

**West Virginia Purchasing Division
On Behalf of WV Health & Human Services
and Office of Management Information
Services**

**Request for Quote
for Temporary IT Staffing for DHHR and OMIS
CRFQ #MIS2100000002**

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Clovity, Inc.

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Tab 1 – Cover Letter

September 15th, 2020

To whom it may concern:

From: Chris Medina
Chief Strategy Officer
Clovity, Inc

Dear Purchasing Director of West Virginia,

Clovity is a San Francisco bay area-based IT Staffing, software and systems integration company. Established in late 2008, Clovity has focused on new-age system development and always looks to future proof their solutions for their clients. Clovity's business practice and engagement model provides technical services for Private and Public sector industries. Clovity has IT teams in the US, and also provides offshore resources via our New Delhi Delivery Center. Clovity provides Systems Integrator (SI) as well as IT staffing professional services in architecture, digital transformation/applications, data management and data development, cloud development and cloud management, analytics development and AI or machine learning development.

Based on our understanding of scope and addendums, Clovity is submitting their official interest and response to the RFP for West Virginia. At the timing of this submission, Clovity certifies and attests that all statements are true, complete, and accurate within this document. Clovity certifies that the representative listed in this cover letter is authorized to bind the company to all commitments made in the RFP. *Clovity is a certified Minority Business Owned and Diversified and Inclusive certified company.*

Talent is in high demand. As we enter a new era of work, talent acquisition, talent recruitment, and talent retention has become a priority for every business. To handle the evolving needs of the hiring manager and facilitate a shift in focus on industry skills over more traditional gap fill roles and under-skilled leaders. Our focus is on creating talent management strategies to attract people with the skills to take their organization into the future. These teams combine many of the core competencies of human resources: talent recruiters, talent acquisition specialists, talent acquisition recruiter, hiring managers, and HR professionals. They are responsible for the entire talent management process, from sourcing, through interviewing, hiring, and onboarding successful candidate.

From executive search to recruitment process outsourcing, we integrate scientific research with our practical experience and industry-specific expertise to recruit professionals of all levels and functions for our clients. Regardless of the transformation your business or IT organization is facing from mergers and acquisitions to consolidation of legacy systems to digital transformation or upgrade to cloud solutions and new markets - we help organizations address key IT needs and identify the world-class talent needed to execute on their strategy.

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We help companies design their IT organization the structure, roles and responsibilities to seize opportunities. As importantly, we help organizations select and hire the tech talent needed to leverage today's technology like Cloud, Big Data, mobile apps, social networking, and digital practices to develop and execute strategy. We help them build dynamic teams that maximize their abilities and leverage their talents and we show them the best way to compensate, develop, and motivate their people to ensure smooth transitions and an ongoing culture of performance.

Clovity certifies that the representative listed in this cover letter is authorized to bind the company to all commitments made in the RFP. Clovity is certified Minority Business Owned and Diversified and Inclusive certified.

Clovity

Name: Chris Medina

Title: Chief Strategy Officer

Email: ChrisM@clovity.com & Sales@clovity.com

Date: 09/15/2020

Signature: *Christopher Medina*

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TAB 2 – Clovity Qualifications

2.1 Overview - Staff Augmentation & Recruiting

Clovity is interested in providing services in Recruiting and as an IT professional services company, we can source the needed IT resources at any level including Executive levels. Our profiles attract the right candidates and our team quickly matches technical acumen, pedigree, and experience to turn around a scheduled interview. Clovity can staff at entry, mid, and high-level positions. Our staffing levels generally follow these types of patterns for IT staff augmentation.

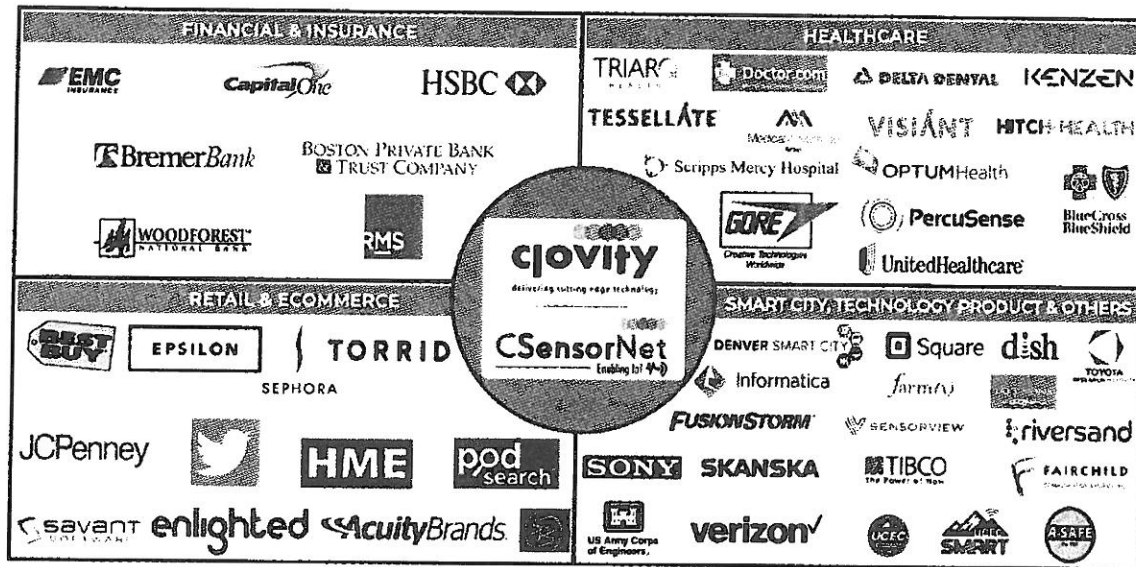
The Clovity recruiting team is experienced in staffing QA, Enterprise Application Development, Data Engineering, Data Science, Big Data, Machine Learning, Enterprise/Solution Architecture, Program/Project Managers, Cloud Engineers, DevOps, IoT, UI/UX, Back End Engineering, Infrastructure, SaaS implementation/enhancement, Business Analysis, Mobile Development, Integration, Business Analysis and a number of other niche roles.

Our teams currently support numerous major state and private organizations from a talent acquisition perspective. In the public sector, Clovity helps to staff resources for the State of California, Kansas, Minnesota, Colorado, Illinois, and Virginia. We are actively participating in over 25 staffing RFPs each month across the United States to provide technical resources spanning the gamete of needs that each state or government entity requires. Our teams are capable of handling quick deployment of entire teams from project management and developers to quality assurance resources.

Our experience in enterprise staffing covers Blue Cross Blue Shield, Informatica, Verizon, CapitalOne, Best Buy, Twitter, Square, Delta Dental, Dish Networks, Toyota Research Center, Optum, Sony, Graco, United Health Group, Cigna, and a number of mid-market clients as well. These resources are submitted either directly to managers or through talent management portals depending on what the client requires. We are very capable at working around any requirements upon submission that are required to get a candidate selected. Clovity business facing employees will quickly adapt to the preferred method of interaction between the State of West Virginia and follow that precisely as the relationship evolves. A detailed overview of our hiring methodology and unique solution approach which we apply to our IT staffing practice is outlined in next few sections. It is this approach and methodology which sets us apart from traditional staffing suppliers. Below is the snapshot of our customer portfolio.

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Clovity's operations, account management and immigration teams are highly adept at ensuring compliance and longevity of those resources that we work with. Whether they are permanent residents or individuals with work visas, Clovity will consistently ensure that resources are deployed and available as long as they are required to complete our client's projects. Through multiple checkpoints within the organization, significant check ins are done throughout the duration of technology projects and contract periods.

2.2 Our staffing philosophy – *Continuous feedback improvement will find the right candidate*

Understanding what competence looks like is no longer enough. Successfully delivering a business strategy requires an understanding of the critical attributes needed to drive the strategy forward. Our screening process starts with defining success for these pivotal roles and narrowing down on the resumes that best fit the requirements. We constantly update our criteria to ensure the latest techniques and technical methods are in each candidate proposal. Constant screening and rapid interviews allow us to forecast exactly which skills and attributes will be most critical in the future and help quickly obtain them.

Clovity's recruiting and account management team are consistently used to supplying candidates at a high turn around speed without the sacrifice on quality for clients throughout the US. *The account management team will quickly revert with our availability within 4 hours of the requisition being released and will readily be able to supply candidates within 5 business days or less. From a services perspective, Clovity will confirm within 2 days times that we possess the resources required to fulfill the request.* Upon these resources arriving on site, Clovity's Account Director will confirm that these resources have arrived on site or have begun to work in the rare case of remote working. **We understand it is the desire of West Virginia to keep staff in the US but also allow for remote working due to Covid-19. All resources for this RFP will be sourced and will work within the US. If there is a need to also staff offshore resources, Clovity has a delivery team of IT staff that reside in our New Delhi, India facility and can be contracted at a separate rate card.**

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*Also, in the **appendix section (Tab 4) of the RFP document at the end, we have also attached the process workflows we follow internally for recruiting as well as platform screenshots in which we track every single requirement from "capturing the requirements details to shortlisting to client interviews to offer and all the way to onboarding". We have a systematic process and accountability matrix in place for each and every requirement which is tracked all within the platform. As part of our onboarding with West Virginia, we can also provide read-only access to our Recruiting Platform so that West Virginia can review our progress on any given requirement at any time.***

2.3 Staffing Deliverables

Clovity takes critical steps to ensure that our clients and our resources are aligned before the start of any project or staff augmentation work. Through the issuance of Statements of Work, Clovity and the Client clearly identify the scope of work and expected deliverables that the resource or resources provided will adhere to.

Depending on the client's requirements for these documents, Clovity can provide additional aspects of these contracts to fully include not only a time frame, pay rate, and scope of work but also expected performance, deliverables, pertinent contact information, a list of pre-screened candidates (if one has not already been selected), a detailed task list, and schedule of status reports as well as stakeholder check ins. These further details are often found in Clovity project-based statements of work and could be easily ported over to cover staffing requirements for the state of West Virginia.

As a process, we always ensure as soon as any staff requirement is released, both our recruiters and technical team will review it together and following parallel activities are initiated to ensure a quality profile is provided at an accelerated pace:

- If there are any doubts or questions, Clovity's assigned Account Manager will send it to the State of West Virginia representative as soon as possible.
- Recruiters first point of search will be to see if any matching skill set is available in our bench pool. This is followed by Clovity's shortlisted candidate database and publication of the job requirements on external job portals to ensure the best candidate available is provided for the given requirement.
- Depending on the requirement and skillset, technical team members will ensure they are ready with coding tests and technical questions. These are generally a mix of pre-baked questions and coding tests combined with any additions they have to for any specific callouts within the staff requirement.
- Once a candidate has been selected, they will go through an industry standard background check as well as Drug Testing as required by the client. The client partner will then produce evidence of this completed and passed screening to procurement or human resource contacts.
- As all compliance checks are complete, the client partner will then provide a job description and proposed scope of work delineating time and pay rate. This will be agreed upon and signed by all parties involved and will last between 6 months to 1 year with an option for renewal.
- The documents will be revisited upon the time of their ending for extension or termination depending on project needs.

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2.4 Recruiting Timeline Overview

Day 1 Timeline

1. Requisition Received from our Client
2. Response to Client Confirming Receipt of Requirements and Undertaking of staffing process (1-4 hours)
3. Recruiting Team begins to source from a robust list of Clovity bench candidates, pools of pre-screened/pre-cleared candidates that are non-bench, to the larger community available on resume portals, and the job is posted on industry leading job portals if necessary. (4-8 hours)
4. If strong candidate(s) are shortlisted on Day 1, they will be interviewed, code tested, and vetted within the first 24 hours by a technical resource with aligning skills and the Client Director. If speed is critical, these interviews can be done together, or they will be done in two separate sessions to ensure the candidate is an optimal fit for the role and environment they are being placed in. (1-2 Hours)
5. If a candidate(s) is selected during the internal interview process and are 100% compliant, candidate will be submitted same day or latest, first thing the following morning (1 Hour)

Day 2 Timeline

1. Recruiting process resumes to provide more options to fill multiple positions. Clovity tried to normally provide at least 3 top level candidates for each open position to ensure a better choice for their clients. (4-6 hours)
2. During this time, other internally shortlisted candidates will be code tested, interviewed by both a client facing as well as a technical resource, and will be submitted upon validation of compliance to the client. (1-2 hours)
3. Once enough candidates have been received, Client Director will initiate resume review or feedback call with project manager and pertinent stakeholders at their earliest availability. Hourly rates of these potential resources will be validated for alignment with the budget of the project to ensure long term viability. (1 hour)
4. Interviews will then be set after the resume meeting or post receiving verbal/written feedback from the project leads and/or manager. Feedback methods are fully dedicated by the client and will be specific to the manager or group we are working with. (1-2 hours)

Day 3 Timeline

1. Interviews are conducted in person, via video conference, or over the phone as requested by the client. Any further client coding tests or aptitude sessions are conducted simultaneously as

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needed. (1-4 hours)

- 2. Interviewed candidates that are selected by the client’s project stakeholders will then move into the on-boarding stage. (1 hour)
- 3. Background checks and eVerify compliance reports are commenced on all selected candidates based strictly per the requirements of the client or if none are put forth, per Clovity’s standard operating procedure. (1 hour)

Day 4/5 Timeline

- 1. Normally within 24-48 hours of commencement of the background check, Clovity will receive reports of completion from background check company and eVerify. (1-2 hours)
- 2. If candidate compliance is confirmed on these reports, Client Director will reach out to procurement and HR to start the on-boarding process and share all pertinent documents for their records. (Depends on client response speed – 1 hour)
- 3. Selected resource’s Hardware is ordered either for onsite delivery or remote work per the client’s determination. (Depends on client response speed – 1-4 hours)
- 4. Candidate begins to get system access set up through facilitation of client stakeholders and Clovity’s Client Director.

Day 6/7 Timeline

- 1. Once system access and hardware is procured, the resource(s) can start. This will be depending on the client’s capability to have them start. Clovity will follow all predetermined start dates agreed upon during the procurement process or can start the resource ASAP.
- 2. Client Director will check in with the resource Day 1 over a call, as well as check in daily for the first week of the project.

Post Placement Actions Timeline

- 1. Client Director will facilitate weekly and monthly governance calls or meetings with resource, client, and both resource as well as client to ensure that quality is high, and performance is at its optimal level. (1-4 hours per month) These will be held throughout the duration of the contract period but will be conducted based on the client’s schedule to ensure their ability to attend when required.
- 2. Performance reviews will be conducted by the Client Director on a Quarterly basis but can be done as often as a monthly or weekly basis if project or client needs determine it necessary.
- 3. Weekly, monthly, quarterly, bi-annually, or annual reports can be provided to the client per their specific organizational standard requirement or by department standard.

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We typically try to achieve all of the above within 24hrs of receiving the staff requirement. Depending on the niche and availability of candidates, it could take another day or so.

When deployed for an assignment, Clovity employees always maintain a high level of business decorum and will never report to the site without appropriate business attire. Clovity management and resources are held to a high standard and know the power that a person's appearance can have. Each day individuals will show up ready to work in a presentable manner.

If for some reason a resource is replaced due to performance reasons, Clovity will not charge the State of West Virginia for that initial day. The Clovity team works tirelessly to ensure that every candidate is a good fit so likely this scenario will not happen. However, if it does, we will act accordingly and at our own cost to fix this.

Clovity account management and accounting will ensure that no overtime work is charged unless specifically designated by their manager onsite and it is pre-approved before they work the hours. All resources that are actively assigned to the project will be there for the duration of the project unless a request from the state designates otherwise. We do not allow resources to jump off and on projects as that can severely hurt project timelines and budgets.

Clovity will adhere to all timelines mentioned and will keep a running scorecard of how we are performing. These parameters and the scorecard will be shared with the State of West Virginia on a monthly basis. Clovity would also like to propose a Governance meeting once a month to review the scorecard and address any blockers which either parties may be facing.

2.5 Client Meetings, Requirement Gathering, & Sample Agenda

Client meetings are a critical and fundamental part of requirement gathering, relationship building, consulting and project ideation. This year has placed challenges that will forever evolve what is meant by "business as usual". Clovity Client Directors and Account Managers are highly accustomed to utilizing technology to connect but nothing surpasses the in-person meeting. While we wait to go back to normal, Clovity seeks to keep things as normalized as possible while still providing ultimate results. Video chats for requirement and job description gathering meetings are preferred over calls and emails whenever possible for the client. Of course, there are instances throughout the course of day to day business where calls and emails may facilitate these requirements gathering actions for timeliness and faster turnaround. Clovity will choose the optimal method for the time and availability of stakeholders on an ad hoc basis to ensure ultimate value and expedience is offered to our clients.

In a meeting where the client is driving the requirements such as a staffing requirement, Clovity will seek to find the following information:

- Project or Job Description
- Scope of Work
- Expected Outcome/Deliverables (if fully determined)
- Project Duration/Expectation
- Number of Resources
- Budget
- Mission Criticality
- Stakeholder Involvement

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- Performance Review Expectations
- Client
- Reporting Expectations
- Call out of potential roadblocks/discovery (if required)

In meetings where the client is seeking more consulting on the direction or requirements of the project, this is where Clovity enterprise expertise adds significant value. In these sessions, often labeled as Discovery, our head engineers, product directors, and client directors will ideate alongside their client to create technical solutions with the latest technology, helping to future proof the products we build for years to come.

Whether it is a migration, enterprise application, mobile application, monolith to microservices software transformation, robotic process automation, data analysis and tool implementation, cloud setup and deployment, hybridization, security upgrades, AI/Machine Learning implementation, integration, IoT system deployment, or visualization tools, Clovity can provide enterprise level expertise on the direction, scope and outcome that can be achieved. Clients can actively work with Clovity to shape the final product to their exact expectations or allow our experts to design mock-ups and architecture of our own ideation to present. Through our iterative software development and sophisticated discovery process that is a standard practice at Clovity, we encourage active participation from stakeholders and users.

In a meeting where the client is unsure of the exact the requirements or scope such as a Statement of Work based project, Clovity will seek to find the following information:

- Desired Project Outcome (What does the Minimum Viable Product look like)
- Project Discovery (If scope is not pre-set by client or further ideation is needed)
- Project Description
- Determination of desired client input (Clovity driving vs. Client Driving vs. Hybrid)
- Scope of Work
- Expected Outcome/Deliverables (if fully determined)
- Objects Out of Scope
- Project Duration/Expectation
- Number of Resources
- Budget
- Mission Criticality
- Stakeholder Involvement
- Feedback Channel Delineation
- Performance Review Expectations
- User Acquisition Testing/ Testing Methods
- Reporting Expectations
- Call out of potential roadblocks/discovery (if required)

Sample Agenda of Clovity Meeting

Below you will find a typical Clovity meeting agenda covering both staffing as well as projects. Not all listed will be included in every meeting but should provide an overview of our general discussion track. Of course, each individual agenda will be amended per the meetings specifics on each occurrence.

1. Introductions (If necessary)
2. Brief Clovity Overview (New Clients)

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3. Client Requirements or Project Description
4. Expected Deliverables (if predetermined)
5. Delivery Timeline
6. Budget
7. Location of Work (if applicable)
8. Discovery Timeline (if applicable)
9. Reporting Expectations
10. Client Feedback Schedule
11. Client Reporting Expectations
12. Resource Management Alignment
13. Next Steps or Follow Up Call

2.6 Clovity Staffing Experience

Clovity recruits for IT staff in several levels; we have included specifications for levels as examples of tools, systems, expertise and years of experience we screen for with each level further in this document response. Here are examples of roles and classifications we categorize levels into:

For years now, Clovity divisions assist with staff augmentation, recruiting, temporary staffing, professional services in software development for all levels of the SDLC as well as project management, and we even have developed our own internal IoT software platform. Relying on just one methodology for assisting our client provides too narrow of a scope of where Clovity can assist. By having this multi-pronged approach, Clovity is exceedingly capable of fulfilling all of the needs set forth by any size client with any sized need. It also affords Clovity greater stability as we are less affected by economic changes that can curtail the size and need in the market for each service.

Clovity has in the past and will in the future continue to staff in the areas of:

- Application Development
- Web Developers
- Analysts (all types)
- IT Security
- Network Engineers
- Network Administration
- Quality Assurance
- User Experience Design
- Database Administration
- Cloud Engineer
- Enterprise Architect
- System Administration
- Project Management

All resources are recruited for a temporary capacity in IT staff augmentation and deployed as a holistic team to cover a specific scope of work for a project requirement. Whether it is one resource, or an entire team,

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Clovity has the background and understanding to effectively deploy as well as manage any level of client IT staffing needs.

Clovity ensures that no matter the method of deployment or request, it will not impede our capabilities to deliver quickly and succinctly. We can perform these actions in conjunction with a large project, hybrid project of staff augmentation and project services, or both avenues separately depending on the requirement set forth by the State of Illinois.

2.7 Staff Augmentation Methodology

Clovity's Staffing model focuses on Contract Labor and Sourcing for Digital, Data, Cloud, Security, Networking, Business and Systems Analysis, Project Management, Engineering and Architecture as well as other key areas as highlighted in sections above. Resources can be deployed onsite at a customer premises, remote/onshore, or in our offshore delivery center. *We champion a solutions approach to staffing. By leveraging our project-based resources internally to screen and vet candidates, we have found an excellent way to provide top level resources to our clients without the risk of fraudulent individuals.*

For our staffing engagement, we find that state entities have adequately scaled their enterprise and made their solutions manageable, but still require specialized skills to tackle today's connected environment. The need for high demand skills like Java Engineers, Cloud/DevOps developers, Data Science or Artificial Intelligence Development are not easy to find and, if you do find them, they are typically very expensive to keep on your payroll for an extended duration. Clovity provides a staffing engagement model that helps companies procure these hard to find skill sets and allows them to be used as they are needed. This is called our Clovity Flex-Model. It allows our clients to obtain a specific, hard-to-find skilled resource and quickly 'flex-up' their staff as needed. When they finish the project, they simply 'flex-down' as needed.

At the very core of Clovity's services, we believe that finding and keeping hard to find resources is crucial. By providing those resources to our clients, in both domestic (onsite and onshore/remote) and offshore options at competitive rates, we allow them to stay current with technological advancement without breaking their budget. When companies don't have to pay for benefits or lack the technical recruiting staff to source and screen these high-level resources, they can partner with Clovity. This way our clients benefit from the 'economy of scale' and have continual access to resources being sought by top companies without the overhead.

Our unique model allows us to retain these specialized types of resources because of the multiple projects Clovity hosts at one time.

Our primary directive is to always utilize our FTE and current bench resources over subcontractors. Also, we provide sponsorship of international resources to further enable our ability to keep strong resources under our banner. With our mass referral system and 10,000+ recruiting database, we are highly capable of utilizing majority internal resources for every project. Clovity does utilize 1099 and a handpicked list of sub vendors for specific individuals that can only be acquired through these channels however we only use these channels with customer permission only in exceptional circumstances. We work tirelessly to have as much of the work be done by Clovity employees as possible for every project we pursue. Even if outside resources are utilized, all governance and management is done by Clovity resources to ensure optimal continuity and quality in our projects.

If Clovity is required to utilize a subcontractor permitted by the customer, when a resource cannot be found or available internally for a certain skill set, our first preference is to tap into our extended reference network

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followed by our resource database. However, there are select times where we use long-standing subcontracting relationships with firms that we have worked with for some time and have proven track records of impeccable candidates. In either of the above cases, we continue to employ our unique "Solutions Approach" to staffing as we do with all FTE hiring. Through this approach, we utilize senior Clovity resources to fully vet each resource before joining our project.

Our growing 10,000 plus pre-screened & vetted database and vast referral networks all have strong industry, cultural, as well as technology experience. Clovity's superior shortlisting, screening process, and a highly experienced hybrid onshore/offshore recruiting teams ensure that our client's organization, technology, culture, and project requirements are understood as well as incorporated into finding the best talent on the market.

2.8 Clovity Recruiting Process Overview

- Candidates are sourced through our bench pool, vetted database, extensive referral network, or by our 24x7 international recruiting engine.
- The Resource is interviewed on video by senior technical Clovity resources as well as a culture fit/soft skills review by the Client partner.
- Coding tests are utilized to ensure aptitude in the technology and coding language, often conducted live by technical resources from Clovity.
- In-person/video interviews with the client stakeholders are conducted to ensure optimal mesh of new members. Rigorous compliance checks are done to prove relevant experience via reference calls, LinkedIn analysis, certification verification, etc.
- Industry-standard Background Checks are done through GoodHire and E-Verify. Set up any Knowledge Transfers/training required to have the resource hit the ground running on Day 1.
- Introduce the new resource to the team early on which builds a strong rapport. Client partner coordinates with the client any procurement of hardware, software, or other essential business tools.
- The new resource is started based on the client's preferred start date and/or urgency of the requirement. Clovity management will maintain constant communication and management of the resource as well as their manager onsite for the entire duration.

We develop tried and true tested methods of advertising using social media, as well as our vast database of similar profiles with our proprietary matching criteria we can quickly create contact campaigns to reach the right candidate.

Our steps to success in working with West Virginia can include:

- Working with West Virginia Boards and/or Management to design appropriate profiles and nailing down all expectations, challenges, requirements, and responsibilities of the position
- Conduct daily/weekly meetings to review applications and rated candidates with stakeholders.
- Assisting with any regulatory compliance and disclosures.
- Manage the entire recruitment process, including scheduling interviews, providing resumes, coordinating communication, and assisting with any logistics as needed.

Candidate Preparation

All candidates are expertly prepared well in advance of their interviews to ensure maximum exposure of

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talent, experience and fit for the goals of our clients' needs are met during the time allocated. We screen all candidates including face to face or video conference. All our candidates who make it through our process will have completed background, criminal and credit checks, references checked, and social media checks to ensure finalists have backgrounds of the highest integrity.

Our ongoing support and training give support to deployed resources after they have been placed on an assignment.

Once a resource is deployed, Clovity follows a highly structured methodology that intertwines and adds on to the initial preparation. Even as a Clovity resource is tied to a client's team, our Client Partners continue to manage and support these resources throughout the entirety of the project or contract duration lifecycle. This gives resources multiple areas of support to ensure that from both the Clovity as well as the client side, they have the ability to rely on others in times of need.

With weekly, and monthly Reporting we address issues or roadblocks can then be dealt with quickly and resolved in the best manner possible before it causes a delay. To continually add value to our clients, resources are often cross trained by other Clovity resources on adjacent and new technologies to continually increase their capabilities for the project by our Clovity Learning & Innovation Center. If a necessary skill sits outside the resource's capabilities initially, Clovity will pull in other resources to guide and coach these resources to ensure they can properly execute what is required by the project.

In addition to internal coaching and training, Clovity encourages and funds new technical and project management certifications to help resources further ramp up their technical expertise and expand their marketability in the future.

These certifications build up the confidence of these resources as well as provide our client's greater piece of mind when entrusting them with mission critical tasks. If further help is needed beyond these things, Clovity also ensures that every resource has a cross support function within the organization. Meaning that at no time, is there not a similarly skilled resource in which a Clovity employee cannot lean on at certain times. Also, if there is an emergency or sickness, this individual or individuals can jump in to ensure project continuity and avoid budget increases due to delays.

Lastly, for those that have immigrated from other parts of the world, Clovity utilizes its own legal resources to ensure compliance is at its highest level possible. This significantly reduces the personal pressures that can be felt due to this process and allows them to focus on the task at hand. We sponsor H1Bs and Green Cards for all long-term employees and handle the legal requirements as they come in for them. Our focus on the personal aspirations of our employees enables them to do what they do best.

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TAB 3 – Specific Staffing Qualifications

Answer for Section 3.1 of the RFP –

Clovity, Inc was incorporated in December 2008 and has been in business since its inception and has been providing consulting, staff augmentation, recruiting, professional services, managed project & support and most recently launching our own product as well. Our enterprise customer contracts/MSA's and relationships range between 5 – 10yrs with few examples like Capital One, Blue Cross Blue Shield, Best Buy etc. Clovity will gladly provide copies of MSA's if required to WV team.

Answer to Section 3.2 of the RFP –

Below is our demonstratable experience where we have deployed consultants in categories listed in WV RFP.

Software Test Analyst – Current Client: Blue Cross Blue Shield of Michigan/Advantasure

Clovity has been working with Advantasure and BCBS Michigan for over 8+ years. On top of numerous others in different technology roles, we currently we have 6 Quality Assurance and Test Analyst resources deployed that have been working on mission critical testing for a massive Azure migration of data and systems. There has been as many as 10 Test Analysts deployed at one time to Advantasure over the last 5 to 8 years. Other tasks have been focused on testing EDI transactions. Many of these resources have been deployed for over 2 years times and have made themselves indispensable parts of the team as well as working themselves up to Quality Assurance Leads. These resources all have college degrees as well as masters with an overall quality assurance background of more than 10 years.

Furthermore, each of them has spent 5-10 years working in evaluating and testing new software or database systems. Each one is highly adept at writing, revising and verifying quality standards as well as test procedures. They are strong mix of manual, automated and hybrid QA resources.

All three, including any other QAs we have had on staff, were all hired easily fulfilling the needs of the job description in this RFQ. They have over 8+ plus years on average developing, publishing, and implementing test plans. They also have strong skill sets for writing and maintaining test automation. They can implement tools, write test cases from scratch, and make recommendations to further improve the testing capabilities of Advantasure. Lastly, report of this finding is crucial. Clovity never employees a Test Analyst or QA resource that can effectively analyze test cases and provide progress reports on an iterative timeline.

Reference:

Abe Chhaya, Sr. Director - QA
Blue Cross Blue Shield of Michigan/Advantasure
1000 Town Center, Southfield, MI 48075

**Reference calls can be easily coordinate through Clovity to verify this information. However, we do not have permission to actively share their personal contact details. If a reference call is required, we will happily arrange at a time that is feasible for all parties to attend.

Clovity, Inc.

WV RFP # CRFQ #MIS210000002

Senior Web Application Analyst – Current Client: CapitalOne

Clovity currently has 10 Senior Web Application Analysts and Developers deployed at CapitalOne for the last 4 years. Our relationship with Capital One is 6+ years. While their main languages are Java based, React and Angular. They also all have deep experience with .Net, AJAX, Visual Studio, JavaScript and C#. These are highly sought after skills in this area and Clovity has the expertise to not only find and place but maintain for years in the future. Currently these resources are working and analyzing a front end web based credit card approval portal through a partnership of CapitalOne and Walmart. Our resources are handling the front end that has over a million hits per day and has to be up 24/7.

All of our resources are highly adept at working with numerous databases, both relational and non-relational. As a standard, all of our developers must have over 5 years of experience in this to even be considered for a role at CapitalOne. Each has almost a decade average of Data Design/Data Modeling as well as Analysis and Design. Additionally, they have experience using ASP.Net MVC, WCF, jQuery and jQuery UI. While much of this work is done in a microservices type environment, all come though from more traditional based monolith type of applications. Furthermore, all have well over 8 years of experience design and developing APIs using SOAP/REST web services. While modern technology is leaning towards REST APIs, anyone at this level will have an in depth knowledge of how to write SOAP API calls. Lastly, all have experience with collaboration tools for over a decade including Team Foundation Server and Microsoft SharePoint.

Reference:

Kumar Ghosh, Director - IT
Capital One, 77 W Wacker Dr, Chicago, IL 60601

**Reference calls can be easily coordinate through Clovity to verify this information. However, we do not have permission to actively share their personal contact details. If a reference call is required, we will happily arrange at a time that is feasible for all parties to attend.

Help Desk Analyst & Computer Operator – Current Client: Synoptek/McCormick Hospitals

Clovity has had between 5-6 Help Desk Analysts contributing to the Covid-19 and healthcare institution crisis in Chicago, IL. Our team was helping to support first responders in the makeshift hospital created at McCormick Center (in partnership with Army Corps) to hold overflow patients and provide more beds. Not only were our resources instrumental in making that successful, they also put themselves on the line to assist their city.

Each of them had been 10 to 15 years of experience doing Help Desk analysis where they would provide technical assistance to computer, tablet, phone, or any other technological device being utilized by those onsite. Due to the unique situation they found themselves in, they had to figure out more disconnected ways to support these individuals to keep both themselves and the first responders they were helping safe. While still respond immediately either through a phone call or email, they were able to very successful troubleshoot, on-board devices, and were even partly setting up networking infrastructure.

Each of them had been supporting traditional office environments for an average of 10 years before working with Clovity and joining for this project. Every single resource had strong capabilities in Help Desk concepts, practices and procedures. Some of them even stood out so much that they were elevated to lead status for the team and a couple have been recalled back after the project had finished to continue to assist locally. All resources, especially Help Desk, that Clovity employees have excellent communication skills and have worked with all levels of the organization including executives, technical teams, and any other individual that needed their inputs.

Clovity, Inc.

WV RFP # CRFQ #MIS2100000002

Each of these individuals at times would also operate as Computer Operators by setting up workstations, deploying phones, establishing networking wires, and more. All of the resources experts at troubleshooting machine codes, software, and hardware issues as well as testing system software, applications, as well as system monitoring.

Reference:

Holly Birch

Synoptek, 1 TransAm Plaza Dr., Suite 350, Oakbrook Terrace, IL 60181

**Reference calls can be easily coordinate through Clovity to verify this information. However, we do not have permission to actively share their personal contact details. If a reference call is required, we will happily arrange at a time that is feasible for all parties to attend.

System Programmer - Current Client: CapitalOne

Currently we have over 7 system programmers and developers deployed at a senior level throughout CapitalOne working on the back end system for Walmart as well as developing further microservices for their systems. Over the last few years we have had as many as 12 resources deployed for this type of role. Clovity resources bring so much value to the team, may have been held over their 2 year limit as contractors due to the incredible talent within this group.

Every individual that we have placed currently at CapitalOne or have been placed in the past all at least had a bachelor's degree, most had a masters as well in engineering. At the time of being hired, most had between 8-10 years of engineering experience. These developers came in knowing at least 3 different software languages and other with upwards of 5 to 6 different scripting languages including C, Python, Java 8 and above, Angular, React, SQL and more.

Resources coming into CapitalOne normally have a minimum of 8 years of experience in design, execution, and operation of client's software like operating systems, databases management and structures, as well as database communication. Not only are they incredibly capable at solving data processing problem and evaluating technical proposals, but they are all very strong consultants not afraid to speak up when there is a better way to accomplish a development task. These, like all Clovity resources, are not just "doers" they are consultants in the truest form. We always look for these types of individuals keen on adding value to wherever they are supporting from a development perspective.

While many come from different countries, Clovity strives to ensure that every resource has strong communication skills and good business facing acumen. This is critical as resources can often have to speak to business executives and other high level individuals. Here there can be no miscommunication and expectations have to be clear to ensure the integrity of the project.

Reference:

Kumar Ghosh, Director - IT

Capital One

77 W Wacker Dr, Chicago, IL 60601

**Reference calls can be easily coordinate through Clovity to verify this information. However, we do not have permission to actively share their personal contact details. If a reference call is required, we will happily arrange at a time that is feasible for all parties to attend.

Clovity, Inc.

WV RFP # CRFQ #MIS2100000002

TAB 4 – Appendix

Attached are the following documents:

- Forms requested in the RFP
- Clovity Recruiting Process and Recruiting Platform Screenshots as mentioned in Section 2.2

SOLICITATION NUMBER: CRFQ MIS2100000002
Addendum Number: 3

The purpose of this addendum is to modify the solicitation identified as ("Solicitation") to reflect the change(s) identified and described below.

Applicable Addendum Category:

- | Modify bid opening date and time
- | Modify specifications of product or service being sought
- | Attachment of vendor questions and responses
- | Attachment of pre-bid sign-in sheet
- | Correction of error
- | Other

Description of Modification to Solicitation:

1. To extend bid opening to September 18, 2020 at 1:30 PM

Due to system wide issues in WVOasis, the bid opening has been extended one day in order to give vendors the ability to respond by alternate methods as described in Section 6 of the Instructions to Vendors Submitting Bids.

If experiencing error when downloading documents, please contact the Oasis helpdesk for technical assistance

Additional Documentation: Documentation related to this Addendum (if any) has been included herewith as Attachment A and is specifically incorporated herein by reference.

Terms and Conditions:

1. All provisions of the Solicitation and other addenda not modified herein shall remain in full force and effect.
2. Vendor should acknowledge receipt of all addenda issued for this Solicitation by completing an Addendum Acknowledgment, a copy of which is included herewith. Failure to acknowledge addenda may result in bid disqualification. The addendum acknowledgment should be submitted with the bid to expedite document processing.

From:

Sep 18 2020 09:30am P021
09/18/2020 09:35 #875 P.021/037

ATTACHMENT A

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: MIS210000003

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)

- | | |
|--|--|
| <input checked="" type="checkbox"/> Addendum No. 1 | <input type="checkbox"/> Addendum No. 6 |
| <input checked="" type="checkbox"/> Addendum No. 2 | <input type="checkbox"/> Addendum No. 7 |
| <input checked="" type="checkbox"/> Addendum No. 3 | <input type="checkbox"/> Addendum No. 8 |
| <input type="checkbox"/> Addendum No. 4 | <input type="checkbox"/> Addendum No. 9 |
| <input type="checkbox"/> Addendum No. 5 | <input type="checkbox"/> 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 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.

Clovity Inc.

Company



Authorized Signature

9/15/2020

Date

NOTE: This addendum acknowledgement should be submitted with the bid to expedite document processing.
Revised 6/8/2012

**REQUEST FOR QUOTATION
CRFQ MIS2100000002
Temporary IT Staffing for WV DHHR and OMIS**

10.1.4. Failure to remedy deficient performance upon request.

10.2. The following remedies shall be available to Agency upon default.

10.2.1. Immediate cancellation of the Contract.

10.2.2. Immediate cancellation of one or more release orders issued under this Contract.

10.2.3. Any other remedies available in law or equity.

11. MISCELLANEOUS:

11.1. **Contract Manager:** During its performance of this Contract, Vendor must designate and maintain a primary contract manager responsible for overseeing Vendor's responsibilities under this Contract. The Contract manager must be available during normal business hours to address any customer service or other issues related to this Contract. Vendor should list its Contract manager and his or her contact information below.

Contract Manager: Cameron Starman
Telephone Number: 9252646360
Fax Number: 19255584499
Email Address: sales@clovity.com

DESIGNATED CONTACT: Vendor appoints the individual identified in this Section as the Contract Administrator and the initial point of contact for matters relating to this Contract.

Cameron Starman, Director Client Management

(Name, Title) Cameron Starman, Director Client Management

(Printed Name and Title) 11501 Dublin Blvd, #200, Dublin CA 94568

(Address) 925.264.6360

(Phone Number) / (Fax Number) sales@clovity.com

(email address)

CERTIFICATION AND SIGNATURE: By signing below, or submitting documentation through wvOASIS, I certify that I have reviewed this Solicitation in its entirety; that I understand the requirements, terms and conditions, and other information contained herein; that this bid, offer or proposal constitutes an offer to the State that cannot be unilaterally withdrawn; that the product or service proposed meets the mandatory requirements contained in the Solicitation for that product or service, unless otherwise stated herein; that the Vendor accepts the terms and conditions contained in the Solicitation, unless otherwise stated herein; that I am submitting this bid, offer or proposal for review and consideration; that I am authorized by the vendor to execute and submit this bid, offer, or proposal, or any documents related thereto on vendor's behalf; that I am authorized to bind the vendor in a contractual relationship; and that to the best of my knowledge, the vendor has properly registered with any State agency that may require registration.

Clovity, Inc

(Company)

Bhawna Vats, Director Operations

(Authorized Signature) (Representative Name, Title)

Bhawna Bhawna Vats, Director Operations

(Printed Name and Title of Authorized Representative)

9.17.2020

(Date)

925.264.6360

(Phone Number) (Fax Number)

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ MIS2100000002

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)

- | | |
|--|--|
| <input checked="" type="checkbox"/> Addendum No. 1 | <input type="checkbox"/> Addendum No. 6 |
| <input checked="" type="checkbox"/> Addendum No. 2 | <input type="checkbox"/> Addendum No. 7 |
| <input checked="" type="checkbox"/> Addendum No. 3 | <input type="checkbox"/> Addendum No. 8 |
| <input type="checkbox"/> Addendum No. 4 | <input type="checkbox"/> Addendum No. 9 |
| <input type="checkbox"/> Addendum No. 5 | <input type="checkbox"/> 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 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.

Clovity, Inc

Company

Bhanna

Authorized Signature

9.17.2020

Date

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



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

State of West Virginia
Centralized Request for Quote
Miscellaneous

| | | | |
|---|----------------------------|---------------------------------|----------------|
| Proc Folder: 776701 | | Reason for Modification: | |
| Doc Description: TEMPORARY IT STAFFING FOR WVDHHR/OMIS | | | |
| Proc Type: Central Master Agreement | | | |
| Date Issued | Solicitation Closes | Solicitation No | Version |
| 2020-09-04 | 2020-09-17 13:30 | CRFQ 0511 MIS2100000002 | 1 |

BID RECEIVING LOCATION

BID CLERK
DEPARTMENT OF ADMINISTRATION
PURCHASING DIVISION
2019 WASHINGTON ST E
CHARLESTON WV 25305
US


VENDOR

Vendor Customer Code: VS0000028707
Vendor Name : Clovity, Inc
Address : 11501 Dublin Blvd, #200
Street :
City : Dublin
State : CA **Country :** USA **Zip :** 94568
Principal Contact : Cameron Starman
Vendor Contact Phone: 925.264.6360 **Extension:**

FOR INFORMATION CONTACT THE BUYER
Crystal G Hustead
(304) 558-2402
crystal.g.hustead@wv.gov

Vendor Signature X *Bhanna* **FEIN#** 264043035 **DATE** 9.17.2020

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

| | | |
|---|--|---|
|  | Department of Administration Purchasing Division 2019 Washington Street East Post Office Box 50130 Charleston, WV 25305-0130 | State of West Virginia Centralized Request for Quote Miscellaneous |
| | | |

| | | | |
|---|----------------------------|---|----------------|
| Proc Folder: 776701 Doc Description: TEMPORARY IT STAFFING FOR WVDHHR/OMIS | | Reason for Modification: ADDENDUM 1 TO ADD ESTIMATED QUANTITIES | |
| Proc Type: Central Master Agreement | | | |
| Date Issued | Solicitation Closes | Solicitation No | Version |
| 2020-09-09 | 2020-09-17 13:30 | CRFQ 0511 MIS2100000002 | 2 |

| |
|--|
| BID RECEIVING LOCATION BID CLERK DEPARTMENT OF ADMINISTRATION PURCHASING DIVISION 2019 WASHINGTON ST E CHARLESTON WV 25305 US |
|--|

| |
|---|
| VENDOR Vendor Customer Code: VS0000028707 Vendor Name : Clovity, Inc Address : 11501 Dublin Blvd, #200, Dublin CA 94568 Street : City : Dublin State : CA Country : USA Zip : 94568 Principal Contact : Cameron Starman Vendor Contact Phone: 925.264.6360 Extension: |
|---|

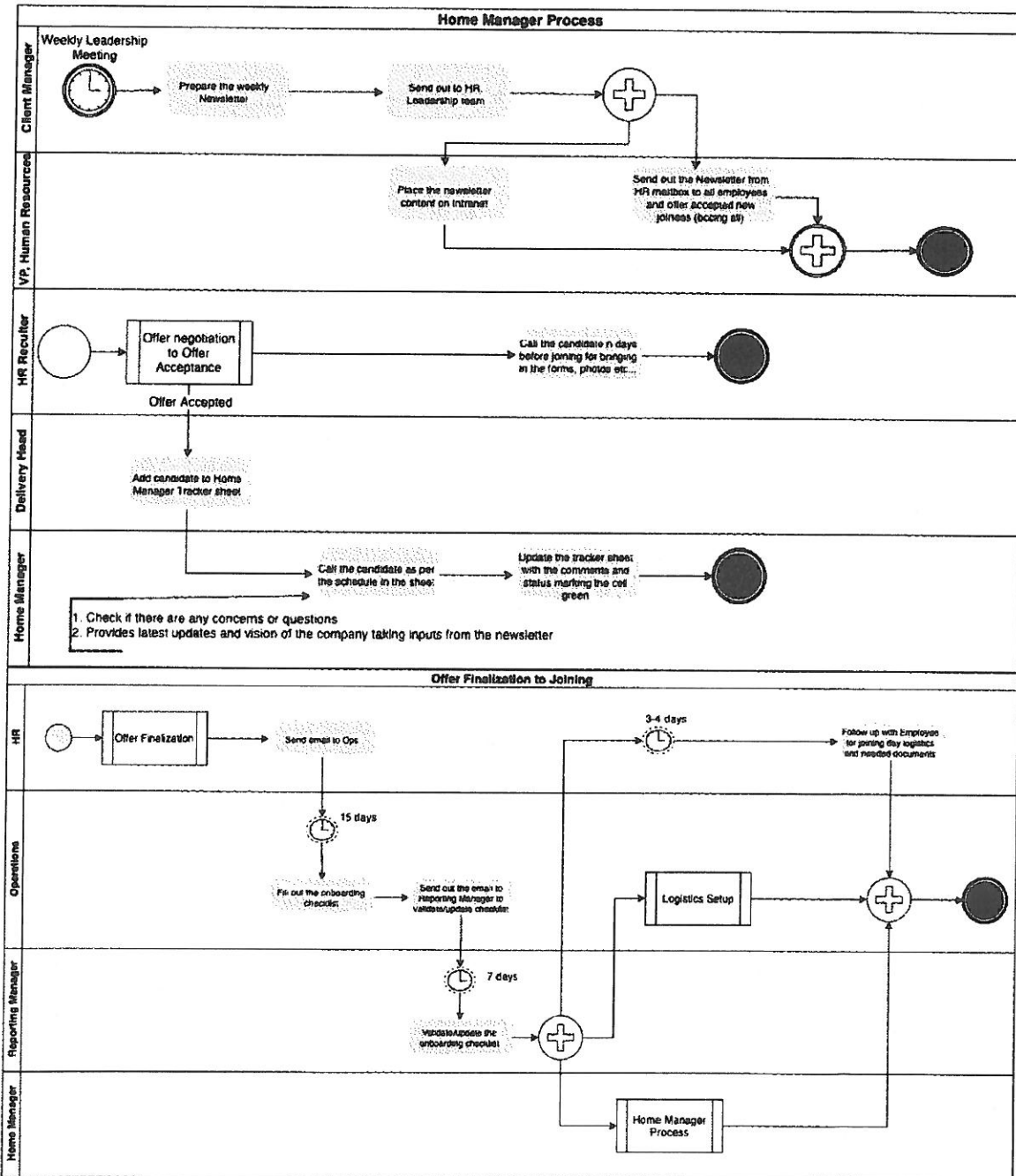
| |
|---|
| FOR INFORMATION CONTACT THE BUYER Crystal G Husted (304) 558-2402 crystal.g.husted@wv.gov |
|---|

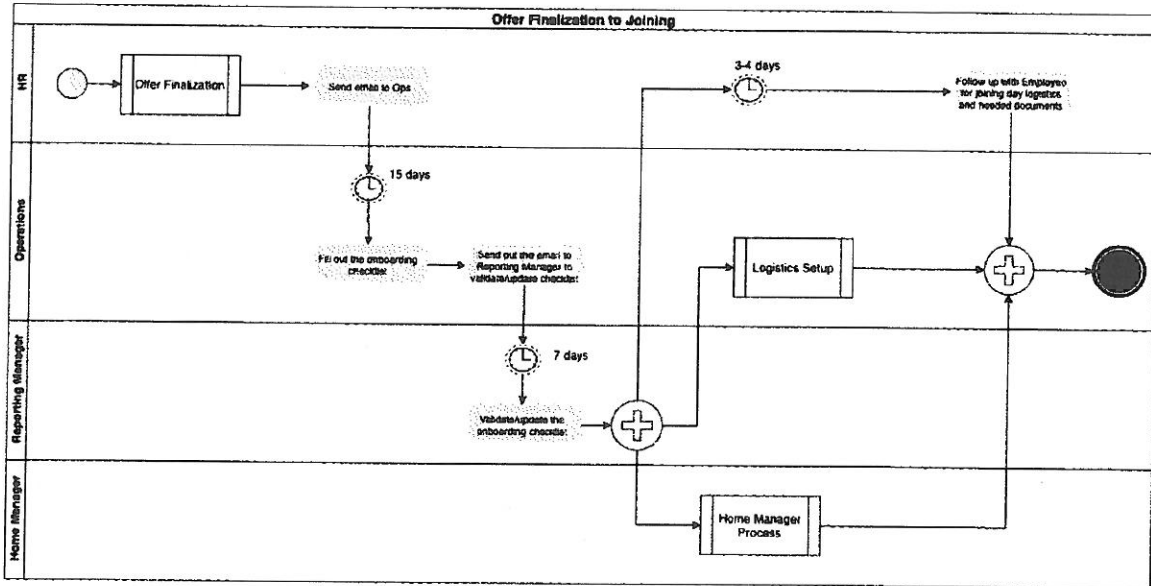
| | | |
|---|------------------------|-----------------------|
| Vendor Signature X <i>Bhanna</i> | FEIN# 264043035 | DATE 9.17.2020 |
|---|------------------------|-----------------------|

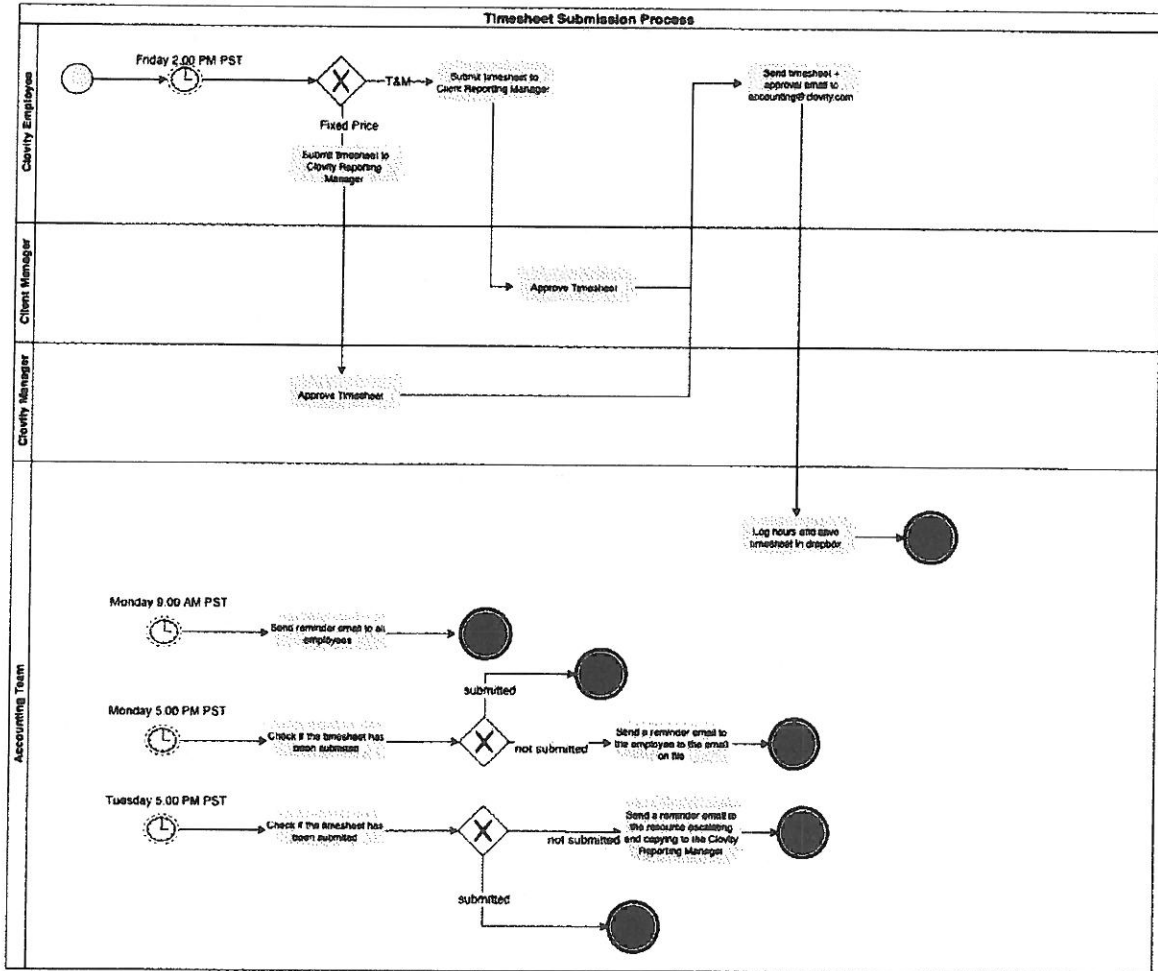
All offers subject to all terms and conditions contained in this solicitation



Below are screenshots of some of our internal process we have in place for recruiting and hiring function.









Below are high level overview of the Recruiting Platform screenshots description pasted below. The same will be followed or customized for WV requirements and process:

1. Overview

- A dashboard to give the basic overview of the overall workflow. It shows the data of Recruiters, Position assigned, Internal submissions, Internal Rejections, Client Submissions, Client Rejections, Client Interviews, Offers, Placement.
- It also shows the recruitment activity of the team which includes active jobs, number of applicants, pending feedbacks and others.

2. Requisition Management

- It helps to streamline the job requisition process and find the right candidates in less time.
- Used to create & post templates for recurring vacancies
- It also automatically publishes jobs across multiple platforms
- It also generates comprehensive reports & export in several formats.

3. Candidate Submission

- It shows a list of submissions done for any specific position.
- Out of these submissions, we would be able to evaluate candidates, screen candidates internally, reject candidates internally, submit candidates to client, updating the status of candidates as per the client feedback.
- And eventually change the end-status as per the client feedback such as Offers and Placement.

4. Candidate Pipeline

- It shows a list of all the candidates who applied to the jobs on any of the job portals integrated with ATS Talent hire module. It gives detailed information of the candidates applied to the different jobs.
- Of all these applications, we would be able to gauge the potential match for the specific job requisition.

5. Placed Candidate Details

- This gives an overview of the candidates placed and gives details of the candidate as well as Position submitted to, Resume, Work Authorization, Photo ID (If applicable), Rate submitted on, Candidate rating, and overall feedback.



6. Onboarding Management

- This dashboard to gives overall progress of the onboarding progress of every selected candidate.
- It gives exact status of every candidate. Which starts from the onboarding process and further steps include but not limited to signing and fulfilling various steps such as Non-Disclosure Agreement, Background Check, Office equipment issuance and delivery, Badging confirmation and finally Onboarding completion.

The screenshot displays the 'Classic Dashboard' in a web browser. The navigation bar includes links for Home, Job Posting, Applicants, Clients, Vendors, Talent Bench, eOnboarding, and Placements. The main content area features a 'Recruitment Summary' table and a 'Recruitment Activity' section.

| MEMBERS | ASSIGNED | APPLICANTS | APPROVALS | APPROVED | REJECTED | REMOVED |
|-------------------|----------|------------|-----------|----------|----------|---------|
| Knowledge | 84 | 62 | 2 | 21 | 2 | 0 |
| Management | 61 | 3 | 2 | 4 | 0 | 0 |
| Technical Support | 39 | 58 | 1 | 22 | 0 | 0 |
| Business Support | 0 | 0 | 0 | 0 | 0 | 0 |

Recruitment Activity (Data for next 7 days):

- Applicant: 6422
- Active Job: 12
- Subscribers: 944



talenthrrecs2.cepal.com/jobs/posting/index.cfm?cd=004950395666704680076aaa1007

Home Job Posting Applicants Clients Vendors Talent Bench eBoarding Placements

All Jobs

DETAIL VIEW | Submissions | Favorite | Refresh Due Jobs

| JOB CODE | POSITION TITLE | CLIENT | CITY | STATE | CLIENT BILL RATE | PAY RATE | JOB STATUS | BUSINESS UNIT | RECT |
|----------|----------------------------------|----------|------|-------|------------------|----------|------------|---------------|------|
| 10-1000 | Project Manager - IT/ITIS | Best Buy | | | | | Closed | Customer | Mgr |
| 10-1001 | Senior Project Manager - IT/ITIS | Best Buy | | | | | Active | Customer | Mgr |
| 10-1002 | Senior Project Manager - IT/ITIS | Best Buy | | | | | Closed | Customer | Mgr |
| 10-1003 | Senior Project Manager - IT/ITIS | Best Buy | | | | | Closed | Customer | Mgr |
| 10-1004 | Senior Project Manager - IT/ITIS | Best Buy | | | | | Closed | Customer | Mgr |
| 10-1005 | Senior Project Manager - IT/ITIS | Best Buy | | | | | Closed | Customer | Mgr |
| 10-1006 | Senior Project Manager - IT/ITIS | Best Buy | | | | | Closed | Customer | Mgr |
| 10-1007 | Senior Project Manager - IT/ITIS | Best Buy | | | | | Closed | Customer | Mgr |
| 10-1008 | Senior Project Manager - IT/ITIS | Best Buy | | | | | Closed | Customer | Mgr |
| 10-1009 | Senior Project Manager - IT/ITIS | Best Buy | | | | | Closed | Customer | Mgr |
| 10-1010 | Senior Project Manager - IT/ITIS | Best Buy | | | | | Closed | Customer | Mgr |

Showing 10 of 239 entries

talenthrrecs2.cepal.com/jobs/posting/index.cfm?cd=004950395666704680076aaa1007

Home Job Posting Applicants Clients Vendors Talent Bench eBoarding Placements

All Jobs

DETAIL VIEW | Submissions | Favorite | Refresh Due Jobs

| JOB CODE | POSITION TITLE | CLIENT | CITY | STATE | CLIENT BILL RATE | PAY RATE |
|----------|----------------------------------|----------|------|-------|------------------|----------|
| 10-1011 | Senior Project Manager - IT/ITIS | Best Buy | | | | |

Submission

| SUBMISSION ID | APPLICANT NAME | WORK AUTHORIZATION | MODEL NUMBER | LOCATION | EXPERIENCE | SOURCE | RESUME | APPLICATION STATUS | OUTCOME |
|---------------|----------------|--------------------|--------------|---------------------|------------|---------|--------|---------------------|---------|
| 1000 | Michael Smith | US Citizen | 8672000000 | St. Louis, Missouri | 10 Years | Monster | Resume | Rejected Internally | |
| 1001 | Michael Smith | US Citizen | 8672000000 | St. Louis, Missouri | 10 Years | Monster | Resume | Rejected by Client | |
| 1002 | Michael Smith | H1B | 314-384-2427 | St. Louis, Missouri | 7 Years | Monster | Resume | Rejected Internally | |
| 1003 | Michael Smith | H1B | 314-384-2427 | St. Louis, Missouri | 7 Years | Monster | Resume | Rejected Internally | |
| 1004 | Michael Smith | H1B | 314-384-2427 | St. Louis, Missouri | 7 Years | Monster | Resume | Rejected Internally | |
| 1005 | Michael Smith | H1B | 314-384-2427 | St. Louis, Missouri | 7 Years | Monster | Resume | Rejected Internally | |
| 1006 | Michael Smith | H1B | 314-384-2427 | St. Louis, Missouri | 7 Years | Monster | Resume | Rejected Internally | |
| 1007 | Michael Smith | H1B | 314-384-2427 | St. Louis, Missouri | 7 Years | Monster | Resume | Rejected Internally | |
| 1008 | Michael Smith | H1B | 314-384-2427 | St. Louis, Missouri | 7 Years | Monster | Resume | Rejected Internally | |
| 1009 | Michael Smith | H1B | 314-384-2427 | St. Louis, Missouri | 7 Years | Monster | Resume | Rejected Internally | |
| 1010 | Michael Smith | H1B | 314-384-2427 | St. Louis, Missouri | 7 Years | Monster | Resume | Rejected Internally | |

Showing 10 of 239 entries



talent@rect2.cepal.com | job_posting_id=devchnd205495-454566e16b16b704da710677

Home Job Posting Applicants Clients Vendors Talent Bench eBoarding Placements

All Jobs

Summary Job Pipeline Job

| JOB CODE | POSITION TITLE | CLIENT | CITY | STATE | CLIENT BILL RATE | PAY RATE |
|----------|--------------------|------------|------------------|-------|------------------|----------|
| 2125 | Engineer/Developer | Mediast | Washington, D.C. | MD | ... | ... |
| 2125 | Senior Dev | Mediast | Washington, D.C. | DC | ... | ... |
| 2124 | Senior Analyst | Mediast | Raleigh, NC | NC | ... | ... |
| 2120 | Senior Analyst | US Citizen | Detroit, MI | MI | ... | ... |
| 2121 | Exp. Analyst | Mediast | San Jose, CA | CA | ... | ... |

| APP ID | APPLICANT NAME | PIPELINE STATUS | WORK AUTHORIZATION | MOBILE NUMBER | LOCATION | EXPERIENCE | SOURCE | FEES | Bus |
|--------|----------------|-----------------|----------------------|----------------|---------------------|------------|-----------|------|-----|
| 2377 | Prakash | Tagged | US Citizen | 406261012 | Kohleri, Montana | 0 Years | Glassdoor | | |
| 2377 | Yash Goyal | Tagged | Sponsorship Required | +2348064753028 | Legos, Legos | 0 Years | Glassdoor | | |
| 2387 | Raj K. Kumar | Tagged | US Citizen | 713-870-2330 | Portland, Oregon | 0 Years | Glassdoor | | |
| 2388 | Muthu Kani | Tagged | US Citizenship | 4348516529 | Lynchburg, Virginia | 0 Years | Glassdoor | | |
| 2386 | Raj K. Kumar | Tagged | US Citizen | 4049562867 | Atlanta, Georgia | 0 Years | Glassdoor | | |

Showing 1 to 100 of 235 entries

talent@rect2.cepal.com | job_posting_id=devchnd205495-454566e16b16b704da710677

Home Job Posting Applicants Clients Vendors Talent Bench eBoarding Placements

Fredrick Yessaian

Senior Software Engineer - Front End

Submitted By: **Nitin Sharma** on 07/30/20

Approved by: **N/A**

Relationship: **Nitin Sharma**

Resumes: **Ashok Saha, Nitin Sharma**

Recruitment Manager: **Mohit Kumar**

Client: **N/A**

Product: **Monster**

Work Authorization: **US**

Mobile Number: **(612) 244-8540**

Submission Details

| | |
|-----------------------|--|
| FULL NAME | Fredrick Yessaian |
| TOTAL EXPERIENCE | ... |
| EMAIL | fred.yessaian@gmail.com |
| CONTACT NUMBER | (612) 244-8540 |
| WORK AUTHORIZATION | US |
| CURRENT LOCATION | Washington DC |
| APPLICANT | ... |
| PAY RATE SALARY | USD 140,000.00 |
| RESUME | Fredrick Yessaian - Senior Software Engineer - Front End |
| ADDITIONAL ATTACHMENT | ... |



Deliverables - Onboarding | Onboarding | Mohit Kumar

READY TO ONBOARD | INITIATE ONBOARDING | READY FOR ONBOARDING

Filter

| | Name | Email | Job Title | Phone | Status | Actions |
|------------------|------|-------|-----------|-------|--------|---------|
| All (7) | | | | | | |
| Done (0) | | | | | | |
| Initiated (0) | | | | | | |
| Responsible (0) | | | | | | |
| Visited (0) | | | | | | |
| Rejected (0) | | | | | | |
| Negotiated (0) | | | | | | |
| On hold (0) | | | | | | |
| Disqualified (0) | | | | | | |
| Cancelled (0) | | | | | | |

Showing page 1 of 20

Type here to search

PRICING SECTION

**West Virginia Purchasing Division
On Behalf of WV Health & Human
Services and Office of Management
Information Services**

**Request for Quote
for Temporary IT Staffing for DHHR and OMIS
CRFQ #MIS2100000002**

**ATTN: Crystal Husted
Crystal.G.Husted@WV.gov**

Prepared by:



**11501 DUBLIN BLVD #200
DUBLIN, CA 94568**

CameronS@clovity.com & Sales@clovity.com

Clovity, Inc.

CRFQ #MIS210000002

Pricing -

| Position # | Position Title | Initial Cost | 1st Year Renewal | 2nd Year Renewal | 3rd Year Renewal | 4th Year Renewal |
|------------|---|--------------|------------------|------------------|------------------|------------------|
| 1 | Sr. Web Application Analyst | \$70.00 | \$72.10 | \$74.26 | \$76.49 | \$78.79 |
| 2 | Web Application Analyst | \$60.00 | \$61.80 | \$63.65 | \$65.56 | \$67.53 |
| 3 | Senior Mainframe Application Analyst | \$85.00 | \$87.55 | \$90.18 | \$92.88 | \$95.67 |
| 4 | Mainframe Application Analyst | \$75.00 | \$77.25 | \$79.57 | \$81.95 | \$84.41 |
| 5 | Sr. CRM Application Analyst | \$80.00 | \$82.40 | \$84.87 | \$87.42 | \$90.04 |
| 6 | CRM Application Analyst | \$70.00 | \$72.10 | \$74.26 | \$76.49 | \$78.79 |
| 7 | Sr. SharePoint Application Analyst | \$90.00 | \$92.70 | \$95.48 | \$98.35 | \$101.30 |
| 8 | SharePoint Application Analyst | \$80.00 | \$82.40 | \$84.87 | \$87.42 | \$90.04 |
| 9 | Sr. Application Oracle Database Administrator | \$85.00 | \$87.55 | \$90.18 | \$92.88 | \$95.67 |
| 10 | Application Oracle Database Administrator | \$75.00 | \$77.25 | \$79.57 | \$81.95 | \$84.41 |
| 11 | Sr. Application DB2 Database Administrator | \$90.00 | \$92.70 | \$95.48 | \$98.35 | \$101.30 |
| 12 | Application DB2 Database Administrator | \$82.50 | \$84.98 | \$87.52 | \$90.15 | \$92.85 |
| 13 | Senior SQL Server Database Administrator | \$84.00 | \$86.52 | \$89.12 | \$91.79 | \$94.54 |
| 14 | SQL Server Database Administrator | \$72.00 | \$74.16 | \$76.38 | \$78.68 | \$81.04 |
| 15 | Sr. COGNOS Analyst | \$80.00 | \$82.40 | \$84.87 | \$87.42 | \$90.04 |
| 16 | COGNOS Analyst | \$70.00 | \$72.10 | \$74.26 | \$76.49 | \$78.79 |
| 17 | Software Test Analyst | \$75.00 | \$77.25 | \$79.57 | \$81.95 | \$84.41 |
| 18 | Help Desk Analyst | \$50.00 | \$51.50 | \$53.05 | \$54.64 | \$56.28 |
| 19 | Business Analyst | \$70.00 | \$72.10 | \$74.26 | \$76.49 | \$78.79 |
| 20 | Technical Writer | \$45.00 | \$46.35 | \$47.74 | \$49.17 | \$50.65 |
| 21 | Information Systems Assistant | \$45.00 | \$46.35 | \$47.74 | \$49.17 | \$50.65 |
| 22 | Imaging Operator | \$45.00 | \$46.35 | \$47.74 | \$49.17 | \$50.65 |
| 23 | Programmer Analyst | \$70.00 | \$72.10 | \$74.26 | \$76.49 | \$78.79 |
| 24 | Systems Programmer | \$90.00 | \$92.70 | \$95.48 | \$98.35 | \$101.30 |
| 25 | Computer Operator | \$45.00 | \$46.35 | \$47.74 | \$49.17 | \$50.65 |

FAX COVER SHEET

| | |
|------------|---|
| TO | Crystal G Husted |
| COMPANY | State of West Virginia |
| FAX NUMBER | 13045583970 |
| FROM | Gaurav Mohan |
| DATE | 2020-09-18 12:09:34 GMT |
| RE | Clovity RFP Response - CRFQ MIS2100000002 |

COVER MESSAGE

Hi Crystal,

Attached is Clovity Response to WV CRFQ MIS2100000002.

Best/Cameron

RECEIVED
 2020 SEP 18 AM 8:24
 WV PURCHASING
 DIVISION

FAX COVER SHEET

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COVER MESSAGE

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Best/Cameron

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COVER MESSAGE

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Best/Cameron

RECEIVED
 2020 SEP 18 AM 8:12
 WV PURCHASING
 DIVISION

FAX COVER SHEET

| | |
|------------|---|
| TO | Crystal G Husted |
| COMPANY | State of West Virginia |
| FAX NUMBER | 13045583970 |
| FROM | Gaurav Mohan |
| DATE | 2020-09-18 11:41:03 GMT |
| RE | Clovity RFP Response - CRFQ MIS2100000002 |

COVER MESSAGE

Hi Crystal,

Attached is Clovity RFP Response for CRFQ MIS2100000002 Temporary IT Staffing. Let us know if you have any questions.

Thanks/Cameron

RECEIVED
 2020 SEP 18 AM 8:04
 WV PURCHASING
 DIVISION

FAX COVER SHEET

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| FAX NUMBER | 13045583970 |
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| RE | Clovity RFP Response - CRFQ MIS2100000002 |

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| TO | Crystal G Husted |
| COMPANY | State of West Virginia |
| FAXNUMBER | 13045583970 |
| FROM | Gaurav Mohan |
| DATE | 2020-09-18 11:55:54 GMT |
| RE | Clovity RFP Response - CRFQ MIS2100000002 |

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