



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

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List View

- General Information**
- Contact
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- Discount
- Document Information
- Clarification Request

Procurement Folder: 986667

Procurement Type: Central Master Agreement

Vendor ID:

Legal Name: MSys Inc

Alias/DBA:

Total Bid: \$6,210,880.00

Response Date:

Response Time:

Responded By User ID:

First Name:

Last Name:

Email:

Phone:

SO Doc Code: CRFQ

SO Dept: 0803

SO Doc ID: DOT2200000122

Published Date: 2/24/22

Close Date: 3/3/22

Close Time: 13:30

Status: Closed

Solicitation Description:

Total of Header Attachments: 2

Total of All Attachments: 2



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

**State of West Virginia  
 Solicitation Response**

**Proc Folder:** 986667  
**Solicitation Description:** ADDENDUM NO\_1 WVDOT IT Temporary Staffing Services(81220053)  
**Proc Type:** Central Master Agreement

Solicitation Closes	Solicitation Response	Version
2022-03-03 13:30	SR 0803 ESR03012200000005247	1

**VENDOR**  
 VS0000010082  
 MSys Inc

**Solicitation Number:** CRFQ 0803 DOT2200000122  
**Total Bid:** 6210880  
**Response Date:** 2022-03-01  
**Response Time:** 22:18:50  
**Comments:**

**FOR INFORMATION CONTACT THE BUYER**

John W Estep  
 304-558-2566  
 john.w.estep@wv.gov

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

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Mainframe Application Analyst				827840.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				744640.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Senior Application Oracle Database Administrator				994240.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

Senior Application Oracle Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
4	Application Oracle Database Administrator				911040.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

Application Oracle Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
5	Senior Application DB2 Database Administrator				994240.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

Senior Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
6	Application DB2 Database Administrator				911040.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				827840.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

PC Programmer Analyst

## Exhibit A - Pricing Page

### WVDOT Information Technology Staffing Services RFQ(81220053)

Contract Item	Description	Est. Qty.	Unit of Measure	Year 1 Unit Cost	Year 2 Unit Cost	Year 3 Unit Cost	Year 4 Unit Cost	Extended Cost
4.1.1	Senior Mainframe Application Analyst	2080	EA	\$95.00	\$98.00	\$101.00	\$104.00	\$827,840.00
4.1.2	Mainframe Application Analyst	2080	EA	\$85.00	\$88.00	\$91.00	\$94.00	\$744,640.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$115.00	\$118.00	\$121.00	\$124.00	\$994,240.00
4.1.4	Application Oracle Database Administrator	2080	EA	\$105.00	\$108.00	\$111.00	\$114.00	\$911,040.00
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$115.00	\$118.00	\$121.00	\$124.00	\$994,240.00
4.1.6	Application DB2 Database Administrator	2080	EA	\$105.00	\$108.00	\$111.00	\$114.00	\$911,040.00
4.1.7	Programmer Analyst	2080	EA	\$95.00	\$98.00	\$101.00	\$104.00	\$827,840.00
<b>Grand Total</b>								<b>\$1,655,680.00</b>

Contract will be evaluated on all lines but only awarded on first year. Renewal options for years 2, 3, and 4 will be initiated by the Agency, agreed to by the Vendor and processed by the WV Purchasing Division as Change Orders for subsequent years.

The Pricing Pages contain a list of the Contract Items and estimated purchase volume. The estimated purchase volume for each item represents the approximate volume of anticipated purchases only. No future use of the Contract or any individual item is guaranteed or implied.

  
 \_\_\_\_\_  
**Vendors Signature:**



***Request for Quotation  
IT Temporary Staffing Services  
RFP No. – DOT2200000122***

**Submitted To**

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

**Submitted By**

**Rajamani Thiyagarajan, President**  
MSys Inc.,  
1025 Connecticut Ave, NW Suite 1000  
Washington DC  
Phone: (202) 629-0353 x701  
Fax 510 280 7352  
bw@msysinc.com  
www.msysinc.com

***Due Date: Mar 03, 2022***

***Time: 01:30 PM***



**Cover Letter**

**Dated:** Mar 03, 2022

**Attention:** Department of Administration

In reference to RFP No. – DOT220000022 for IT Temporary Staffing Services, MSys, Inc. (hereafter referred as “MSys”) is hereby submitting its technical quote, demonstrating its capability of meeting requirements of this solicitation.

MSys' strategic IT services and solutions focus on enhancing business performance of its clients by streamlining processes, reducing organizational risk and leveraging the global sourcing/ outsourcing organizational model. We have worked with clients in a wide range of industries to help them leverage the strengths of IT to optimize their business performance and produce value driven results.

MSys's quality consulting services are designed to help organizations achieve operational excellence through process solutions. We provide consulting services across three core areas:

- IT governance
- Software Engineering Infrastructure
- Operations

**Key Contracts/ Clients**

GSA Schedule 70 (132-51)	State of Kentucky
Department of Defense	State of Maine
Department of Education	State of Maryland
Department of Labor	State of Michigan
California Multiple Award Schedules	State of Arkansas
City of Phoenix, AZ	State of Oklahoma
County of Durham, NC	State of Oregon
Dallas Independent School District, TX	State of Pennsylvania
State of Arizona	State of South Carolina
State of Colorado	State of Minnesota
State of Delaware	State of North Carolina
State of Iowa	State of Utah
State of Virginia	State of Vermont
Sacramento Municipal Utility District, CA	Department of Labor, Licensing & Regulation, MD
Department of Justice	Administrative Office of the Courts, NC

With this submission, MSys acknowledges to receipt of Addendums and acceptance to terms and conditions detailed in this Department of Administration (DOA).

Have any queries, feel free to reach me!

Sincerely



Rajamani Thiyagarajan, President

MSys, Inc.

Phone: (202) 629-0353 x701

Email: [bw@msysinc.com](mailto:bw@msysinc.com)

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**Purpose and Scope**

MSys has read and acknowledge this Requirement.

MSys, Inc. (hereafter MSys) is an IT Services and Solutions firm providing a spectrum of services in Enterprise Applications and Integrated Business Solutions. MSys mission is to emerge as a global leader in its field, while adding value to its customers through high quality and cost effective services. Our Vision is that we envisage ourselves as a company with a strong customer base, best known for our reliability, trust and integrity in all our relationships across the globe, harnessing technology at each step to stay ahead of competition.

MSys Inc., established in 1994 provides IT Consulting Services, Staffing, and Software Development for Government and Fortune 500 customers. We have proven expertise in software product development and IT services. It is headquartered in North Carolina, USA and with Offices in Bedford, United Kingdom, Leiden, Netherlands, and Hyderabad, India. We are solution providers in a wide spectrum of IT and other services, with a global presence of excellent professionals located across the world. Our main focus is to provide solutions for a dynamic environment where business and technology strategies converge. Our client relationships are among our greatest competitive assets. We deepen and enrich this relationship through disciplined growth, innovation, and seamless execution. We demonstrate our commitments to clients through the firm's emphasis on excellence, integrity and ethical behavior.

**Strategic Capabilities**

- **Data & Analytics:** To make better business decisions, challenge your assumptions. Turn information into insight with our latest cloud, big data and predictive analytics solutions.
- **Business Process Services:** Rethink how you run your business with the help of our industry-savvy consultants. We improve performance, enhance productivity and drive growth initiatives.
- **Organizational Change Management:** Successful organizational change is a top management mandate. Our Change Management practice works with executives on strategic and transformational challenges.
- **Customer Relationship Management:** Building a strong relationship with your customers is as important to us as it is to you. Tap into expert solutions to connect with your customers.
- **Digital Transformation:** MSys enables organizations to create engaging and consistent digital experiences across every touchpoint, providing new opportunities for growth.
- **Supply Chain Optimization:** We can help you re-wire your supply chain to improve global trade, transportation, distribution, planning, collaboration and forecasting performance.
- **Business & IT Strategy:** Our consultants create business strategies that enable global companies to define new business and target operating models to maximize value and manage complex changes throughout their organizations.
- **Enterprise Architecture Services:** Maintaining business agility isn't easy when technologies and business requirements keep changing. Our approach to Enterprise Architecture ensure businesses stay current with emerging technology platforms and be able to harness new opportunities.
- **Enabling Infrastructure:** IT expectations are higher than ever. Our experts can help you build and manage an IT infrastructure that equals the demands of a changing business environment.
- **Program Management:** We help leading companies drive business transformation by providing industry-leading program management consulting services.
- **Quality Engineering and Assurance:** If you don't have the resources for testing, leave it to us. Our world-class QA team and rigorous testing processes provide the assurance your company deserves.

**Industry Expertise**

<p><b>Banking &amp; Financial Services:</b> The industry is constantly evolving as it deals with changing economics, regulatory pressures and the growth of mobile banking. We're here to help you stay ahead.</p>
<p><b>Life Sciences:</b> As the life science industry continues to change, so should your way of thinking about how you manage core processes. Our tailored solutions can help.</p>
<p><b>Communications:</b> Your business needs to move at a lightning fast speed to keep pace with technology and customer demands. Our cutting-edge solutions like network management and cloud services can adapt at the same speed.</p>

<p><b>Manufacturing:</b> We'll help challenge the way you develop, source and distribute your products today so that you can revolutionize your performance tomorrow.</p>
<p><b>Consumer Goods:</b> By identifying new ways to connect with customers, our solutions can help consumer products companies enhance their brands and grow market share.</p>
<p><b>Media &amp; Entertainment:</b> The way you create, manage and deliver your digital assets is an important part of your business. Together, we'll develop smart solutions to make it easier.</p>
<p><b>Education:</b> The future of education is all about new ways of learning—from online tools to in-classroom courses. We offer the latest solutions to keep challenging the learning experience.</p>
<p><b>Retail:</b> Looking for new ways to make your business more successful? Our innovations in supply chain management, merchandising, e-commerce and mobility can take your business to a whole new level.</p>
<p><b>Energy &amp; Utilities:</b> MSys helps challenge the way you look at your business and can help you find ways to utilize new technologies and pioneer new operating models.</p>
<p><b>Technology:</b> While you're leading the way in the tech industry, our team is doing the same to help online companies, software vendors and hardware manufacturers define their future.</p>
<p><b>Healthcare:</b> You're committed to the care of your patients and clients. And we're committed to helping your business improve and grow in a time of dramatic change.</p>
<p><b>Transportation &amp; Logistics:</b> Running a successful transportation company today means being more responsive. Our out-of-the-box thinking can help streamline your operations, improve visibility and drive business performance.</p>
<p><b>Information Services:</b> Companies have revolutionized real-time information. To maintain and sharpen your business edge, turn to our experts.</p>
<p><b>Travel &amp; Hospitality:</b> Getting a competitive advantage means challenging conventional thinking. Our flexible global IT and business services helps you stay ahead.</p>
<p><b>Insurance:</b> Moderating interest rates, higher costs and new ways of delivering service are changing insurance industry.</p>

At MSys, our management consulting solutions and services provide clients with wide range of unsurpassed expertise and capabilities in Healthcare, Public Sector, Natural Resources, Financial Services, Enterprise Management, Governance, Infrastructure, and Privatization. We has vast experience of providing both vertical, horizontal and integrated management consulting solutions and services with tremendous return on investment. We have experience of providing Management Consulting services to MN Judiciary, Department of Labor, Licensing and Regulations MD, South Carolina Department of Human Services and South Carolina Department of Social Services.

We are able to obtain huge client satisfaction for providing exceptional services to these clients. We continue to raise level of quality, customer satisfaction, cost containment and on-time delivery as the pre-eminent one-stop-shop provider of management consulting solutions and services. We challenge ourselves everyday - that is our ethic and commitment to be the best. Simple, we offer our best: our most senior people, a breakthrough service approach and leadership strength to ensure that end-results are the same no matter the prevailing conditions.

**Qualifications**

**Experience providing similar services**

MSys selects highly qualified personnel with minimum of 5 years of verifiable experience and possessing excellent understanding with state/ federal rules. Our consultants possess hands on experience in various technologies and technically-qualified personnel with previous relevant experience in technologies and other technologies required by Walter Reed Institute of Research under this contract. MSys intends to minimize the learning curve, reduce government’s risk and increase productivity on job from day one. We propose personnel will fit-in and augment the Walter Reed web development team by bringing relevant experience and skills as required by this project. MSys’s personnel has proven ability to manage projects from analysis, design, develop, test, to execution in all phases of application development and has experience in successful implementation of all phases of software development life cycle.

Our teams of managers are experienced in detecting the necessary talent that is needed for Technical positions. The recruiters that would be assigned to the task have been trained in the skills of recruiting candidates that have the necessary skills for Technical positions. Our recruiters training involve the understanding of the experience, education, communication skills and critical thinking that would be ideal for the requested positions.

The supremacy of having a team that understands the necessary skills that a candidate must have for technical positions in an in-depth understanding, guarantees that more qualified candidates would be submitted for each job order. This elaborate training that we provide our team allows them to understand the request in further details. We believe that submitting a candidate is more than comparing job descriptions to resumes, but to also question the candidates on their ability to adequately perform the ideal order to its fullest and/or beyond their capabilities. At MSys, we believe in doing more than fulfilling a position, we believe in establishing a relationship with our clients and the nation's top talent. We find that adequate communication is key to discovering needs of our clients and candidates to fulfill their needs.

We have successfully filled a variety of positions at MSys, although we have found that technical positions are a specialty that has been established since the inception of MSys. We have prepared our team extensively in fulfilling job orders for technical positions. It is an utmost importance for our staff to fully understand the aspect of the positions considering that it is a common request that we fulfill with our established clients. At MSys, our recruiters are trained in the art of locating the necessary talent for our clients. Each recruiter has been trained extensively on all skill sets, but they have gained additional training in the skill sets of the client's that they will be servicing. Our recruiters have been trained to fully and completely understand the requirements that are requested. By understanding the requirements (skills, education, and technical language) they can interview the candidate thoroughly to determine the candidate's capabilities to perform the tasks. Our recruiters do more than post jobs; they actively search for candidates by employee recommendations, online networks, career fairs, and minority business council referrals. Our recruiters will interview the candidate extensively on the phone to determine if the candidate is an ideal fit for the position. Our team will ask knock-out questions that will allow us to determine their experience, skills, education and their understanding of the job requirements. Once our recruiters discover candidate that best matches the position, they will forward their information to MSys’s Account Manager that will then further evaluate the candidate before submitting information to our client. Table below demonstrates our experience of successfully staffing project requirements with various clients:

Name of Client	Staff Title	Duration
State of OK	Software Architect, .Net developer, Reports developer	2014 - Present
OPERS	Java developers, network engineer	2019-Present
District of Columbia	Project Manager, Security Architect. SOC analyst, Virtualization engineer, desktop support	2016-present
State of PA	.Net developer, Testers. PI/SQL Developer	2018-Present
State of NC	.Net developer, Java developer, QA/Tester, Project Manager, AWS Architect	2015-Present
RLI Insurance	QA Analysts	2019-Present

<b>Geico</b>	QA Analyst, RPA Developer, Business Analysts	2019-Present
<b>Verizon</b>	Software consultants	2019 - Present
<b>State of SC</b>	ERP Developer, EDI Analysts, SQL Server DBAs, Network Engineer, SharePoint Developer	2015 - Present

Projects

<b>Client</b>	<b>Project Experience</b>
State of Michigan, Lansing MI	We are assisting the Department of Technology, Management and Budget (DTMB), and MEDC /WDA with the construction, testing and implementation of the new Pure Michigan Job Portal applications that are part of the Pure Michigan Talent Connect Project. In addition to construction coding according to design specifications, this will transition system knowledge to state staff members. With this work effort, we provide system documentation to assist in maintenance and transfer of knowledge. All development code will be developed using DTMB and MEDC standards. System documentation will be developed and we are required to utilize DTMB's System Engineering Methodology (SEM) along with Workforce Development Agency standards. In addition to this our company is involved in. This project is implemented within budget and on time.
State of North Carolina, Administrative Office of the Courts	The North Carolina Statewide Warrant Repository Project (NCAWARE) and eCitation project. Developing Java/MQ interface to allow eCitation to handle arrestable offenses and to transmit the associated citation data to populate a temporary Magistrate's Order based on a citation. Involved in analysis, design and development of eCitation and NCAWARE code to handle creation of temporary processes based on an arrest by citation.
Department of Justice, US Attorney General Office, Columbia SC	<ul style="list-style-type: none"> <li>• Web Design</li> <li>• SharePoint management</li> <li>• Customer support</li> <li>• IT Systems/network administration</li> <li>• System security and internet operations</li> <li>• Litigation support services</li> </ul>
State Of Arkansas, Little Rock, AR	SAP Basis Administrator to assist with maintenance and upgrades to SAP related systems as part of DFA AASIS BASIS Team.
DHHS, State Of Maine, Augusta ME	Coordinate with other parties in setting the technical approach and direction and implementation for work, provide technical design expertise, defines what technical requirements are needed to support defined business requirements, participates in detailed design and code reviews, reviews system performance issues, reviews test plans, and provides technical guidance to the Application Team and Test Team members. Collaborate with the Team Lead(s) to coordinate project schedules, budgets, request management, and work authorization. Interface with Executive Sponsors, Group Leads, and Lead Functional Architects to convey infrastructure requirements, plan, and schedule deployment of tasks, and resolve any issues that impact the deployment of the Application Delivery systems
Department of Labor, State of Maine Augusta ME	Involved in supporting the Benefits system. These projects include the replacement of UIPROD and the development of improved Overpayment processing. These projects will involve development in the Unemployment Compensation Benefits system at the MDOL. The Benefits system is a critical legacy system which provides MDOL with the capability to register individuals for unemployment insurance benefits and disburse those benefits. The Benefits application is programmed in a combination of Oracle PL/SQL, SQL, Unix scripting, and COBOL languages. There are a fair number of programs that are written in COBOL so the resource needs to be able to both read the code and modify existing code as needed or write a new module within an existing COBOL program. In addition, the resource needs to be comfortable compiling

	Cobol.
WIC, State of Maine, Augusta ME	responsible for the WIC reporting project using the Microsoft SSRS and SQL Server toolchain including analysis, design, coding, component and assembly testing, documentation and placing in production of all application code.
DSS, State of VA, Richmond VA	Java/JSF Development for DSS
Department of Defense (Defense Logistics Agency), Philadelphia PA	Provide project management, development and sustainment support for SAP based data warehouse using SAP BW and Business Objects. Tasks involved gap analysis, system analysis, sizing, development of data warehouse objects, reports and dashboards, train power users and end users; production support for backend and front end systems.
<b>DLA</b>	<ul style="list-style-type: none"> <li>• Support archiving consolidation tasks to streamline data migration activities</li> <li>• Support new archiving systems to include administration and server administration</li> <li>• Support archiving administration tasks to include user management, troubleshooting, performance monitoring and ensure overall system health</li> <li>• Assist in developing archiving related process/procedure documentation, IA related documentation and customer level communications</li> </ul>
DMV, State of SC, Columbia SC	ONGOING PROJECT TO ENABLE DSS TO MOVE TO A MORE DASHBOARD REPORTING APPROACH. Responsible to work with business users to develop requirements for reports; <ul style="list-style-type: none"> <li>• Analyze user needs, as required, and leads in the design of specifications to meet those needs;</li> <li>• Responsibility for developing SQL Server Reporting Services reports and components</li> <li>• Tests and debugs software; assists in testing projects for other developer\analysts</li> <li>• Accountable for the successful delivery of reports within time estimates; Develops and documents design;</li> <li>• Identifies risks and communicates risks to the project manager and project team;</li> <li>• Minimizes rework by utilization of best software engineering practice;</li> <li>• Supports and adheres to change management process</li> </ul>
State of CO	Involved in developing business requirements, functional requirements and collection rules for all inbound data loading, to identify requirements using techniques such as data flow modeling, workflow analysis, and functional decomposition analysis. Involved in soliciting requirements with internal customers at CDE and external groups including school districts and other state governmental agencies through interviews, workshops, and/or existing systems documentation or procedures.
Delta Dental	Provided .Net development Services
State of OR healthcare Exchange	<p><b>Project 1:</b> Oregon HIX Project is a new health insurance marketplace being developed by the State of Oregon to satisfy the requirements of the Affordable Care Act. The Integrated Eligibility system is designed to meet all the Medical need of the Residents of Oregon in the areas of Medicaid for Families and purchase of Health Insurance through the Exchange for Employees.</p> <p><b>Project 2.</b> Modernization – Test SNAP food benefits program and Eligibility requirements.</p>
<b>State of OH, Dept. of Education</b>	The Database Administrator is responsible for data analysis and database management. Database Administrators typically are involved in maintenance, enhancement, designing of data dictionaries, physical and logical database models, and performance tuning. Database Administrators have a range of skills and knowledge of the utilities and production tools used for data storage management to support the Application Team.

<p><b>State Of PA, DEP</b></p>	<p>DEP's enterprise system is called eFACTS (Environmental Facility Application Compliance Tracking System). It is an Oracle web form based application that uses an Oracle 11G DB as the back end. It provides a holistic view of the clients and sites (including facilities) that DEP regulates. In addition it tracks the various functions that support DEP regulations such as compliance activities, bonding, fees, certifications, authorizations/ licenses/ permits, etc. eFACTS is a complex system encompassing thousands of business rules. There are over 2000 users from all facets of the department, plus several external users. It provides for basic data entry roles, application processors, compliance specialist, bonding, certification, etc. The eFACTS system has over 140 Oracle Forms, over 2500 tables in its main schema, and over a thousand other tables, views indexes for interfacing with integrated systems. These individuals will be utilized to support the existing system, implement enhancements for the various program areas, assist in upgrades and architectural changes, and provide mentoring and support to DEP staff. These positions may be involved in any or all facets of developing application system such as defining user requirements, system impacts, analysis, coding, testing, deployments, documentation, etc.</p>
<p><b>State of PA, DOT</b></p>	<p>Position Description: The senior BI developer will perform both .NET and Business Objects application development services for an enterprise business intelligence portal. At least 50% of the candidates time will be spent developing reports, dashboards, and analytical components using the Business Objects tool suite (version XI 3.1 R2 and eventually 4.0). The remaining time will be spent doing ASP.NET development for a custom BI portal. The candidate will be a member of a dynamic enterprise team responsible for performing multiple concurrent projects. The candidate will perform all phases of the SDLC. The position requires advanced problem solving skills to build and maintain complex analytical BI components, encompassing .NET, Business Objects, and Oracle SQL. The candidate should also have a strong understanding of data warehousing concepts. Core technologies to be leveraged are .NET, Business Objects XI Web Intelligence, Universes, Xcelsius Dashboards, and Crystal Reports 2008 as well as Oracle 10g/11g.</p>
<p>Department of Revenue, State of SC</p>	<p>Provide Microsoft SQL Server Administration</p>
<p>DSS, State of SC, Columbia SC</p>	<p>Provide high level .Net architecture and project management consulting.</p>
<p>Maryland DLLR (Department of Labor, Licensing and regulation), Baltimore MD</p>	<p>Project Management Services</p>
<p>Department of VA, Washington DC</p>	<p>Provided a Microsoft BI solution to the department.</p>
<p>Department of Education, State of OH, Columbus OH</p>	<p>Provide Microsoft Consulting services</p>
<p>State of Ohio, Cleveland OH (Ohio Lottery)</p>	<p>Provide Microsoft Consulting services</p>
<p>State of Iowa, Des Moines IA</p>	<p>Provide Microsoft .Net consulting services</p>
<p>State of OK, Stillwater, OK</p>	<p>Provide .Net consulting services and MS Business Intelligence project management/architect services</p>
<p>Ohio Public Employee Retirement System,</p>	<p>Provide System Administration and management services</p>



Columbus OK	
Sacramento Municipal Utility District (SMUD), Sacramento CA	Provide system administration and migration of Windows XP machines to Windows 7
McKesson, San Francisco CA	Provide SAP Consulting services. SAP, BPC, BW architect, design, development and support. Create reports using Bex and Buesness Objects. Upgrade BW and fine tune performance
State of PA, DOT	Serve as a programmer/ developer for iOS Mobile Computing solutions for PennDOT. The solution will involve working with iOS mobile development tools, relational databases, and web service-oriented client/server architecture
State of Iowa, Des Moines IA	Mentor, counsel and direct vendors to enforce and document accountability to project deliverables. Assist in review of vendor proposals and project plans and identify alternatives when necessary. Manage the vendor portfolio from a strategic vendor relationship management prospective.
State of PA, DOT	Senior/lead data warehouse developer for DW/BI solutions within the PennDOT's Bureau of Business Solutions & Services. Lead DW/BI projects and initiatives related to the expansion of the enterprise data warehouse and development of new BI applications serve as the DW/BI team's Informatica expert, and is also expected to have very strong data warehousing experience, Oracle PI/SQL, and data modeling skills. Responsibilities will include Informatica architecture and technical support, Informatica ETL development and troubleshooting, dimensional modeling, SQL and PL/SQL development, Oracle performance tuning, and BI developer support. Technologies include Informatica PowerCenter 9.5, Oracle 11g, PL/SQL, and Business Objects XI. Candidate can expect to spend 75%of their time doing hands-on development and 25% performing lead/architect duties.
State of VA, Richmond VA	Provide installation and configuration services for Oracle Weblogic 10.3.6 and Oracle Forms and Reports 11.1.2. Provide appropriate documentation regarding installation and configuration. Assist with Oracle DB 12C configuration as needed.
State of SC Medicaid/Clemson University	Work collaboratively with the medicaid services mmis team to make technical and design specifications. Debug, unit test, and integration test coding changes specifically to the SC medicaid axiom translator application. Will also support quality assurance staff during QA, user acceptance, and external testing by making needed coding changes. Communicate effectively in both written and spoken communication. Work collaboratively with clemson staff and other contracted staff. This position will also include skills for effectively managing work tickets for the development team with numera footprints software and will entail ticket monitoring, reporting status and creating reports for management/clients.
State of SC Medicaid/Clemson University	<ul style="list-style-type: none"> <li>• Web-based distributed systems architecture and design: design, develop, and implement enterprise level web-based systems, enterprise defined in terms of system scope as well as number of users. Plan for responsive user interfaces incorporating modern web 2.0 technologies (such as Ajax) and mobility needs (smartphones and tablets). Stay abreast of industry-directions and trends and continually evaluate them for potential impact and/or use in the architecture.</li> <li>• Software engineering: design and develop java applications incorporating industry-standard frameworks where appropriate (such as spring or struts or hibernate). Plan for highly available and scalable applications. Incorporate services into system design where appropriate. Coordinate and plan the work of java development teams.</li> <li>• Software project lifecycle management: effectively implement and utilize</li> </ul>

	<p>modern web-based software industry standards and best practices including an agile/scrum-based methodology, use of integrated development environments, strong emphasis on unit testing and participation in complete software lifecycle from analysis and design through testing and deployment. Assist end-user and business analysts in turning business needs into incremental software development projects and sprints. Serve as a champion for quality software and software development practices.</p> <ul style="list-style-type: none"> <li>• Communication: communicate with a broad mix of stakeholders involved in the information technology system replacement projects including business users, analysts, software engineers, database architects and administrators (dbas), quality assurance engineers (QA), systems and infrastructure staff, and support staff</li> <li>• Willingness and ability to effectively engage with people and organizations on a continuous basis.</li> </ul>
State of SC, DHS	The position is focused on planning, developing, documenting & exchanging knowledge with onsite team using Agile Principles and Practices. Typical work will include developing and promoting the Scrum process, working with Project Managers, Product Owners, Business Analysts, Spring team members, etc. to ensure the effective and efficient functioning of the Sprint team. A candidate will work to promote and improve the practice of Agile/Scrum and provide status and risk information to Project Management and Stakeholders.
AMC Entertainment, Kansas City, MO	Provide data modeling services.
ServiceNow, San Jose, CA	Provide SAP HANA architect services and reporting services.
State of PA, PA Turnpike Commission	Day-to-day support activities within the SAP SRM 5.x environment and assist with the SAP SRM 7 Upgrade project.
<b>State of PA, PDE (Department of Education)</b>	Analyze data as it exists now for PIMS collections and make recommendations to meet the proposed requirements for the PIMS Data Collection Consolidation project. The business analyst will review existing data collections and reports, evaluate the difference between the existing code and the required changes, capturing the gap. The business analyst will use the gap analysis to document the new report specification and testing requirements. The business analyst will work with the programmers to design the reports. The business analyst will test and evaluate the accuracy of the final report and work with the programmers to resolve issues. The business analyst will be working with SQL and Cognos programmers.
<b>SC Dept of Budget and Control Board, Columbia SC</b>	Advise agencies on proper firewall configuration in accordance with industry best practices, DIS policies and SOC installation guidelines. Assist local government entities with Incident Response and risk mitigation in the event of compromise or discovery of vulnerabilities. Perform duties as a Security Operations Center (SOC) analyst including Intrusion Detection Systems (IDS) and Security Incident and Event Management (SIEM) monitoring, investigation, incident handling and entity coordination using established operational procedures. Perform administrative duties on infrastructure-specific applications such as Nagios, scripts and storage hardware devices such as HP MSA. Administration functions on core SIEM devices and end-user training on the use and analysis of available information.
<b>DTI, State of DE</b>	This position is a second role similar but separate from the one released a month or two ago. This position is responsible for Enabling Excellence in Delaware State Government. Principal responsibilities include the planning, requirements, design, coding, testing, debugging, system integration, and documenting of software components of complex, multi-tier government

	<p>systems. Responsible for evaluating user requests for new programs, modifications to existing programs, and system integration of off the shelf Products. Performs research and gathers relevant data to determine feasibility, appropriateness, and cost and time required. Prepares detailed estimates in order to obtain approval to proceed. Prepares detailed program specifications. Develops software according to approved specifications, tests and debug programs for the delivery of quality applications. Creates system and user documentation. Monitors ongoing program and system performance. Provides training and mentors less experienced team members. The ideal candidate must be a fast learner with excellent communication and problem solving skills, and able to work with minimal supervision as part of a multidisciplinary team. The ideal candidate must be able to work well with a diverse group of team members to deliver software solutions on time, on budget and within specifications. Bachelor's Degree in an IT discipline strongly preferred, or equivalent work experience. Basic training in project management principles and practices. Trained or experienced in Quality Process management. Possesses professional certifications commensurate with ADVANCED to EXPERT technical capabilities.</p>
<p><b>Office of Retirement Services, State of MI</b></p>	<p>Provide Java consulting services</p>
<p><b>Department of Revenue, State of PA</b></p>	<p>This is a Lead-level position in which the resource will be responsible for systems analysis, design, and programming of medium to complex assignments within the new ITS (Integrated Tax System) Modernization project. These tasks will be using the ABAP programming language which is the basis language for SAP/TRM (Tax and Revenue Management). Responsibilities will include:</p> <ul style="list-style-type: none"> <li>• Planning, directing, scheduling and evaluating of technical requirements involved in SAP/TRM and the application design, development, and maintenance of ABAP applications to meet the Business and Function needs of the ITS Modernization Project.</li> <li>• Providing technical support and solution for all SAP/TRM needed applications such as:             <ul style="list-style-type: none"> <li>○ Forms</li> <li>○ Reports</li> <li>○ Interfaces</li> <li>○ Enhancements</li> <li>○ Correspondence</li> <li>○ Workflows</li> </ul> </li> <li>• Providing technical assistance to users, our integrator, the Business Team, the Functional team and the ITS Technical Division in resolving SAP/TRM related issues.</li> <li>• Preparing realistic project plans and effective systems development schedules, and monitors assigned projects to ensure that tasks are performed according to schedules</li> <li>• Planning and developing of the procedures and documentation for administration of change control and problem reporting for all SAP/TRM duties</li> <li>• Developing, maintaining, and publishing documentation for all SAP/TRM FRICE-W areas, and all other areas of involvement.</li> <li>• Taking initiative to learn and maintain knowledge of the various software products used by the respective systems to ensure a quick response time to problem resolution, as well as the ability to inform users, our integrator, the Business team, the Functional Team, and ITS Technical Division management.</li> <li>• Maintaining familiarity with the state of the art principles, procedures, software</li> </ul>

	<p>and techniques related to the SAP/TRM solution</p> <ul style="list-style-type: none"> <li>• Using appropriate tools and methods to define and analyze the user requirements, and to develop the external design as needed.</li> <li>• Using appropriate tools and methods to develop the detail system design, including data structure, processing specifications and output prototypes</li> <li>• Performing project leadership over complex projects.</li> <li>• Designing solutions for complex problems.</li> <li>• Developing complex application programs, modules and interfaces, using appropriate coding language and the methods that will best meet the requirements and conform to the design specifications.</li> <li>• Conducting complete system testing, using plans developed in conjunction with users, the Business Team and the Functional team to validate that the system is functioning as required.</li> <li>• Providing appropriate user documentation where needed.</li> <li>• Overseeing the effective utilization of hardware, software, personnel and other resources in meeting assigned goals and objectives of the ITS Technical Division and the Modernization Project.</li> <li>• Overseeing compliance with procedural standards for preparing technical and administrative tasks, and participates in developing additional technical standards appropriate to the section.</li> <li>• Preparing reports to supervisor on project status, resource commitments, and technical problems.</li> <li>• Participating as a Lead Developer in meetings with personnel from the department, other governmental agencies, and our system integrator.</li> <li>• Overseeing that bureau and departmental security policies and guidelines are adhered to by subordinates, and within assigned system applications.</li> <li>• Performing other related duties as required.</li> <li>• In accordance with the terms of Contract No. 4400007198 and the duties of staff augmentation personnel outlined therein, staff augmentation personnel shall provide complete knowledge transfer to the Department of all tasks and projects assigned by the Department. Knowledge transfer includes complete written documentation including systems design, technical design and specifications, and coding to the Department for all tasks and projects to which personnel are assigned.</li> </ul>
<p><b>State of PA</b></p>	<p>This is a Lead-level position in which the resource responsible for assisting DOR with further enhancement of our BI/BW environment for the ITS. Responsibilities will include the following:</p> <ul style="list-style-type: none"> <li>• Provide support for enhancements to existing SAP BW Data Sources, DSOs, Info Cubes, MultiProviders, InfoObjects, InfoSets &amp; APDs</li> <li>• Create/modify transformations, update rules and/or transfer rules for the enhancements</li> <li>• Update SAP BW queries and workbooks using the Query Designer and BEx Analyzer tools</li> <li>• Identify, troubleshoot &amp; resolve issues in development/ configuration/ reporting</li> <li>• Provide accurate and detailed work effort and time estimates</li> <li>• Develop and document test strategies &amp; results</li> <li>• Preparing realistic project plans and effective systems development schedules, and monitors assigned projects to ensure that tasks are performed according to schedules.</li> <li>• Providing technical assistance to users, the Business Team, the Functional team and the ITS Technical Division in resolving BI/BW related issues.</li> <li>• Developing, maintaining, and publishing documentation for functional and technical design documents.</li> </ul>

	<ul style="list-style-type: none"> <li>• Developing, maintaining, and publishing documentation for all SAP/TRM FRICE-W areas, and all other areas of involvement.</li> <li>• Performing other related duties as required.</li> </ul>
<b>State of AZ</b>	<ul style="list-style-type: none"> <li>• Designs, prepares, tests and debugs web program coding for business applications. Reviews coded and compiled structured programs. Prepares test data and conducts unit testing to ensure compliance to specifications.</li> <li>• Analyzes automation requests. Creates all required SDM technical documents: Functional Specifications, Design Documents, etc.</li> <li>• As an active team member, interfaces with users gain understanding necessary for enhancement, maintenance, and problem resolution for exiting application; and maintains continuous awareness of user's plans/activities relevant to the project.</li> <li>• Translates requirements and specification into computer programs; designs, codes, analyzes, test, and documents computer software programs and systems using lifecycles development techniques. Creates work plans, develops schedules, and develops time and cost estimates for projects.</li> <li>• Attends staff and technical meeting in the work unit. Prepares routine periodic project status reports; between reports, communicates with management and customers as necessary.</li> <li>• Advanced Experience:             <ul style="list-style-type: none"> <li>○ C# .Net</li> <li>○ Visual Studio (latest versions)</li> <li>○ Web Services</li> <li>○ SQL Server 2008 R2</li> <li>○ SSRS</li> <li>○ T-SQL</li> <li>○ Asp.Net 4.0 Framework</li> <li>○ IntlnTy Framework 4.0</li> <li>○ MVC (Model View Controler</li> <li>○ .Net applications</li> <li>○ Systems Development Methodology (SDM)</li> <li>○ MS Project</li> <li>○ TFS (Team Foundation Server)</li> <li>○ Deploy web apps using MSI</li> <li>○ Visual Studios 2010</li> </ul> </li> </ul>
<b>Trianz</b>	Trianz is a major system integrator with customers like Master Card, New York Life, etc. We currently have about 10 consultants working; we hope this will grow to 30-50 in future
<b>Ohio Public Employee Retirement System, Columbus OK</b>	Provide agency with Java consulting services
<b>State of MD Mental Hygine</b>	Provide .Net development services; this is a BPO
<b>Library Of Congress</b>	Provide Infrastructure services to Library of Congress
<b>State of AZ various agencies</b>	Provide many resources including Project Assistants, Microsoft Developers, .Net Developers
<b>State of MN Judiciary</b>	Provide the Court system with identifying and analyzing IVR/IWR systems for the customer.
<b>State of SC SCEIS</b>	Provide SharePoint Administration services to the State Agency
<b>State of NC, DOT</b>	Provide Microsoft development services to DOT
<b>OPERS</b>	Java development for retirement services
<b>MN Judiciary</b>	BA services for messaging and voice

<b>SAMTRANS</b>	Develop .Net web applications for Samtrans portal
<b>Valuemomentum/RLI Insurance</b>	Provide QA services for RLI insurance
<b>State of OK, Stillwater, OK</b>	Provide .Net and BI architect services to OK Careertech
<b>PWC QA Project</b>	Provide QA services to PWC
<b>Dept. Of Energy, Richland WA</b>	Provide project management services to Dept. Of Energy
<b>District of Columbia, various agencies</b>	Providing the following: Desktop support services, Oracle EBS project management, IT project management, Privacy/Security administration.

MSys’s team of consultants has built a number of practices that specialize in design, implementation and deployment of customized program management and systems integration technologies for our clients. Our client relationships are among our greatest competitive assets. We deepen and enrich these relationships through disciplined growth, innovation, and seamless execution. We demonstrate our commitments to clients through the firm’s emphasis on excellence, integrity and ethical behavior. We employ the best people, practices and methodologies, supported by a flexible delivery model to provide strategic IT solutions and render value added services that help clients respond quickly to their business opportunities. Our consultants’ enhancement methodology consists of the end-to-end system development lifecycle, from requirements through implementation of new enhancements to the various systems. Before we begin requirements, our consultants perform comprehensive study to define the current business processes and an analysis of the impact that any enhancement may have on the system, including the level of effort, schedule, and potential technical and delivery risk, to determine the best solution for clients. As part of the impact analysis, we will evaluate the use of new technologies to implement changes more quickly.

We will provide robust service delivery capabilities to manage the various system change request process. This team manages changes from request to implementation. Our internal integrated change control process aligns with the Clients’ established Change control processes. Our service delivery consultants also perform our schedule for transition tasks, system enhancements, and production problem resolution. The team coordinates work and transition tasks, within, between, and across all phases of the system delivery lifecycle.

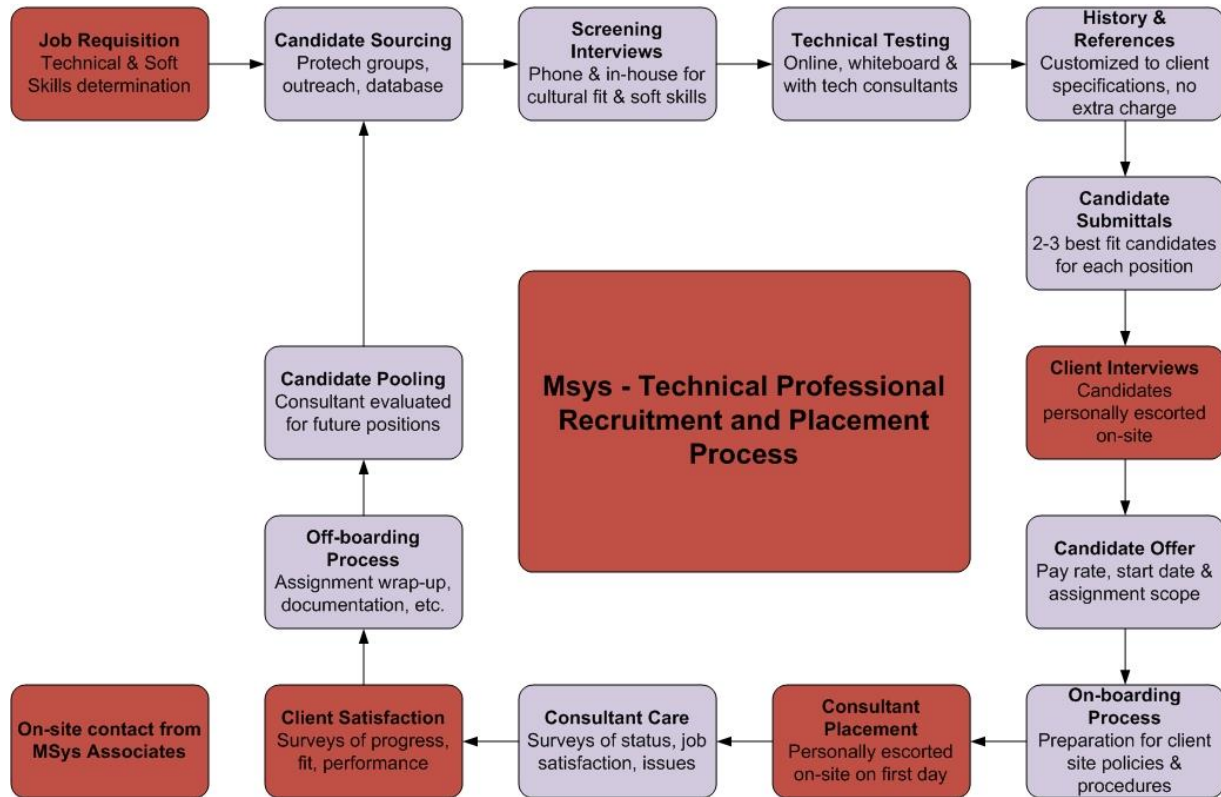
**Staff and Skill Mix**

MSys possesses a state-of-the-art Talent Management capability that is a cornerstone to its ability to deliver the appropriate personnel with speed, agility and a high degree of efficiency. The core of this capability lies within our Talent Operations Center(s) (TOC). We have an aggressive recruiting capability, ensuring our ability to quickly meet any contingencies and/ or surge requirements. Our internal candidate database houses more than 200,000 pre-screened candidate resumes and profiles. Additionally, we have access to thousands of additional candidates through subscriptions to all major internet resume databases. We actively explore other candidate resources, including print ads in newspapers and trade journals, job fairs, trade fairs, college fairs, college placement offices, alumni associations, website banner ads, professional user groups, trade associations and outplacement centers. We also have an extremely effective employee referral program. Due to success of these programs, we are able to secure most highly qualified candidates for customer’s positions by tapping into the passive job seeker market.

MSys’s recruitment methods are used on a continual basis to identify the best candidates with skills that are in demand or hard to find. Our efforts to identify the best candidates do not stop with the initial requirements; we maintain a “virtual bench” of candidates for each active contract we manage. This virtual bench is a used to refresh and provide surge for our contracts. Our goal is to insure we have a reserve of qualified candidates to fill any vacancy that occurs. MSys will bring right tools and personnel at right time to ensure Maryland Health Benefit Exchange, MD contract is successful. We offer our combined experience, innovation and professional support. We offer unique blend of management capability based upon strong team of seasoned professionals with experience in managing large and complex Federal Information technology services projects while working within the Federal Government and presently supporting similar large requirements as commercial contractor for the Federal Government.





### Recruitment Approach

MSys clients are benefited from a regimented, high-touch, recruiting process that utilizes a high-quality, disciplined and personal approach to sourcing, validating and matching candidates to the requirements of our Clients. Our recruiting model ensures our technical recruiters have developed the interview and assessment skills needed to become experts in both the technical skills needed to be successful in a particular job, and the intangible skills also critical to the success of a candidate.



Each and every time we engage with a candidate, MSys utilizes 9-step sourcing, interviewing and submission process where candidate’s technical and customer service skills are thoroughly examined.

	<p>Step 1: Building the Bench: There is a fine line between balancing “speed” and “quality”, therefore we proactively apply our recruiting process to IT talent in a number of job categories in order to build a bench of prequalified candidates. By continuously establishing relationships in various skill categories, we are able to deliver the best candidates in the market, not just those that are currently looking for work.</p>
	<p>Step 2: Sourcing: In conjunction with all of the industry standard technologies and tools, MSys utilizes variety of other techniques to source the best candidates for our Clients. We also utilize a comprehensive applicant tracking system to measure and monitor all of our activities while building a database of prequalified candidates.</p>
	<p>Step 3: Screening: MSys’s technical recruiters complete a phone interview with all prospective candidates to assess phone presentation skills, confidence and overall verbal communications ability.</p>
	<p>Step 4: Face-to-Face Interview: As required by client, we will conduct a face-to-face interview to further explore candidate’s personal presentation, background, experience, technical knowledge, expectations and career goals, while also allowing us to share the benefits that are available to them as a MSys employee.</p>
	<p>Step 5: Checking References: Once the face-to-face interview is completed, MSys completes two technical references for each candidate. References may only be former managers and/or team leaders.</p>

	<p>Step 6: Assessing Skills: As required based on the job requisition and at the request of the Client, MSys will administer an on-line technical skills assessment test and provide the results of that assessment to the Client</p>
	<p>Step 7: Client Submittal: Once MSys has determined the candidate is a match with the job requirements and all other quality controls have been met to our satisfaction, the candidate will be presented to the Client. Our submission highlights a part of our process that is unique in our industry. Because of our attention to detail, we highlight valuable facts and findings which are typically not available in the resume of a candidate.</p>
	<p>Step 8: Background Check &amp; Drug Screen: Once a candidate has been confirmed to start with our Client, MSys completes a thorough background check and drug screen as required by the Client.</p>
	<p>Step 9: Candidate Care: At MSys, the recruiting process is never over. Even though the candidate and Client are successfully working together, MSys maintains accountability to the Client and to the consultant. There are numerous opportunities in the IT market and at MSys; we work hard to show our staff and consultants that we <u>care</u> about the longevity of each and every relationship.</p>

Creating incremental differentiation in the sourcing and recruiting process is very difficult, however MSys believes that a high-quality, disciplined and personal approach will yield the best combination of speed and quality, while ensuring that our Clients receive the best IT talent in the market. MSys is proud of our recruiting process and our continued success in working with the highest quality candidates. This process combined with our ongoing Candidate Care initiative has helped to keep MSys consultant turnover rates well below the industry average.

**Focus on Success:** MSys uses a simple model that ensures we satisfy all requirements, both routine and critical, with the highest probability of successful completion and infusion of quality. As illustrated in the figure, we apply three fundamental QC approaches. First, we ensure our QC emphasizes the key performance elements of the contract and is continually updated as new and changed requirements occur. Second, we have a clearly defined focal point to implement the quality control program. Third, we recognize improved performance is the result of continuous surveillance that is a major element of our daily management activity. Our Corporate Quality Manager also conducts spot audits throughout the year to ensure adherence to our overall Corporate Quality Management System (QMS). All audits results are reported to MSys’s Senior Management and any nonconformance is resolved in accordance with our Corrective Action Process.

All these Quality Control Plan mechanisms provide our managers the ability to monitor and track progress for the customer, helps us identify trends that may affect deliverables, allows us to inspect and review for high quality, and provides us the tools to anticipate potential areas where process and procedures may break down. MSys’s **Culture of Quality** reinforces to all employees the need to always be vigilant for a better way; one that will result in a better product for the customer.

We work to hire only the most qualified employees available, train our resources on the latest technology, and stress the importance of forging long-lasting, personal connections with our clients. Weekly meetings with the sales force detail upcoming customer initiatives and provide guidance for the creation of the profiles recruiters use to evaluate available talent pools. The active pipeline translates into a pro-active recruiting practice, allowing for rapid response to service requests and planned technical initiatives. We encourage and support the continuing development of our employees through training and the achievement of certifications in their fields of specialty. A typical consultant has over 7 years of experience when hired. The average length of employment is more than 5 years. MSys’s employee turnover rate for reasons of quality is less than 1%. For other reasons, this rate is from 1% to 3%.



### Demonstration of Providing Similar Services

A quality recruitment database is a staffing firm's lifeblood. It is an essential tool for storing and managing candidate information, matching applicants with jobs, and streamlining the recruiting process to save you time and money. The benefits of a quality candidate database are undeniable - for starters, candidates from an existing database are a recruiting firm's top source of placements. In today's competitive job market, professional recruiters must operate at optimum efficiency in order to increase their placements and grow their business. A well-maintained database enables your recruiters to better communicate with candidates, spend less time on tasks that don't add value, and more time on relationships. Once you determine your firm's database needs, you'll be well-positioned to make more placements more efficiently in less time.

Use visual, interactive dashboards and machine learning recommendations to see what's working and where you can improve. We at MSys follow below metrics

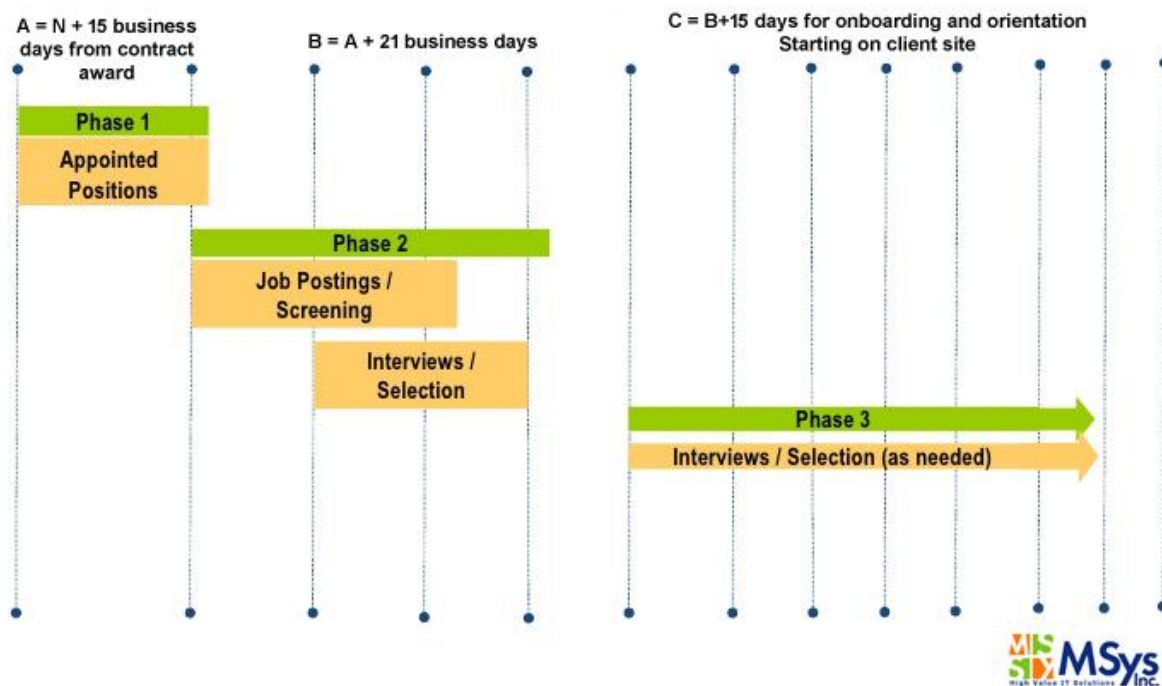
- Track key hiring metrics, such as time to fill, and take action right from reports.
- Use benchmarks to see how you compare to your peers.
- Craft compelling offers based on peer compensation comparisons.
- Assess the behaviors of your top performers to continually improve recruiting.

MSys clients are benefited from a regimented, high-touch, recruiting process that utilizes a high-quality, disciplined and personal approach to sourcing, validating and matching candidates to the requirements of our Clients. Our recruiting model ensures our technical recruiters have developed the interview and assessment skills needed to become experts in both the technical skills needed to be successful in a particular job, and the intangible skills also critical to the success of a candidate

### Staffing Timeline



## Current Staffing Timeline



**Mandatory Requirements  
Vendor Responsibilities**

MSys has read and acknowledge this Requirement.

**Duties and Responsibilities**

MSys has read and acknowledge this Requirement.

**Contract Award  
Pricing Page**

**Exhibit A - Pricing Page**

**WVDOT Information Technology Staffing Services RFQ(81220053)**

Contract Item	Description	Est. Qty.	Unit of Measure	Year 1 Unit Cost	Year 2 Unit Cost	Year 3 Unit Cost	Year 4 Unit Cost	Extended Cost
4.1.1	Senior Mainframe Application Analyst	2080	EA	\$95.00	\$98.00	\$101.00	\$104.00	\$8,27,840.00
4.1.2	Mainframe Application Analyst	2080	EA	\$85.00	\$88.00	\$91.00	\$94.00	\$7,44,640.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$115.00	\$118.00	\$121.00	\$124.00	\$9,94,240.00
4.1.4	Application Oracle Database Administrator	2080	EA	\$105.00	\$108.00	\$111.00	\$114.00	\$9,11,040.00
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$115.00	\$118.00	\$121.00	\$124.00	\$9,94,240.00
4.1.6	Application DB2 Database Administrator	2080	EA	\$105.00	\$108.00	\$111.00	\$114.00	\$9,11,040.00
4.1.7	Programmer Analyst	2080	EA	\$95.00	\$98.00	\$101.00	\$104.00	\$8,27,840.00
<b>Grand Total</b>								<b>\$16,55,680.00</b>

Contract will be evaluated on all lines but only awarded on first year. Renewal options for years 2, 3, and 4 will be initiated by the Agency, agreed to by the Vendor and processed by the WV Purchasing Division as Change Orders for subsequent years.  
 The Pricing Pages contain a list of the Contract Items and estimated purchase volume. The estimated purchase volume for each item represents the approximate volume of anticipated purchases only. No future use of the Contract or any individual item is guaranteed or implied.

  
 \_\_\_\_\_  
 Vendors Signature:

**Performance**

MSys has read and acknowledge this Requirement.

**Payment**

MSys has read and acknowledge this Requirement.

**Travel**

MSys has read and acknowledge this Requirement.

**Facilities Access**

MSys has read and acknowledge this Requirement.

**Vendor Default  
Contract Services**

MSys has read and acknowledge this Requirement.

**Other Specifications & Requirements**

MSys has read and acknowledge this Requirement.

**Laws, Rules & Ordinances**

MSys has read and acknowledge this Requirement.

**Deficient Performance**

MSys has read and acknowledge this Requirement.

**Immediate Cancellation**

MSys has read and acknowledge this Requirement.

**One or more release Orders**

MSys has read and acknowledge this Requirement.

**Law or Equity**

MSys has read and acknowledge this Requirement.

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**Miscellaneous  
Contract Manager**

**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:** Raj Thiyagarajan  
**Telephone Number:** 202-629-0353 x701  
**Fax Number:** 510-280-7352  
**Email Address:** bw@msysinc.com

Revised 12/12/2017

Purchasing Affidavit

STATE OF WEST VIRGINIA
Purchasing Division
PURCHASING AFFIDAVIT

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

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

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

DEFINITIONS:

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

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

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

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

WITNESS THE FOLLOWING SIGNATURE:

Vendor's Name: MSys Inc.

Authorized Signature: [Signature] Date: 2/25/22

State of California

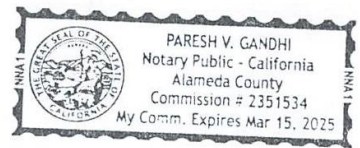
County of Alameda, to-wit:

Taken, subscribed, and sworn to before me this 25th day of February, 2022

My Commission expires 03/15/2025, 2026

AFFIX SEAL HERE

NOTARY PUBLIC [Signature]



Purchasing Affidavit (Revised 01/19/2018)

**Disclosure of Interested Parties to Contracts**

West Virginia Ethics Commission  
**Disclosure of Interested Parties to Contracts**

(Required by W. Va. Code § 6D-1-2)

Name of Contracting Business Entity: MSys, Inc. Address: 1025 Connecticut Ave, NW Suite 1000  
Washington, DC 20036

Name of Authorized Agent: Raj Thiyagarajan Address: 19 Ben Nevis Pl, Hayward CA 94542

Contract Number: CRFQ DOT2200000122 Contract Description: IT Temp Staffing

Governmental agency awarding contract: WV Department of Transportation

Check here if this is a Supplemental Disclosure

List the Names of Interested Parties to the contract which are known or reasonably anticipated by the contracting business entity for each category below (attach additional pages if necessary):

**1. Subcontractors or other entities performing work or service under the Contract**

Check here if none, otherwise list entity/individual names below.

**2. Any person or entity who owns 25% or more of contracting entity (not applicable to publicly traded entities)**

Check here if none, otherwise list entity/individual names below.

**3. Any person or entity that facilitated, or negotiated the terms of, the applicable contract (excluding legal services related to the negotiation or drafting of the applicable contract)**

Check here if none, otherwise list entity/individual names below.

Signature: [Handwritten Signature] Date Signed: 2/25/22

**Notary Verification**

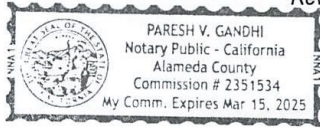
State of California, County of Alameda:

I, Rajanan Thiyagarajan, the authorized agent of the contracting business entity listed above, being duly sworn, acknowledge that the Disclosure herein is being made under oath and under the penalty of perjury.

Taken, sworn to and subscribed before me this 25<sup>th</sup> day of February, 2022

[Handwritten Signature]  
Notary Public's Signature

**To be completed by State Agency:**  
Date Received by State Agency: \_\_\_\_\_  
Date submitted to Ethics Commission: \_\_\_\_\_  
Governmental agency submitting Disclosure: \_\_\_\_\_



Revised June 8, 2018



**Evidence - Certificate of Insurance**



**CERTIFICATE OF LIABILITY INSURANCE**

DATE (MM/DD/YYYY)  
10/06/2021

**THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.**

**IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).**

<b>PRODUCER</b> Pelnik Insurance 100 Ridgeview Drive Suite 100 Cary NC 27511	<b>CONTACT NAME:</b> Jen Shon <b>PHONE (A/C, No, Ext):</b> (919) 459-8000 <b>E-MAIL ADDRESS:</b> Jen.Shon@pelnik.com	<b>FAX (A/C, No):</b> (866) 714-3576
	<b>INSURER(S) AFFORDING COVERAGE</b>	
<b>INSURED</b> MSYS INC 38539 ROYAL ANN COMMON STE 1000 FREMONT CA 94536	<b>INSURER A:</b> Massachusetts Bay Ins Co <b>INSURER B:</b> Allmerica Financial Benefit <b>INSURER C:</b> Hanover Insurance Company <b>INSURER D:</b> <b>INSURER E:</b> <b>INSURER F:</b>	<b>NAIC #</b> 22306 41840 22292

**COVERAGES**      **CERTIFICATE NUMBER:** CL2110121994      **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:		Y	Y	OD6H007345	10/20/2021	10/20/2022	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 300,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000
B	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY				AW6H001461	10/20/2021	10/20/2022	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> DED <input checked="" type="checkbox"/> RETENTION \$ 0		Y	Y	OD6H007345	10/20/2021	10/20/2022	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		N/A	Y	W26H778235	10/20/2021	10/20/2022	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
C	Errors & Omissions Liability & Cyber and Network Security Liability				LH6 H381919-02	10/20/2021	10/20/2022	Each Claim Limit \$5,000,000 Aggregate Limit \$5,000,000 Retention \$5,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

<b>CERTIFICATE HOLDER</b>  Evidence Purpose	<b>CANCELLATION</b>  SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE  

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