduct research on emerging application development software products, languages, and standards in support of procurement and development efforts.
- Recommend, schedule, and perform software improvements and upgrades.

Project Description# 2	
City of Phoenix	**City of Phoenix Aviation Department (CPAD), AZ**
Title:	Temporary IT Staffing Services
Duration	July 2021 to June 2024
Number of Candidates Placed Similar to WVDOT requirement	19
Revenue	$5M+

Brief description: TSCTI selected as a Prime supplier to provide Information Technology Staff Augmentation services. This contract is established to eliminating the request-for-proposal (RFP) process and accelerating service delivery against CPAD's immediate needs. Contract can be used by any department of the City. TSCTI provides services and support in a variety of IT technical and associated business areas, including but not limited to Applications Development, Information Technology Service Management (ITSM), Telecom/Networking, and Customer Technical support.

Mainframe Application Analyst: The mainframe application analyst provides managed care system support to identify, analyze, prioritize, and resolve system issues. This includes providing suggestions for potential application modifications, enhancements, or business process changes as appropriate, as well as advising business and technical counterparts regarding current system functionality. The Application Systems Analyst deployed by us demonstrate a strong knowledge of business areas and develops functional specifications and operations process flows, department procedures, business requirements, or other necessary documentation for approved system enhancements or modifications. The candidates also design, develop, and maintain Mainframe COBOL, CICS & JCL using strong analytical and problem-solving. Part of a team involved in Relational Database where they install and maintain the performance of database servers.

Their other Day to Day responsibilities are:

- Execute software testing request on a regular / need basis, ensuring the highest quality in application software testing.
- Apply critical thinking and problem-solving skills to testing challenges and test findings, work in collaboration with others to analyze issues discovered in testing / testing gap introduced issues.
- Discuss and align on test / UAT requirement with project / product team / development team and create test plan.
- Create, develop, and maintain test case and test suites automation.
- Develop applications for test engineering to help with testing effort / enhance existing software.
- Innovate on existing software testing processes where applicable along with introduce necessary efficiency and optimization.
- Continuous improvement in test engineering area to improve test environment, performance, stability, reliability, and resilience of application software.
- Familiar with Mainframe applications and preferably on financial domain.
- Participate in team and cross-team technical discussion.
- Create and maintain technical documentation.

Application Oracle Database Administrator: An Oracle database administrator, works with DBA front-end and back-end tools, have excellent problem-solving skills. Our deployed person in a part of Oracle database management who expertly manage company's database system to maximize performance and efficiency by aiding programming staff in debugging triggers, procedures, functions, and packages (PL/SQL Code). Works on optimizing SQL execution for Oracle SQL procedures and writing and maintaining UNIX/LINUX shell scripts in HP UNIX and/or RedHat LINUX environment and Data Modeling. The responsibility also includes utilization of Oracle RMAN backup with full and incremental backups and cloning a database.

Their other Day to Day responsibilities are:

- Install and maintain the Oracle database software and application tools.
- Create storage database structures with high-level security features.

- Alter storage structures to meet the evolving needs of the company.
- Set up database user accounts.
- Train users on how to access the information in the database.
- Find and debug malfunctioning programs affecting the database integrity.
- Create autonomous database backups.
- Regularly update the database security protocols.
- Develop primary database storage structures (tablespaces) after application developers have designed an application.
- Create primary objects (tables, views, indexes) once application developers have designed an application.
- Modify the database structure, as necessary, from information given by application developers.
- Enroll users and maintain system security.

Application DB2 Database Administrator: Our Application DB2 Database Administrator deployed proficiently maintains and manages DB2 database systems by helping programming staff to debug triggers, procedures, functions, and packages. The candidate works with the direct team members and stakeholders to ensure that business requirements are clearly defined, and that solution adhere to best practices, security non-negotiable and architectural direction. They optimize SQL execution for DB2 SQL procedures with knowledge of data modeling, developing, and performing disaster recovery procedures.

Their other Day to Day responsibilities are:

- Maintain strong awareness of software engineering and delivery practices.
- Solve the application criticality by managing the technical rollout and post-deliverable technical strategy.
- Work with other technical lead and architects, sets direction for all aspects of technology practice.
- Effective in communications management to ensure risks/dependencies/delays are escalated through appropriate channels.
- Clearly communicate all application changes to business, technical and functional teams.
- Partner with project managers and developers to successfully manage these client relationships.
- Planning, Design, Propose and Install DB2 on Unix / Mainframes.
- Database/Instance creation/upgradation/Patching; DB2 User management Grants/Privileges.
- Troubleshooting Db2 issues; Performance monitoring and tuning skills.
- Responsible for working on DR/HA options in DB2.

PC Programmer Analyst: A PC programmer analyst specialize in software programming, system analysis, and maintenance of business software applications. Our deployed candidates write complete computer programs and complex software. They assist in developing and maintaining complex systems by carefully evaluating and analyzing system requests to develop work plans for systems development and maintenance. With excellent verbal and written communications skills deals with stakeholders including business analysts, database administrators and application analysts. The PC programmer analysts are part of a team responsible for planning and directing complex technical projects by understanding network protocols, computer hardware, and software. Responsibility also involves working with data backup, recovery, security, integrity, and SQL.

Their other Day to Day responsibilities are:

- Liaise with network administrators, systems analysts, and software engineers to assist in resolving problems with software products or company software systems.
- Consistently write, translate, and code software programs and applications according to specifications.
- Write programming scripts to enhance functionality and/or performance of company applications as necessary.
- Design, run and monitor software performance tests on new and existing programs for the purposes of correcting errors, isolating areas for improvement, and general debugging.
- Administer critical analysis of test results and deliver solutions to problem areas.
- Generate statistics and write reports for management and/or team members on the status of the programming process.
- Develop and maintain user manuals and guidelines.
- Train end users to operate new or modified programs.
- Install software products for end users as required.

Project Description# 3

City of Dallas, TX

Title:	Temporary IT Staffing Services
Duration	Aug 2019 to July 2024
Number of Candidates Placed	27
Revenue	$10M+

Brief description: TSCTI has been awarded IT Staff Augmentation Services Contract by City. This contract vehicle provides IT Staff for positions typically employed by City. City awarded a contract to TSCTI to fulfill their all ongoing contract IT requirements on various projects. We support City in Enhancing the upgrading their IT systems/Applications that are align with the strategic Technology vision of City.

Mainframe Application Analyst: As part of the team, Mainframe Application Analyst are responsible for supporting critical applications and ensure the stability of the applications by performing the code deployment in Production and Client testing environment, engage in automation activities, do root cause analysis and remediation. Mainframe Application Analyst are also involved in production support processes such as incident/change/problem management, call triaging, escalation procedures and such. Mainframe Application Analyst are also writing and maintaining scripts to monitor system activity including application smoke test activities during pre and postproduction implementations. Involves in Mainframe Application development experience using COBOL, CICS, and JCL.

Their other Day to Day responsibilities are:

- Responsible for core Application support runs on Mainframe batch processing involving petabytes of data.
- Work with Vendors, different teams to perform root cause analysis, and identify permanent solutions to fix problems as needed.
- Review and validate Change install plans and strictly adhere to the processes and guidelines relating to change, incident, and problem management.
- Lead and collaborate problem bridges with others from different functional and technical areas and escalating as needed to resolve problems in a timely manner.
- Automate processing and ensuring timely execution, delivery, and availability.
- Responsible for identifying knowledge gaps and providing technical guidance to team members as needed.
- Provide updates and contribute to the team's knowledge repository.
- Identify improvement opportunities and build Automation as well as engaging in performance tuning and data fixing activities.
- Participate in to capacity planning activities.
- Build and enforce code standardization.

Application Oracle Database Administrator: The role of senior database administrator has two key aspects: technological and customer-service leadership. The senior database administrator also provides leadership, technical guidance, training, and mentoring to others in areas of acquired expertise. The candidate is responsible for the efficient application of currently relevant and appropriate emerging technology in the development of quality products within the constraints of time and budget. The person is also part a team assisting in debugging triggers, procedures, functions, and packages (PL/SQL Code). The person also writes and maintains UNIX/LINUX shell scripts in HP UNIX and RedHat LINUX environment.

Their other Day to Day responsibilities are:

- Installation & configuration of DART's computer hardware operating systems and applications.
- Maintenance and monitoring of computer networks and systems.
- Logging the queries of customers and employees.
- Analysis of call logs in order to discover any underlying issues or trends.
- Diagnosing and solving hardware or software faults.
- Testing and evaluating new technology.
- Performing electrical safety checks on the DART's computer equipment.
- Responding to call-outs in a timely fashion.

- Following instructions, either written or in diagram form, to set up a system or fix a fault.

Application DB2 Database Administrator: With creative problem-solving skills and excellent troubleshooting / debugging skills, our deployed application DB2 database administrator provides technical support for DB2 DB Servers with high degree of customer satisfaction by meeting every process compliance. The candidates perform business impact analysis and risk assessments to reduce the likelihood of significant service outage or disasters. Responsible for optimizing SQL execution for DB2 SQL procedures, functions, packages, and triggers. An application DB2 database administrator also helps in Data Modeling.

Their other Day to Day responsibilities are:

- Execute the Backups/Restorations and Cloning successfully and as per the client's need.
- Work on system catalog views, DB2 tools for DB management.
- Performed impact analysis/ Test upgrades/ Rollback plans by working on Migration tools.
- Has basic Unix Administration skills (OS user creation, OS parameters setting).
- Adopt the given technology to meet the drift of customer and business requirements.
- Manages DB2 table changes to support application design and development efforts.
- Responsible for application database backups, reorgs, migration between environments.
- Supports Application Group Change Management migration of DB2 code, STPs, security for production migrations.
- Supports Custom Archive purge procedures and jobs as required.
- Uses Change Control procedures for system changes that impact the DB2 database instances that support CICS, DB2 stored procedures or packages, or other environments, e.g. Batch job submission.
- Lead DB2 Application support for Disaster Recovery with the Outsourcer for database recovery with the outsourcers technical DBAs,

PC Programmer Analyst: The duties of the deployed staff include meeting with upper management professionals and IT personnel to determine their employer's IT needs, responding to employee requests to troubleshoot software problems and drafting instructional documents to help employees navigate company intranets. The PC programmer analyst hold strong written and verbal communication skills aiding to the development and maintenance of security protocols related to software, website, and intranet use. The employees also help to monitor new network documentation for accuracy and make recommendations for enhancing user value.

Their other Day to Day responsibilities are:

- Install troubleshoot systems.
- Develop and maintain applications and databases by evaluating client needs, analyzing requirements, and developing software systems.
- Identify requirements by establishing personal rapport with potential and actual clients.
- Program the computer by encoding and adding project requirements in computer language.
- Maintain the company website.
- Confirm program operation by conducting tests.
- Arrange project requirements in programming sequence by analyzing requirements.
- Provide custom reports using database and report-writing tools.
- Respond to IT-related issues and provides support where necessary.
- Maintain professional and technical knowledge by attending educational workshops.
- Keep equipment operational by calling for repairs and following manufacturer's instructions.
- Protect the company by keeping information confidential.

References

Below in table we have provided a list of references, including names of persons, with telephone and email addresses, the WVDOT may contact in order to ascertain the quality of performance of services for similarly sized governmental agencies.

Reference# 1:	
Company/Client name	Fire Dept of the City of New York, NY
Contact Name	Cecily Haliburton
Email ID	Cecily.Halliburton@fdny.nyc.gov
Contact No	(718) 999-2845
Reference# II:	
Company/Client name	City of Phoenix Aviation Department
Contact Name	Cadle C. Collins Jr.
Email ID	cadle.collins@phoenix.gov
Contact No	(602) 273-2054
Reference# III:	
Company/Client name	City of Dallas, TX
Contact Name	Janice L. Peters
Email ID	janice.peters@dallascityhall.com
Contact No	(214) 701-2402

ACKNOWLDGEMENT OF ADDENDUM

We acknowledge the recipient of Addendum#1. Please see the Addendum acceptance below.

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ DOT2200000122

Instructions: Please acknowledge receipt of all addenda issued with this solicitation by completing this addendum acknowledgment form. Check the box next to each addendum received and sign below. Failure to acknowledge addenda may result in bid disqualification.

Acknowledgment: I hereby acknowledge receipt of the following addenda and have made the necessary revisions to my proposal, plans and/or specification, etc.

Addendum Numbers Received:
(Check the box next to each addendum received)

[X]	Addendum No. 1	[ ]	Addendum No. 6
[ ]	Addendum No. 2	[ ]	Addendum No. 7
[ ]	Addendum No. 3	[ ]	Addendum No. 8
[ ]	Addendum No. 4	[ ]	Addendum No. 9
[ ]	Addendum No. 5	[ ]	Addendum No. 10

I understand that failure to confirm the receipt of addenda may be cause for rejection of this bid. I further understand that that any verbal representation made or assumed to be made during any oral discussion held between Vendor's representatives and any state personnel is not binding. Only the information issued in writing and added to the specifications by an official addendum is binding.

22nd Century Technologies, Inc.
Company

Isha Sharma
Authorized Signature

March 3, 2022
Date

NOTE: This addendum acknowledgement should be submitted with the bid to expedite document processing.

AFFIDEVIT:

STATE OF WEST VIRGINIA
Purchasing Division

PURCHASING AFFIDAVIT

CONSTRUCTION CONTRACTS: Under W. Va. Code § 5-22-1(i), the contracting public entity shall not award a construction contract to any bidder that is known to be in default on any monetary obligation owed to the state or a political subdivision of the state, including, but not limited to, obligations related to payroll taxes, property taxes, sales and use taxes, fire service fees, or other fines or fees.

ALL CONTRACTS: Under W. Va. Code §5A-3-10a, no contract or renewal of any contract may be awarded by the state or any of its political subdivisions to any vendor or prospective vendor when the vendor or prospective vendor or a related party to the vendor or prospective vendor is a debtor and: (1) the debt owed is an amount greater than one thousand dollars in the aggregate; or (2) the debtor is in employer default.

EXCEPTION: The prohibition listed above does not apply where a vendor has contested any tax administered pursuant to chapter eleven of the W. Va. Code, workers' compensation premium, permit fee or environmental fee or assessment and the matter has not become final or where the vendor has entered into a payment plan or agreement and the vendor is not in default of any of the provisions of such plan or agreement.

DEFINITIONS:

"**Debt**" means any assessment, premium, penalty, fine, tax or other amount of money owed to the state or any of its political subdivisions because of a judgment, fine, permit violation, license assessment, defaulted workers' compensation premium, penalty or other assessment presently delinquent or due and required to be paid to the state or any of its political subdivisions, including any interest or additional penalties accrued thereon.

"**Employer default**" means having an outstanding balance or liability to the old fund or to the uninsured employers' fund or being in policy default, as defined in W. Va. Code § 23-2c-2, failure to maintain mandatory workers' compensation coverage, or failure to fully meet its obligations as a workers' compensation self-insured employer. An employer is not in employer default if it has entered into a repayment agreement with the Insurance Commissioner and remains in compliance with the obligations under the repayment agreement.

"**Related party**" means a party, whether an individual, corporation, partnership, association, limited liability company or any other form or business association or other entity whatsoever, related to any vendor by blood, marriage, ownership or contract through which the party has a relationship of ownership or other interest with the vendor so that the party will actually or by effect receive or control a portion of the benefit, profit or other consideration from performance of a vendor contract with the party receiving an amount that meets or exceed five percent of the total contract amount.

AFFIRMATION: By signing this form, the vendor's authorized signer affirms and acknowledges under penalty of law for false swearing (*W. Va. Code* §61-5-3) that: (1) for construction contracts, the vendor is not in default on any monetary obligation owed to the state or a political subdivision of the state, and (2) for all other contracts, that neither vendor nor any related party owe a debt as defined above and that neither vendor nor any related party are in employer default as defined above, unless the debt or employer default is permitted under the exception above.

WITNESS THE FOLLOWING SIGNATURE:

Vendor's Name: 22nd Century Technologies, Inc.

Authorized Signature: Isha Sharma Date: March 3, 2022

State of VA

County of Fairfax, to-wit:

Taken, subscribed, and sworn to before me this 3 day of March, 2022

My Commission expires 08/31/2025, 20__

AFFIX SEAL HERE NOTARY PUBLIC

Pradeep Singh
Commonwealth of Virginia
Notary Public
Commission No. 7939864
My Commission Expires 08/31/2025

Purchasing Affidavit (Revised 01/19/2018)

ACCEPTENCE TO TERMS AND CONDITIONS:

TSCTI's Response: Hereby we comply with each term and condition of this RFP and have no exception.

PRICING:

We have provided the pricing in Sperate Attachment and the file name is "CRFQ DOT2200000122 Exhibit A Pricing Page_TSCTI" on wvOASIS portal.

Isha Sharma

Isha Sharma, Contracts Manager.
Department: SLED- Contracting
Company: 22nd Century Technologies, Inc.
Address: 5400 D. Big Tyler Road.
Charleston, WV 25313.
Email: sledproposals@tscti.com.
Call: 888-998-7284

Contract Item	Description	Est. Qty.	Unit of Measure	Year 1 Unit Cost	Year 2 Unit Cost	Year 3 Unit Cost	Year 4 Unit Cost	Extended Cost
4.1.1	Senior Mainframe Application Analyst	2080	EA	$79.00	$79.00	$79.00	$79.00	$657,280.00
4.1.2	Mainframe Application Analyst	2080	EA	$75.00	$75.00	$75.00	$75.00	$624,000.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	$82.00	$82.00	$82.00	$82.00	$682,240.00
4.1.4	Application Oracle Database Administrator	2080	EA	$77.00	$77.00	$77.00	$77.00	$640,640.00
4.1.5	Senior Application DB2 Database Administrator	2080	EA	$80.00	$80.00	$80.00	$80.00	$665,600.00
4.1.6	Application DB2 Database Administrator	2080	EA	$77.00	$77.00	$77.00	$77.00	$640,640.00
4.1.7	Programmer Analyst	2080	EA	$70.00	$70.00	$70.00	$70.00	$582,400.00
		Grand Total						**$4,492,800.00**