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PURCHASING DIVISION
STATE OF WY

RFQ # ITECH10

Bid Deadline - 01/14/2010 @ 1: 30 P.M. LOCAL TIME

TEMPORARY PROJECT AND SUPPORT CONTRACTS



**STATE OF WEST VIRGINIA
PURCHASING DIVISION**

COMPANY HEADQUARTERS

**GLOBAL INFORMATION SYSTEMS
29777 Telegraph Road, Suite 2450 - Southfield
Michigan 48034**

**PHONE: (248) 223-9800
FACSIMILE: (248) 945-5942
WEB: WWW.GISSITE.COM**



COVER LETTER

Date - January 05, 2010

To,
Ms. Jo Ann Adkins
Department of Administration - Purchasing Division
2019 Washington Street East
Charleston, WV 25305

Subject - RFQ# ITECH10 - Temporary Project & Support Contracts

Dear Ms. Adkins,

Global Information Systems (henceforth referred to as GIS) is pleased to submit a response to “Request for Quotation - Temporary Project & Support Contracts” to the State of West Virginia. By undertaking this initiative with GIS, the State will be partnering with one of the nation’s fastest growing firms in Public Sector business improvement. We use proven methodologies and employ hands-on teams whose techniques break traditional molds in assisting you in providing Information Technology staffing services.

Importantly, GIS is qualified to address the State’s requirements from several respects. *Firstly*, with over 155 full time Consultants experienced in several areas of IT, GIS has the ability to self-perform a variety of resources for the State including, Desktop Support Specialists, IT Systems Specialists, LAN Administrators, Web Developers, Application Developers, Network Engineers, Systems Engineers, Network Architects, Systems Architects, GIS Specialists, Technical Writers, Trainers, Database Specialists, Database Administrators, E-Mail Administrators, IT Project Administrators, Project Managers, and Telecommunication Specialists. The most significant benefit of self-performing segments of individual projects is our consultant’s ability to push schedules, control costs and insure high level of quality workmanship for which GIS is well known. These capabilities ensure the best possible value for our Customers. *Secondly*, we have the experienced and skilled staff that will be able to proactively address the State’s requirements at the key opportunity levels, ranging from the strategic/visionary to the tactical/implementation level thus assuring that the State’s system performance goals and high levels of Customer satisfaction are achieved. *Finally*, our approach to Client’s requirements, positions us as a long-range business partner and strategic supplier of the State’s business needs as its requirements evolve and develop over time.

We strive for our Clients’ trust and have been rewarded by our Clients with a repeat engagement rate that is near the highest in this industry. GIS has performed similar IT Staffing Services for a large number of Customer bases in the Public Sector as well as the Commercial Sector, including but not limited to U.S. Department of Defense, State of Michigan, State of New York, State of South Carolina, State of Maine, State of Pennsylvania, City of Dallas, Douglas County Public Schools, City of Philadelphia, State of Texas, Allegheny County, Detroit Public Schools, Wright State University, Ford Motor Company, General Motors, IBM, Deloitte, Accenture, EDS, HP, Cisco, Cap Gemini, and more.

RFQ Subject & Number	Temporary Project & Support Contracts - RFQ # ITECH10
Company Name	Global Information Systems
Website	WWW.GISSITE.COM
Authorized Individual Details	Name of Authorized Individual: Mr. Rohit Bardaiyar Title: Senior Sales Executive Address: 29777 Telegraph Road, Suite 2450, Southfield, MI 48034 Phone Number: (248) 233-9800 Extension 207/Fax: (248) 945-5942 Cell Phone - (248) 613-9365 Email: Rohit.Bardaiyar@GISSite.Com

The undersigned, Mr. Rohit Bardaiyar, is authorized to meet all commitments presented in this proposal and will be the State’s contact person for clarifying proposal content and approving any agreement in the scope of this RFQ. GIS Does Not Take Any Exceptions To The RFQ. GIS Agrees And Shall Comply With All The Terms Specified Across The RFQ.

Sincerely,

Rohit Bardaiyar
Senior Sales Executive





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SECTION I - CORPORATE DESCRIPTION

Company Overview - GIS is an IT Solutions and a Consulting organization, headquartered in Southfield, Michigan providing Turnkey Application Development, Application Integration, ERP Implementation, Data Warehousing/Business Intelligence, DBA, and IT Engineering services. GIS has several offices and technology centers in the United States, Canada and India, with local, national, regional and international service capabilities. In the west coast, we have offices in Seattle-Washington and Ontario-California to cater to our customers in the region. Currently, the company has 155 employees and generates revenues at the rate of \$ 15.5 million per year. Since its inception, GIS has been providing value-added IT professional services. For the past 13 years, GIS has augmented our client staff with highly qualified trained Consultants who are experienced and certified with the latest technologies in their specific domains. Their professionalism and expertise have added value to our customers projects, be it Public or the Commercial Sector. GIS is a "Preferred Vendor" to dozens of Medium/Large size Fortune 500/1000 Corporation, and other IT consulting firms. In the commercial sector we have worked for clients like Ford Motor Company, General Motors, IBM, Deloitte Consulting, Accenture, EDS, HP, Cisco, Cap Gemini, and Motorola. GIS is also a preferred vendor to customers in the Public Sector including the Allegheny County, City of Pittsburgh, States of South Carolina, State of Maine, State of New York, and the State of Michigan.

Company History - GIS is an IT Solutions organization, with operational presence the US, Canada and India. Founded in the year 1996 (March 28th, 1996), GIS is a leading Information Technology (IT) service provider in the nation. The company's commitment is to provide innovation, value and complete customer satisfaction to its Customers. In 1999, GIS expanded its operations outside the U.S. in new emerging markets with the ultimate goal of transforming itself into a global leader in the IT Sector. In 2001, we set up offices in the Indian subcontinent to help us deliver an expanded portfolio of services incorporating offshore outsourcing apart from exploring new business potential in the emerging markets of South East Asia and Europe. GIS in 2009 also started local operations by setting up a Regional Office in Seattle, Washington to serve some of its key customers in the region. GIS became IBM Partners in 2005 and Microsoft Certified Partners in 2008. GIS received "Certified Minority Owned" status from the Michigan Minority Business Development Corporation (MMBDC) in 2002.

Qualifications & Basic Experience - GIS offers a full suite of Information Technology services and solutions including System Consulting, Project Management, Application Development & Management, ERP (Enterprise Resource Planning) Implementation & Consulting, and Application Integration Services. We however have heavily invested in IT Staffing Services (Short-Term Staffing, Long-Term Staffing, and Permanent Staffing). IT & Non-IT Recruitment Services form a majority of our service offerings. Since its inception, GIS has been providing value-added IT professional services and the core operations have been in the area of staff augmentation services. In order to assist its clients with contingent staff, GIS's staff augmentation services provide contract personnel of all disciplines on a temporary or indefinite basis to work under the client's supervision. GIS's has provided professionals who possess the relevant skills to augment internal client resources for reasons ranging from peak workloads, to freeing staff to accomplish more mission critical objectives, to a lack of particular in-house expertise and so on. In fact, GIS's recruited professionals have performed a wide range of activities including Feasibility Studies, System Analysis, Design, and Development, Networking, Technical Support, Project-Based Services, and the Implementation of Small, Medium, and Large-Scale Systems.

Organization Structure - GIS employs a team of over 20+ Resource Managers and Recruiters in multiple branch offices, locally and nationally to consistently source, recruit and retain quality contractors/candidates for our clients in a vast range of technical disciplines for contract and permanent positions. To ensure consistency in quality and continuous partnership with our Clients, GIS also assigns an Account Manager to work exclusively with the account as a front-end interface to requirements and requirement fulfillment. These offices are also assisted by our Offshore Recruiting Team in India that staff's around 6-8 Recruiters/Specialists that work in close collaboration with their U.S. counterparts.

Mission Statement & Philosophy - GIS's vision is to be recognized in the industries we serve as a leading provider of Information Technology and Business Solutions through integrity, innovation, excellence, commitment and talent. The company's mission is to provide innovation, value and complete customer satisfaction to its Clients. As discussed previously, GIS has more than 13 years of experience in supplying industry with technical services and staffing support. Reduced client cost, improved quality, and enhanced overall services are all part of GIS's operational philosophy. We strive to be a recognized industry leader in the Industry by providing successful, cost-effective contract services and recruitment programs, unmatched responsiveness, proven performance, management controls, and a wealth of directly related experience.



FAST FACTS - ABOUT THE FIRM

Company Name	Global Information Systems
Website	WWW.GISSITE.COM
Tax ID Number	38-3284694
Business Entity	S Corporation
Number Of Personnel	Over 155 + Full Time Field Consultants & Over 20 Support Staff (Recruiting, Resource Management, Account Management)
Length Of Time In Business	13 Years, Established In 1996
When & Where Incorporated	March 28 th , 1996, Incorporated in Michigan
Company Headquarters	Address - 29777 Telegraph Road, Suite 2450 City, State & Zip - Southfield, Michigan 48034 Phone Number - (248) 223-9800 Fax - (248) 945-5942
Regional Office Address	Address - 2800 Elliott Avenue, Suite 238, City, State & Zip - Seattle Washington 98121 Phone Number - (206) 706-3706 Extension 207 Fax - (206) 706-3707
Offshore Development Center	Address - Plot No:201, A-Block, Ameer Estate, Beside ICICI Bank City, State & Zip - Sanjeev Reddy Nagar, Hyderabad - 500038
Primary Business Experience	System Consulting, ERP (Enterprise Resource Planning) Implementation & Consulting, Customer Relationship Management, Project Management, Application Development & Management, Data Warehousing, Business Intelligence, Infrastructure Services, and Identity Management Services.
Types of Clients Served	<u>Public Sector</u> - Federal Government, K-12 - Public School Systems, Universities, Colleges, Government - State, City, County, and Utilities. <u>Private Sector</u> - Automotive, Manufacturing, Insurance and Finance, Consumer Electronics, Banking, Telecommunications, Freight, Transportation, Information Technology.
Use Of Sub Contractor	No Use Of Sub-Contractors
DBE Status	GIS Is A Minority Owned Company- Certified By MMBDC
Total Staff Employed In Main Location	CEO -1 VP - Sales/Operations - 1 Individual Director Sales/Operations -1 Individual Sales/Business Development - 4 Resources Human Resources - 3 Resources Administration - 2 Individual Recruiters/Resource Managers - 20 Resources Legal Administrator - 1 Resource Legal Coordinator - 1 Resource
Total Staff Employed In Offshore Location	6-8 Resources Including Account Manager(s), Resource Manager(s), Lead Recruiters, & Recruiting Specialists.
Location Of Office Where Work Will Be Performed	Address - 29777 Telegraph Road, Suite 2450 City, State & Zip - Southfield, Michigan 48034 Phone Number - (248) 223-9800 Fax - (248) 945-5942
Ownership Changes	No Ownership Changes Since Inception
Vendor Contact	Name of Authorized Individual - Mr. Rohit Bardaiyar Title - Senior Sales Executive Address - 29777 Telegraph Road, Suite 2450 City, State & Zip - Southfield, Michigan 48034 Phone Number - (248) 223-9800 Fax - (248) 945-5942 Cell Phone - (248) 613-9365 Email - Rohit.Bardaiyar@GISSite.Com



EXPERIENCE IN STAFF AUGMENTATION

Experience As A Staffing Firm - GIS is an IT services organization that specializes in placing technical resources to help achieve the customer's technology and business objectives and ultimately adds value to their long term strategies. GIS has been providing Contract - Short Term/Long Term, Recruitment Services, and Direct-Hire Recruiting Services to some of the leading names Commercial as well as the Public sector. Companies such as Accenture, EDS, HP, Cisco, Cap Gemini, Ford, Bearing Point, and Chrysler have come to rely on GIS's ability to deliver some of the industry's best and brightest IT professionals skilled in leading-edge technology. GIS has extensive experience in excelling on contracts similar to the subject contract. GIS provides services on its existing contracts in categories similar to those in the RFP and in doing so has staffed positions including the ones listed below.

IT Project Manager - Business Application Development, Business Process Reengineering, Package Evaluation & Selection, Network Solutions.
Business Analysts - Strategic Planning, Requirement Definition, Data and Process Modeling, Process Engineering, JAD Facilitation, 3rd Party Application Section, User Acceptance Documentation.
Systems Analysts - Conceptual Application Design, Functional Specifications, Technical Planning, Reports.
Technical Architects - SAP R/3, PeopleSoft, Oracle Applications.
Database Analysts/Administrators - Oracle, PeopleSoft, Oracle Applications, SAP Basis, MS SQL Server, Ingres, DB/2, Sybase, Informix.
Programmers/Developers - Client/Server Architecture, Web Enabling, e-Commerce, ERP, IBM AS/400.
QA & Testers - Client/Server Architecture, Web Enabling, e-Commerce, IBM AS/400.
ERP/CRM - SAP, Siebel, PeopleSoft, Oracle Applications, Lawson.

Recruiting Capability- GIS has national recruiting capability. We have full-time Recruiters nationally who focus on the local area needs for our clients. GIS has two national recruiting centers (California & Michigan), which support each clients in their staffing needs. In addition to our national recruiting capability, GIS is able to utilize resources from our offshore recruiting center in Hyderabad, India. In short, each day more than 20 GIS Recruiters, Resource/Account Managers commit themselves to meeting client needs for IT skills. So while the market for IT talent may be challenging, GIS has the resources, the technology and the people to ensure success. GIS draws resources from a large proprietary IT professional database with nearly 15,000 candidates. Each GIS office is equipped with sophisticated candidate search and skill matching software and takes full advantage of the Internet. We make sure we find the most qualified IT professionals so our clients get the very best. All of our recruiters have been trained in professional recruiting techniques and sales skills in order to uncover and attract the most qualified candidates. Our commitment to flexibility and professionalism ensure that the needs of our clients are met through the life of the contract. Our objective is to recruit professionals with college degrees in Engineering, Management, and Computer Science. We also strive to recruit professionals with extensive experience in all phases of product and project life cycles. We recruit professionals at all levels and maintain a proper mix of experience levels and technical skills from Programmers to Senior Managers.

TOOLS FOR FINDING THE RIGHT RESOURCES

Employee Referral Program - Many of the best potential employees are those individuals referred by existing Employees. Our Employees often have an in-depth knowledge of the position, skills, and experience our Client's require. We encourage the referral of qualified Candidates by existing employees and support this belief with a bonus program. If a Candidate is selected as a result of an Employee referral, a bonus is paid to the Employee who submitted the recommendation.

Resume Database & Internal Postings - Our comprehensive computer "Resume Resource Database and Network" enables us to search, identify and match technical and customer service skills to open job requirements quickly and accurately. Open positions are internally communicated to current Employees. Internal Candidates are subject to the same rigorous selection practices as external Candidates.

Recruiting Portals - GIS uses several web based recruiting services for sourcing Candidates such as www.Monster.Com, www.Dice.Com, www.CareerBuilder.Com, www.HotJobs.Com, www.ComputerJobs.Com, and many others. We have been aggressively recruiting through the use of these electronic bulletin boards, which allow our recruiters to do specialized searching of Candidates with very specific skills. GIS also uses online vendor networking portals such as www.Corp-Corp.Com, www.Indeed.Com, www.SimplyHired.Com.



STAFFING SERVICES

With over 155 full time Consultants experienced in several areas of IT, GIS has the ability to self-perform a variety of resources for the State. For the last 13 years, GIS has augmented customer staff with highly qualified trained Consultants who are experienced and certified with the latest technology in their specific domains. Their professionalism and expertise have added value to projects, be it Public or the Commercial Sector. We also boast of having a proven track record of recruiting the best talent for these Clients at the most competitive rates.

Technical Competency	Skill Expertise
Web & E-Commerce ASP.NET, C#, HTML, DHTML, XML, ADO, Java, JavaScript, JavaBeans, EJB, WebLogic, Websphere, VBScript, ActiveX, IIS, MTS, SOAP.	Project Managers Technical Architects Business/Systems Analysts Technical Consultants Functional Consultants Programmers/Developers Network Administrators System Administrators Database Administrators Application DBA's Certified Security Professionals QA/QM Analysts Trainers/ Technical Writers Desktop Support Analysts Help Desk Support Specialists Network Engineers/Analysts Telecommunications Analysts Network Architects LAN/WAN Administrators
Front-End Development MFC, SDK, C/C++, VB.NET, Visual Basic, Visual C++, COM, DCOM, ATL, ABAP/4, Dexterity, RPG/400.	
Back-End Database Informix, MS SQL Server, SQL.NET, Oracle, Sybase, DB2.	
Oracle Tools Oracle 10G, 9i, Oracle DBA, PL/SQL, PERL, Pro*C, ETL, Oracle Discoverer, PSP, Java Script, Java, JDeveloper, Oracle Applications Server, Oracle Developer Suite.	
Operating System Tools UNIX, Windows, Windows NT, OS/400, LINUX, Mac, Solaris	
ERP/CRM Technologies Oracle Applications, Clarify. SAP, Siebel, PeopleSoft, Lawson, Banner.	
BI/DW Ab Initio, Informatica, Business Objects, Datastage, Cognos.	
Mainframe COBOL, DB2, VSAM, CICS, COBOL, JCL, IMS Micro Focus, DB/DC, IDMS.	

RECRUITING QUALIFIED RESOURCES

Proprietary Database - With operations throughout North America, Canada, and India, GIS draws from a large IT professional database with nearly 15,000 highly qualified Candidates. Using the latest technologies to meet Client demands for IT resources is another key characteristic of our recruiting and staffing abilities. Our Recruiting Team is equipped with sophisticated candidate search and skill matching software and takes full advantage of the Internet. We make sure to find the most qualified IT professionals so our Clients get the very best. We also believe that another key to staff quality resources is to attract, employ and retain skilled professionals. All GIS Employees, regardless of their project status, receive full benefits. In this way, GIS is able to recruit the best Consultants and provide our Clients with a mobile workforce of specialists to quickly and efficiently respond to their requirements.

Best Trained Professionally Trained Recruiting Team - Each day, our Resourcing Team of more than 20 GIS Recruiters, Resource Mangers and Account Managers commit themselves to meeting Client needs for IT skills. We have developed a Recruiting Practice that will deploy recruiting resources to a particular location to actively search out the skilled talent from the local pool to meet our Client's requirements. GIS utilizes the Internet on several levels to recruit. In addition to our Home Page/Careers Page (WWW.GISite.Com), we also employ the use of job portals like WWW.Monster.Com and WWW.Dice.Com quite extensively to staff for our Clients.

Referrals, Print Media Advertising & Job Fairs - Referrals at GIS come from both internal and external sources, most of the time by someone outside of our recruiting team. We believe that referred Candidates are typically pre-qualified; proven to be the soundest and longest retained consultants and are in the highest offer/acceptance ratio category. We reward referrals with a Bonus when the referred employee has been on assignment for 30 days. GIS has in the past placed ads in newspapers throughout the U.S. and in many national trade magazines such as *ComputerWorld*, *InfoWorld*. We also seek resources by posting opportunities in Local Newspapers. Through these responses, we learn about local markets, including trends in employment, local market labor rates/salaries and more.



PROJECT APPROACH

Single Point of Contact - In order to provide efficient and effective service to the State, GIS shall appoint an Account Manager as a Single Point of Contact and work exclusively with the State as a front-end interface to requirements and requirement fulfillment. We shall align individual Resource Manager(s), just as we have done in other similar engagements, to each Account Manager who in turn shall work with a team of Technical Recruiters in fulfilling every single resource requisition. GIS's offshore support center in Hyderabad, India which employs around 6-8 resources comprising mostly of Resource Management staff, shall act as a Support Center.

Communications With The State - GIS Account Manager shall establish a schedule of regular check-ins, either on-site or by Telephone or Email, in accordance with specifications by the State and shall be responsible for the engagement with the State, ensuring promptness in each requisition response or task order issued. GIS's Account Manager shall also be responsible for participating in weekly status meetings with the State to discuss and develop strategies for meeting existing and emerging requirements, and to review the work performed by exiting Contractors.

PROCESS

Step 1 - Understanding The Need - When we receive a request from a customer such as the State, we apply our enhanced understanding of diverse technologies in finding the right Candidate for the job. Because the market for good consultants is extremely competitive, we always act with a sense of urgency to deliver the best possible Candidates. Our selection process has been defined and refined over many years to create the most effective system possible. Upon receipt of a request, the Account Manager contacts the Hiring Manager or the Human Resource staff by close of business to clarify and discuss the requirements and confirm a clear understanding of the staffing need.

Step 2 - Sourcing & Recruiting - The information is transmitted electronically to our Recruiting Team through our network. We include the required and desired technical skills needed for a project as well as non-technical attributes. The Account Manager includes other details about the project that may help sell the opportunity to potential Candidates, like exposure to other technologies. The Account Manager during this process also enters the details in our database to allow all Recruiters from all offices to search for Candidates. Each Recruiter refers to their individual "Hot Candidate" list to check for a match to the requirement, and a Recruiter conducts a full text resume search within our Candidate database. This step includes advertising in newspapers, periodicals and the Internet, mostly the latter.

Step 3 - Qualifying & Submitting - All available Candidates that fit the details of the requirement are assessed for technical skills and aptitudes. The Recruiter then evaluates non-technical skills and the Candidate's commitment to pursuing a particular opportunity. Once preliminary screening is complete, the Candidate undergoes an internal Technical Interview with our Project Manager/Team Lead in the respective technology domain. The Recruiter then forwards the Candidate(s) to the appropriate Account Manager who screens the Candidate based on specific knowledge of the Client's need and the project. The Account Manager is familiar with the Client goals and environment and can assess the Candidates' customer service aptitude, professionalism and can assess personality fit. We check no less than two professional references for each consultant we hire. At this point, the resumes of all remaining Candidates that are best qualified are delivered to the Hiring Manager.

TURN AROUND TIME

We strive for a 100 % match of skills and experience and do not submit a resource unless he/she meets the criteria. Once we have a detailed understanding communicated across the team, we then focus on finding just "Two (2) or Three (3)" good fits for the position. We do this by a tiered recruiting approach wherein, we qualify candidates not only by preliminary interviews, but also by extensive technical interviews before we submit them to the Customer. However, any prospective candidate, who doesn't meet the 100 % skill match, is eliminated from consideration and is not submitted to the Customer. We ensure that we consistently follow this approach in all our client engagements, Public or Commercial sector. GIS has perfected finding the right person for the job and we have the Technologies, Databases, Networking Intelligence and Experienced Recruiting Personnel to find the right person for specific IT needs, such as the one requested in this RFQ. With our skilled resources, we are confident that we can present several well-qualified candidates resumes with in "1-2 Working Days" of request by the State. Not only can GIS turnaround qualified candidates resume within 1-2 working days, but also have them start on assignments in as little a 24-48 hours.



SCREENING & ASSESSING CANDIDATE SKILLS

Screen Interview & Technical Interview With The Consultant - GIS places a strong emphasis on our recruiting and screening process and thereby crafting a "Multi-Tier" placement and recruiting system. It helps our Clients get the right people with the skill sets they desire. GIS starts by examining the Candidate's aptitude for consulting, verifies information on his/her resume and preliminary judgments are made about the Candidate's experience and education as well as personal interests. After the initial interview a recommendation is made to management regarding the Candidate's viability. Subsequently, a Project Manager or a Senior Consultant from the same technical domain performs a technical interview to assess the Candidate's skill levels as well as verify information on the Candidate's resume. GIS uses a variety of tools to evaluate the skills of the Candidates: **Technical Preliminary Interview** - Provides telephone or face to face technical evaluation interviews with our technical staff and submits interview summaries to our technical Recruiting Managers; **Customized Tests** - If a skill set is specific enough to warrant a customized test, GIS may utilize written tests that incorporate Client input; **Automated/On-Line Testing Services** - GIS uses Online Skill Inventory And Analysis Tests, and CBT to evaluate potential Candidates skills and experience levels.

Extensive Technical Screening & Testing - Because of diversity of technologies in the marketplace today, multiple technical interviews by experienced field practitioners may be required to fairly evaluate a Candidate's potential and experience. This is especially true for staffing key technology positions. This process continues until a full profile of the Candidate's technical ability has been established. Every applicant is evaluated and graded on technical expertise and professional demeanor. The evaluation process includes the use of a technical rating schema as well as interviewer commentary. In addition to individual skill ratings, a functional rating is made of the applicant. This rating is based upon the functional level that the Candidate is qualified to fulfill and is not limited to one level. The interviewer is also asked to record his/her evaluation of the applicant's personal and non-technical qualifications. The rating schema is used to evaluate an applicant's personal qualities such as image and user/peer interface, which are significant considerations in a work environment, especially in such technology critical positions. To help substantiate technical skills, GIS utilizes "Online Skill Inventory Analysis" and "Computer Based Scenario Testing". This may also include any external 3rd party testing such as Brain Bench, and ExpertRating.

Conducting Management Interviews With The Consultants - GIS subsequently, conducts both a professional and a management interview on all Candidates. Care is taken to ensure that the Candidate has excellent interpersonal and presentation skills as well as the positive attitude that is a characteristic of all of our Consultants. Furthermore, information about the assignment is conveyed to the Consultant to ensure that the Consultant is sufficiently aware of his/her role.

Personal/Professional, Educational Reference Checks, & Employment Verification - Global Information Systems painstakingly verifies and screens its Candidates, delivering razor sharp resources to meet individual needs. GIS verifies all levels of education included on an application. A minimum of a Bachelors degree is required of all eligible Candidates. GIS also requires the verification of personal and professional references on all new Employees. GIS verifies the three previous employers or past five year's employment. In doing employment verification, we use the professional expertise of an external Firm to assist us in all potential Employees background checks.

Drug Test & Criminal Record Check - All Candidates for employment must successfully pass a pre-assignment forensic drug test (Urinalysis) within the 30 days prior to the beginning of the assignment. The drug test is conducted by a forensic laboratory certified by the National Institute of Drug Abuse (NIDA) of the US Department of Health and Human Services. In the event of test failure, the individual shall not be offered employment. A check for felony and misdemeanor criminal convictions shall be conducted in all Counties of State(s) or Countries where the Employee has resided, has been employed, or attended school for the past five years.

Assignment Orientation & Right To Work Confirmation - Before being assigned to a particular Client, GIS ensures that there is an appropriate fit between the Client and the Candidate. Therefore, if a Candidate is being considered for a particular assignment, GIS provides overview of the assignment that address considerations such as dress code, vacation, work hours, on-call requirements, etc. If any aspect of the assignment is not palatable to the Candidate, he/she is not submitted for Client consideration. At the time of employment application, GIS verifies Citizenship or Permanent Residency, or Workers Visa status, and maintains verification of employability as required by the U.S. Department of Justice through Form I-9. In the event that H-1B Visa sponsorship is required and the applicant is selected for employment, GIS's internal Legal Counsel pursues sponsorship through the appropriate regulatory bodies to ensure that the petition is filed with the USCIS.



KEY PERSONNEL

NAME OF PRINCIPAL	CHANDRA KOMPALLI
YEARS OF EXPERIENCE	14 YEARS OF INDUSTRY EXPERIENCE
ROLE WITH FIRM	DIRECTOR OPERATIONS
ROLE IN THE CONTRACT	Overall Management, Supervision Of A Customer Engagement From An Operational Standpoint And Ensuring That Overall Project Goals Are Being Met In Accordance With Laid Objectives.
NAME OF PRINCIPAL	ROHIT BARDAIYAR
ROLE WITH FIRM	SENIOR SALES EXECUTIVE
YEARS OF EXPERIENCE	10 YEARS OF INDUSTRY EXPERIENCE
QUALIFICATIONS	Rohit Bardaiyar Is A Proven Business Development Executive With Over 10 Years Of Experience With Contingent Workforce Design And Consulting Staffing Management, Recruiting, Strategic Sales, Project, Solution Sales, New Business Development & Account Management. He Possesses Over 10 Years Experience In IT Services And Solutions Delivery, Consulting, And Account Management For Clients Like King County, University Of Texas (M.D. Anderson Cancer Center), Baltimore County Public Schools, State Of Connecticut, City Of Detroit, University Of Louisville, University Of Florida, Brevard County, & Bexar County.
NAME OF SUPPORT STAFF	CHRIS WILLIAMSON
ROLE WITH FIRM	RESOURCE MANAGER
YEARS OF EXPERIENCE	8 YEARS OF INDUSTRY EXPERIENCE
QUALIFICATIONS	Chris Williamson Is A Resource Manager With More Than 8 Years Of Successful Resource Management Experience In Public And Corporate Consulting Environments. She Possesses A Keen Eye For Talent And The Ability To Source Effectively For Critical Positions. She Is An Effective Communicator And Top Performer Recognized By Hiring Managers For Speed And Quality Of Recruiting Process In All IT Areas. She Has Recruited Extensively With Government Clients Like King County M D Anderson Cancer Center, State(s) Of AR, MI, CT And PA, Baltimore County Public Schools, And Atlanta Public School.
NAME OF SUPPORT STAFF	MEENU KAPIL, RAMESH ADDANKI, SYED AHMED, BARRY DRANGIN
ROLE WITH FIRM	RESOURCING SPECIALIST (S)
YEARS OF EXPERIENCE	AVERAGE 5 YEARS OF INDUSTRY EXPERIENCE PER RECRUITER
QUALIFICATIONS	GIS Lead Recruiters/Recruiters Are Specialist With Experience In All Recruiting Functions Including: Requisition Validation, Resume Identification, Screening Qualifications, Interviewing Candidates, And Scheduling Technical Interviews/Tests, Negotiating Candidate Compensation, Reference Checks And Employment Offers. GIS Recruiters Are Detail Oriented With Excellent Communication And Interpersonal Skills With A Commitment To Quality In Response To The Business Needs Of Our Clients.

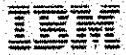
ABOUT THE ACCOUNT REPRESENTATIVE - **ROHIT BARDAIYAR**

GIS shall appoint Rohit Bardaiyar to work with the State as a Single Point of Contact upon project award. Mr. Bardaiyar is an extremely competent and experienced professional with over 10 years of experience in Account Management, Business Development and Customer Relationship Management. Mr. Bardaiyar worked on several State and Local accounts since January 2000. Working with clients such as the King County, MD Anderson Cancer Center (University of Texas), State of Connecticut, Baltimore County Public Schools, he has been closely involved with overall customer project delivery. He has maintained regular contact with the customer in order to ensure smooth operation and consistency with project milestones & deliverables. He has been responsible for overseeing and managing processes such as Screening, Interviewing, and Scheduling Interviews with Clients, Follow-Up Calls, Contract Negotiations, and Signing Consultants to Contracts. His attention to quality in service is unmatched and he really strives to submit the best possible resource at the best possible rates for our customers.



CUSTOMERS WE'VE WORKED WITH

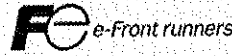
INFORMATION TECHNOLOGY



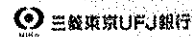
AUTOMOTIVE/ MANUFACTURING



ELECTRONICS/ TELECOMMUNICATIONS



BANKING FINANCIAL SERVICES



INSURANCE SERVICES/HEALTHCARE



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PUBLIC SECTOR STATE, LOCAL & FEDERAL

STATE OF TEXAS - DEPARTMENT OF PARKS AND WILDLIFE, *AUSTIN TX*

STATE OF MICHIGAN - DEPARTMENT OF INFORMATION TECHNOLOGY, *LANSING MI*

STATE OF MICHIGAN - DEPARTMENT OF MANAGEMENT & BUDGET, *LANSING MI*

CITY OF PHILADELPHIA - DEPARTMENT OF PRISON SYSTEMS, *PHILADELPHIA PA*

STATE OF NEW YORK - DEPARTMENT OF CHILDREN AND FAMILY SERVICES, *ALBANY NY*

STATE OF PENNSYLVANIA - DEPARTMENT OF HEALTH AND HUMAN SERVICES, *HARRISBURG PA*

ALLEGHENY COUNTY - DEPARTMENT OF HUMAN SERVICES, *PITTSBURG PA*

DETROIT PUBLIC SCHOOLS - DEPARTMENT OF INFORMATION TECHNOLOGY, *DETROIT MI*

WRIGHT STATE UNIVERSITY - DEPARTMENT OF INFORMATION TECHNOLOGY, *DAYTON OH*

UNITED STATES DEPARTMENT OF DEFENSE - *ST. LOUIS, MS*



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SECTION II - QUALIFICATIONS & EXPERIENCE - STAFFING

Ever since our inception in 1996, GIS has been offering IT specialists with the current state of the art skills that are needed to meet our Client's requirements in their dynamic IT environments. Our Consultants have had an immaculate record of completing all projects successfully through technical expertise that encompasses a broad range of system development skills; from Concept Definition to Systems Development to Integration and Testing. GIS recognizes that building and sustaining a strong team is a major factor in the success of any engagement. For this purpose, we've even established a unique recruiting objective for our Commercial Sector consulting work. Put simply, in advance of any specific project engagements, our recruiting team will contact and profile "All Consultants Nationwide That Have Industry Specific (Manufacturing, Automotive, BFSI, Government, Etc.) IT Consulting Experience".

GIS Consultants average 10 years of Industry experience and several years of Government experience. A large number of our Consultants have spent a major part of their entire career dedicated to serving the Commercial & the Public Sector. Our capabilities in serving these sectors includes: Application Developers, Web Developers, Systems Architects, Network Architects, Network Engineers, ERP Consultants, DBA's and System Administrators. ERP forms a major practice area within our organization and we work with all major ERP packages including SAP R/3, Oracle/PeopleSoft. Our biggest practice area within ERP is Oracle Applications, followed by PeopleSoft and SAP R/3. We employ around 33 W-2 resources in Oracle Applications (HR/Financials/Manufacturing/SCM) and about 18 full-time professionals in PeopleSoft (HR/Financials/EPM/SCM). Our professionals also bring experience from some of the biggest names in the Private/Public Sector and our Clients represent several vertical industries including, Manufacturing, Automotive, and Government.

GIS's technical resources are the best in class, highly trained and certified in their individual domain, especially in the technologies requested by the State. We staff a pool of application development resources in Applications including Oracle/Fusion and PeopleSoft. GIS also has expertise in Microsoft/Java based applications including but not limited to VB.Net, ASP.Net, C#, Java, J2EE, XML, and EJB. We also staff some Mainframe resources in CICS, COBOL, VSAM, and ADABAS. We also employ numerous Networking/Desktop resources with expertise in Microsoft, Cisco, VMWare, Novell technologies apart from hardware's including: IBM, Dell, Gateway, Toshiba, and Compaq. Our Systems Administrators and DBA's have experience on Windows, UNIX, Linux, Sun Solaris, and IBM Servers. GIS's Project Management staff includes resources like Program Managers, Project Managers, Team Leads, Functional Leads, and Technical Leads. GIS's staff carries technical certifications from Microsoft, Sun Systems, HP- UNIX/LINUX/AIX, CISCO, PeopleSoft, IBM, SAP, Oracle, and the Project Management Institute. Our Project Management Team comprises of Certified Project Management Professionals (PMP), Six-Sigma, ITIL and Sarbanes-Oxley (SOX) Associates. Most of GIS's technical resources hold technical degrees such as BCA's, MCA's, BE's, MS's, Bachelor's/Master's in CIS.

CONSULTING BANDWIDTH

Security Analysis - Application Layer, Network Layer, Physical Layer
E-Commerce - Business To Consumer, Business To Business
Security & Disaster Recovery Planning - Security Planning, Security Analysis, Disaster Recovery Planning, Assessment
Systems Administration - UNIX, SCO, Solaris, AIX, IBM
System Integration - Conversions, Migrations, Consolidations
ERP Implementations - Oracle Applications, PeopleSoft, SAP, Lawson, Siebel
Middleware - TIBCO, WebMethods, Cisco, See Beyond, Microsoft BizTalk, SAP XI, Fusion Middleware, IBM Web Sphere
Business Intelligence & Data Warehousing - Planning, Architecture, Design, Implementation
Networks/Infrastructure - Architecture, Design, Engineering, Support
Quality Assurance - Business Analysts & Process Reengineering
Testing & Automation Testing - Mercury (WinRunner, LoadRunner, Test Director), SQA, QA Run, Silk
IT Training - Methodologies, Design, Development, Test & QA & Administration
Architecture Planning and Assessment - CORBA, Rational Unified Process, COM/DCOM
Project Management - Assessment, Evaluation, Processes & Procedures, Training
Database Administration - Oracle, DB2, Sybase, PL/SQL, MS-SQL, Informix
Maintenance & Support - Desktop-Side, Server-Side, Help Desk, Customer Support



CLIENT REFERENCES

REFERENCE # 1	
STAFFING CATEGORY	<i>Web Programming, Computer Systems Analysis</i>
COMPANY BACKGROUND	Ford Motor Company Is The World's Fourth Largest Automaker Based On Worldwide Vehicle Sales, & Are Based Out Of Dearborn, Michigan. Incorporated In 1903, Ford Is Now The Seventh-Ranked Overall American-Based Company In The 2008 Fortune 500 List, Based On Global Revenues In 2008 Of \$146.3 Billion. In 2008, Ford Produced 5.532 Million Automobiles And Employed About 213,000.
NAME	Venkat Aekka
TITLE	Project Manager - CAE Systems
COMPANY	<i>Ford Motor Company</i>
ADDRESS	15303 Commerce Park South, Dearborn, MI 48120
PHONE NUMBER	313-390-5805
EMAIL	VAekka@Ford.Com
SCOPE OF WORK	<p>Provided Consulting Resources For Projects Which Ford Motor Company Executes In The IT/IT Engineering Environment. Typically These Projects Are Global Roll Outs Which Involve Analysis, Development, Implementation, Quality Management & Testing, Maintenance & Support, & Engineering Project Initiatives. In The Current Scope We Have Provided Technical Resources Across Technologies Including Java/J2EE; Microsoft; Mainframe; IBM; Business Objects.</p> <p>Provided Resources In The Computer Aided Design (LS Dyna, 3-D, C, C++, HyperMesh, NasTran); Computer Aided Engineering (CATIA, Unigraphics, IDEAS, MatLab, PDGS). Skills Supplemented Have Ranged From Project Managers, Functional Lead / Technical Lead, Business Analyst, Systems Analyst, Programmer Analyst, Systems Developers, CAD Analysts/Designers, CAE Analysts.</p>
DURATION OF CONTRACT	Ongoing Contract
START DATE OF SERVICE	01/1999
REVENUES BILLED	\$ 2.1 Million +/-Annum
TOTAL NUMBER OF CONSULTANTS PLACED	GIS Has Staffed Around 35 Resources Distributed Across Technologies From Java/J2EE, Microsoft, Unix, IBM, Oracle, CAD, & CAE Technologies.

REFERENCE # 2	
STAFFING CATEGORY	<i>Desktop Support, Help Desk Support</i>
COMPANY BACKGROUND	Faurecia Is The 8th Largest International Automotive Parts Manufacturer In The World Supplying Parts To GM, Chrysler, And Ford And For European And Japanese Car Makers. Headquartered In Nanterre, France, Faurecia Operates Over 190 Production Sites And 28 R&D Centers In 29 Countries Worldwide. It's Reported Revenues Exceed \$ 11 Billion Euros (\$ 14 Billion USD) And A Staff Of Over 32,000.
NAME	Rao Nuthalapati
TITLE	Group Leader - CAE
COMPANY	<i>Faurecia</i>
ADDRESS	2800 Superior Court, Auburn Hills, MI 48326
PHONE NUMBER	248-409-3601
EMAIL	Rao.Nuthalapati@Faurecia.Com
SCOPE OF WORK	Provided Consulting Resources For IT Applications/IT Engineering Projects On Technologies Including Java/J2EE/JSP/Unix/Oracle/C/C++/CAE With Skills Ranging From Java Developer, Unix Administrator, Data Modeler, CAE Analyst, CAE Designer (LS Dyna, OptiStruct, NasTran).
DURATION OF CONTRACT	Ongoing Contract
START DATE OF SERVICE	10/2005
REVENUES BILLED	\$ 0.7 Million +/-Annum
TOTAL NUMBER OF CONSULTANTS PROVIDED	GIS Has Staffed 8 Resources Since 2005 On Faurecia Projects Including But Not Limited To Project Manager, Unix Administrator, Desktop Support Technician, Help Desk Specialist, Java Developer, Data Modeler, CAE Analyst & CAE Designer.



*State of West Virginia
Temporary Project & Support Contracts*

REFERENCE # 3	
STAFFING CATEGORY	Database Management, Business Analyst Services
COMPANY BACKGROUND	Electronic Data Systems, An HP Company, Commonly EDS, Is A Global Business And Technology Services Company Headquartered In Plano, Texas. As Of 2008, EDS Employed 137,124 Employees In 65 Countries, The Largest Locations Being The USA, India And The UK. Hewlett-Packard Recently Acquired EDS For \$13.9 Billion - Renamed EDS, An HP Company.
NAME	Shailesh Patel
TITLE	Global Operations Manager
COMPANY	EDS, An HP Company
ADDRESS	800 Tower Drive, Troy, MI 48098
PHONE NUMBER	586-492-3565
EMAIL	Shailesh.Patel@Eds.Com
SCOPE OF WORK	Staffed Consulting Resources For Projects Which EDS Executes For Its Clients Locally & Nationwide. Typically These Projects Involve Application Development, Application Management, System Integration, Systems Maintenance & Support, & Systems Administration & Engineering. In The Current Scope We Have Provided Resources In VB, ASP.Net, Java/J2EE Technologies (Java/J2EE/EJB/Servlets); Oracle Database Technologies; Systems Administration & Support; Systems Engineering; Business Analysis.
DURATION OF CONTRACT	Ongoing Contract
START DATE OF SERVICE	05/2005
REVENUES BILLED	\$ 0.6 Million +/-Annum
TOTAL NUMBER OF CONSULTANTS PROVIDED	GIS Has Provided Overall 7 Resources On Multiple Project Assignments Since 2005 Including Java Developer, Oracle DBA, VB/.Net Consultant, Unix Administrator, Systems Administrator, Business Analyst, & Systems Analyst.

REFERENCE # 4	
STAFFING CATEGORY	Project Management Services, Enterprise Services
COMPANY BACKGROUND	Detroit Public Schools (DPS) Is A School District That Covers All Of The City Of Detroit, Michigan. DPS Is Michigan's Largest School District, Serves Nearly 90,000 Students In 172 Schools Throughout The City Of Detroit.
NAME	Raja Koneru
TITLE	Project Manager - Data Warehousing
COMPANY	Detroit Public Schools
ADDRESS	3011 West Grand Boulevard, MI 48202
PHONE NUMBER	313-873-3266
EMAIL	Raja.Koneru@DetroitK12.Org
DURATION OF CONTRACT	Ongoing Contract
START DATE OF SERVICE	02/2005
REVENUES BILLED	\$ 0.4 Million +/-Annum
TOTAL NUMBER OF CONSULTANTS PROVIDED	GIS Has Provided Overall 4 Resources On Multiple Project Assignments Since 2005 Including Project Manager, Cognos Developer, Cognos Administrator, & Informatica Developer. GIS Resources Have Worked On The DPS Data Warehousing Project Involving Technologies Including Informatica (On The ETL Side) And Cognos PowerPlay/Impromptu (On The Reporting Side).

REFERENCE # 5	
STAFFING CATEGORY	ERP Implementation Services
COMPANY BACKGROUND	CMG Offers Publishers Of Quality Consumer Publications Complete Newsstand Circulation Services. Working Closely With Retailers In Category Management And Merchandising, CMG Has Unsurpassed Expertise Reaching Consumers At The Point Of Sale In Over 150,000 Outlets In The United States And On Newsstands In More Than 100 Countries Abroad.
NAME	Jayadev Deva
TITLE	Group Leader - ERP
COMPANY	COMAG Marketing Group - A Hearst Conde Nast LLC Company



State of West Virginia
Temporary Project & Support Contracts

ADDRESS	1700 Broadway, 36th Floor, New York, NY 10019
PHONE NUMBER	704-348-8741
EMAIL	JDevaKhaktuni@I-Cmg.Com
DURATION OF CONTRACT	Ongoing Contract
START DATE OF SERVICE	05/2005
REVENUES BILLED	\$ 2.3 Million +/-Annum
TOTAL NUMBER OF CONSULTANTS PROVIDED	GIS Has Provided Overall 26 Resources On Diverse Project Assignments With COMAG Since 1998 Including Oracle Applications Functional Resources (Order Management/Inventory/Material Resource Planning/Human Resources/Financials - AP, AR, GL/ Applications Object Library/Human Resources). GIS Also Staffed Positions Including Oracle Technical Resources/Techno-Functional Resources, Oracle Application DBA's, Data Warehousing (Informatica/Cognos) Developers.

REFERENCE # 6	
STAFFING CATEGORY	Mainframe Programming
COMPANY BACKGROUND	TechnoSoft Corporation Is A Business Application And Business Process Outsourcing (BPO) Services Company. Headquartered In Michigan, USA, TechnoSoft Has Approximately 500 Employees In The U.S., Including Corporate Headquarters And At Client Sites In Many States. In Addition, More Than 500 TechnoSoft Staff Members Are Employed In India.
NAME	Anjali Mohan
TITLE	Resourcing Manager
COMPANY	TechnoSoft Corporation
ADDRESS	28411 Northwestern Highway, Suite 640, Southfield, MI 48034, USA
PHONE NUMBER	248-603-2613
EMAIL	Anjali.Mohan@TechnoSoftCorp.Com
DURATION OF CONTRACT	Ongoing Contract
START DATE OF SERVICE	06/2006
REVENUES BILLED	\$ 1.2 Million (Total)
TOTAL NUMBER OF CONSULTANTS PROVIDED	GIS Has Provided TechnoSoft With 7-8 Resources For End Client Deloitte Consulting Throughout The Country. We Have Staffed 6 Cognos Developers; 1 PeopleSoft Developer; 1 Senior Java Programmer; And 1 IBM Mainframe Consultant.

REFERENCE # 7	
STAFFING CATEGORY	LAN/WAN Support, IT Support Staff/Operations
SCOPE OF WORK	Sigma Systems Is A IT Services Company Based Out Of Boston, Massachusetts. Sigma Systems Offers Custom IT Solutions; Resource Management; Technology Partnerships; Software Development; And Project Consulting Services To Its Clients Globally.
NAME	Mohan Nannapaneni
TITLE	CEO
COMPANY	Sigma Systems
ADDRESS	201 Boston Post Road West, Suite: 201, Marlborough, MA 01752
PHONE NUMBER	(508) 357-6300
EMAIL	Mohan@SigmaInc.Com
DURATION OF CONTRACT	Ongoing Contract
START DATE OF SERVICE	05/2007
REVENUES BILLED	\$ 0.6 Million (Total)
TOTAL NUMBER OF CONSULTANTS PROVIDED	GIS Has Provided Sigma Systems A Total Of 3 Resources Including A LAN/WAN Support Specialist, LAN Administrator, Computer Operator.

REFERENCE # 8	
STAFFING CATEGORY	Electronic Commerce/EDI
SCOPE OF WORK	Austin Water Utility's Mission Is To Provide Safe, Reliable And High Quality Water Services To Our Customers. It Is A Local Utility Organization In Austin Texas.
NAME	Sunil Karia



TITLE	Project Manager
COMPANY	Austin Water Utility
ADDRESS	625 East 10 th Street, Austin TX 77301
PHONE NUMBER	419-297-2954
EMAIL	Sunil.Karia@CI.Austin.TX.Us
DURATION OF CONTRACT	Ongoing Contract
START DATE OF SERVICE	05/2007
REVENUES BILLED	\$ 0.4 Million (Total)
TOTAL NUMBER OF CONSULTANTS PROVIDED	GIS Has Provided The Austin Water Utility With 3 Resources Since 2007 Including Cognos Architect, Cognos/BI Developer, And Senior Java Developer.

REFERENCE # 9	
STAFFING CATEGORY	PC Programming
SCOPE OF WORK	1800-Mattress Was Founded In 1976 As Dial-A-Mattress. More Than 30 Years Later, 1800-Mattress Now Has Served Over 2 Million Customers From Coast To Coast. The Company Is Headquartered In Long Island, New York.
NAME	Jay Shah
TITLE	Project Manager
COMPANY	1800-Mattress
ADDRESS	31-10 48th Avenue, Long Island City, NY 11101
PHONE NUMBER	718-472-1200 x5496
EMAIL	JShah@Mattress.Com
DURATION OF CONTRACT	Ongoing Contract
START DATE OF SERVICE	06/2004
REVENUES BILLED	\$ 0.8 Million (Total)
TOTAL NUMBER OF CONSULTANTS PROVIDED	GIS Has Provided 1800-Mattress With 4-5 Resources On Their Existing ERP Implementation (Oracle Applications). We Staffed Positions Including: Oracle Applications Function HR/Payroll, Compensation; Oracle Applications Technical; Oracle Applications DBA; Financials Techno-Functional; & Security Consultant.

REFERENCE # 10	
STAFFING CATEGORY	Computer Systems/Network Security, Middleware Integration
SCOPE OF WORK	Sigma Systems Is An IT Services Company Based Out Of Boston, Massachusetts. Sigma Systems Offers Custom IT Solutions; Resource Management; Technology Partnerships; Software Development; And Project Consulting Services To Its Clients Globally.
NAME	Mohan Nannapaneni
TITLE	CEO
COMPANY	Sigma Systems
ADDRESS	201 Boston Post Road West, Suite: 201, Marlborough, MA 01752
PHONE NUMBER	(508) 357-6300
EMAIL	Mohan@SigmaInc.Com
DURATION OF CONTRACT	05/2009
START DATE OF SERVICE	08/2008
REVENUES BILLED	\$ 0.2 Million (Total)
TOTAL NUMBER OF CONSULTANTS PROVIDED	GIS Has Provided Sigma Systems Two (2) Resources Including A Network Security Administrator, & TIBCO Developer.



SECTION III - QUALIFICATIONS AND EXPERIENCE - PROJECTS

DATAWAREHOUSE DEVELOPMENT & IMPLEMENTATION

At GIS, we have the experience, knowledge, skills and people to effectively guide you through your Business Intelligence deployment by providing services for Strategy Definition; Project Planning; Technology Selection; Technology Implementation; End User Training & Mentoring. Our consultants have been involved in dozens of Data Warehousing and Business Intelligence projects ranging from Project Planning, Organization and Management to Designing and Implementing DW and BI Architecture.

Core Competencies

Data Architecture Development & Data Modeling/Dimensional Modeling. Data Cleansing & Conversion. Extraction, Transformation, and Load (ETL) & the creation of Data Transformation Layers.
Implementation of Business Intelligence Tool Suites such as Cognos, Business Objects, Microstrategy, Hyperion & Others.
Development of Data Querying, Reporting, and Analysis Tools, including Executive Information Systems / Dashboards.
Database Implementation & Administration (DBA) for Data Warehouses & Data Marts (Residing On Industry-Leading Platforms Such As Oracle, DB2, Teradata, SQL Server, Sybase, And Informix).

Consulting Capabilities In BI/DW

<p>Data Modeling Tools - ERWIN, PowerSoft Warehouse Architect, and DProflinxgner/2000.</p> <p>Business Intelligence Tools - MicroStrategy, Brio, Business Objects, Cognos, Hyperion, Informix MetaCube, WebFocus, Hummingbird BI</p> <p>Extraction Transformation & Loading (ETL) Tools - Informatica, Datastage, DataJunction, DataMirror, SAS Warehouse Administrator.</p> <p>Databases - Oracle, MS SQL Server, Sybase, DB2, Informix, UDB, Teradata.</p> <p>Data Mining Tools - SAS Miner, Intelligent Miner, Darwin</p>



REFERENCES

Reference # 1			
Project Name	Customer	Contact Person	Phone Number
NCLB Project	Detroit Public Schools (DPS)	Raja Koneru - Project Manager	313-873-3266
Email Address	Start Date	Finish Date	Project Dollar Value
Raja.Koneru@DetroitK12.Org	August 2008	September 2009	\$ 223,000.00
<p>We staffed Detroit Public Schools with 2 resources, Cognos Developer & a Cognos Administrator on a Data warehousing project. The scope of this project was to support NCLB (No Child Left Behind) Act reporting requirements, using current Data Warehouse environment. The project involved designing of Functional Requirement Specifications for report development, defining relationships between different database tables and building models using Framework Manager. On the project, our team delivered successfully. Tasks included Data Warehousing, Schema Modeling, Database Architecture/Modeling, Migration, Application Development, Testing and Production Support. The environment included the following technologies: Cognos Suite (Impromptu, IWR, Upfront, Access Manger, PowerPrompt) Cognos ReportNet, Framework Manger, Query studio, PowerPlay, PowerPlay Transformer, Informatica 5.1, and Oracle 9i/8i database.</p>			

Reference # 2			
Project Name	Customer	Contact Person	Phone Number
Business Intelligence Pilot Project	Austin Water Utility (Municipal Agency)	Sunil Karia	419-297-2954
Email Address	Start Date	Finish Date	Project Dollar Value
Sunil.Karia@CI.Austin.TX.Us	May 2007	January 2009	\$ 445,000.00
<p>The team comprised of 4 people in a Senior Cognos Developer, Data Analyst, Business Analyst and Change Management Executive role. The purpose of the project was to introduce the client to Data Warehousing, Business Intelligence and the power of the Cognos tool. Project tasks included creating a Data Warehouse which combined 39 different database systems that were unable to talk to each other and provide one central Data Mart to report from. Once the Data Mart was complete the next phase was metadata development and cube development which were used in reporting and creating dashboards that showed a high level picture of the overall health of the organization. A BI Roadmap document was also provided to the client that covers all aspects of the implementation and maintenance of the project for the future needs of the client.</p>			

Reference #3			
Project Name	Customer	Contact Person	Phone Number
F@ST (Financials At The Speed Of Thought)	Ford Motor Company	Venkat Aekka - Project Manager - IT Systems	313-390-5805
Email Address	Start Date	Finish Date	Project Dollar Value
VAekka@Ford.Com	January 2005	September 2005	\$ 366,000.00
<p>GIS staffed a team of 3 resources including a Project Manager, Technical/Business Systems Analyst, DW Developer on a Data warehousing Configuration and Release Management project, named F@ST. F@ST (Financials at the speed of thought) was a data warehousing implementation and was used to calculate the actual cost of all the vehicles and all other associated expenses. It provided reports for different types of financial needs and also provided reports to U.S Customs for international products. Our team successfully delivered on tasks including managing configurations, controlling releases, designing and implementing security controls. Working with different types of audiences (DBA's, DA, Managers, Development Teams, Off-Shore Development Teams, Customers, Testing Teams), our team managed 80 different environments at a time working with large size teams and huge internal data. The team helped in overall project planning, module modeling and assisting other business customers and analysts on deliverables. They coordinated with offshore teams to educate them of business processes and rules of the modules. Following SDM standards, Zachmen Frame works, Consumer driven 6-Sigma process, and working in a larger team environment the team was successful in delivering project objectives.</p>			



PROJECT MANAGEMENT

We at GIS believe that superior project management is the key to consistently achieving project objectives. Our Project Management services provide support for all of the Project Management disciplines addressed in the PMI (Project Management Institute) knowledge areas such as Scope Management, Communication Management, Value Management, Human Resource Management, Issue Management, Risk Management, Performance Management, Quality Management, Financial Management and Procurement Management.

Project Management Approach - GIS utilizes a client-centric approach to project management. Consequently, our technical services and project management approach are specifically designed around the requirements and needs of an individual client. We work with our clients to ensure that we understand their business needs and goals before a solution and project approach is prescribed. This is achieved through open communication with the client and being flexible as client requirements change. This provides a foundation to incorporate the skills, competencies, goals, and management practices of a client's organization into the overall project approach. While our consulting projects are governed by internal and industry standards, we pride ourselves in our ability to customize our approach and be responsive to the needs of our clients. We also recognize that client involvement is a key ingredient in a project's long term success - especially around the delivery of technical services. It is critical that the client fully understands all aspects of the project. The most effective way to achieve this is to help ensure that the entire team of client users, together with our technical staff is involved throughout the entire life cycle of the project. Our project team works with our clients to further enhance a mentoring and knowledge transfer process.

Process - We believe that one of the key elements of any successful project is the application of a proven project management approach and methodology. An effective project management process requires good project planning and organization. The objective of the planning and organization process is to translate project goals into detailed work activities which, when combined with time constraints and personnel and equipment resources, will produce the defined end products in the most cost effective manner. To successfully manage the project, GIS utilizes a proven project management methodology (discussed in detail in later parts of this document) that has been used successfully on projects of similar size. Our project approach will utilize project management tools and a highly experienced management team, and address traditional management issues prior to project start-up.

GIS' approach to Project Management is therefore in short, to blend people, processes, and information to produce dependable and expected outcomes. Our approach is to keep all processes simple, support both large and small projects and comply with industry standards. Our repeatable approaches help our project managers consistently and effectively control projects and in turn meet customer requirements. It also helps us, as we serve you, cut rework, increase efficiency, better control costs, raise success levels, and satisfy your requirements more easily. With our Project Management approach, you will be able to realize the following advantages: Better decisions about objectives because of improved teamwork; More effective and earlier planning; Better communication of statuses, issues, and decisions; More flexible responses to ongoing change; Higher product quality from using proven and defined processes; More efficient use of resources; Greater awareness, before project start, of required effort, time, and costs; More stable progress through risk management.

Project Management Methodology - Our Project Management methodology is based on Software Engineering Institute (SEI) Capability Maturity Model Integration (CMMI) practices and Project Management Institute (PMI) fundamentals. This methodology incorporates proven techniques adopted from the Project Management Institute as well as our own "best practices" developed through years of experience providing technical services. Throughout our many years of integrated systems development and management, we have learned many things about what works and doesn't work in large-scale system integration. These lessons learned from major private sector client projects have been compiled into an extensive list of Best Practices that are shared across GIS. We use Best Practices because they have been proven over and over in both public and private sector projects to be the right way in successfully managing a project. We think of our methodology as a guide or roadmap, helping us to plan and execute projects from conceptual thinking to implementation of solutions. GIS's Project Management methodology offers practical tips, provides proven techniques, and suggests work products to help project managers make decisions to successfully complete a project. Our methodology prescribes a defined, systematic method to plan, direct, monitor, adjust, and control a series of interrelated project activities. This process enables the project manager to achieve a defined objective while managing budget, time, resource, and technology constraints.



REFERENCES

Reference # 1			
Project Name	Customer	Contact Person	Phone Number
Oracle Release 10.7 SC Implementation	COMAG Marketing Group - A Hearst Conde Nast LLC Company	Jayadev Deva - Group Leader - ERP	704-348-8741
Email Address	Start Date	Finish Date	Project Dollar Value
JDevaKhaktuni@I-Cmg.Com	May 2005	October 2006	\$ 1.8 Million
<p>GIS completed a full scale implementation of Oracle Financials and Manufacturing including General Ledger, Accounts Receivables, Order Entry, Bill of Materials, and Material Requirements Planning in Applications 10.7/11. This required a challenging mix of use of the base functionality with a number of custom modules to manage the unique aspect of the client's magazine distribution business. GIS's project team led by a Project Manager and 21 Functional and Technical resources and involving over 6000 hours of project work successfully completed and unit tested. The team delivered on major project areas including: Project Scope Feasibility Study, As-Is, To-Be and Fit-Gap Analysis, Project Planning and Management, Programming & Configuration Customization and Enhancements; Interface development & Conversions, Database Administration, and Technical & Business Support. GIS was thus able to efficiently manage development and support teams to ensure successful project implementation, efficient production systems support, and maintenance to end users satisfaction.</p>			

Reference # 2			
Project Name	Customer	Contact Person	Phone Number
PVCS/ ChangeMan Tool Portfolio Manager	Ford Motor Company	Venkat Aekka - Project Manager - IT Systems	313-390-5805
Email Address	Start Date	Finish Date	Project Dollar Value
VAekka@Ford.Com	December 2004	May 2006	\$ 675,000.00
<p>GIS provided a three-person project team, lead by a Project Manager on a software configuration management project for Ford in North America, Europe South America and Asia Pacific. Tasks included managing project work, vendor management, offshore management, resolving incidents, system monitoring, security controls, upgrades (software upgrades) and administration. GIS's project team performed a current system assessment, developed a detailed system design, engaged in code development (with prototyping), and performed system and user acceptance testing. On another project assignment, GIS also provided Project Management services for managing certain applications for Ford's Business & Services Organization. Our project team was responsible for planning, coordinating, and managing projects and internal cross functional teams from requirements management to deployment. Our team also actively participated in a cross-functional team to conduct extensive process improvement studies, which identified potential improvements. They utilized SDLC methodology to develop solutions for identified areas of improvement and deployed systems solution.</p>			

Reference # 3			
Project Name	Customer	Contact Person	Phone Number
Dealer Network	Chrysler Motors	Rahul Shah - Project Manager	248-944-6160
Email Address	Start Date	Finish Date	Project Dollar Value
RS1366@Chrysler.Com	10/2007	9/2008	\$ 216,000.00
<p>GIS had 2 resources working with Chrysler in a Business Analyst/Programmer Analyst role. They planned, developed and tested a new Dealer Network web-based application that all dealers currently use. They supported the migration from the old, UNIX-based system to the new web-based one and were instrumental in organizing, preparing, and deliver training for information systems to user personnel, both external and internal. They were also responsible for providing professional end-user support, both hardware and software, via telephone, email, or desk side to Chrysler dealerships in US and Canada.</p>			



ERP IMPLEMENTATION SERVICES

PeopleSoft/Oracle Applications (Fusion) - At GIS, we're 100 percent focused on delivering fast, cost-effective access to the world's leading Oracle project specialists. Combining intimate knowledge of the Oracle technology stack with an in-depth understanding of how to effectively staff Oracle projects, we excel at interpreting requirements, locating human capital, and then deploying the right resources for virtually any Oracle project. We also provide access to the most experienced, highly sought-after PeopleSoft professionals to meet your staffing requirements and to assist you in successfully accomplishing your goals. Whatever your staffing needs may be, from Technical Report Writers to Senior Level Functional Subject Matter Experts or from implementations and upgrades to interim staffing, we have the resources to help ensure your organization's success. Core Competencies include:

- Strategic, Project Management, and tactical functional expertise to support Oracle E-Business Suite implementations and upgrades with specialists from every area of the Oracle Application Suite: Oracle Financials and Oracle Project Suite, Oracle Human Capital Management, Oracle Manufacturing, Logistics, SCM, and CRM.
- Technical Strategy, Architecture, Design, Development, and Testing Expertise in RICEW (Reports, Interfaces, Conversions, Extensions, and Workflow) components utilizing Oracle Developer and/or Oracle OA Framework Development.
- Disaster Recovery and Continuity Planning, E-Business Database Administration, Tuning, and Security, Production Support of Current and Legacy Environment and Post-Implementation Support.

Oracle Applications Expertise Matrix

Projects, Manufacturing, Operations & Logistics - Discrete Manufacturing, Process Manufacturing, Advanced Supply Chain Planning, Inventory Management, Project Costing, Project Collaboration, & Project Management.
Human Resource/Financials - Human Resource, Benefits Administration, Payroll, Self Service HR, Compensation, Account Payables, Account Receivables, General Ledger, Fixed Assets, Cash Management, Grant Management, & Budget.
Application Solutions/Technology - Oracle EPM, Business Intelligence, Oracle Service Oriented Architecture, & Oracle Identity Management.
Procurement - Purchasing, iProcurement, Sourcing, Procurement Contracts, iSupplier Portal, Services Procurement, Procurement & Spend Analytics.

SAP R/3 - SAP continues to command a large percentage of the ERP market, with the promise of improved business efficiencies. Whether you are talking about one resource or an entire team, GIS has a proven record of accomplishment of providing the best SAP talent to help meet your project demands. We can provide consultants with hands-on, multiple implementation experience to properly configure SAP modules to fit your business requirements. Competency includes:

- SAP Configurators and Business Analysts with hands-on experience in FI, CO, MM, PP, SD, BW, PS, PM, QM and HR. Our functional consultants cover all aspects of implementing SAP R/3 within an enterprise. This includes Project Planning, Resource Requirement Planning, Business Process Analysis, SAP R/3 Configuration, System Testing, Training, Business Process Documentation, and Implementation Support.
- SAP Technical Consultants with experience in ABAP (Advanced Business Application Programming), Interfaces (BAPI, BADI, ALE, Etc.) and Tools (ALV & SAPScript). Our Consultants possess experience in Upgrades from 3.X To 4.X, Forms, Reports, Interactive Reports, Scripts, ALE, IDOC's, ESS and ITS.
- SAP Project Managers with extensive full lifecycle SAP R/3 implementation experiences across several Industry verticals such as Financial Services, Public and Other Government Sectors. Our Project Managers have worked on multiple Programming and Implementations, Upgrades, Business Process Reengineering Tasks, Post Implementation, Training and Change Management related tasks.
- SAP Basis Personnel specializing in R/3 Basis, including Client/Server Architecture and Configuration, Relational Database Management System (RDBMS), Graphical User Interface (GUI), Development Environment for R/3 Applications, Data Dictionary, Basis Security, User and System Administration/Monitoring Tools.



REFERENCES

Reference # 1			
Project Name	Customer	Contact Person	Phone Number
Oracle Release 10.7 SC Implementation	COMAG Marketing Group - A Hearst Conde Nast LLC Company	Jayadev Deva - Group Leader - ERP	704-348-8741
Email Address	Start Date	Finish Date	Project Dollar Value
JDevaKhaktuni@I-Cmg.Com	May 2005	October 2006	\$ 1.8 Million
<p>GIS completed a full scale implementation of Oracle Financials and Manufacturing including General Ledger, Accounts Receivables, Order Entry, Bill of Materials, and Material Requirements Planning in Applications 10.7/11. This required a challenging mix of use of the base functionality with a number of custom modules to manage the unique aspect of the client's magazine distribution business. GIS's project team led by a Project Manager and 21 Functional and Technical resources and involving over 6000 hours of project work successfully completed and unit tested. The team delivered on major project areas including: Project Scope Feasibility Study, As-Is, To-Be and Fit-Gap Analysis, Project Planning and Management, Programming, Configuration Customization and Enhancements; Interface development & Conversions, Database Administration, and Technical & Business Support. GIS was thus able to efficiently manage development and support teams to ensure successful project implementation, efficient production systems support, and maintenance to end users satisfaction.</p>			

Reference # 2			
Project Name	Customer	Contact Person	Phone Number
Oracle Applications Implementation	1800-Mattress	Jay Shah - Project Manager	718-472-1200 x5496
Email Address	Start Date	Finish Date	Project Dollar Value
JShah@Mattress.Com	06/2006	04/2007	\$ 431,000.00
<p>GIS staffed 1800-Mattress with 3-4 Resources on their Oracle Applications project. We staffed a team of resources including: Oracle Applications Function HR/Payroll, Compensation; Oracle Applications Technical; Oracle Applications DBA; and Oracle Financials Techno-Functional. The company implemented Financials in 2006 and in 2007 decided to go forward with Oracle HRMS 11i including the Core HR, Self-Service, Compensation, Workflow and Advanced Benefits modules. The team was responsible for project scoping and requirements analysis, legacy data mapping and conversion, as well as internal and 3rd party interface design and scripting, including ADP Payforce and Kronos. The team also performed workflow customizations to GL batch validation, journal approval process, order approval process, invoice approval. We also performed application database administration activities.</p>			

Reference # 3			
Project Name	Customer	Contact Person	Phone Number
Rate Setting System	State of New York - OCFS	Rajesh Katukojwala - Project Lead	309-525-2817
Email Address	Start Date	Finish Date	Project Dollar Value
Rajesh.Katukojwala@OCFS.State.Ny.Us	07/2005	11/2009	\$ 323,000.00 /Year
<p>GIS staffed the State of New York with a 3 person project team working for the Office of Children and Family Services. These are VB.Net, ASP.Net, VB Script, Cognos and Java Script resources. Our team worked on a Rate Setting System application where they defined the application's technical Web and Database Standards and were involved in Business Process Reengineering (BPR) tasks. The NYS Financial Rate Setting System collects and audits financial data and generates and distributes Maximum State Aid Rates (MSAR). The team developed prototype, designed and developed N-Tier internet .net based SOA application with WSE 2.0 Security Features. The team also created Quality Assurance Methodology including Testing Strategies and a Test Plan. They developed strategies for implementation and deliverables; Designed and developed a Data Warehouse for Ad- Hoc and Transactional Reports.</p>			



ELECTRONIC COMMERCE - WEB BASED DEVELOPMENT

GIS's experienced Programmer Analysts/Systems Analysts have worked on Internet/Intranet web based projects from its conceptualization through and beyond its completion and implementation and have managed the project engagement to ensure that the project remains on its intended course and within budget. All of our Consultants can service the full System Development Life Cycle (SDLC) of a project from Project Management, Requirements Definition, System Design, Program Design, Coding and Testing, to Implementation, Documentation and Training.

➤ On The Microsoft Side, Our Staff Has Worked On Development Platforms Including Visual Studio 2005, Visual Studio .NET 2003, Visual Basic, VB.NET, C#, Visual C++, ASP, ASP.NET, Crystal Reports. Most Of Our Staff Has Hands On Experience Working On Middleware And Databases Including COM, COM+, DCOM, CORBA, SOAP, SQL Server 2000, SQL Server 2005, Oracle 8i/9i/10g.

➤ Our Consultants Are Microsoft Certified Professionals, Continually Trained In Best Practices And Our Resources Have Over 4-8 Years Of Experience In Application Development Using Various Microsoft Development Frameworks Such As (C#, ASP .NET, And VB .NET). Our Staff Carries Certifications From Microsoft, Java, Sun Systems, IBM, And The Project Management Institute, To Ensure That Our Development And Engineering Deliverables Meet Quality Test Standards.

➤ On The Java/J2EE Side, Our Consultants Have Experience In Designing, Developing And Implementing Various Applications Using Java/J2EE Technologies. These Resources Have Worked On JSP, Servlets, HTML, HTTP, XML, JDBC, JNDI, EJB, CORBA, RMI, And JDBC. Most Of GIS's Resources Average More Than 7-10 Years Of Business Experience With 5-7 Years Of Application Experience In Java/J2EE Technologies.

WEB & DATABASE DEVELOPMENT SKILL MATRIX

Web Operating Technologies - Windows 3x, Windows 9x, Windows NT 3.51, 4.0, Windows 3E, Windows2000, Windows XP, Linux, OS/400 , IBM OS/2 , HP-UX , AIX , Sun Solaris

Microsoft Web Programming Systems & Tools - MS VisualStudio.NET, MS VisualC++4.x, 5.x, 6.0, Boroland C++ Builder, IBM VisualAge C++, MVisualJ++1.0, 6.0, MS Visual InterDev1.0, 6.0, MS Visual Basic, MS Visual Basic for Applications - UNIX, Red Hat

Java Web Programming Systems & Tools - Eclipse, Visual Age for Java, BroadVision, Visual Café, WebSphere, Web Logic, Java, J2EE, EJB, JSP, Rational Developer, Swing, Struts, Spring.

Web Application Database Design & Development - Oracle 7.x, 8.x, 9.x, Sybase, IBM DB2 2.x, 5.x, Informix, MS SQL Server 6.5, 7.0, 2000, 2005, MS Access 95/97/2000, MySQL

Tools Used In Web Programming Application Development - HTML 3.2/4.0, MS .NET Framework SDK, Assembler, Cold Fusion, Delphi, C / C++, Visual Basic, Java/Java Script, DHTML, PERL, ASP, ASP.NET, PHP, XML, CGI, Flash



REFERENCES

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Project Name	Customer	Contact Person	Phone Number
Rate Setting System	State of New York - OCFS	Rajesh Katukojwala - Project Lead	309-525-2817
Email Address	Start Date	Finish Date	Project Dollar Value
Rajesh.Katukojwala@OCFS.State.Ny.Us	07/2005	11/2009	\$ 323,000.00 /Year
<p>GIS staffed the State of New York with a 3 person project team working for the Office of Children and Family Services. These are VB.Net, ASP.Net, VB Script, Cognos and Java Script resources. Our team worked on a Rate Setting System application where they defined the application's technical Web and Database Standards and were involved in Business Process Reengineering (BPR) tasks. The NYS Financial Rate Setting System collects and audits financial data and generates and distributes Maximum State Aid Rates (MSAR). The team developed prototype, designed and developed N-Tier internet .net based SOA application with WSE 2.0 Security Features. The team also created Quality Assurance Methodology including Testing Strategies and a Test Plan. They developed strategies for implementation and deliverables; Designed and developed a Data Warehouse for Ad- Hoc and Transactional Reports.</p>			

Reference # 2			
Project Name	Customer	Contact Person	Phone Number
HealthNet	IBM	Udaya Chapalamadugu - Project Lead	248 760 0290
Email Address	Start Date	Finish Date	Project Dollar Value
Uchupal@Us.Ibm.Com	11/2007	12/2008	252,000.00
<p>GIS's staffed a 2 resource Business Analyst team for IBM. They performed analysis, solution design, and user experience design in a waterfall development environment for a Web-based, SaaS application. The application was developed to provide healthcare delivery organizations, such as hospital systems, with vendor management system tools to manage their clinical and non-clinical supplemental staffing with external agencies and internal float pools. The application technology included three-tier application architecture created in .Net with a SQL Server database running on the Windows platform. Our team led scope definition analysis for a new application product that leveraged Web 2.0 social networking capabilities for the healthcare staffing industry. They led requirements analysis for large enhancements to the existing application and collaborated with the heads of Product Development, customer-facing business SMEs, and customer stakeholders to identify business needs and priorities. They observed and interviewed users during onsite visits to understand user tasks and goals and modeled business domain entities and data elements to inform improvements to the UI and UX design.</p>			

Reference # 3			
Project Name	Customer	Contact Person	Phone Number
Dealer Network	Chrysler Motors	Rahul Shah - Project Manager	248-944-6160
Email Address	Start Date	Finish Date	Project Dollar Value
Rs1366@Chrysler.Com	10/2007	9/2008	\$ 216,000.00
<p>GIS had 2 resources working with Chrysler Motors in a Business Analyst/Programmer Analyst role. They planned, developed and tested a new Dealer Network web-based application that all dealers currently use. They supported the migration from the old, UNIX-based system to the new web-based one and were instrumental in organizing, preparing, and deliver training for information systems to user personnel, both external and internal. They were also responsible for providing professional end-user support, both hardware and software, via telephone, email, or desk side to Chrysler dealerships in US and Canada.</p>			



MICROSOFT SPECIALISTS

GIS is a Microsoft Certified Partner. GIS's experienced Programmer Analysts/Systems Analysts have worked on Internet/Intranet web based projects from its conceptualization through and beyond its completion and implementation and have managed the project engagement to ensure that the project remains on its intended course and within budget. All of our Consultants can service the full System Development Life Cycle (SDLC) of a project from Project Management, Requirements Definition, System Design, Program Design, Coding and Testing, to Implementation, Documentation and Training.

➤ On The Microsoft Side, Our Staff Has Worked On Development Platforms Including Visual Studio 2005, Visual Studio .NET 2003, Visual Basic, VB.NET, C#, Visual C++, ASP, ASP.NET, Crystal Reports. Most Of Our Staff Has Hands On Experience Working On Middleware And Databases Including COM, COM+, DCOM, CORBA, SOAP, SQL Server 2000, SQL Server 2005, Oracle 8i/9i/10g.

➤ Our Consultants Are Microsoft Certified Professionals, Continually Trained In Best Practices And Our Resources Have Over 4-8 Years Of Experience In Application Development Using Various Microsoft Development Frameworks Such As (C#, ASP .NET, And VB .NET). Our Staff Carries Certifications From Microsoft, Java, Sun Systems, IBM, And The Project Management Institute, To Ensure That Our Development And Engineering Deliverables Meet Quality Test Standards.

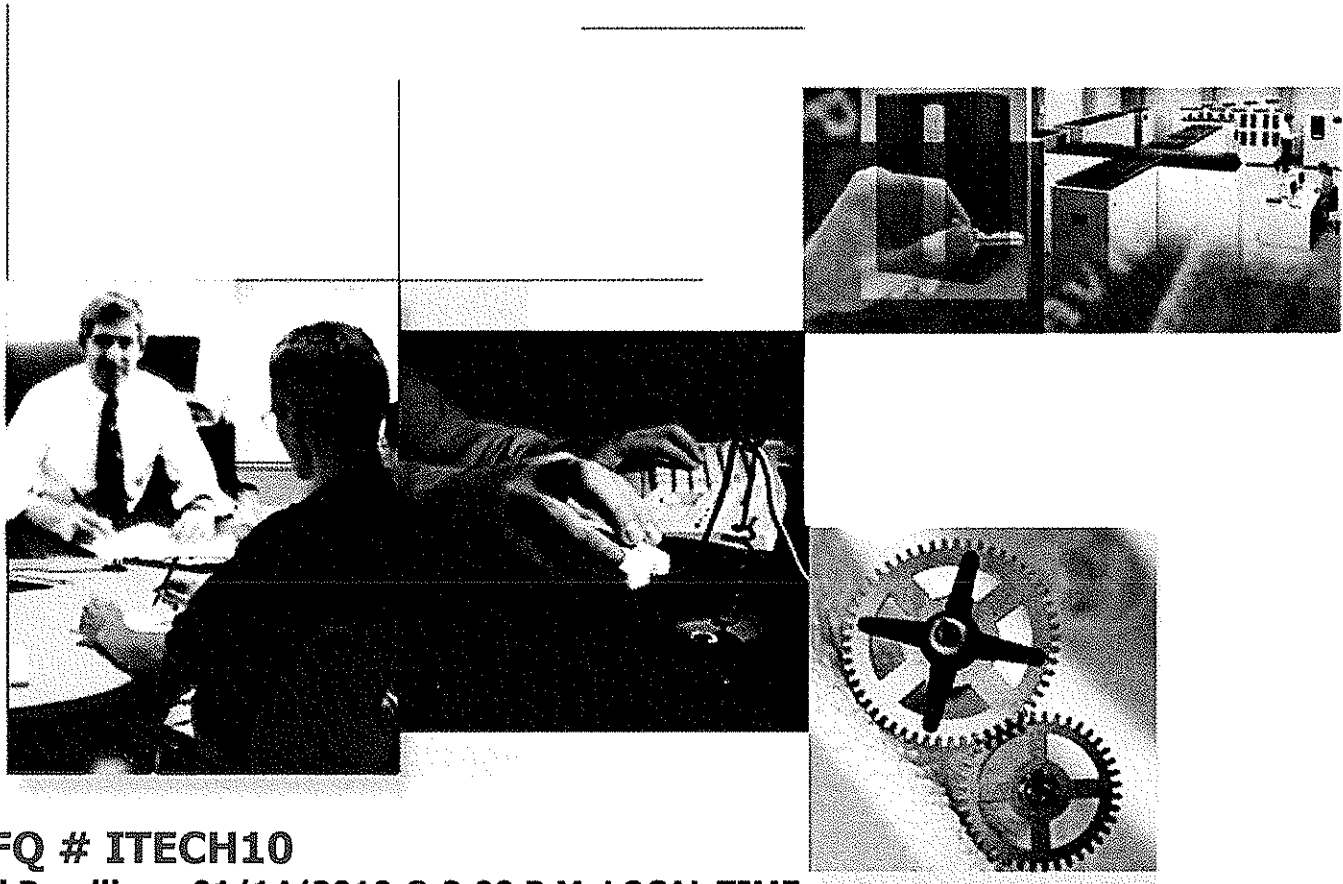


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Rajesh.Katukojwala@OCFS.State.Ny.Us	07/2005	11/2009	\$ 323,000.00 /Year
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Reference # 2			
Project Name	Customer	Contact Person	Phone Number
EDS Internal Projects	EDS - An HP Company	Shailesh Patel - Global Operations Manager	586-492-3565
Email Address	Start Date	Finish Date	Project Dollar Value
Shailesh.Patel@Eds.Com	05/2005	Ongoing	\$ 112,000.00 /Year
<p>Staffed Consulting Resources For Projects Which EDS Executes For Its Clients Locally & Nationwide. Typically These Projects Involve Application Development, Application Management, System Integration, Systems Maintenance & Support, & Systems Administration & Engineering. In The Current Scope We Have Provided Resources In VB, ASP.Net, Java/J2EE Technologies (Java/J2EE/EJB/Servlets); Oracle Database Technologies; Systems Administration & Support; Systems Engineering; Business Analysis.</p>			

Reference # 3			
Project Name	Customer	Contact Person	Phone Number
HealthNet	IBM	Udaya Chapalamadugu - Project Lead	248 760 0290
Email Address	Start Date	Finish Date	Project Dollar Value
Uchapal@Us.Ibm.Com	11/2007	12/2008	252,000.00
<p>GIS's staffed a 2 resource Business Analyst team for IBM. They performed analysis, solution design, and user experience design in a waterfall development environment for a Web-based, SaaS application. The application was developed to provide healthcare delivery organizations, such as hospital systems, with vendor management system tools to manage their clinical and non-clinical supplemental staffing with external agencies and internal float pools. The application technology included three-tier application architecture created in .Net with a SQL Server database running on the Windows platform. Our team led scope definition analysis for a new application product that leveraged Web 2.0 social networking capabilities for the healthcare staffing industry. They led requirements analysis for large enhancements to the existing application and collaborated with the heads of Product Development, customer-facing business SMEs, and customer stakeholders to identify business needs and priorities. They observed and interviewed users during onsite visits to understand user tasks and goals and modeled business domain entities and data elements to inform improvements to the UI and UX design.</p>			



RFQ # ITECH10

Bid Deadline - 01/14/2010 @ 2:00 P.M. LOCAL TIME

TEMPORARY PROJECT AND SUPPORT CONTRACTS

PROPOSAL FORMS



**STATE OF WEST VIRGINIA
PURCHASING DIVISION**

COMPANY HEADQUARTERS

GLOBAL INFORMATION SYSTEMS

**29777 Telegraph Road, Suite 2450 - Southfield
Michigan 48034**

PHONE: (248) 223-9800

FACSIMILE: (248) 945-5942

WEB: WWW.GISSITE.COM

EXHIBIT 10

REQUISITION NO ITECH01

ADDENDUM ACKNOWLEDGEMENT

I HEREBY ACKNOWLEDGE RECEIPT OF THE FOLLOWING CHECKED ADDENDUM(S) AND HAVE MADE THE NECESSARY REVISIONS TO MY PROPOSAL, PLAND AND/OR SPECIFICATIONS, ETC.

ADDENDUM NO.S:

NO 1 - 12/21/2009

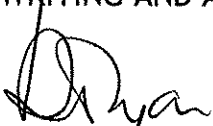
NO 2

NO 3

NO 4

NO 5

I UNDERSTAND THAT FAILURE TO CONFIRM THE RECEIPT IF THE ADDENDUM(S) MAY CAUSE FOR REJECTION OF BIDS. VENDOR MUST CLEARLY UNDERSTAND 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.



SIGNATURE

**GLOBAL INFORMATION SYSTEMS
COMPANY**

**01/10/2010
DATE**

STATE OF WEST VIRGINIA
Purchasing Division

PURCHASING AFFIDAVIT

VENDOR OWING A DEBT TO THE STATE:

West Virginia Code §5A-3-10a provides that: 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 the debt owed is an amount greater than one thousand dollars in the aggregate.

PUBLIC IMPROVEMENT CONTRACTS & DRUG-FREE WORKPLACE ACT:

If this is a solicitation for a public improvement construction contract, the vendor, by its signature below, affirms that it has a written plan for a drug-free workplace policy in compliance with Article 1D, Chapter 21 of the *West Virginia Code*. The vendor **must** make said affirmation with its bid submission. Further, public improvement construction contract may not be awarded to a vendor who does not have a written plan for a drug-free workplace policy in compliance with Article 1D, Chapter 21 of the *West Virginia Code* and who has not submitted that plan to the appropriate contracting authority in timely fashion. For a vendor who is a subcontractor, compliance with Section 5, Article 1D, Chapter 21 of the *West Virginia Code* may take place before their work on the public improvement is begun.

ANTITRUST:

In submitting a bid to any agency for the state of West Virginia, the bidder offers and agrees that if the bid is accepted the bidder will convey, sell, assign or transfer to the state of West Virginia all rights, title and interest in and to all causes of action it may now or hereafter acquire under the antitrust laws of the United States and the state of West Virginia for price fixing and/or unreasonable restraints of trade relating to the particular commodities or services purchased or acquired by the state of West Virginia. Such assignment shall be made and become effective at the time the purchasing agency tenders the initial payment to the bidder.

I certify that this bid is made without prior understanding, agreement, or connection with any corporation, firm, limited liability company, partnership or person or entity submitting a bid for the same materials, supplies, equipment or services and is in all respects fair and without collusion or fraud. I further certify that I am authorized to sign the certification on behalf of the bidder or this bid.

LICENSING:

Vendors must be licensed and in good standing in accordance with any and all state and local laws and requirements by any state or local agency of West Virginia, including, but not limited to, the West Virginia Secretary of State's Office, the West Virginia Tax Department, West Virginia Insurance Commission, or any other state agencies or political subdivision. Furthermore, the vendor must provide all necessary releases to obtain information to enable the Director or spending unit to verify that the vendor is licensed and in good standing with the above entities.

CONFIDENTIALITY:

The vendor agrees that he or she will not disclose to anyone, directly or indirectly, any such personally identifiable information or other confidential information gained from the agency, unless the individual who is the subject of the information consents to the disclosure in writing or the disclosure is made pursuant to the agency's policies, procedures and rules. Vendor further agrees to comply with the Confidentiality Policies and Information Security Accountability Requirements, set forth in <http://www.state.wv.us/admin/purchase/privacy/noticeConfidentiality.pdf>.

Under penalty of law for false swearing (*West Virginia Code* §61-5-3), it is hereby certified that the vendor affirms and acknowledges the information in this affidavit and is in compliance with the requirements as stated.

Vendor's Name: GLOBAL INFORMATION SYSTEMS

Authorized Signature: _____

Date: 01/10/2010