



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

Header 9

List View

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

Procurement Folder: 986667

Procurement Type: Central Master Agreement

Vendor ID: VS0000020383

Legal Name: V-SOFT CONSULTING GROUP INC

Alias/DBA:

Total Bid: \$1,435,200.00

Response Date: 03/03/2022

Response Time: 8:07

Responded By User ID: V-Soft19

First Name: Melissa

Last Name: Barnett

Email: proposals@vsoftconsulti

Phone: 1-844-425-8425

SO Doc Code: CRFQ

SO Dept: 0803

SO Doc ID: DOT2200000122

Published Date: 2/24/22

Close Date: 3/3/22

Close Time: 13:30

Status: Closed

Solicitation Description: ADDENDUM NO_1 WVDOT IT
Temporary Staffing Services

Total of Header Attachments: 9

Total of All Attachments: 9



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 ESR0303220000005304	1

VENDOR
VS0000020383
V-SOFT CONSULTING GROUP INC

Solicitation Number: CRFQ 0803 DOT2200000122
Total Bid: 1435200 **Response Date:** 2022-03-03 **Response Time:** 08:07:34
Comments: We will discuss discount upon selection.

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				197600.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Given on site rates.

Extended Description:

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				176800.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided on site rates.

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				239200.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided on site rates.

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				218400.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided on site rates.

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				228800.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided on site rates.

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				208000.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided on site rates.

Extended Description:

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				166400.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided on site rates.

Extended Description:

PC Programmer Analyst



**State of West Virginia Centralized
WVDOT IT Temporary Staffing Services (81220053)
Proposal Due Date: March 03, 2022**

Prepared for and presented to:

John Estep
2019 Washington Street, East
Charleston, WV 2305
Fax: (304) 558 – 4115
Email: john.w.estep@wv.gov

Prepared by

V-Soft Consulting Group, Inc.
101 Bullitt Ln, Suite 205
Louisville, KY 40222
502.425.8425
Email: proposals@vsoftconsulting.com

Point of Contact

Benjamin Austin
Business Development Manager
baustin@vsoftconsulting.com
(502).242.1691
101 Bullitt Ln, Suite 205
Louisville, KY 40222



**State of West Virginia
Centralized Request for Quote
Service – Prof
WVDOT IT Temporary Staffing Services (81220053)**

DocuSign Envelope ID: 5F71B080-F096-4F48-86A2-2BD85470FBD5

	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 Service - Prof
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Proc Folder: 986667 Doc Description: WVDOT IT Temporary Staffing Services (81220053)	Reason for Modification: 		
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2022-02-15	2022-03-03 13:30	CRFQ 0803 DOT2200000122	1

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

VENDOR
Vendor Customer Code: Vendor Name : V-Soft Consulting Group, Inc. Address : 101 Bullitt Lane Street : Suite 205 City : Louisville State : Kentucky Country : USA Zip : KY 40222 Principal Contact : Jai Bokey Vendor Contact Phone: (502) 425-8425 Extension: 8404

FOR INFORMATION CONTACT THE BUYER
John W Estep 304-558-2566 john.w.estep@wv.gov
Vendor Signature X Sr.Human Resource Manager FEIN# 76-0532643 DATE 03/03/2022

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



DocuSign Envelope ID: 3AAAD5A6-D786-44EE-803B-A7F3B2781A3F

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.

Benjamin Austin, Government Capture Sales Director
(Name, Title)
Benjamin Austin, Government Capture Sales Director
(Printed Name and Title)
101 Bullitt Ln, Suite 205 Louisville, KY 40222
(Address)
(502) 242-1691 / 502.412.5869
(Phone Number) / (Fax Number)
baustin@vsoftconsulting.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.

By signing below, I further certify that I understand this Contract is subject to the provisions of West Virginia Code § 5A-3-62, which automatically voids certain contract clauses that violate State law.

V-Soft Consulting Group, Inc.
(Company)
Bijal Shah
(Authorized Signature) (Representative Name, Title)
Bijal Shah, Sr. Human Resource Manager
(Printed Name and Title of Authorized Representative)
03/03/2022
(Date)
(502) 425-8425 / 502.412.5869
(Phone Number) (Fax Number)

Revised 01/18/2022



State of West Virginia
Centralized Request for Quote
Service – Prof

WVDOT IT Temporary Staffing Services (81220053)

COVER LETTER

March 3rd, 2022

Department of Administration,
Purchasing Division,
2019 Washington Street,
East Charleston, WV 2305
Email: john.w.estep@wv.gov

Re: State of West Virginia Centralized Request for Quote Service - WVDOT IT Temporary Staffing Services (81220053).

Dear John,

Please accept this cover letter and the accompanying proposal and attachments as V-Soft Consulting Group, Inc.'s ("V-Soft") submission in response to West Virginia Department of Transportation (WVDOT) for IT Temporary Staffing Services.

With more than two decades in the IT services landscape, V-Soft is distinctively qualified to meet the WVDOT requirements. Technology consulting services and IT staffing services are core competencies of our organization, delivering end-to-end IT services and resources like WVDOT IT Temporary Staffing Services requirements to our diverse client base across every major industry.

V-Soft is one of the nation's leading minority and woman-owned providers of IT Staffing Solutions. We serve companies in all 50 states and employ over 3,500 people. We have grown organically to a national-scale service organization serving 100+ Fortune 500 companies and many government agencies across the country. We have been providing innovative solutions and quality temporary personnel across different industries for the past 24+ years.

Through the framework of past statewide IT staffing services and other Temporary personnel contracts, V-Soft, with the assistance of our 500+ consultants have delivered over one million hours of consulting services to our government clients at the very best economical pricing. V-Soft has assisted clients in successfully meeting their business objectives by providing experienced and professional staff. This vast amount of experience will be leveraged to assist the WVDOT to meet their temporary staffing needs.

V-Soft appreciates this opportunity to share with you our methodology and experience in staffing and solution services. V-Soft is familiar with the contractual requirements and we will continue to strive to exceed expectations and provide the best value in the industry. We welcome the opportunity to work with the West Virginia Department of Transportation. Thank you in advance for considering V-Soft's services.

Thank you in advance for your consideration. For further discussion on this contract, please contact Mr. Benjamin Austin, Government Capture Sales Director- Company Representative, Email Address: baustin@vsoftconsulting.com and Phone Number (502) 242-1691.

Regards,

Jai Bokey

Jai Bokey - VP Operations

Email: contracts@vsoftconsulting.com Phone: 502.425.8425

101 Bullitt Ln, Suite 205 Louisville, KY 40222



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1 EXECUTIVE SUMMARY

V-Soft is pleased to submit its response to the State of West Virginia Centralized Request for Quote service to WVDOT IT Temporary Staffing Services (81220053) for CRFQ 0803 DOT2200000122. The intent of West Virginia Department of Transportation (WVDOT) through the release of this RFQ wants to establish multiple open-end contracts for information technology temporary technical staffing services.

The purpose of this proposal response is to present V-Soft's capability to the WVDOT in providing technical expertise to meet the contracted staffing needs with competitive prices. V-Soft is an established and reputable IT company Consulting and Staffing with both **Minority Owned Business Enterprise (MBE)** and **Woman Owned Business Enterprise (WBE)** status. We provide IT staffing resources and solutions to Government and commercial entities that develop, implement, maintain, and support their systems. V-Soft is highly interested in this contract because providing IT resources is our core business and we are among the IT industry's most respected and reliable consulting firms.

V-Soft has focused this response on the roles requested by the WVDOT. In this proposal, we have provided an overview of how we will provide the WVDOT with qualified IT resources to meet contracted staffing needs for all entities within the West Virginia Department of Transportation for support of the technical staffing needs. We have supplied narratives of our expansive experience in IT Consulting & Staff Augmentation, which includes serving Government and public agencies along with private businesses.

Our processes for selecting the right resources, screening them, retaining the talent, mitigating daily issues, and managing communications between the WVDOT staff and V-Soft's team. We then detail our recruiting processes as part of our overall approach to providing IT staffing service delivery, as well as the steps we take to ensure projects are completed on time and within budget in the event of unexpected staff departures.

V-Soft has been providing high quality Information Technology Staffing Services at very competitive prices to various positions such as Program Managers, Project Managers, Business/System Analysts, Senior Mainframe Application Analyst, Mainframe Application Analyst, Senior Application Oracle Database Administrator, Application Oracle Database Administrator, Senior Application DB2 Database Administrator, Application DB2 Database Administrator, PC Programmer Analyst, Software Application, Database Administrators, Architects, System Engineer etc. We currently have over 600 employees working in more than 10 States across the United States. We have been providing Technical Contract Staffing & Consulting needs for various government and commercial clients on as needed basis. V-Soft ability to staff projects and deliver services to our customers. This allows us to act as a local partner to attract IT talent from a broad pool.

V-Soft has provided competitive hourly rates for the roles requested by the WVDOT. Lastly, we have provided our experience references, along with all required response documents. V-Soft is a global leader in IT Staff Augmentation & Consulting. We offer expertise, experience, and a depth of resources (Over 1,000,000 candidates) unmatched by competition. We provide top-notch talent with a personal touch few vendors can match and would be an excellent partner with WVDOT. V-Soft is currently providing many agencies with IT Consulting & Staff Augmentation support. The sample client list includes Wabtec, Comcast, State of Arizona, State of Wisconsin, BMW, and Volkswagen. As a full IT services firm, we can provide much more than just staffing resources.

State Government and Public Sector Clients that V-Soft worked with: *State of Colorado, State of Connecticut, State of Delaware, State of Georgia, Toronto Transit Commission, State of North Carolina, State of Oregon, State of Utah, State of Wisconsin.*



Our ability comes from our:

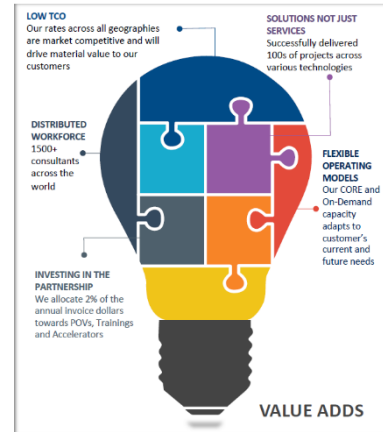
- Own talented pool of existing employees and consultants
- **Resource management software** - It helps us maintain the screened resources along with their screening details, domain, and technical strengths, so we could readily know the resources available that we can place on projects.
- We also maintain data when our resources are submitted to other clients with feedback.
- Currently the database has over 1,000,000skilled resources.
- Dedicated team of recruiters with access to premier job boards and resume databases
- Our recruits are highly educated professionals with demonstrated expertise in such areas as computer engineering and system analysis, quality assurance, and business systems.
- Developed partnership with other subcontracting companies
- **Employee references** - Many of the resources we have added have come from employee references. This has helped us maintain good quality of resources.

Majority of the above are repeat customers because of the high-quality resources we provided. We are confident that we can provide a high level of customer satisfaction by providing excellent candidates and timely account management. V-Soft commitment, technical knowledge, and breadth of expertise in providing services of similar in nature have earned appreciation from our customers and paved the path for long-term engagements.



2 V-SOFT QUALIFICATIONS

V-Soft has dedicated recruiting teams to focus on major technical areas. Our team is responsible for searching the right candidate according to the client requirements. The team is well versed with the most current IT methods, hardware, software and knows how to use it according to your business requirements. We have a clear understanding of Temporary Staffing services, Professional Services, Healthcare IT, Engineering Services, Operations/Logistics Support Services, and Administrative/Finance Services and have the capability to complete the project/ assignment within budget and in time. Our recruitment team especially assigned for the project recruiting, support and facilitates the recruiting objective of our customers. We, at V-Soft work onsite and offsite at our client locations, interfacing directly and indirectly with the hiring managers/internal recruiters to conduct full life-cycle recruitment process. We facilitate mass recruitment campaigns, on-the-spot technical evaluations and in-person interviews. From job posting, resume screening, candidate interviewing, to finalizing compensation packages, our Project Staffing services becomes a high speed, high yield yet low-cost recruitment solution to our customers. V-Soft has dedicated recruiting teams to focus on distinct major technical areas like Program & Project Management, Product Management, Business Analysis, Application Development, IT Infrastructure & administrative Support and Communication. As a result, we have deep knowledge of specific skill sets and know where to find those professionals in high demand.



V-Soft has a dedicated recruiting team that focuses on distinct major staffing services like Temporary staffing and IT Staff Augmentation Services. As a result, we have deep knowledge of specific skill sets and know where to find those technical professionals in high demand. In the case of an emergency, we provide consulting services to our customers for their immediate and long-term business needs. V-Soft has provided nearly all the positions outlined in this solicitation in the past including **Toronto Transportation Department, State of Arizona, State of Wisconsin, Wabtech Corporation, Comcast, BMW, and Volkswagen.**

Client	Project Title
State of Wisconsin	IT Consulting and Temporary Staffing Services
State of Arizona	Temporary Staffing Services
Toronto Transit Authority	IT Consulting and Staffing Services
Wabtech	IT Staff augmentation services
Comcast	IT Staff Augmentation
BMW	IT Staff Augmentation

With over 24 years of combined experience providing Temporary staffing services, V-Soft Personnel provides WVDOT a support team with the knowledge and skills necessary to fulfill and manage labor categories from inception to completion ensuring services that not only meet but exceed the requirements for temporary multiple staffing services. Our staff consists of seasoned experts who have current knowledge of all the states, departments and especially policies, guidelines, rules, and regulations, and understand the requirements of the WVDOT pursuant to its goals and human resource needs. Our personnel has consistently met and/or exceeded contract requirements for staffing, quality control, and timeliness and will apply those same performance standards to our work for WVDOT requirements. At V-Soft, our customers come first, and an integral part is creating long-lasting partnerships and working with our customers to identify their needs and provide solutions that support their success.



Key qualifications around Temporary Personnel services:

- Controlled approach to project delivery that consistently results in cost savings and expedited project schedules.
- Expert in Temporary Staffing of similar Project, product, Mainframe programmers, program management, business analysis, application developers' categories.
- Knowledge of local market conditions and established relationships with local consultants.
- Aggressive management methodologies providing the most value for the project.

Our areas of focus including but not limited to:

V-Soft provides a full spectrum of services to different federal, state and commercial clients as shown in table below:

Technology	Skills Area
Microsoft & Web Technologies	Visual Studio 6.0/.NET, Visual Interdev, SQL Server, VBScript, Java/ J2EE, Java Script, XML, ASP.NET/ VB.NET/ ADO.NET, Domino/ Notes, MS Transaction Server, ASP, ActiveX, Active Directory, XML, Web Services, VC++, HTML/ DHTML, PowerBuilder, PERL, PHP
LAN/WAN/ Web Server	LAN/ WAN – Cisco, Novell, Microsoft, Server security (NT/ Windows 2K, Active Directory), Network security (firewalls, intrusion detection), Network protocols- TCP/IP, DHCP, DNS, WINS, SNMP, SMTP, NAT Performance monitoring concepts, tools & techniques (Infrastructure, Network Server, Composite Baseline Analysis)
Web/ Application Server/ Middleware	IIS, Web logic, WebSphere, Apache, PWS, JWS, COM/DCOM/CORBA, EAI, MQ-Series, WEB Services, Tuxedo
OOP/ OOD	C++, Java/ J2EE, Java Swing/AWT, Applets, JavaScript/Jscript/ VB Script, JSP/ Servlets, EJB/JB, PowerBuilder, DELPHI
Databases/ Modelling/ Data warehouse/ BI	Oracle, Sybase, Informix, MS-SQL Server, MySQL, DB2, Access, MYSQL, Oracle E-Business Suite, Rational Rose, UML, Erwin ERX, COGNOS, Informatica
Mainframe	IBM mainframe, z/OS, JCL, TSO/ ISPF, system utilities, COBOL 370, CICS, eCOBOL, ADABAS/ Natural, Endeavor, RACF, N20, CA7, EOS, CA-ADSO, IBM/ DB2, COBOL/DC
Project Management	PMP certified, Project management, Risk management, Resource planning, Cost Analysis, Documentation and Communication
Testing	QuickTest Pro, LoadRunner, Win Runner, Test Director, Rational Robot, Rational Test Manager, Performance Studio, QA Run, QA Director
Desktop/ PC Support	Installing/ configuring/ troubleshooting/ repairing PC hardware and peripherals, desktop applications and software.
Business Analysis	Requirement analysis, Cost-benefit analysis, risk identification/ management, IBM Rational Suite, DOORS, Clear Quest, VISIO, iGraphics
Reporting	Crystal Report, MSSQL Reporting services, Data Dynamic Active Reports



State of West Virginia
 Centralized Request for Quote
 Service – Prof
 WVDOT IT Temporary Staffing Services (81220053)

V-Soft provides businesses with dedicated staffing consultants. Highly trained and qualified, they are experts at identifying quality candidates that fit your company culture and satisfy the nuances of the job. We provide IT professionals on the basis of Temporary, Direct hires, Temporary to permanent hire. In partnership with our customers, we use our profound technical expertise and decades of professional experience to organize, manage and maximize information and processes to improve business operations. With our focus on national priorities, we take a holistic view of the markets we serve and recognize the inter-dependencies and relationships across them. This approach allows us to leverage the best ideas, approaches, and technologies across our client set thereby providing real value for our customers and dynamic career opportunities for our employees.



Our key IT Temporary staffing features and following sets apart from competitor while providing the current services to WVDOT:

An extensive candidate network - As a result of our longevity, we have established a comprehensive database of industry-specific professionals, and we proactively build this pipeline of candidates so we can quickly respond to our clients' most urgent needs.

Major Clients

Use Cases

- MANUFACTURING**
 - ✓ Connected Intelligence - Fault prediction and preventive maintenance
 - ✓ Smart Supply Chains - Demand forecasting and inventory management
- FOOD AND BEVERAGE**
 - ✓ Farming Yield Analytics
 - ✓ Recall Management
 - ✓ 360 Degree Views of Customers, Items and Vendors
 - ✓ Demographic Buying Patterns and Competitor Analytics
 - ✓ Cold Chain Tracking
- RETAIL**
 - ✓ 360 Degree Views of Customers, Products and Vendors
 - ✓ Modern Loyalty Management
- HEALTHCARE**
 - ✓ CMS Interoperability
 - ✓ Member Health
- LOGISTICS and TRANSPORTATION**
 - ✓ Cold Chain Tracking
 - ✓ Last Mile Tracking

Tools & Technology

ANGULARJS, React, node, spring, kafka, ANET, webMethods, MuleSoft, apigee, servicenow, Microsoft Dynamics 365, Tableau, Informatica, python, Colibra, Azure Data Factory, tableau, Power BI, IBM, Salesforce, Amazon AI, ARIS, SAP, Liferay, Path, AWS

Reduction of labor costs - We cover you by conducting research, references, interviews and background checks. Our verification process guarantees WVDOT a thorough examination of a potential employee's credentials, thus reducing WVDOT's time-to-hire and ensuring resources are delivered on time and on budget.

Contingency hire – We can supply contingency when necessary to hit key deadlines and cover vacations or other absences. With trained and tested employees, you receive continuity of operations.

Support Service - Once we have recruited the ideal candidates for your organization or project, V-Soft takes care of every detail, including arranging visas and work permits, booking travel and accommodation and operating a fully compliant payroll with payments in the currency of your choice.

Technical Know-how - We are specialists in providing temporary recruitment solutions across many industries – including Government, Financial, Energy, Health Care, Retail, Manufacturing, and High Tech.

Below snapshot shows our customers, technologies and use cases:

V-Soft has a robust database of over 150,000 professional resumes including around 20,000 resumes with niche skills. Our employees are well educated and experienced in their field. Thus, we can meet our client's requirement faster than our competitors. Our process, along with the experience of our recruiting team,



sets us apart from our competitors. Our recruiters have an average of 15 to 20 years of experience in the industry. One benefit from our recruiters' lengthy industry experience is an extensive network of talent they can access to support client needs. In addition, our recruiters have built lasting relationships with our candidates, providing an extra level of confidence in our consultants' abilities. Finally, **V-Soft's "V-Touch" Consultant Care Program** ensures that we are consistently engaged with our consultants and our clients throughout the journey of their projects to ensure a successful engagement. V-Soft is a nationally certified MBE/WBE organization and has been operating as a certified minority-owned business for over two decades with an 80% diverse workforce.

Below are our diversity recognitions that are testimonial to our commitment to diversity:

We thrive on our diverse workforce and are committed to an open, inclusive environment for all employees and consultants.

Our award-winning team is comprised of hundreds of technically talented and highly driven IT professionals that support, build, and execute a wide range of technology solutions.

V-Soft has supported our Fortune 500/100 clients across all major industries providing leading IT Staffing Services for more than two decades. Whether our clients have direct or indirect staffing requirements, we have the right staffing solutions that drives value for our clients. With more than a million resources in our top talent network, our professionals bring a wealth of skills, aptitudes, and experience, ready to support our client's IT and non-IT requisitions no matter the position.



With stretch of extensive experience and built on a foundation of integrity, V-Soft endeavours to overcome the challenges and opportunities confronting private and government sectors by incorporating known latest solutions with industry best practices. V-Soft therefore helps organizations to embrace a leadership model that will focus both on process and people. We facilitate efficient & effective team resourcing and team built - ups realigning the organization's purpose, mission, process, and systems, with the needs of its most important asset - its people.



LARGE BUSINESS DIVERSITY
CHAMPION AWARD



V-Soft's consultants on average have about 6-10 years of overall industry experience, with at least 2-5 years of hands-on experience working on various assignments with government agencies. Not only are our resources at V-Soft technically qualified and much superior to resources available in the market today but also our costs are significantly lower than the average provider of similar services.

Apart from this, our team have strong policies for confidentiality and information security, labor wages and various certificates. Our team is fully aware and comply with all applicable laws, regulations, policies, standards and guidelines affecting information technology projects. We adhere to and remain abreast of current, new, and revised laws, regulations, policies, standards and guidelines affecting project execution.

We have invested in the skills and resources necessary to sustain a common recruiting framework. Therefore, we lowered our total cost of ownership. Taken together, V-Soft offers a safe and affordable choice for staffing services. As per request, we plan accordingly to fulfill the requirements and assign the experienced recruiting team for the quality output. Below are the services and solutions in which V-Soft has capability to provide services:

Staffing	Digital	Managed Services
-----------------	----------------	-------------------------



<ul style="list-style-type: none"> • 24/7 Recruitment Services • Contract • Contract to Hire • Direct Placement • Local to National Recruiting • Vendor Management System (VMS) • Managed Services Program (MSP) • Recruitment Process Outsourcing (RPO) 	<ul style="list-style-type: none"> • Software Development • Cloud Computing • Mobile Applications • Implementation • Integration • Internet of Things (IoT) • ServiceNow® • MuleSoft • Quality Assurance • Project Management Hybrid Service Model • Big Data • Artificial Intelligence and Machine Learning • Chatbot Technology • Robotic Process Automation (RPA) 	<ul style="list-style-type: none"> • Network Cabling • Help Desk Outsourcing • 24x7 End User Support • Cybersecurity Road Mapping and Support Service • Firewall as a Service • Network Design and Implementation Service • Data Center Support • Desktop as a Service • Server as a Service • Cloud Backup Service • Office 365 Integration • Cloud Readiness Consultation • Patch Management • Lifecycle Management • WAN Network/Networking Alerts • Operating System (OS) Updates • Carrier Escalation • LAN/Server Monitoring & Alerts • OS Patch Management Support
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2.1 V-Soft's Awards

Best of Staffing

Earned by less than 2% of all staffing agencies in the U.S. and Canada, V-Soft has received the following accolades for providing superior service to clients, consultants, and internal staff:

Awards

- Best of Staffing Client Satisfaction – ClearlyRated (2017, 2020, 2021)
- Best of Staffing Talent Satisfaction – ClearlyRated (2014, 2015, 2016, 2020, 2021)
- Best of Staffing Employee Satisfaction – ClearlyRated (2021)

Company Recognition

V-Soft has received recognition on a local and national level by the following organizations

Awards

- Fast 50 (Fastest Growing Companies) – Louisville Business First (2006-2020)
- Global Power 150 Women in Staffing – SIA (2020)
- Largest Staffing Firms in the U.S. – SIA (2018-2020)
- List of Diversity Owned Staffing Firms – SIA
- MBDA Minority Innovative Technology Firm of the Year – U.S. Dept. of Commerce (2020)
- Best Places to Work in Kentucky - Best Companies Group, KY Chamber of Commerce, KYSHRM (2014, 2015, 2017, 2019, 2020)
- Best Places to Work in Louisville – Louisville Business First (2017-2020)

2.2 Our Service Offerings

In 1997, V-Soft founded its IT staffing business, and since then has evolved into a leading IT services company. With headquarters in Louisville, KY, and office locations across the United States, Canada, and



India, we employ approximately 800 professionals worldwide with an 80% diverse workforce. With our mature IT and Staffing services portfolio, we enable our clients to drive digital transformation and achieve their desired business outcomes.

For more than 24 years, V-Soft has operated as our clients' staffing partner, focused on delivering highly skilled technical talent that enables business advancements and technology adoption.

V-Soft started as a technology vendor and systems consultant and soon ventured into different business integration solutions to help clients across US region to achieve their goals. With services that range from complex technological solutions to human capital services, our industry specialists understand customer business and will help incorporate them quickly and effectively.

We strive to achieve best quality of service by constantly examining and measuring the processes by which we deliver our solutions. Our basic core strengths that paved the way for our current growth in the IT services sector are:

- Extensive industry expertise.
- Broad and evolving service offerings.
- Expertise in business transformation services
- Several strategic relationships with other Small Businesses as well as large corporations
- Proven customer relationships in technology innovation and implementation
- Project management accountability.
- Commitment to the long-term development of our employees.
- Proven and experienced management team.

We believe that our organizational values are the guiding beacon for us directing us to the organizational development and growth. It is our values only which shaped our work culture and defined the character of our company, guiding us to the zenith of success.

- **Client Value Creation:** Add Value to Our Clients by delivering: Reduced risk, Sustainable quality, reduced time-to-deliver and focusing on execution excellence.
- **Best People:** Attracting and developing the best talent for our business, stretching our people and developing a win theme
- **Global Network:** Mobilizing the power of teaming to deliver consistently exceptional service to our clients anywhere in the region.
- **Integrity:** Inspiring trust by taking responsibility, acting ethically, and encouraging green environment.

V-Soft pioneered in the areas of system engineering services including software design and development, implementation, and maintenance of customized applications, of enterprise resource planning (ERP), Project Management and Infrastructure Management and support services. These services enable our customers to create design strategies that will provide them with the tools necessary to maximize their returns on IT investments. We are committed to quality and timely delivery of our services.

Our Capabilities

WVDOT Objective	V-Soft provides quality services to achieve the objectives and goals. We provide the required IT staffing needs for WVDOT's department, on an as needed basis, based on a department approved Task Order.
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**State of West Virginia
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Service – Prof**

WVDOT IT Temporary Staffing Services (81220053)

Specific Mandatory Tasks and Associated Deliverables	<p>V-Soft acknowledges and we will ensure that the specified tasks will be performed as specified in RFP document. Our resources are having all the abilities, eligibilities, experience, qualifications to perform the specific tasks as per schedules. Further our Account Management team will be in communication with resources as well as with client authority and make sure we provide efficient and effective services.</p>
Experience working with Federal Clients, State Government clients	<p>V-Soft has rich experience working with government clients. Now we are having special focus and interest in working with States to prove our credentials.</p>
Temporary Recruiting Services	<p>V-Soft provides temporary, temp to hire or direct hire personnel in the United States. We are also registered to conduct business in every state in the U.S. We are confident in our ability to provide personnel for the WVDOT requested in the RFP</p>
IT Consulting Services	<p>V-Soft has provided various IT temporary staffing services to our clients in Government and Private sector since its inception. We have specialized and placed numerous candidates in a variety of related positions for which the WVDOT is looking for, in public and private sector across the nation.</p> <p>Our relevant experience in staffing IT & Non-IT service ranges from placing different positions for different clients and to name a few are:</p> <ul style="list-style-type: none"> • Senior Infrastructure Engineer/Team Leader, Website Management Services, Business Analysts, Database Administrators, Helpdesk Technicians and Voice/Data Engineer • Senior Mainframe Application Analyst, Mainframe Application Analyst, Senior Application Oracle Database Administrator, Application Oracle Database Administrator, Senior Application DB2 Database Administrator, Application DB2 Database Administrator, PC Programmer Analyst • Project Manager's, Data Architects, Software Development Analyst's, Developer: Java, .Net and other technical platforms • Program Assistant, Customer Engineer and Lotus Notes 8.5 Developers • BSA (Business System Analyst), DB Administrators, Americas-Business Intelligence Consultant-PS • IT - Programmer I, Microelectronic Technician Level 2, Software Configuration Engineer I and Compliance and Control Analyst • Network Management Operations System Operator (Tier 1) • Web Administrator, Business Analysts, Technical Support Specialist, Test Technician II and Implementation Coordinator • Software Applications Engineer/Programmer III, Program Management • Computer operators, Technical Support Analyst II, Security Analysts • Accountants, Tax Accountant, Gas Accounting Specialist, Finance Accountant
Human Resource Development and Management Ability	<p>V-Soft provides qualified resources for the job categories Temporary Information Technology Managed Services mentioned in the RFP. V-Soft so far consistently provided the staffing needs nationally to public and private clients responding speedy deliver of the services.</p> <p>V-Soft actively searches for potential candidates through using online networking sources, attending career fairs, employee referrals, professional associations, Minority Business Councils, and online advertising. Our recruiting methods are geared to deliver</p>



	the right person at the right price. V-Soft attracts and retains a large pool of highly qualified candidates by offering comprehensive, benefit packages to their employees.
Attracting the Best Talent	<p>At the core, V-Soft is a workforce management company fulfilling vital human resource roles for our partners. An organizational strength is the thorough knowledge of human resources we have achieved through practice and education. V-Soft team members are committed to practicing and achieving industry best practices. V-Soft has extensive knowledge in Talent Management, Benefits and Compensation, Training, Compliance Assurance, and Performance Management.</p> <p>V-Soft attracts the best talent with an effective talent pipeline system. Our proficient talent pipeline blends recruiting channels, organizational programs, and internal processes to attract a dynamic mix of potential candidates.</p>
Ability to recruit nation’s top talent	V-Soft actively searches for potential candidates through the use of online networking sources, attending career fairs, employee referrals, professional associations, Minority Business Councils, and online advertising. Our recruiting methods are geared to deliver the right person at the right price.
Best ability to recruit and rapidly respond to requirements	We recruit and provide referred resources to our clients in a very short timeframe. We have numerous success stories of rapidly filling “tough” positions and have the processes, knowledge base and network to fill your requirements between 24 to 72 hours.
Project Management Ability	V-Soft’s Project Management methodology consists of seven high-level functional areas including: Integration Management, Scope Management, Time Management, Cost Management, Quality Management, Communication Management and Risk Management.
Account Management Abilities	V-Soft assigns a dedicated Account Manager to support the WVDOT. Responsibilities include Assisting with IT staffing services, supporting the relationship of the contract and working exclusively on this account. They will be the main contact for WVDOT and will report to the Operations Manager. And we are available via Phone, Fax, Mobile and email. In addition to the assigned Account Manager, V-Soft will have a back-up Account Manager on hand for emergency situations.
Response Time	V-Soft has a mission to provide the ideal service to our clients in an adequate amount of time. We have a goal to submit two qualified candidates to every job order within 24-72 hours. This goal has been successfully maintained at V-Soft, if a rare occasion occurs that we are unable to fulfill a job order within the timeframe, we will notify WVDOT to inform them of the difficulty of the order.

2.2.1 Overall Experience

V-Soft has a dedicated recruiting team that focuses on distinct major technical areas like Program & Project Management, Application Development, IT Infrastructure & Support, and Communication. As a result, we have deep knowledge of specific skill sets and know where to find those technical professionals in high demand. In the case of an emergency, we provide consulting services to our customers for their immediate and long-term business needs. V-Soft has provided nearly all the positions outlined in this solicitation in the past. V-Soft can replace a consultant within 24 hours if the working consultant is unable to perform the given task or if the client is unhappy with his/her performance. V-Soft has a robust database of over 150,000 professional resumes including around 20,000 resumes with niche skills. Our employees are well educated and experienced in their field. Thus, we can meet our client’s requirement faster than our competitors. Below is the list of current clients with whom we have IT Staff Augmentation contracts as a prime contractor. We currently support the State of Wisconsin below clients.:



<ul style="list-style-type: none"> • Dane County • Kenosha County • Milwaukee County • St Croix County • State of Wisconsin Consolidated • Court Automation Programs (CCAP) • State of Wisconsin Department of Administration (DOA) • State of Wisconsin Department of Agriculture, Trade and Consumer Protection (DATCP) • State of Wisconsin Department of Children & Families (DCF) • State of Wisconsin Department of Corrections (DOC) • State of Wisconsin Department of Employee Trust Funds (ETF) • State of Wisconsin Department of Financial Institutions (DFI) • State of Wisconsin Department of Health Services (DHS) • State of Wisconsin Department of Justice (DOJ) 	<ul style="list-style-type: none"> • State of Wisconsin Department of Natural Resources (DNR) • State of Wisconsin Department of Public Instruction (DPI) • State of Wisconsin Department of Regulation and Licensing (DRL) • State of Wisconsin Department of Revenue (DOR) • State of Wisconsin Department of Transportation (DOT) • State of Wisconsin Department of Veteran Affairs (DVA) • State of Wisconsin Department of Workforce Development (DWD) • State of Wisconsin Government Accountability Board (GAB) • State of Wisconsin Investment Board (SWIB) • State of Wisconsin Office of the Commissioner of Insurance (OCI) • State of Wisconsin Public Defenders Office (SPD) •
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Past 12 months engagements

V-Soft has provided government sector engagements here with roles and type of engagement. We have attached a detailed list of engagements within 12 months. Our Average Days to present a qualified proposal is within 2 days, with 19 days being the average time for that proposal to be accepted.



Vsoft client engagement list.xlsx

Client	Roles	Type of engagement
Georgia IT MSP (CAI)	<ul style="list-style-type: none"> • Programmer 3 • Programmer 	IT Staff Augmentation contract
Ministry of Government Services (Toronto)	<ul style="list-style-type: none"> • DevOps Consultant (Middleware) • Dev Ops Consultant (Middleware) 2 • DevOps Consultant (Middleware) • Middleware Specialist - RFS-IT19-LTC-0018 • Dev Ops Consultant (Middleware) 1 • Project Manager / Leader - RFS#IT20-ITS-0010 • Dynamics CRM Developer • Business Analyst • SharePoint Application Architect - RFS IT19-ITS-0086 	IT Staff Augmentation contract
Ministry of Transportation (Toronto)	<ul style="list-style-type: none"> • Application Architect 	IT Staff Augmentation contract



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State of Arizona	<ul style="list-style-type: none"> • Analysis/Development 1 • Network and Firewall Administrator • Senior Technical Writer • Apps Developer w/ GIS knowledge • BI Project Manager 	IT Staff Augmentation contract
State of North Carolina	<ul style="list-style-type: none"> • NCDOT - Web Content Coordinator - Junior • NC - FTCC - Service Support Analyst- Junior 	IT Staff Augmentation contract
Texas Roadhouse	<ul style="list-style-type: none"> • Security Engineer 	IT Staff Augmentation contract
Toronto Transit Commission	<ul style="list-style-type: none"> • Area Supervisors - Inventory Controls • Area Supervisors - Inventory Controls • Analyst 	IT Staff Augmentation contract
University Of Louisville	<ul style="list-style-type: none"> • HR PeopleSoft Developer • ERA Project Manager 	IT Staff Augmentation contract
University of Wisconsin Hospitals and Clinics Authority	<ul style="list-style-type: none"> • Technical Infrastructure Project Manager 	IT Staff Augmentation contract
Louisville Water Company	<ul style="list-style-type: none"> • Sys/Admin Automic 	IT Staff Augmentation contract
State of Wisconsin Investment Board	<ul style="list-style-type: none"> • Charles River Consultant 	IT Staff Augmentation contract
WI-DCF State Dept. of Children & Families	<ul style="list-style-type: none"> • Desktop Support - 3 • Certified Project Manager - Healthcare • Business Analyst/Consultant - 3 • Healthcare Business Analyst 	IT Staff Augmentation contract
WI-DOA State Dept. of Administration	<ul style="list-style-type: none"> • Help Desk Technician • Salesforce CRM Developer 	IT Staff Augmentation contract
WI-DOC State Dept. of Corrections	<ul style="list-style-type: none"> • Project Manager 2 	IT Staff Augmentation contract
WI-DOJ State Dept. of Justice	<ul style="list-style-type: none"> • Java Developer 	IT Staff Augmentation contract
WI-DOT State Dept. of Transportation	<ul style="list-style-type: none"> • PM - Facilitator 	IT Staff Augmentation contract
WI-DPI State of WI Dept. of Public Instruction	<ul style="list-style-type: none"> • Technical Writer 	IT Staff Augmentation contract
WI-ETF State Dept. of Employee Trust Funds	<ul style="list-style-type: none"> • Project Manager Level I 	IT Staff Augmentation contract



3 V-SOFT OWNERSHIP TO WVDOT TEMPORARY STAFFING SERVICES

V-Soft provides a dedicated Account Management Team for all of its clients. Ours Account Management teams are comprised of senior and experienced professionals including Mr. Benjamin Austin, Government Capture Sales director with decades of combined experience in the staffing arena.

V-Soft assigns Mr. Benjamin Austin as the primary individual to this contract. He will be acting as a single point of contact and will be authorized to this contract communications. The full resume has been given in the following sections.

Our dedicated Account Managers operate as an extension to our Executive Management team i.e., Lisa Sutherland – Executive sponsor and recruitment director – Trey Rice. They are empowered to make high-level operational decisions at the account level. The Account Management Team is comprised of Regional Account Manager(s), Delivery Lead(s), Recruitment Manager(s), Human Asset Management Group (HAMG) Executive(s) and other sales support functions. The Account Manager will also have direct access to various other support functions, such as Quality Control, Marketing Support, Corporate Services, IT Infrastructure, Legal and Contracts. The Recruitment and Delivery Manager(s), in turn, manage a team of Technical Recruiters, Sales Administration Personnel, Resource On-boarding Coordinators, Time Sheet Administrators, Finance/Accounting Personnel and the HR team on a daily basis to maintain smooth functioning of their respective accounts. V-Soft's Account Management Team also liaises with the Client Coordinators in a closely coupled manner to ensure that the long-term strategic goals, along with day-to-day tactical issues, of the Staffing Program are managed efficiently. This team is directly accountable and will be entirely responsible for the successful functioning of all our contingent resources within the program.

Account Management. Mr. Benjamin Austin will be a single point of contact for this contract and hands-on contributor as well as oversight and management of Delivery team, recruiters and overall, wellbeing of services rendered to the client.

Sales Leadership. Mike Hoffmann, Market Director, will work closely with Mr. Benjamin Austin who oversees all V-Soft's VMS//MSP engagements, to ensure success of the WVDOT contingency workforce program. Both Mike and Benjamin will focus on providing an elite client experience to ensure service delivery commitments are met.

Recruiting Team. Trey Rice-Director Recruiter is the leader of V-Soft's recruiting organization. he will assemble and govern the WVDOT recruiting team responsible for conducting daily stand-up meeting to prioritize WVDOT job requisitions, time to fill, candidate screening, recruiting activities, and more. Our premier hybrid 24x7 onshore, nearshore, and offshore recruiting model is staffed by our experienced recruiting professionals who will secure the top talent you demand at a 50% faster time-to-fill rate.

Executive Sponsor. Lisa Sutherland-Executive Sponsor will provide oversight of the WVDOT account to assure that all KPI's are being met and that overall delivery strategy for this account is meeting the WVDOT goals and initiative. She is also responsible for ensuring that the account management relationship between WVDOT and V-Soft is thriving at an executive level.

A pillar of V-Soft's commitment to client service and one of its greatest strengths is built upon establishing clear and ongoing communications with our clients. We assign clients their own V-Soft Account Manager and have found by pairing an Account Manager with each client, a true partnership is built between V-Soft's team and our clients' teams. This approach allows our Account Managers to become familiar with their clients' specific needs and corporate environment, greatly increasing the quality of candidates submitted. V-Soft's dedicated Account Managers keep in close contact with our clients' project or hiring managers from requisition through the end of a consultant's contract to ensure our resources are meeting



or exceeding client expectations. By staying in constant contact with our clients, V-Soft can proactively mitigate any small issues before they become large problems. Our key promises to WVDOT as part of continuous support to this engagement:

- Provide Account Management and Service Delivery Support to WVDOT.
- Effectively manage and prioritize a high volume of diverse Requisitions.
- Ensure Expeditious Response to WVDOT's Requirements to meet required SLA's.
- Establish relationships with WVDOT's Program Managers, other WVDOT's Contacts and stakeholders' integral to the success of the contract labor program.
- Develop expert knowledge of WVDOT's Business and become Trusted Advisor to key stakeholders; thereby, becoming an Extension of Client's Organization.
- Manage Recruiting Team assigned to WVDOT to ensure all open requirements are actively being worked in a manner that will expeditiously deliver Highly Qualified Talent.
- Develop and maintain a strong Bench of high caliber Talent that are available for key WVDOT's positions.
- Actively participate in Candidate Interviews, Testing and Selection.
- Serve as Single Point of Contact in WVDOT's Stakeholder Meetings and Conference Calls.
- Track and Monitor project performance against Service Level Requirements. Complete Weekly, Monthly, Annual and AdHoc Metrics Reports.
- Work with WVDOT contacts and V-Soft Compliance team to schedule Candidate Interviews, perform required Compliance Activities (Background Checks, Drug Screening, etc.), and successfully onboard Candidates.
- Proactively identify areas of improvement to maximize Client's efficiencies and profits.

3.1 Benefits of Temporary Staffing to the WVDOT

At V-Soft, we accept responsibility for our work and hold our assigned resources to the highest standards of accountability to complete engagements on time and on budget.

- We are constantly seeking ways to improve our services for the benefit of our clients. V-Soft relies on dedicated recruiters, internet advertising, career fairs, personal networks, employee referrals, professional associations, Minority Business Councils, strong company reputations, and attractive compensation and benefits packages designed to attract the best candidates.
- We are committed to build long term relationships with our clients by creating strategic and sustainable value for all their stakeholders. We are equally passionate about the talent we work with. V-Soft extends unparalleled guidance, professional mentorship, benefits, and transparency in all matters to nurture and grow our invaluable talent network.
- We are a firm believer in the value that diverse individuals bring to the table. We are appreciative of the diversity initiative s our clients have implemented and we are similarly committed to our diverse candidates and suppliers.
- In summary, V-Soft provides employees with a generous compensation and benefits package that includes opportunities for training and advancement. As a result, our employees have averaged more than 94% over the past five years, well above the industry standard. This will ensure that V-Soft will not only bring the right resources to support task orders but will have a high likelihood of retaining qualified staff for the duration of the project thus providing critical client and solution-focused continuity. In addition, V-Soft has experienced staff growth averaging 35% over the past

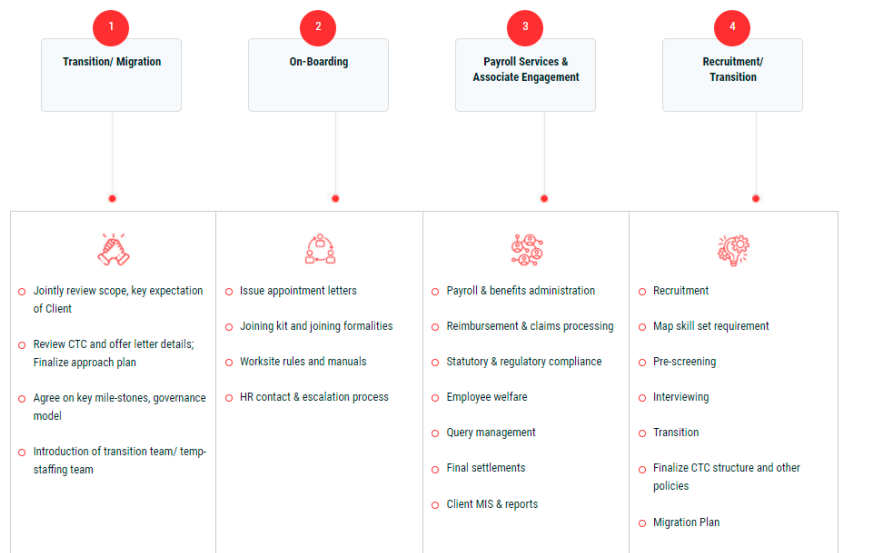


five years. We view this as client validation of V-Soft success in providing high-quality staff and strong project delivery methods.

4 TEMPORARY STAFFING SERVICE METHODOLOGY FOR WVDOT

V-Soft delivers high-quality candidates to our clients quickly and efficiently through our 24/7 recruiting capability and our in-house automated recruiting process developed with Artificial Intelligence (AI) and Machine Learning. V Soft is skilled in searching and locating the most effective candidates for IT positions specific to the needs of each of our client’s unique requirements. From 2016 - 2019, V-Soft has maintained an 89 % success rate at placing candidates. In the last year, V-Soft successfully placed over 600 qualified resources in the public and private

sectors. V-Soft's Recruiting Team of 40+ recruiters maintain a well-developed database of over one (1) million candidates with several “Tear Sheets” that encompass deep pipelines of V-Soft’s most experienced IT talent divided into a variety of labor categories including project management and functional & technical consultants. This combined with our blended onshore and offshore sourcing and recruiting model have enabled us to deliver resources more efficiently than our competitors.



Our process, along with the experience of our recruiting team, sets us apart from our competitors. Our recruiters have an average of 15 to 20 years of experience in the industry. One benefit from our recruiters' lengthy industry experience is an extensive network of talent they can access to support client needs. In addition, our recruiters have built lasting relationships with our candidates, providing an extra level of confidence in our consultants' abilities. Finally, V-Soft's "V-Touch" Consultant Care Program ensures that we are consistently engaged with our consultants and our clients throughout the journey of their projects to ensure a successful engagement. V-Soft is a nationally certified MBE/WBE organization and has been operating as a certified minority-owned business for over two decades with an 80% diverse workforce.

Service methodology:

V-Soft’s temporary staffing process consists of numerous subsets and sub-processes helping us in attaining the best customer experience.

V-Soft selects exceptionally qualified personnel to perform in key positions surrounded by individuals with appropriate certifications, training, experience, and security clearances to provide exceptional support. V-Soft has requisite knowledge and experience gained through for how to work in a secure environment. Our excellently planned technology offerings ascertain adaptability to client needs and bring out a unique solution for every business.

Creative and consultative approach

We pride our self as the creative problem solvers for our client’s business problems by providing various solutions that are tailor made for the situations and are effective to the maximum extend. Our consultants



are experienced and seasoned having in-depth knowledge of various domains and industries, but what makes us unique is our dedicated account manager for each client approach that ensures your organization is handled by professionals that has complete knowledge about your organization. We take great efforts to understand clients' needs and add personal touch on every phase of project or service.

High Quality Customer Service

We believe in providing services without compromising on quality. At V-Soft we stand up and take responsibility and are willing to go extra miles to provide high quality services. Through our internal Quality Assurance & Compliance Teams, we go to extensive lengths to ensure we provide you the most accurate and high-quality services because we believe in mutual growth and long-term relations.

Optimized cost

With budgets tightening, costs become increasingly important criteria influencing critical staffing projects. We are cost effective and provide unmatched services at extremely competitive prices. We also have highly competent market research team, who continuously keep our list of hourly rates updated.

Prompt delivery

Timely delivery of the service is one of our utmost concerns here at V-Soft. We take great care to deliver right services in nick of time. We have professionals that give special attention to each client and have dedicated resources working on to give immediate response and quick turnaround.

Team Experience

Our Team has a combined total industry experience of more than 24 years. Over the period, we have built a unique expertise that is shared by all of our employees and associates. We have strong sourcing teams with expertise in resourcing and placement for Commercial and Government Sector.

Past Experience

We have experience with multiple sectors which includes but not limited to State of Colorado, State of Connecticut, State of Delaware, State of Georgia, State of North Carolina, State of Oregon, State of Utah , State of Wisconsin etc.).

5 PAST ENGAGEMENTS

V-Soft has listed our list of entities partnered for several IT staff augmentation and Temporary staffing services. Please note we have chosen the key clients out of many which has been executed in the last three years.

Reference #1:

Agency or Firm Name:	State of Wisconsin
Business Address:	9800 Crosspoint Boulevard Indianapolis, IN 46256
Description of Service:	IT Staff augmentation services with several technical positions Desktop Support - 3, Certified Project Manager Healthcare, Business Analyst/Consultant –3, Healthcare Business Analyst, Help Desk Technician, Salesforce CRM Developer, Project Manager 2, Java Developer, PM – Facilitator, Technical, Writer, Project Manager Level I
Dates(S) When Service Provided	3/2/2020 - Ongoing



Reference #2:

Agency or Firm Name:	State of Arizona
Business Address:	1700 W Washington Street, Phoenix AZ
Description of Service:	IT Staff augmentation services with several technical positions, Analysis/Development 1, Network and Firewall Administrator, Senior Technical Writer Apps Developer w/ GIS knowledge, BI Project Manager
Dates(S) When Service Provided	4/6/2021-Ongoing

Reference #3:

Agency or Firm Name:	Toronto Transportation Department
Business Address:	5140 Yonge Street, 9th Floor Toronto, ON M2N 6L7
Description of Service:	V-Soft consultants (Data Analyst) has been responsible for various administrative support, monitoring reports to assist review of parts through the complete materials management cycle for both maintenance and projects, assisting various areas of Inventory Management as required (Inventory, Surplus, QC), providing status updates and reporting to the Inventory Supervisor.
Dates(S) When Service Provided	Nov 2020 to Dec 2022

Reference #4:

Agency or Firm Name:	Wabtec Corporation
Business Address:	30 Isabella Street Pittsburgh, PA 15212
Description of Service:	Wabtec acquired GE Transportation and V-Soft provided services to execute the TSA (Technical Services Agreement) particularly in the data center migration and OKTA implementation. Staffing in the US and India plus a Managed Services approach with SLAs and Deliverables over a 2-year period ensued. Additionally, V-Soft designed and built a customized software tool to manage the Vendor Management office. In 2022 V-Soft has been contracted to provide ServiceNow architect, innovation and automation support.
Dates(S) When Service Provided	July 2018 to present

Reference #5:

Agency or Firm Name:	Comcast
Business Address:	183 Inverness Drive West Englewood Colorado 80112



Description of Service:	IT Staff augmentation services with several technical positions: Workday Consultant – Compensation, Technical / Deskside Support III, Technical Project Manager I, Database Administrator IV, Network Engineer IV, Network Engineer IV, Partner Support Coordinator IV, Deployment Manager II, Network Engineer IV, GoLang Developer III, Partner Support Coordinator III, Product Owner, Network Engineer III, Partner Marketing Manager IV, Partner Support Coordinator II, Java / Python Developer, Technical Project Manager I, Application Partner Device Specialist, Contracts Coordinator, Java Developer III, Communications Coordinator I, UI Front-end Developer (JavaScript) 20060, Product Owner, Software Engineer (EFT/FTP), DevOps Engineer III, Java Developer (Backend), Sr Data Engineer, Data Steward, Dashboard Engineer (Java Developer), .Net Developer, Oracle DBA (AWS), Front End Developer IV (React), QA Engineer; Streaming TV (Roku, Samsung), Website App Tester, Business Process Engineer I, Senior Network Security Engineer, Senior Analyst, Dev Ops Engineer (2), Billing Data Analyst III; 32027-1, Software Developer III, QA Analyst – BDI, Incident Management Support – Unix, Project Manager/Automation Lead and (2) Project Manager/Automation Lead
Dates(S) When Service Provided	Aug 2019 - Ongoing

Reference #6:

Agency or Firm Name:	BMW
Business Address:	Box 1100 Spartanburg South Carolina 29651
Description of Service:	IT Staff augmentation services with several technical positions: Business Systems Analyst, Senior SQA External, EDI Programmer Business Analyst, Material Control Specialist II, Associate Service Center Support Specialist, Mobility Software Engineer III, SAP Key User
Dates(S) When Service Provided	2/17/2020 - Ongoing

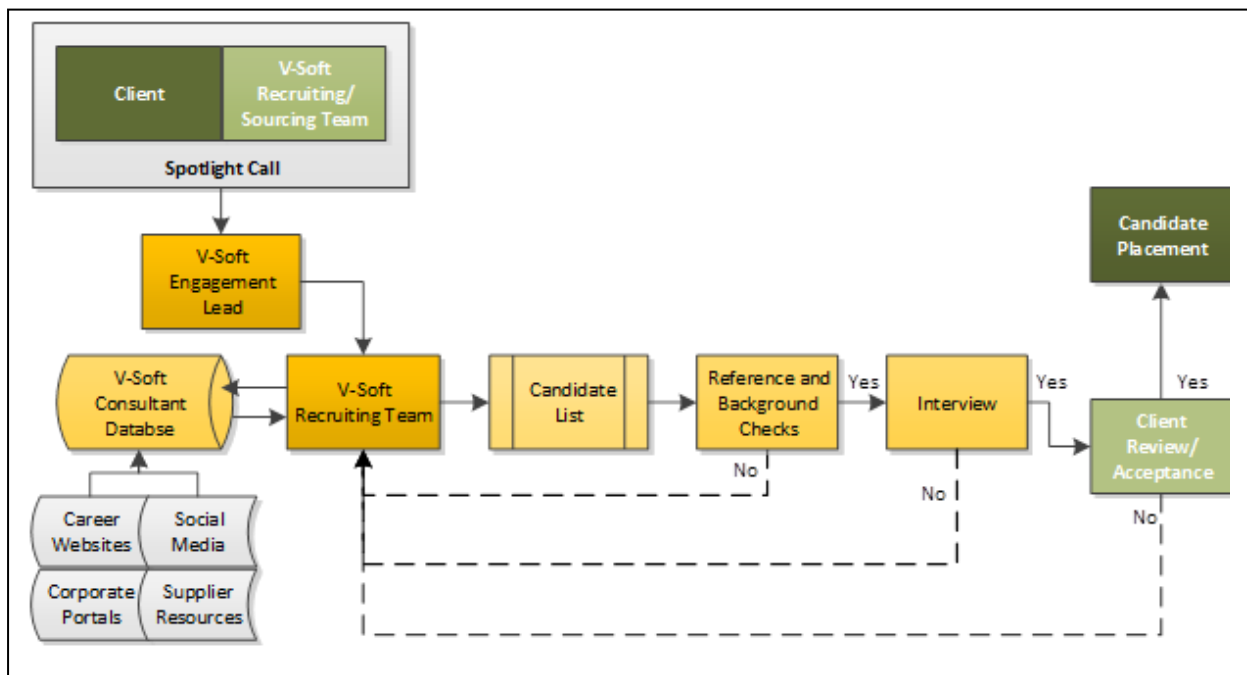
6 APPROACH TO STAFFING SERVICES

6.1 Recruitment Approach

It is our understanding that the WVDOT uses a wide range of technologies to maintain and enhance features of its internal applications. We also understand that the WVDOT is seeking a list of qualified vendors to fulfil the WVDOT's IT staffing & consulting needs through a Master Service Agreement. The Staffing needs include IT Project Managers, Solution Architects, Technical Architects, Software Programmers/Developers, Database Administrators, etc. The shortlisted qualified vendors can provide the desired candidates with a competitive cost proposal based on the SOW's released by the WVDOT. V-Soft certifies that it does not discriminate in its employment practices with regards to race, color, creed, religion, age, sex, ancestry, national origin, or disability.



V-Soft maintains a roster of highly qualified people we could provide to WVDOT requirement mentioned in SOW. We screen potential staff, hire them for suitable assignments and supervise them appropriately and effectively. Our program managers and account managers continuously communicate, monitor, and track the performance of the candidates and assure utmost WVDOT satisfaction in addition to offering our staff a rewarding career. V-Soft ensures that the candidates provided will have the required training, education, certifications (as required) for his/her respective position. We utilize a robust recruiting process that consistently searches for and shortlists available pipeline of candidates specific to the position's needs. At any given time, our pipeline consists of a minimum of 10 qualified candidates for frequently requested positions. For less common positions, we maintain a pipeline of 3 - 5 candidates. We realize that our success at WVDOT depends on the flexibility and agility of our company's staffing approach to quickly fulfill WVDOT's staffing needs, when it is imperative to have qualified personnel ready to step in and execute WVDOT contractual requirements.



Recruiting and Staffing Process

V-Soft uses a hybrid of U.S. and offshore sourcing of candidates, which decreases the time to find viable candidates who meet specific needs and gives us a 24/7 recruiting capability by utilizing different time zones and shifts. The Account Manager and Recruiting Team work together to determine the best fit for each client in terms of qualifications, experience, and corporate culture.

Upon receiving a request, the recruiting team first checks V-Soft's internal database for possible matches to meet our clients' needs. If we can identify an internal candidate who meets all requisitions requirements, a recruiter will reach out to verify the candidate's availability and interest. Upon positive verification, the candidate is then placed in a queue for consideration for this position.

V-Soft's Recruiting Team maintains a well-developed candidate database of over one million candidates that encompasses deep pipelines of V-Soft's most experienced IT talent. V-Soft's Recruiters are continuously sourcing highly qualified and talented candidates that fit our clients' profiles using methods that are both active and passive in nature for candidate outreach.



If we are not able to locate the right available candidates in our database, the recruiting team targets job boards/portals and professional networking sites to source candidates. Additionally, we reach out to our current talent for referrals. Our offshore recruiters initially qualify candidates, then send the candidate to the assigned U.S. recruiting team for further screening.

The benefit to using this type of hybrid model is to maximize time spent finding the right candidates at the best cost. By using a U.S. + offshore hybrid model for the sourcing component of our recruiting process, we can utilize resources in opposite time zones, leading to a 24/7 sourcing capability. Our clients move to interviewing qualified, viable candidates sooner than with traditional staffing models.

6.1.1 Screening

V-Soft’s recruiters conduct at least three (3) professional reference checks, verify past employment, send online assessments, and conduct face-to-face or virtual interviews, if necessary. All interview criteria are entered into the requisition information in our internal system and communicated with our recruiters.

V-Soft’s recruiters will also often initially interview a candidate prior to setting up an appointment with our clients’ Hiring Manager(s). This “dry run” interview allows us one more screening opportunity before we send a candidate to a client. V-Soft is flexible and able to offer telephone, tele-video, and in-person interviews. Preferred interview methods and selection methods are at the discretion of the client.

Our skills and behavioral assessments are conducted using online tests and questionnaires. The modules chosen are based on the required skills and client environment (i.e., high emphasis on collaborative work environment, safety-focused, and so forth). Candidates receive the modules via e-mail and complete them online, usually within our prescribed 24-hour time limit. These modules have proven to demonstrate experience levels in candidates and show us which candidates may not have the experience level indicated on their credentials. Over the past 24 years, we have refined this process to ensure our candidates are truly experienced and meet the requirements set forth by our clients.

Screening	
Vetting process	V-Soft has established vetting/screening process for candidates to ensure only pre-screened and qualified candidates are presented to our clients. All potential candidates are evaluated to verify each candidate possesses the required skills and abilities to perform the assigned job responsibilities. V-Soft's recruiters conducts at least three (3) professional reference checks, verify past employment, and conduct skills and behavioral assessments. Our skills assessments involve reviewing the candidate's technical competency through pointed and strategic questioning, completing a compliance matrix to align requirements, and reviewing a technical assessment report provided by a third-party firm. Following assessments, V-Soft conducts an interview with the potential resource prior to setting up an appointment with the client. This interview allows us one more screening opportunity before we send a candidate to a client.
Verifying candidates' credentials	As needed by the client, V-Soft's skills and behavioural assessments are conducted using online tests and questionnaires. The online modules chosen are based on required skills and client environment (i.e., high emphasis on collaborative work environment, safety-focused, and so forth). Candidates receive the modules via email and complete them online, usually within our prescribed 24-hour time limit. These modules have proven to demonstrate experience levels in candidates and show us, which



	<p>candidates may not have the experience level indicated on their credentials.</p> <p>Over the past 24 years, we have refined this process to ensure our candidates are truly experienced and meet the requirements set forth by our clients.</p> <p>Regarding validating education, we utilize various background-screening services, depending on clients' specific needs. We can validate a candidate's degree/diploma/credential, graduation or completion date, major of degree, and official educational accrediting body.</p>
Ensuring accuracy of resume/credentials	The recruiter communicates all results to the Account manager/Sales Lead who determines whether to accept or reject the candidate. If approved, the account manager will provide the candidate's information to the client for review and approval.
Internal interview process for potential placements	V-Soft's recruiters conduct at least three (3) professional reference checks, verify past employment, send online assessments, and conduct face-to-face or virtual interviews, if necessary. All interview criteria are entered into the requisition information in our internal system and communicated with our recruiters.
Meet Candidates face-to-face prior to interviews	<p>V-Soft conducts interviews via telephone, tele-video, and in-person interviews. We use Skype for Business, MS Teams or Zoom to offer video interviews for resources unable to attend in-person interviews.</p> <p>*Note: Because of COVID-19, V-Soft recommends conducting all interviews virtually.</p>

6.1.2 Validating Education

V-Soft fully understands the WVDOT requirement for an FBI fingerprint check for certain positions and will support this requirement. Our background screening providers can validate educational claims for all candidates. We utilize various background screening services, depending on a client's specific needs. We can validate a candidate's degree/diploma/credential, graduation, or completion date, major of degree, and official educational accrediting body.

Determining Best Fit

Once V-Soft's Recruiting Team has identified resources and fully screened the candidates, including interviews, background verification, education verification, and skill testing, the candidates are presented to V-Soft's Account Manager. Our Account Manager will review all presented candidates and choose the best fits to present to our clients. The client will receive 1-3 candidates for review, depending upon requisition requirements and limitations.

Placement

Upon approval of a candidate, V-Soft's Account Manager again verifies timelines and ensures the candidate will be onsite to begin the project. The Recruiting Team handles client requirements such as drug screenings and specific background screenings. The candidate's placement packet is built around a client's needs and once completed, sent to the client's HR for on-boarding.



6.1.3 Resource selection

V-Soft Recruitment team consists of Delivery Leads with an average of 12+ years, Senior Recruiters with an average of 8+ years and Recruiters with an average of 5+ years of IT staffing experience in Commercial, State and Local Government. Once the requirement is received from the client, our recruitment team develops specific interview questions, domain knowledge based on the requirements of the position and identified qualifications determined by the account manager during preliminary discussions with WVDOT personnel.

V-Soft leverages its Technical Experts from its large Technology Consulting & Solutions practice interviewing potential candidates. V-Soft conducts minimum two distinctive rounds of interviews with a combination of In-Person, Video, and phone interview. The first level of interview is conducted by the recruiter, followed by a mandatory in-person/Video interview conducted by Technical Experts/Delivery Lead/Account Manager depending on the criticality and seniority of the position.

During the interview, our recruiter/technical expert evaluate the candidate's technical aptitude, soft skills appearance, professional demeanor, as well as their overall commitment to the proposed assignment. All Applicants are assessed for competence and personal attributes including inter-personnel skills and communication skills. Our recruiters stringently test the domain knowledge and experience of the candidates to shortlist best fit for client's requirements. At times, we follow a non-directive interview process - generally a less formal process to assess the candidate's skills and personality attributes.

As part of V-Soft interview process, a technical evaluation sheet is completed by the interviewer(s) to capture a detailed assessment of the candidate in terms of both mandatory and desired skills. Following is an example of the technical evaluation sheet of a live candidate in recent past.

Below is the process for selecting and interviewing the candidates for IT staff Augmentation.

Telephone Screening - V-Soft uses an initial phone screen to verify candidates' basic skill set proficiencies, availability, and overall interest in a position.

Education Verification - To validate candidate's educational qualifications, certifications and ensure alignment with the job role prior to being assigned.

Previous Employment Checks - To check references from the prior clients and/or critical projects to validate the candidate's skills, competency, and personal attributes.

Work Eligibility - V-Soft performs Work Permit Checks (Form I-9) to verify the active work permit status (Citizens, Green Card/EAD holders, H1B, etc.) of the candidates to ensure they are legally authorized to work in the US.

In-Person/Video Interview - During this interview, our technical recruiter and/or technical analyst evaluate the candidate's technical aptitude, soft skills appearance, professional demeanor, as well as their overall commitment to the proposed assignment. V-Soft conducts a thorough screening process to evaluate the technical and logical know-how of the candidates comprising of a face-to-face/web/video conferencing interview depending on client requirements. All Applicants are assessed for competence and personal attributes including inter-personnel skills and communication skills. Our recruiters stringently test the domain knowledge and experience of the candidates to shortlist best fit for client's requirements. At times, we follow a non-directive interview process - generally a less formal process to assess the candidate's skills and personality attributes.

Skill Proficiency Testing - Our recruiters evaluate the technical and logical ability of potential candidates to ensure their credentials align with those required by our clients. We utilize our own internal technical Subject Matter Experts to collaborate during the interview process. For Technical positions, all candidates



are required to take a Technical Test to demonstrate their grasp on the basic knowledge required for a specified role. The test covers the fundamentals of the languages, tools and/or software that the engineers or developers use.

Aptitude/Logical Tests - V-Soft has designed a series of logical and aptitude tests in order to gauge the individual personality traits to assess the aptitude and skills of the short-listed candidates. V-Soft conducts standardized tests in terms of their reliability and validity in order to provide correct results. We conduct behavioral and situational based interviews as well to evaluate candidates on their past behavior and experience and the candidate's judgment ability and knowledge that may be required for the job. In some cases, we also conduct group discussions to compare the soft skills of the short-listed candidates to make the best selection. By conducting these various screening/evaluation procedures, V-Soft is able to screen and provide quality candidates to its clients that suit their requirements with the highest degree of certainty possible.

Reference Checks - V-Soft requests a minimum of two to three managerial references to verify candidates past performance and job history. For technical positions, we require two technical references at the least. This allows recruiters to thoroughly check with references of the candidates being short-listed to validate the candidate's employment history, relevance and confirm alignment with the credentials required by our clients. V-Soft also utilizes Social Media tools (i.e., LinkedIn) to monitor publicly shared information on job candidates.

Additionally, V-Soft conducts behavioral and situational based interviews as well to evaluate candidates on their past behavior and experience and the candidate's judgment ability and knowledge that may be required for the job. In some cases, we also conduct group discussions to compare the soft skills of the short-listed candidates to make the best selection. By conducting these various screening/evaluation procedures, V-Soft can provide quality candidates that suit their requirements to the utmost level.

6.1.4 Candidate evaluation

To verify competency of candidates being presented to our clients, V-Soft's skilled recruiters conduct at least three professional reference checks, verify past employment, send online skills and behavioral assessments, and conduct face-to-face or virtual interviews, if necessary. All interview criteria are entered into the requisition information in our internal system and communicated with our recruiters.

V-Soft verifies a candidate's identity throughout the recruiting process by performing reference checks to verify identity credentials, cross-referencing candidates in our internal database, and conducting video-conference interviews via Skype or WhatsApp.

Once a candidate's identity and credentials have been verified, V-Soft's recruiters often will initially interview a candidate prior to setting up an appointment with Hiring Manager. This "dry run" interview allows us one more screening opportunity before we send a candidate to a client. V-Soft is flexible and able to offer telephone, tele-video, and in-person interviews. Preferred interview methods and selection methods are at the discretion of the WVDOT.

V-Soft's skills and behavioral assessments are conducted using online tests and questionnaires. The modules chosen are based on the required skills and client environment (i.e., high emphasis on collaborative work environment, safety-focused, and so forth). Candidates receive the modules via e-mail and complete them online, usually within our prescribed 24-hour time limit. These modules have proven to demonstrate experience levels and personality traits in candidates and show us which candidates may not have the experience level indicated on their credentials or candidates who might not be a good fit for our clients' environments. Over the past 24+ years, we have refined this process to ensure our candidates are truly experienced and meet the requirements set forth by our clients.



6.1.5 Assessment Tool Examples

a. Resume

V-Soft thoroughly reviews each candidate's resumes to ensure all necessary skills, experience, and education requirements are met to meet or exceed the needs of our clients. V-Soft conducts reference checks for each resume to verify candidate identity and credentials. V-Soft's Recruiting Team reviews resume submissions and selects the best ones to present to our clients.

b. Reference check reports the proposer writes

Generally, reference check reports written by V-Soft are considered internal documents, but V-Soft is flexible and willing to provide such reports to our clients upon request. V-Soft's Recruiting Team uses information from reference checks reports as part of our screening and vetting process.

c. Reference check contact information (so that ETF can contact references for a candidate at ETF's discretion)

Candidate reference check contact information is available upon request as needed and/or required by our clients.

d. Technical skills evaluation reports

Generally, Technical Skills Evaluation Reports are considered internal documents, but V-Soft will provide Technical Skills Evaluation Reports as needed and / or required by clients. V-Soft's Recruiting Team uses information from skills reports as part of our screening and vetting process to ensure candidates presented to our clients are technically apt to meet the needs of our clients.

e. Recruiters' reports on the candidate

V-Soft provides Recruiters' reports on candidates to our clients upon request. The reports typically include a description/summary of candidate's background, skills, goals, and interest. Usually a summary of candidate background/goals/skills/interests. V-Soft can format these reports in a manner suitable to our clients, as some clients prefer bullet points while other prefer paragraph format.

f. Lead Account Manager's candidate evaluation

Generally, Lead Account Manager's candidate evaluations are considered internal documents. V-Soft will provide these reports to our clients upon request.

g. Personality or behavioral style assessments

V-Soft's skills and behavioral assessments are conducted using online tests and questionnaires. The modules chosen are based on the required skills and client environment (i.e., high emphasis on collaborative work environment, safety-focused, and so forth). Candidates receive the modules via e-mail and complete them online, usually within our prescribed 24-hour time limit. These modules have proven to demonstrate experience levels and personality traits in candidates and show us which candidates may not have the experience level indicated on their credentials or candidates who might not be a good fit for our clients' environments. Over the past 202+ years, we have refined this process to ensure our candidates are truly experienced and meet the requirements set forth by our clients.

6.1.6 Quality Control Responsibility

Each of our IT Staffing contracts is managed by a dedicated Account Manager. Each Account Manager is responsible for the quality of placements provided to their specific client(s). Our Account Manager assigned to WVDOT is Mr. Ken Treinen, who is acting as Lead Account Manager (LAM) for this contract. V-Soft has



designated Ms. Aly Kuehner as Backup Account Manager (BAM) for this contract. Mr. Treinen will be servicing our WVDOT contract and any issues which arise should be directed to Mr. Treinen to be addressed.

At the end of the first week, our Account Manager follows up with the client's Project Manager to discuss the candidate's performance. At this point, V-Soft sends a Quality Control (QC) survey to compile more detailed and responsive feedback from the client to guarantee needs are being met.

Following the first week, monthly QC calls and performance reviews are conducted to confirm client satisfaction and review performance of the employee. At the end of the assignment, a final QC survey is submitted to the Project Manager to evaluate the overall success of the project. V-Soft also offers Quarterly or Annual Business Reviews to review performance on a six-month cycle focusing on Key Performance Indicators (KPIs).

6.1.7 Onboarding

V-Soft works with our candidates and clients during the onboarding process to ensure the candidate successfully and correctly completes any Human Resources paperwork required by our clients within the clients' prescribed time frame. V-Soft validates candidate start date, candidate start time and location to ensure our candidates are prepared for their first day on the job. V-Soft deploys its V-Touch methodology to ensure our candidates and clients are on the same page. V-Soft typically sends a representative to the client's job site to meet our consultant for the first day of a contract. Our representative will ensure the candidate reports to the correct manager and/or HR contact for their first day.

Using V-Touch, V-Soft's Account Manager checks in with our consultants (and our clients) following their first day, first week, first month, and every subsequent month to ensure client and consultant expectations are being met/exceeded. Staying in regular contact with our clients and consultants allows V-Soft to address any issues that may arise in a proactive manner to mitigate any potential issues before they become serious problems.

6.1.8 Background Verification

Our background screening providers can validate educational claims for all candidates. We utilize various background screening services, depending on a client's specific needs. We can validate a candidate's degree/diploma/credential, graduation, or completion date, major of degree, and official educational accrediting body. Our proactive approach towards attaining clients feedback help us mitigate any issue. We are capable to perform any client's specific special screening and background check request. V-Soft after short listing an employee for short- or long-term hire will conduct an independent background check on the employee even before proposing the potential employee to work at the customer offices, this background check will ensure that we minimize the risk of an employee proposed to the customer will not pass a background investigation processed by the WVDOT. V-Soft has ongoing established agreements with the companies for background investigation services so that we can run a thorough background check prior to hiring resources. The background investigations on potential resources for hire will include but are not limited to the following:

- Educational verification checks,
- Employment history verification checks,
- Criminal history checks; and
- Financial security checks.

Finalists for specific positions may be required to have one or all the following background checks:



Academic credentials and/or professional licensing/certification, as required for the position, will be verified.

Motor vehicle records -When an occupation or position requires that an employee regularly operate a motor vehicle, to verify the appropriate license and review the motor vehicle record. Employees in these positions will be subject to an annual inspection of their motor vehicle record and must adhere to the prompt reporting requirements on changes in the status of the license.

A **fingerprint check** will be completed on the finalist for each position that will handle financial transactions as a job responsibility. These responsibilities include but are not limited to approval authority within the accounting system, collection or handling cash or checks, writing or approving checks, having access to a direct money stream. A fingerprint check will be done to determine if the finalist for a position designated as security or safety-sensitive has a criminal record history and to consider the effect of such a history on the finalist's suitability for employment with V-Soft.

Assessments

V-Soft, committed to providing the most qualified talent, we can conduct highly customized skill and personality assessments through several proprietary tools and business partnerships. One defining difference between a good candidate and a great candidate is their ability to tackle the challenges of each job assignment with ease and confidence. We can provide tests that will not only measure a candidate's skill proficiency, but also their overall aptitude and motivation.

Testing

Our strategy has always been to recruit based on the unique needs of our clients and to become experts in those skill sets. Accordingly, our talent generally does not require a lot of training. However, we are committed to continually exceeding high expectations and recognize that ongoing training is essential both for clients and talent who want to thrive in today's rapidly changing technology marketplace. In the event a talent requires training, we offer free and discounted training opportunities.

Drug Testing:

V-Soft will continue to work with the WVDOT to establish business rules and ensure we have a background check and drug screening process that meets your requirements, including replacement drug screens, as well as any post-accident drug and alcohol tests.

6.1.9 Retention

V-Soft is committed to the timely delivery of a qualified team with requisite security clearances. V-Soft as an effective, dedicated corporate recruiting and security staff in place to provide dedicated support for pre-screening and hiring of cleared personnel upon contract award and throughout the life of the contract. For new staffing, our response time to open positions is less than two business days. This is made possible by our team of 30+ recruiters. They find highly qualified candidates resume miners with an average experience of 5+ years to support customers with our recruitment processes. V-Soft utilizes Job Search engines, Job fairs, referrals social media platforms, job boards, employee referrals. Upon award, our approach to retention integrates the capture of existing qualified incumbent staff. Throughout the period of performance, competitive compensation and professional growth opportunities contribute to maintaining the right mix of labor to support WVDOT.

V-Soft views retention of our highly skilled and motivated staff as a key to our sustained corporate success and the successful delivery of our contractual commitments. As a result, we value our employees as our most valuable assets and have created an environment that continues to be rewarding and challenging. Given the competitive market for highly qualified candidates, V-Soft continuously executes our recruiting



process to ensure a steady source of qualified resources. We view recruiting as a life-cycle process that is focused on maintaining an internal resource pool of 15 percent of staff capacity and a recruiting pipeline of 20 percent of current staff size. Under the leadership of our Human Resources Manager, we continually conduct searches and create new recruiting prospects from a variety of online and direct sources. To further improve the quality of staff, V-Soft also has an internal Employee Referral Program that encourages and provides incentives for our current staff to recruit and recommend staff.



V-Soft ensures high retention rates (average of 94% over the past five years) by applying sound personnel management skills and offering its employees competitive benefits and compensation packages, personal and professional training incentives, and, most importantly, a positive working environment that encourages long-term tenure. V-Soft offers a variety of incentives, awards, and recognition programs to motivate employees, reward superior performance and foster client satisfaction and performance. V-Soft is dedicated to evaluating performance at every level of an engagement. We practice performance-based management and assist clients in instituting performance management systems that help them achieve desired results. Our program managers continually monitor key workload indicators to maintain total insight to the activity levels of team members and balance them against the needs of the client. Organizational change due to workloads may be required to ensure that employees stay actively engaged and effectively productive at work while also balancing personal aspects of their life outside of the workplace. V-Soft employee retention rate is best exemplified by the length of employment of our vital management staff - an average of 5 years. V-Soft five primary ways to ensure employee retention are to:

- Provide an exceptional salary and benefits package.
- Motivate and reward employees for their performance.
- Provide training and education, including a mentoring program and cross-training staff on projects.
- Provide continuous feedback through annual performance appraisals and an open-door policy by senior staff; and
- Ensure a great working environment and family atmosphere.

6.1.10 Replacement

If adjustments are required at any time during a placement or project, V-Soft will discuss adjustments with the candidate or work to replace the candidate, dependent upon the client's desired outcome. V-Soft handles removal of any placement with unsatisfactory performance. Approximately 5% of resources placed during a year will not fulfil their commitment. This occurs because some resources may simply not be the best fit for a client. Upon notice to remove a resource, V-Soft immediately begins sourcing for replacement resources. With such a deep bench of candidates, V-Soft strives to make the replacement process seamless for our clients. We conduct an analysis to determine what issues, if any, may have been experienced and how to mitigate those issues with a new placement.

V-Soft will provide the Government a direct access to the management and contract support team at V-Soft for contract and staffing related queries, feedback, replacement, and other services. V-Soft ensures immediate response and will enable V-Soft to provide replacements within a very short span of time and



without delay. Our replacement capability rests on our full-time recruiters operating and utilizing the database of resumes of which more than 1,00,000 resumes have been kept marked and ready according to various skill set verticals. V-Soft replacement capabilities are proven and time-tested for more than 24 years and fortune corporations since 1997. We intend to leverage this ISO certified infrastructure and processes combined with our experience to provide excellent replacement capabilities. If it is determined that a replacement candidate is needed, the Lead Account Manager would open a job order and the Recruiting team would identify candidates to put through the V-Soft screening process and we would present them to the WVDOT for consideration. Once a replacement candidate is identified, V-Soft would be responsible for providing the replacement's first three weeks of service at no cost so that WVDOT could train the replacement.

6.1.11 Performance Review

V-Soft handles removal of any placement with unsatisfactory performance. Approximately 5% of resources placed during a year will not fulfill their commitment. This occurs because some resources may simply not be the best fit for a client. Upon notice to remove a resource, V-Soft immediately begins sourcing for replacement resources. We also measure our contractor satisfaction through annual surveys, retention rate and by conducting exit interviews. The feedback from our contractors, as well as our customers, helps our management team to improve our processes to deliver quality services. V-Soft follows its own appraisal and performance measurement system to ensure the quality of its contractors. In the first stage, the contractor fills out an appraisal form. The objective is to evaluate and discuss the contractor's perception of his/her performance and job responsibilities. In order to maintain a fair and equitable relationship, work performance and salaries are reviewed annually. In addition to the above, we ask for performance tracking and evaluation process in the form of brief, written responses from the customer.



Where permitted, V-Soft conducts periodic discussions regarding personnel performance with the hiring managers. Also, when permitted, we conduct a satisfaction survey for each consultant with the hiring managers. An electronic form is utilized on an annual and/or semi-annual basis and e-mailed to the hiring managers. V-Soft monitor staff and their performance is essential to maintaining a high-performing employee base. This control process is carried out on a regular basis. V-Soft makes sure that, apart from keeping a check on the day-to-day activities of the employee at the work site, we interact with them to know what is necessary for maintaining discipline and improving performance. We monitor emails and make sure that no portable devices are allowed at the worksite to provide complete protection of the intellectual property of our clients.

6.1.12 Communications & Report

V-Soft will create and submit the reports on weekly, monthly, and quarterly basis to keep the continuous communication with WVDOT on the requirements. V-Soft's contract management team is fully committed to the highest level of customer service and satisfaction – our culture is instilled directly from the CEO who is hands-on and is focused on ensuring V-Soft provides the best customer experience. The V-Soft contract



management team reviews all accounts on a weekly basis to ensure the engagement is performing per agreed SLAs and performance standards. Given the flat and collaborative structure of the contract management team, all customer inquiries are addressed quickly and directly.

V-Soft always strives towards achieving 100% client satisfaction rate by making sure all issues are resolved at the earliest. V-Soft will document and record all issues and resolutions throughout the duration of its relationship with WVDOT. The documentation will be used to better our services to WVDOT and to appropriately train our teams. V-Soft believes in timely identification and correction of problems, when appropriate, is our priority. In an event wherein an issue is raised by the client the first level of escalation will be handled by the dedicated team who would strive towards resolving the issue within 24 - 48 hours. V-Soft' contract management team will be engaged, to include WVDOT's executive sponsor, to ensure the proper level of attention and decision-making authority is available to resolve all issues expeditiously. Below table shows our mechanism to communication and reports:

Communication Method	Reporting Mechanisms, Report Content, and Information Flows
Weekly Program Report and Update	<ul style="list-style-type: none"> • Provided every Friday from AM to COTR • Weekly email status with key accomplishments, objectives for next week, and key matter updates • Written report augmented by in-person review, as agreed to by the COTR
Monthly Status Report	<ul style="list-style-type: none"> • Delivered 10th calendar day of the month for the prior month • Addresses program status by funding source and/or major program group • Addresses adherence to program schedules, budgets, and program milestones • Provides specific details on: <ul style="list-style-type: none"> • Assessment of acquisition, maintenance, and support tasks • Assessment of each program or task by title and tracking number; progress to date; impact issues and recommendations; accomplishments; steps for next reporting period; and financial status • Includes a copy of the program level Risk Register with affiliated status updates
Quarterly Program Review	<ul style="list-style-type: none"> • Held following transition period with CO, COTR, and WVDOT Management • Held monthly for first six months after award and quarterly thereafter on the 10th day (or first business day thereafter) of the new quarter in lieu of Monthly Program Review Meeting • Used to report on contractual goal accomplishments, fiscal health, key performance metrics / "dashboard" indicators and quality performance per the QA Plan
Budget Forecast Report	<ul style="list-style-type: none"> • Provided bi-annually on February 15th and June 15th of each Fiscal Year • Forecasts the level of effort for the current option periods, plus the two succeeding fiscal years, shown by funding source and by program system within each funding source • Estimates the cost of on-going operations and maintenance and the cost of any new work or enhancements programed

Furthermore, we embrace the Service Level Requirements specified by our clients and work diligently every day to meet or exceed those requirements. Our team values continuous input and takes constructive



feedback seriously and makes every effort to implement changes within our internal processes and support infrastructure to ensure the diverse needs of our clients are being met. We are confident that WVDOT will not be disappointed if V-Soft is given an opportunity to continue to earn your business. By using the above-mentioned process, we will ensure that the V-Soft employees meet and exceed all the WVDOT requirements. V-Soft' contract management are empowered to make judgment calls regarding employee performance, which allows us to replace an unsatisfactory employee immediately. Prior to entering the weekly work time sheets, with the employee's signature, V-Soft will instruct our team members to obtain approval of the Operations Manager. We will also maintain communication with our team members, and WVDOT to determine if there is an indication that a resignation or termination is imminent.

6.1.13 Workload Management

Our approach is focused on (a) producing complete, consistent, and compliant contract documentation; (b) improving execution of pre-award planning and award processes; (c) improving workload management through better data capture and reporting; and (d) enhancing the skills and knowledge of the contracting workforce. V-Soft Key Personnel, names and titles of all key management personnel who will be involved with supervising the services rendered under this proposal. Our key personnel continually monitor key workload indicators to maintain total insight to the activity levels of team members and balance them against the needs of the project. Organizational change due to workloads may be required to ensure that employees stay actively engaged and effectively productive at work while also balancing personal aspects of their life outside of the workplace. We help our key personnel to decide when they'll work on each activity. Our key personnel work on more than one activity at the same time and determine the total level of effort that needs to be devoted to each time period to meet those multiple commitments. Working within the parameters of the Statement of Work, our key personnel work to meet the requirement of client: Managing planned time-off effectively can allow you to increase staffing so that more work is performed on straight time and less on overtime. Like discretionary work management, if planned time-off is not managed effectively, it can exacerbate the variable workload problem.

6.1.14 Time Management

V-Soft staffing processes delivers a fully integrated team with an Account Manager, Technical Recruiters, Delivery Manager and Operations Manager with the appropriate skills to perform the job and ensure to be available in work hours. We follow a detailed process that defines requirements and determines staffing. Our personnel will primarily be available during the core hours listed in RFP, but our support personnel will be available as required, while meeting the 8.00AM to 6.00PM PST hour work requirement as described by the WVDOT. Our resources will ensure continuous support as required by government with a 99% response in the available time. We are confident that we can provide a high level of customer satisfaction by providing excellent candidates and timely account management. We have a highly skilled team that is always available to support the employees at work hours. This team help our employees with any issues that need assistance and find suitable solutions within our company to assist them.



State of West Virginia
 Centralized Request for Quote
 Service – Prof
 WVDOT IT Temporary Staffing Services (81220053)

7 PRICING

DocuSign Envelope ID: 24B097CC-3930-479D-900A-252D8BB7335E

Exhibit A - Pricing Page

WVDOT Information Technology Staffing Services RFQ(81220053)

Revised - Version 2 - 2.22.2022

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 (On-Site)	2080	\$95.00	\$197,600	\$197,600	\$203,528	\$207,598	\$806,326
4.1.1	Senior Mainframe Application Analyst (Remote Work)	2080	90.00	\$187,200	\$187,200	\$192,816	\$198,600	\$765,816
4.1.2	Mainframe Application Analyst (On-Site)	2080	\$85.00	\$176,800	\$176,800	\$182,104	\$185,746	\$721,450
4.1.2	Mainframe Application Analyst (Remote Work)	2080	80.00	\$166,400	\$166,400	\$171,392	\$176,534	\$680,726
4.1.3	Senior Application Oracle Database Administrator (On-Site)	2080	\$115.00	\$239,200	\$239,200	\$246,376	\$251,303	\$976,079
4.1.3	Senior Application Oracle Database Administrator (Remote Work)	2080	110.00	\$228,800	\$228,800	\$235,664	\$242,733	\$935,997
4.1.4	Application Oracle Database Administrator (On-Site)	2080	\$105.00	\$218,400	\$218,400	\$224,952	\$229,451	\$891,203
4.1.4	Application Oracle Database Administrator (Remote Work)	2080	\$100.00	\$208,000	\$208,000	\$214,240	\$220,667	\$850,907
4.1.5	Senior Application DB2 Database Administrator (On-Site)	2080	\$110.00	\$228,800	\$228,800	\$235,664	\$240,377	\$933,641
4.1.5	Senior Application DB2 Database Administrator (Remote Work)	2080	\$105.00	\$218,400	\$218,400	\$224,952	\$231,700	\$893,452
4.1.6	Application DB2 Database Administrator (On-Site)	2080	\$100.00	\$208,000	\$208,000	\$214,240	\$218,524	\$848,764
4.1.6	Application DB2 Database Administrator (Remote Work)	2080	\$95.00	\$197,600	\$197,600	\$203,528	\$209,634	\$808,362
4.1.7	Programmer Analyst (On-Site)	2080	\$80.00	\$166,400	\$166,400	\$171,392	\$174,819	\$679,011
4.1.7	Programmer Analyst (Remote Work)	2080	78.00	\$162,240	\$162,240	\$167,107	\$172,120	\$663,707
Grand Total								\$11,455,441

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.

Jai Bokey Jai Bokey VP operations
 Vendors Signature:



8 ATTACHMENTS

8.1 Disclosure Of Interested Parties to Forms

West Virginia Ethics Commission



Disclosure of Interested Parties to Contracts

Pursuant to *W. Va. Code* § 6D-1-2, a state agency may not enter into a contract, or a series of related contracts, that has/have an actual or estimated value of \$1 million or more until the business entity submits to the contracting state agency a Disclosure of Interested Parties to the applicable contract. In addition, the business entity awarded a contract is obligated to submit a supplemental Disclosure of Interested Parties reflecting any new or differing interested parties to the contract within 30 days following the completion or termination of the applicable contract.

For purposes of complying with these requirements, the following definitions apply:

"Business entity" means any entity recognized by law through which business is conducted, including a sole proprietorship, partnership or corporation, but does not include publicly traded companies listed on a national or international stock exchange.

"Interested party" or *"Interested parties"* means:

- (1) A business entity performing work or service pursuant to, or in furtherance of, the applicable contract, including specifically sub-contractors;
- (2) the person(s) who have an ownership interest equal to or greater than 25% in the business entity performing work or service pursuant to, or in furtherance of, the applicable contract. (This subdivision does not apply to a publicly traded company); and
- (3) the person or business entity, if any, that served as a compensated broker or intermediary to actively facilitate the applicable contract or negotiated the terms of the applicable contract with the state agency. (This subdivision does not apply to persons or business entities performing legal services related to the negotiation or drafting of the applicable contract.)

"State agency" means a board, commission, office, department or other agency in the executive, judicial or legislative branch of state government, including publicly funded institutions of higher education: Provided, that for purposes of *W. Va. Code* § 6D-1-2, the West Virginia Investment Management Board shall not be deemed a state agency nor subject to the requirements of that provision.

The contracting business entity must complete this form and submit it to the contracting state agency prior to contract award and to complete another form within 30 days of contract completion or termination.

This form was created by the State of West Virginia Ethics Commission, 210 Brooks Street, Suite 300, Charleston, WV 25301-1804. Telephone: (304)558-0664; fax: (304)558-2169; e-mail: ethics@wv.gov; website: www.ethics.wv.gov.

Revised June 8, 2018



West Virginia Ethics Commission
Disclosure of Interested Parties to Contracts

(Required by W. Va. Code § 6D-1-2)

Name of Contracting Business Entity: V-Soft Consulting Group, Inc. Address: 101 Bullitt Lane Suite 205 Louisville, KY 40222

Name of Authorized Agent: Not Applicable Address: _____

Contract Number: Not Applicable Contract Description: _____

Governmental agency awarding contract: West Virginia Department of Transportation (WVDOT)

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:  Date Signed: 02/24/2022

Notary Verification

State of Kentucky, County of Jefferson:

I, Bijal Shah, 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 24th day of February, 2022.

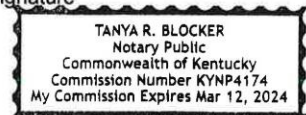

Notary Public's Signature

To be completed by State Agency:

Date Received by State Agency: _____

Date submitted to Ethics Commission: _____

Governmental agency submitting Disclosure: _____



Revised June 8, 2018



8.2 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: V-Soft Consulting Group, Inc.

Authorized Signature: [Signature] Date: 02/24/2022

State of Kentucky

County of Jefferson, to-wit:

Taken, subscribed, and sworn to before me this 24 day of February, 2022.

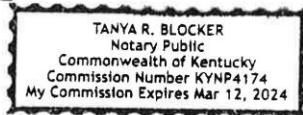
My Commission expires March 12th, 2024.

AFFIX SEAL HERE

NOTARY PUBLIC

[Signature]

Purchasing Affidavit (Revised 01/19/2018)





8.3 Addendum

DocuSign Envelope ID: 24305190-ABDE-451C-AA42-77CB2ADCEAC8

**ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFO DOT2200000122**

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

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

Addendum Numbers Received:

(Check the box next to each addendum received)

- | | |
|--|--|
| <input checked="" type="checkbox"/> Addendum No. 1 | <input type="checkbox"/> Addendum No. 6 |
| <input type="checkbox"/> Addendum No. 2 | <input type="checkbox"/> Addendum No. 7 |
| <input 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 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.

V-Soft Consulting Group, Inc.

Company

Bijal Shah Sr. Human Resources Manager

Authorized Signature

03/03/2022

Date

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



State of West Virginia
 Centralized Request for Quote
 Service – Prof
 WVDOT IT Temporary Staffing Services (81220053)

8.4 Certificate of Insurance

		CERTIFICATE OF LIABILITY INSURANCE				DATE (MM/DD/YYYY) 11/2/2020	
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).							
PRODUCER M3 Insurance Solutions, Inc. 828 John Nolen Drive Madison WI 53713				CONTACT NAME: Katie Flottum PHONE (A/C. No. Ext): 608-288-2846 FAX (A/C. No): E-MAIL ADDRESS: Katie.Flottum@m3ins.com			
INSURED V-Soft Consulting Group, Inc. V-Soft Consulting Property Group, LLC 101 Bullitt Lane Suite 205 Louisville KY 40222				INSURER(S) AFFORDING COVERAGE INSURER A: Federal Insurance Co. NAIC # 20281 INSURER B: Chubb National Insurance Compa 10052 INSURER C: Chubb Indemnity Insurance Comp 12777 INSURER D: Travelers Casualty & Surety Co 19038 INSURER E: ACE American Insurance Company INSURER F:		V-SOCON-01	
COVERAGES CERTIFICATE NUMBER: 1622645073 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 checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			36054258	11/3/2020	11/3/2021	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COM/OP AGG \$ 2,000,000 \$
A	<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			73617800	11/3/2020	11/3/2021	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 checked="" type="checkbox"/> DED <input checked="" type="checkbox"/> RETENTION \$ 0			79896758	11/3/2020	11/3/2021	EACH OCCURRENCE \$ 10,000,000 AGGREGATE \$ 10,000,000 \$
B	<input checked="" type="checkbox"/> WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NJ) If yes, describe under DESCRIPTION OF OPERATIONS below		Y/N	71833687 71833688	11/3/2020 11/3/2020	11/3/2021 11/3/2021	<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
D	<input checked="" type="checkbox"/> Crime <input checked="" type="checkbox"/> Tech Errors & Omissions			0106192669LB 95671615	11/3/2020 11/3/2020	11/3/2021 11/3/2021	Client Coverage 5,000,000 E&O Each Occ. & Agg. 5,000,000
DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required) Employment Practices Liability Carrier: Travelers Casualty and Surety Company of America Policy Number: 0106192669LB Effective/Expiration: 11/3/20 - 11/3/21 Aggregate Limit: \$2,000,000 Cyber Liability: \$5,000,000 9567-16-15 See Attached...							
CERTIFICATE HOLDER SAMPLE				CANCELLATION 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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ACORD 25 (2016/03)

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AGENCY CUSTOMER ID: V-SOCON-01

LOC #: _____



ADDITIONAL REMARKS SCHEDULE

Page 1 of 1

AGENCY M3 Insurance Solutions, Inc.		NAMED INSURED V-Soft Consulting Group, Inc. V-Soft Consulting Property Group, LLC 101 Bullitt Lane Suite 205 Louisville KY 40222	
POLICY NUMBER		EFFECTIVE DATE:	
CARRIER	NAIC CODE		

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,
FORM NUMBER: 25 FORM TITLE: CERTIFICATE OF LIABILITY INSURANCE

Effective/Expiration: 11/3/20- 11/3/21

Electronic, Social and Printed Media Liability: \$5,000,000
9567-16-15
Effective/Expiration: 11/3/20- 11/3/21

Technology Errors and Omissions Liability Retroactive Date: 11/3/2012



9 APPENDIX - RESUMES

9.1 Senior Mainframe Application Analyst

Resume #1:

Samuel J. Ondersma

Professional Summary

Information Services Solution Provider with extensive experience in mainframe applications development (design, code, test, install and train users) and EDI (mapping, FTP, data flow, version upgrades, applications, client onboarding, etc.). Demonstrated adaptability to quickly learn and apply new skills.

Technical Skills

Hardware	PCs and IBM mainframes
Software Applications	GXS Application Integrator v4.0 and v5.0, WS_FTP Pro, UltraEdit32, Microsoft Office (Word/Excel/Outlook/Access/VBA), Internet Explorer, Microsoft VISIO, SyncSort, CA-Datcom-DB, VSAM, DB2, TOTAL, ADABAS, ROSCOE, beginning TSO, Tivoli Work Scheduler Gentrans Basic for Mainframe [z/VSE]
Languages	COBOL, CICS COBOL, CA-Ideal, IBM JCL
Operating Systems	IBM z/OS and VSE, Microsoft Windows

Professional Experience

Bradford White Waterheaters - Middleville, MI | August 2018 - Present

Tank Makeup

Manufacturing

- First among equals working on a team of four starting the assembly process of gas waterheaters by taking water tanks, inserting plumbing ends and heat baffles as directed by a schedule (aka Bill of Materials).

Fifth Third Bank - Grand Rapids, MI | October 2011 - July 2018

Lead Applications Developer

Financial Institution

Developed and enhanced systems in Authorities Review System, Fraud Operationally Consolidated User System, Operational Risk Data Base using COBOL [batch and CICS], DB2, VSAM, and flat files on a z/OS mainframe. Authorities Review System used Classic ASP for GUI. Analyzed user needs, prepared lists of alternatives, and worked with personnel to gain approval for and implementation of projects.



Created programs and JCL. Conducted unit testing and User Acceptance testing prior to implementation. Documented new systems and changes to existing systems.

Projects:

- Designed and co-wrote an enhancement to Fraud Operationally Consolidated User System that enabled the Bank to deter \$400,000.00 of fraud in the first six weeks of use.
- Enhanced Fraud Operationally Consolidated User System by encrypting signon and password through the use of IBM Encryption/Decryption services
- Converted Card Authorization and Marked Fraud data load from one application source to another; redesigned and wrote revised load programs based on analysis of file layouts
- Enhanced Card Authorization and Marked Fraud for Europay/Mastercard/Visa chipped cards.
- Enhanced Card Authorization and Marked Fraud for Multicard usage.
- Other enhancements as requested
- Served as SME for applications plus two others
- Provided 7/365 on-call for applications

MphasiS LTD - Harrison, AR | June 2010 - September 2011

Computer Services and Professionals for Transportation, Logistics, Healthcare, and others

Delivery Project Lead (USA)

Projects

Fed Ex Freight | June 2010 - Present

- Onsite presence and Single Point of Contact between MphasiS and Fed Ex maintaining and extending Fed Ex's EDI system using COBOL, PuTTY, and AI 5.0, serving as technical lead for a crew of four located in Bangalore.
- May 2011 -ITIL trained

SMO Enterprises - Middleville, MI | June 2009 - October 2010

Contract Computer Services

Owner/Chief Solution Provider

Projects

Street Dreams by Ross, LLC | July 2009 - April 2010

- Created and Maintained catalogue using OpenOffice. Org's Writer software.
- Content manager for webstore and website. Use TEXTILE language to maintain both

Thornapple Flying Academy | November 2009 - April 2010

Designed and built website www.thornapple-flying.com using PHP, HTML and CSS.

House of Hope Grand Rapids | September 2009 - October 2010

- Designed and built website www.houseofhopegrandrapids.org using PHP, HTML and CSS.



KNAPE and VOGT Manufacturing - Grand Rapids, MI | May 1990 - December 2008

Sr. Programmer/Analyst & EDI Specialist | 1996 - 2008

- Design, manufacture and distribute functional hardware, storage-related components, and ergonomic products for original equipment manufacturers, specialty distributors, office furniture dealers, hardware chains and major home centers.
- Developed and enhanced systems in EDI, VMI, Order Entry, Sales, Billing, Labor and Shop Floor Activities (Inventory Control) on-line and batch support areas using COBOL, CA-Datcom, VSAM, and flat files on a mainframe. Analyzed user needs, prepared lists of alternatives, and worked with clerks to gain approval for and implementation of projects. Created programs and JCL, then tested prior to implementation. Documented new systems and changes to existing systems. Sole production mapper, troubleshooter, process scheduler and EDI knowledge repository. Responsible for both EDI maps and mainframe applications.
- Reduced a \$25,000 fine by a trading partner for late ASNs to \$2,500, by researching VAN traffic reports for send and pickup times. KV and partner used the same VAN.
- Wrote, installed, and maintained translation maps on mainframe using Sterling Commerce's Gentran Basic for Mainframe v5.5 and v6.0, then on a Windows NT4 server using GXS' Application Integrator v4.0. Developed and maintained mainframe applications using COBOL and CA-Ideal to process EDI data. Oversaw Client/Vendor/Freight Carrier contacts using Gentran Basic for Mainframe then GXS' Trade Guide. Oversaw FTP links from company to Value Added Network and performed trouble shooting of link from Value Added Network to Trading Partners.
- Created and documented procedures for daily reconciliation of documents sent and received, monthly reconciliation of Value Added Network invoice vs. usage, how to find bad data when translation failed, and using check off lists for adding a trading partner to the list of already traded documents.
- Designed, wrote and installed a PC-based software request tracking system using Sybase's PowerBuilder v6.5 and Oracle 8i database to replace a paper system. This saved the programming manager much time since the creation of the request could be rolled out to the staff and reports could be run to analyze the amount of work being done or yet to be done.
- Designed, wrote and installed a mainframe Inventory Control movement application for HI-LO drivers on the shop floor where an online CA-Ideal user interface called a CICS COBOL program which in turn called COBOL subroutines. The COBOL subroutines were re-used from the existing manufacturing application. The CICS program would translate any return codes from the subroutines using a VSAM table look-up with the return code as the key.

Programmer/Analyst | 1990 - 1996

- Created programs and JCL, then tested prior to implementation. Documented new systems and changes to existing systems.



- Designed, wrote and installed components of an on-line mainframe Order Processing application to replace a batch-oriented application. Trained users after installation of new Order Processing application.

E.W. Bliss Company - Hastings, MI | April 1988 - December 1989

Programmer/Analyst

- COBOL [batch & CICS], DOS/VSE (aka z/VSE), Assembler, RPG-II Order entry, Inventory

Guardsman Products, Inc - Grand Rapids, MI | September 1982 - April 1988

Programmer/Analyst

- COBOL, NATURAL, ADABAS, ADR-Vollie, IBM-ICCF, DOS/VSE (aka z/VSE) Order entry system

Keeler Brass Company - Grand Rapids, MI | September 1980 - April 1982

Programmer/Analyst

- COBOL, DOS/VSE (aka z/VSE), TOTAL-DB, IBM-ETSS-ii, Misc items

Perrigo Company - Allegan, MI | September 1979 - June 1980

Programmer Trainee

- PL/1, DL/1, DOS/VSE (aka z/VSE), Panvalet Quality report.

Education

B.S. - Computer Science, December 1996

Grand Valley State University | Allendale, MI

A.S. - Accounting/Computer Science, September 1979

Davenport University | Grand Rapids, MI

Certifications

ITIL Foundations for Service Management 2014



Resume #2:

Laura Raver

Professional Summary

- Software engineer with proven experience in the financial services and consulting industries, with a wide range of technical and functional responsibilities at Fortune 500 firms as well as small banking enterprises.
- Extensive experience in all phases of the software development life cycle management using both Agile and waterfall methodologies.
- Recognized expertise on the IBM mainframe, including requirements definition through architecture, development and implementation.
- Subject matter expert regarding credit application processing for both direct and indirect loans and customer information processing.
- Client Relationship Development
- Financial Responsibility
- Team Management
- Requirements Definition
- Implementation Management
- Production Support
- Documentation Creation
- Client Training
- Staff Development
- Software Testing
- Banking Regulation Knowledge
- Scorecard Implementation
- Credit Bureau Data Processing
- Workflow Development
- Test Script Development

Technical Skills

Computer Languages	COBOL, IBM JCL, CICS, BMS, DB2 SQL
Utilities	TSO, IDCAMS, ISPF, ENDEVOR, SYNC SORT, FILEAID, SPUFI, CEDF, XPEDITOR, SOAPUI
File and Database Management Systems	VSAM, IMS, DB2
PC Software	Microsoft Word, Power Point, Excel, Outlook and Visio



Professional Experience

- **Fidelity Information Services (FIS) | March 2007 – February 2020**
- **Software Engineer Specialist**
-
- **Customer Information Services (CIS) | November 2016 – February 2020**
- Senior software developer responsible for implementing both strategic and client specific modifications as well as standard requests for the CIS system.
 - Assisted clients by resolving questions regarding process flow, data requirements, data issues, and parameter set-up requirements.
 - Provided estimates for internal and client funded projects to enable management to properly schedule staffing and delivery dates.
 - Supported new and off-shore employees, helping to increase their system knowledge and ensure the quality of the completed modifications.
 - Created required supporting documentation including such items as functional updates, technical requirements, and implementation plans.
 - Provided new enhancement training to the production support team which enabled them to provide better client support.
 - Worked with other team members to review implementation designs, technical designs, and software modifications to ensure that all required standards were met on each phase of development.
-
- **Automated Credit Application Processing System (ACAPS) | March 2007 – November 2016**
- **Software Engineer Specialist - Bureaulink Enterprise System**
 - Senior software developer responsible for the architecture design, implementation and production support to the ACAPS and BureauLink systems for a large financial institution.
 - Implemented an automated vehicle valuation interfaces between ACAPS and NADA and Blackbook mainframe systems which included custom functionality to automatically value vehicle options. The new interface increased the number of automated decisions, reduced application processing time, and increased the accuracy of the valuation of the vehicle.
 - Implemented a custom scorecard. Worked with the risk management team to ensure that the scorecard was properly implemented and created custom credit bureau test data to support their testing requirements.
 - Implemented a new interface with Experian Title Search and integrated it with the ACAPS System. This allowed automated credit decisions to be made based using the results of the title search.
 - Worked closely with the client's back office support team to answer questions, resolve issues, and help develop new processing methods to increase automated processing.



- Managed programming consultants by defining their work requirements, reviewing their progress, and providing assistance as necessary.
- Worked as the lead architect for ACAPS modifications, working closely with the business analyst to create design documents. Was responsible for creating technical documents and reviewing those created by the consultants. Worked closely with both the client and internal testing teams to ensure the quality of the implementation. All projects were completed on time and 90% of projects were completed within the budget.
- Worked as the lead architect with the business analyst to create estimate for the client.
- Implemented modifications required by regulation changes defined by the US Government. Worked closely with the client to ensure regulation changes were properly implemented.

-

- **American Management Systems, Inc. - Fairfax, VA | May 1984 – August 2001**

- **Principal, Subject Matter Expert**

- Twelve years of functional design and technical modification experience in implementation ACAPS/BureauLink systems for major financial lending institutions. Experience in implementation for revolving credit loans, installment loans, and indirect lending credit applications. Additional experience in implementing CACSPPlus, a collection system, and DIS, a custom alumni and gift tracking system, for Harvard University.

- **Selected Accomplishments:**

- Managed eight ACAPS/BureauLink implementations. Each project was completed on schedule and within budget.
- Designed and implement cost saving credit application processing workflows that allowed clients to reduce application process time, increase productivity, and increase system integration.
- Manage a multi-phase, multi-year project comprised of 30 team members in which ACAPS and BureauLink were utilized to develop and Enterprise-Wide Loan Origination System for all revolving credit products, lines of credit and installment loan products. The system also supported centralized underwriting delivered via a decentralized branch distribution network through integration with the client's platform automation system.

-

Education

Bachelor of Science, Applied Computer Science

Illinois State University



9.2 Mainframe Application Analyst

Resume #1:

Abhisek Guha

Professional Summary

- Mainframe Professional with over thirteen years of extensive work experience in Health Care and Investment Banking IT industry primarily in Mainframe, Cobol, Unix and associated Technologies, looking for a challenging career opportunity where technical skills and experience can be effectively applied to achieve organization projects goals.

-

Technical Skills

Operating Systems:	OS/390, Z/OS, Windows, Unix.
Hardware:	IBM Mainframe OS/390, Windows NT.
Software Products:	Fujitsu COBOL, IBM MQ Series, JCL, Ezytreive, REXX, CICS, TSO / ISPF, IBM Utilities, Crontab and CA7 for job scheduling.
Databases:	DB2, SYBASE.
Tools / Technologies:	VSAM, ISPF, IDCAMS, SPUFI, File AID for DB2, QMF, SPUFI, File AID, Endeavor, Xpeditor, Platinum tool for DB2, Version control PVCS, Zeus/Eclipse, Visio.
Domain Expertise:	Investment Banking and Healthcare Insurance.
Project Management and quality Tools:	VersionOne, SharePoint, Jira and Confluence, Equip, Clarity, Squids.

-

Professional Experience

- **Project Name - StateStreet - Irvine, CA | October 2016 - Present**
- **Domain - Investment Banking**
- **Sr. Analyst Programmer/Cobol Developer**
 - Working with Investment Banking Company State Street as an analyst programmer and senior developer.
 - Developed and enhanced several projects using Fujitsu Microfocus Cobol, Sybase data base and Shell Script.
 - Responsible for performance tuning and enhancement of SMARTS application.
 - Working as Business Analyst and senior developer for the process that controls the Trading screens and database update process.



- Advanced problem solving and analysis skills.
- Worked as lead developer and SME to re-design some of the complex margin calculation process.
- Thorough understanding of trading process and implementing acquired knowledge to bug fix and improvement.
- Preparing Test Plan, Unit testing and UAT coordination.
- Solving complex queries using joins and stored procedures.
- Managing stakeholder communication and business plan while providing the best possible architectural solution to business problems.
- Monitoring and scheduling of cycle batch jobs and updating different stake holders about their performances and status.

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- **Project Name - Humana - Louisville, KY | May 2011 - December 2014**

- **Domain - Health Insurance**

- **Project Lead Mainframe**

- Experienced in direct work with client and business from corporate head quarter of Humana in Louisville.
- Major project undertaken was Dual Eligible Special Need Plan or DESNP enrollment which includes multiple technologies like Mainframe, Blaze and .Net.
- End to end process developed to convert and FTP mainframe files to Third party Vendor Emdeon server.
- Applying Blaze Rules Engine on Emdeon response file and generating business report.
- Coordinator on TRR (Transaction Request Reply) Project to handle daily request and response files from and to CMS (Center of Medicare and Medicaid Service).
- Hands on experience and in depth understanding of Migration and Modernization projects. Proactively worked on Migration projects which includes replacing existing Cobol programs with new modules created in new technologies like Blaze, Java, .Net, MQ series etc.
- Designed and developed new CICS screens for business users to interact with database thru Front End applications for Institutional SNP project and Chronical Care SNP.
- Worked on Major Tracking project with BAM (Business Activity Monitor) tool. Which is built with both Mainframe and .Net technologies.
- Developed Communicator based letter generation process to streamline automated Letter Trigger.
- UAT test cycle preparation, automation and monitoring project releases.
- Experience on Customer Care portal team to receive customer request through front end application and IVR and load them to DB2 tables.
- Experienced in Defect Management and Test case tracking tools (SQUIDS).
- Coordinated the Cobol Conversion project.



- Tech lead for Medicaid Reconciliation process as par new change in CMS regulations.
- Handled Low Income Subsidy premium calculation project.
- Lead of BOP team which streamlined DB2 processes and reduced redundancies by identifying Low Performing programs and applications and by providing technical solution to reduce MSU, Gate pages to improve system performance.
- Worked with the BA, QA teams and UAT teams, and created test cases from project inception to the closure.

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- **Project Name - Humana Enrollment - Mumbai, India | January 2008 - April 2011**

- **Domain - Health Insurance**

- **Software Developer**

- Worked on Core Enrollment process of Humana, responsible for enrolling members coming through different platform.
- Worked as a software developer in Humana Automated Re-mapper team. Primary responsibility was to transfer 834 Enrollment files to Humana specific Mainframe layout thru various condition check and validation and further loading the file to database to complete the enrollment transaction.
- Major responsibility of input validation and enrollment in the Open Enrollment period.
- Designed and developed Automation and Optimization process for batch job and QA cycle.
- Worked as software developer to process Provider fund and adjudication of claims.
- Experienced in ICD9 to ICD10 conversion process.

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Education

Bachelor of Technology in Electronics and Communication Engineering, 2003 - 2007

West Bengal University of Technology

Certifications

Project Management Professional (PMP), 2021 - 2024

Resume #2:

James Anderson

Professional Summary

- An honorably discharged veteran of the U.S. Air Force, Discharge form DD-214 is available upon request. Have decades of experience maintaining, modifying and implementing



Payroll/HR and other mainframe and PC/LAN based financial applications. This included the creation of custom sub-systems to support base Payroll/HR systems.

- Mainframes include most IBM hardware with OS operating systems. PC/LAN systems include OS/2 Novel and NT/LAN.
- Development software, as described below, include Cobol/Cobol II, IMS DB/DC, CICS, IBM Utilities, Realia Cobol II (Batch and CICS), Microfocus/Net Express Cobol II (Batch and CICS).
- Most of my projects have been worked as a Sr. Information Technology consultant and Project Manager.

Technical Skills

IBM Mainframe Hardware

- 370 Series
- 30XX Series
- 9000 Series

PC Hardware Summary

- All

Mainframe Operating Systems

- OS/VS/1
- OS VS/2
- OS/MVS
- z/OS

Mainframe Development Software

- Cobol/Cobol II
- IMS DB/DC
 - MFS
 - BMP
 - DLI
 - ACB Gens
 - PSB Gens
 - DBD Gens
 - Performance Tuning
- CICS
 - Includes assisting clients with FCT, TCT and PCT entries
- VSAM (ESDS, KSDS)
- TSO/ISPF
- Xpediter



- SyncSort
- FileAid
- IBM Utilities
 - Includes IEBGENER, IEBCOPY, IEBUPDTE, IEBPTPCH, IEHINITT, IEHLIST, IEHPROGM, etc
- GDG's
- Abend Aid
- OS JCL/Procs
- SDLC
- Tivoli
- Network Data Mover
- Endeavor
- SQL
- DB2
- SPUFI
- MMIS

PC Operating Systems

- DOS
- OS/2
- Windows NT
- Novell LAN
- NT LAN

PC Development Software

- Realia Cobol
 - Developed CICS and batch mainframe software
 - Includes the setting up of CICS table entries
- Mainframe to PC/LAN conversions
- Microfocus Cobol
 - Developed CICS and batch software (PC and mainframe)
 - Mainframe to PC/LAN conversions
- NetExpress Cobol
- SPFPC/SPRPROW
- FTP
- MS Word
- MS Excel
- MS Project
- Patton and Patton



- Visio
- Limited knowledge of SQL/embedded SQL
- Familiar with Visual Studio

Professional Experience

WPS | September 2020 - April 2021

Sr. Mainframe Programmer/Analyst

- Responsibilities include modification and testing of IBM mainframe CICS and batch COBOL programs. The resolution of User issues.

Technologies Used: IBM Mainframe, z/OS, Cobol II, CICS, VSAM, SQL, DB2

Tarrant County - TX | July 2018 - November 2019

Sr. Mainframe Programmer/Analyst

- Responsibilities include modification and testing of IBM mainframe CICS and batch COBOL programs. Service Now tickets were addressed to resolve User issues.
- The resolution of User issues.

Technologies Used: IBM Mainframe, z/OS, Cobol II, IMS DB, CICS, VSAM, SQL, DB2

(Northrop Grumman lost the Arkansas State contract) | November 2017 - July 2018

Boeing (HCL) (Northrop Grumman lost the Arkansas State contract) - Long Beach, CA

Sr. Mainframe and Micro Focus Visual Cobol IMS DC/DB , DB2 Consultant

- Responsibilities included modification and testing of IBM mainframe online and batch programs to run in a Microfocus Cobol environment.
- This included the modification of IMS DB/DC, DB2 programs to make these compatible with the Microfocus environment.

Technologies Used: IBM Mainframe to Microfocus Visual/Enterprise Conversion Cobol IMS DB/DC, DB2

Northrop Grumman - (Contract to Hire) - Little Rock, AR | July 2016 - November 2017

Sr. Programmer/Analyst

- Designed, wrote, debugged and tested many Ad Hoc programs for Northrop Grumman's for client the State of Arkansas. This dealt with Food Stamps, Medicare, Medicaid and other federally regulated programs.
- Modified programs to fit new requirements.
- Responded to fixing abends in old mainframe programs.

Technologies Used: IBM Mainframe, z/OS, Cobol II, IMS DB, CICS, VSAM



TEK Systems (Client - Northrop Grumman) - Little Rock, AR | November 2015 - July 2016

Sr. Programmer/Analyst

- Designed, wrote, debugged and tested many Ad Hoc programs for Northrop Grumman's client State of Arkansas. This dealt with Food Stamps, Medicare, Medicaid and other federally regulated programs.
- Modified programs to fit new requirements.
- Responded to fixing abends in old mainframe programs.

Technologies Used: IBM Mainframe, z/OS, Cobol II, IMS DB, CICS, VSAM

Dell - Tenet Taxwage Project - Castilian Circle, Northbrook, IL | September 2014 - February 2015

International Millennium Consultants

- Performed upgrades and modifications to custom software that supports the Genesys Payroll/HR system.

Technologies Used: IBM Mainframe, z/OS, Genesys, Cobol II, VSAM

Legacy Systems - National Chemsearch - Dallas, TX | May 2012 - March 2014

NTTData- Consultant

- Provided NT/LAN, Microfocus/Net Express Cobol support to multiple Asian and Latin American countries. This included custom ad hoc requests and country specific modifications to base global software. The Waterfall SDLC model was utilized.

Order Entry

- The country specific software had to be analyzed and modified to support requirements because of in country legislative changes. The system incorporated pricing breaks for volume purchases which were placed into categories by the host government. This required that only compatible product could be entered per order. If there was incompatible product in an order, it had to be split into two or more orders to satisfy the governmental product taxing requirement. The system was an online system which also included the Order Change process. There was almost 100 programs in the system, some of which were 20,000+ lines of code.

Order Change

- Similar types of changes to Order Change or order modification had to be applied as those of Order Entry. The Order Change process was accessed via menu options from Order Entry. The same rules that applied to Order Entry also applied to Order Change. The original Order Change attempted to re-price product without re-evaluating the entire order. This system error was pointed out to the client, who approved the time and resources to correct this error. The same logic for categorizing the product for taxing purposes had to be applied within Order Change.

Technologies Used: Windows NT, Microfocus NetExpress, Cobol II



Legacy Systems - National Chemsearch - Dallas, TX | May 2012 - March 2014

NTTData-Consultant

Billing

- The Billing process provided for the change of product price (the price of the product could have changed between Order Entry/Change and Billing). This means a re-calculation of product selling price and the re-calculation of taxes. The categorization of product was already accomplished within Order Change or Order Entry.

A/R

- A/R maintained client balances for all outstanding customer orders. If there was an order cancellation, then the customer's outstanding should have been reduced by the order amount including taxes. I discovered a flaw in the system which involved taxes. Taxes were being re-calculated and applied upon order cancellation. This would potentially cause an outstanding imbalance that would never be resolved. I pointed this issue out to the client, who approved the correction.
- Provided processing support for 16 countries through a central location in the United Kingdom.
- After 3-4 hours per day on-site, this required about 6-7 hours per day off-site to monitor and correct processing problems for 16 country environments. This support was necessary, as business within a country could not be conducted if the cycle for that country failed to process. This required problem analysis and resolution based on provided system documentation.

Technologies Used: Windows NT, Microfocus NetExpress, Cobol II

Provider of Loan Resolution Services - Bank of America - Dallas, TX | March 2010 - January 2011

Carlisle and Gallagher - Consultant

- This position was responsible for the response to homeowner concerns.
- Many were either within or were entering the foreclosure process. The homeowner was contacted to determine their complaint and to discuss their best problem resolution.

Mortgage loan analysis.

- Homeowner concerns/complaints, which were sent to various governmental agencies were analyzed. Analysis was also performed to determine the state of a homeowner's loan.

Communication - internal and customer

- After an analysis of the loan, the homeowner was contacted to determine their resolution expectations. Some wanted to Short-Sale their homes to get out from under the burden and attempt to lessen damage to their credit. Most, wanted a Loan Modification to stay in their home. The desires of the customer was expressed to advocates (Loan Modification and Underwriters) within Bank of America.

Problem resolution



- Based on the desires of the homeowner, requests for Short-Sales or Loan Modification, the processes by advocates of Bank of America and myself were initiated in an attempt to resolve the original issue. I acted as a liaison between the homeowner and the advocates. After the final resolution, a written response was sent to the homeowner and the agency which received their complaint.

Technologies Used: Windows NT

Provider of Medicare Processing Services (MMIS) - Dallas, TX | September 2007 - September 2009

Companion Data Services - Consultant

Companion Data Services utilized software which was originally developed by Electronic Data Systems (EDS). There were approximately 12 affiliates which provided contractual Medicare processing services to Medicare. The changing and re-awarding of contracts required conversions from one Medicare service provider to another service provider. This required conforming (migrating) the original operational environment to that of the new Medicare service provider to whom the new contract was awarded. This required coordination between Companion Data Services and the new designated service provider to modify a base set of JCL to fit the conventions of their environment. The following processes were involved to affect this process:

- Utilized Cobol and CICS to identify software issues.
- Reviewed CICS and Cobol code to identify issues.
- Performed software migration(s).
- This involved the modification and testing of JCL to set-up new environments to the affiliate specifications.
- Worked with Tivoli scheduling.
- Verified Tivoli schedules . Monitored Processing.
- Stored source in Endeavor.
- Stored customized/migrated production JCL in Endeavor.
- Created, tested and implemented NDM processes.
- Modified JCL and coordinated the testing of NDM transmissions from processing environments to the affiliate environments.
- Created and conducted NDM classes.
- Created formalized NDM classes and performed presentations.
- Created and presented Network Provider Identifier (NPI) class.
- Created formalized NPI classes and performed presentations.

Technologies Used: Mainframe z/OS, JCL Cobol II, VSAM , CICS

Hospital - West Virginia University Hospital - Morgantown, WV | December 2005 - September 2007

Sr. Programmer/Analyst



- Previous to this position, was a consultant to West Virginia University Hospital to help clean-up the aftermath of a major system upgrade. Involvement as a consultant led to full time employment. The environment was a Microfocus Cobol/Net Express NT/LAN system.

Project management

- Supported Genesys Payroll/HR on a 24/7 basis.
- Had complete responsibility for the operation of a Payroll/HR system which paid the salaries for 4400+ employees of the largest hospital system in West Virginia.
- Designed and wrote various programs to provide interfaces to vendors.
- Involved in the selection of 3rd party software vendors which provided support services for the Payroll/HR system. One of these was Benefit Analysis provided by UNUM. Interfaces from the Payroll/HR system were developed to support these requirements.
- Debugged problems with Genesys' software and provided solutions for deficiencies.
- This is a carry-over from my consulting duties. There were issues with release upgrade software which was installed and implemented by Genesys. This involved problem determination and coordination with Genesys to resolve and correct issues.
- Responded to problems, which were the result of a hurried installation by Genesys Consulting (WVUH was attempting to save funds).
- This is another carry-over from my consulting duties. Genesys was cut-short in their system implementation process to release upgrade the system. This involved some additional efforts to resolve the resulting deficiencies. Plus, the fixing of issues, which resulted from these deficiencies.
- One hundred plus, programs were written, tested, debugged and utilized to resolve everyday problems/requirements of the hospital.
- These programs were written over a two year period (consulting and perm) to fix installation issues, respond to custom software requirements and to respond to adhoc transaction generation and reporting requests.

Technologies Used: Windows NT, Microfocus NetExpress, Cobol II/CICS

Hospital - West Virginia University Hospital - Morgantown, WV | September 2005 - December 2005

Consultant

The following was performed after Genesys' consultants had implemented a major system upgrade. The environment was a Microfocus/Net Express Cobol NT/LAN system.

Project management.

- Supported Genesys Payroll/HR on a 24/7 basis.
- Had complete responsibility for the operation of a Payroll/HR system which paid the salaries for 4400+ employees of the largest hospital system in West Virginia.
- Debugged problems with Genesys' software and provided solutions for deficiencies.



- There were issues with release upgrade software which was installed and implemented by Genesys. This involved problem determination and coordination with Genesys to resolve and correct issues.
- Responded to problems, which were the result of a hurried installation by Genesys consulting.
- This is another carry-over from my consulting duties. Genesys was cut-short in their system implementation process to release upgrade the system. This involved some additional efforts to resolve the resulting deficiencies. Plus, the fixing of issues, which resulted from these deficiencies

Technologies Used: Windows NT, Microfocus NetExpress, Cobol II

Genesys Software Systems - Methuen, MA | October 2004 - September 2005

Software - Consultant

- Since was very familiar with the Genesys Payroll/HR system, was contracted to perform additional system enhancements. Plus, performed services for their clients. The system was written in Cobol/CICS. The modifications were made in Microfocus Cobol/Net Express and tested on both Windows NT/LAN and MVS mainframe systems for compatibility. Microfocus Cobol uses the same instruction set and is compatible with most mainframe Cobol II compilers. The original Genesys mainframe Cobol system (written in 1982) was ported to Realia OS/2 /Novell LAN systems in 1992 with very little modification. Later, the same software was ported to a Windows NT/LAN Microfocus/Net Express Cobol system with little or no modification.
- Provided consulting services to provide additional capabilities to the Genesys suite of systems (mainframe and NT LAN compatible). Genesys was designed to be a User friendly Payroll/HR software package. A customer could paint screens (the system had a dictionary) and generate their own reports without technical intervention. Provided system customization to enhance this capability. This included the online creation and submission of JCL to run jobs. This had to work for both the mainframe and NT/LAN environments.
- Another project, included the creation of new check and memo software for a soon-to-be service bureau endeavor. Another project involved fixing the system to perform report summarization processes.

Technologies Used: Windows NT, Microfocus NetExpress, Cobol II, Mainframe OS/MVS, JCL

Alterity - Arlington, TX | April 2004 - October 2004

Software - Consultant

- Critiqued software.
- Critiqued and corrected documentation.

Technologies Used: Windows NT

Hitachi Data Systems - Santa Clara, CA | June 2002 - July 2003



Disk Drive Manufacturer - Consultant

Supported the Genesys Payroll/HR system using the complete spectrum of the Waterfall SDLC model. This included the generation of User requested ad hoc reports used in the legal settlement of complaints by employees/former employees. The environment was a Microfocus Cobol NT/LAN system.

Project management

- Supported the Genesys Payroll/HR system.
- Provided adhoc reporting capability and vendor interface files. Many were delimited data for Excel spreadsheets. FTP and file encryption processes were used to transfer data.
- Provided delimited interface files to convert the HR portion of Genesys to Oracle.

Technologies Used: Windows NT, Microfocus NetExpress, Cobol II, Mainframe OS/MVS, JCL

Hospital - Georgetown University Hospital - Columbia, MD | August 2001 - February 2002

Medstar

- Supported and maintained the Genesys Payroll System 24/7.
- Performed the design and writing of ad hoc Cobol software to support payroll/HR user requests.
- Provided for the downloading and printing of custom checks and memos from the mainframe to a PC driven printer system.

Technologies Used: Mainframe OS/MVS, JCL, CICS, Cobol II

National Steel Corporation - South Bend, IN | January 1999 - October 2000

Mainframe Consultant

Major Steel Company

National Steel's Payroll/HR was converted from IMS DB/DC to CICS VSAM in the 1995 time frame. This was an invite back to address the Y2K conversion of the CICS VSAM system. Worked with the client to bring about a successful conversion to the Y2K version of the software.

- Project manager for the conversion of the Genesys Payroll/HR system to be Y2K compliant (5.0 to 5.5).
- Included was the modification of custom programs, conversion of the dictionary and the conversion of master files.
- Coordination included communication between a local and three remote locations.
- Each location was independently parallel tested and implemented.
- Several custom sub-systems were created for the purpose of generating
- laser checks, direct deposit memos and payroll registers for the various locations.

Technologies Used: Mainframe OS/MVS, JCL, CICS, JCL, Cobol II, NT LAN, Realia Cobol II



Cox Health Systems - Springfield, MO | March 1998 - December 1998

Major Hospital - Consultant

This was an invite back. As had performed work for Cox in the past, Cox needed my project management experience to get the project back on track. Their project plan had unreasonable time frames, which I reworked and presented to the client. After seeing my proposed timeframe, they agreed and approved moving forward with the project. This project involved both OS/MVS mainframe and NT/LAN Cobol coding responsibilities.

- Project manager converted an in-house, legacy mainframe payroll system to a Genesys PC/LAN (NT) environment.
- Tasks included system definition, conversion programs and coordination of parallel tests.
- Designed, wrote and implemented multiple custom sub-systems.

Technologies Used: Mainframe OS/MVS, JCL, CICS, JCL, Cobol II, NT LAN, Microfocus Cobol II

Consulting Services Company - Dallas, TX | November 1997 - March 1998

Contact Network - Consultant

- The system specifications for this project were already developed by the client. I was invited in to provide my coding and testing expertise using mainframe COBOL, CICS and VSAM.
- Coded and tested several Cobol/CICS modules from specs for a warehouse system.

Technologies Used: Mainframe OS/MVS, JCL, CICS, JCL, Cobol II

Genesys Professional Services - Methuen, MA | January 1992 - November 1997

Genesys Software Systems-Software Company

Principal Consultant

Genesys was a software company specializing in Payroll/HR software. They also had four other employee related financial systems. Was the Principal Consultant, whose duties were to handle any requirement that may be posed by one of their clients. Genesys had 650+ packages installed at various locations around the U.S. and Canada. Eventually Genesys was sold twice and is now a service bureau providing Payroll/HR processing services for various former clients.

As the Principal Consultant, was tasked with the following duties::

Project management

- Installed, implemented and converted Payroll/Human Resource Management Systems throughout the U.S. and Canada using the Waterfall SDLC model.
- Performed IMS DC/DB to CICS/VSAM conversions.
- Worked in various capacities from sr. programmer/analyst to project manager within multiple mainframe and PC/LAN, COBOL/CICS and IMS DB/DC environments.
- Provided custom modifications to mainframe and PC systems for multiple clients. This included the extensive design, coding and implementation of client custom software.



- Wrote detailed feasibility studies regarding mainframe to PC/LAN migrations. This included the specifications and pricing of PC/LAN architecture to handle the migrated mainframe application.

Technologies Used: Mainframe OS/MVS, JCL, CICS, JCL, IMS DB/DC, Cobol II, Novell LAN, NT/LAN Realia Cobol II, Microfocus Cobol II

Military

Veteran - U.S. Air Force - Secret Clearance - Inactive

Education

Computer Science Degree
 Purdue University

9.3 Senior Application Oracle Database Administrator

Resume #1:

Musarat Khan

Professional Summary

- Total 10 + years of experience as Database Administrator.
- Proficient in maintaining 10g, 11g, 12c,18c and 19c databases.
- Proficient in RMAN backup, restore and recoveries.
- Managed Very Large Database.
- Managed databases on Exadata x7.
- Managed databases on AWS cloud.
- Very familiar with EC2 and VPC in AWS.
- Experience includes using GoldenGate replication.
- Worked on Database Performance Tuning, SQL Tuning and Optimization.
- Good understanding and knowledge of PostgreSQL.
- Installed, configured, upgraded, and managed Oracle / PostgreSQL database systems.
- Worked on Database Migration project.
- Very good understanding of Oracle Dictionaries and dynamic views.

Technical Skills

OS | OEL, RHEL, AIX, Windows



Languages	SQL, PL/SQL, Unix Shell Scripting,
Databases	Oracle 19c,18c,12c,11g, 10g, MSSQL, RAC, Exadata
Data Appliance	Exadata
Cloud	AWS
Documentation	Microsoft SharePoint, Word, Project, Visio.
Tools/Utilities	SQL Loader, TKPROF, Export/Import, RMAN, Erwin, Oracle OEM, SQL Developer, SQL Plus, Data Pump, Statspack, Explain plan, TOAD, Exadata, GoldenGate, AWS

Professional Experience

Genworth Financial - Raleigh, NC | May 2019 - Present

Oracle DBA

- Configured Standby databases using Oracle Data Guard.
- Used RMAN duplicate feature to move/clone databases on Linux, AIX and Unix.
- Cluster Installation and Configuration, Administering databases in RAC for high availability.
- Good understanding and knowledge of PostgreSQL.
- Installed, configured, upgraded, and managed Oracle / PostgreSQL database systems.
- Installation, Configure, setup of 4 node RAC cluster on Linux.
- Supported database on Exadata X7.
- Build new servers on AWS.
- Performed Silent installation on Exadata.
- Applied patches on computer nodes, Exadata home and storage cells.
- Migrated standalone databases to Exadata.
- Migrated standalone databases to RAC on Exadata.
- Upgraded Databases from 11g to 12C to 18c to 19c.
- Applied patches as per security need and bug fixes.
- Worked extensively on datacentre migrations on multiple database versions.
- Database migration from 11g to 18c.
- Designed, configured, and maintained backup and recovery policies using RMAN.
- Migrated databases to AWS.
- Worked on project to migrate databases to AWS instance.
- Set up oracle instances on AWS cloud.
- Recovered and clone database using RMAN.



- Proactive performance monitoring, and capacity planning.
- Performed Cross platform migration using transportable tablespaces and RMAN.
- Performed Import and Export using Oracle Data pump utilities.
- Administered and managed Golden Gate.
- Administered and maintained database security policies and procedures.
- Used external tables and SQL*Loader to import data from flat files.

Boeing - Troy, MI | May 2016 - May 2019

Oracle DBA

- Oracle DBA duties involving development and production support such as installations, configurations, backup/restore & recovery, database monitoring & operating system configurations, database performance tuning, assisting in the logical/physical database design, applications profiling, tuning queries and providing support to developers.
- Build 2-node RAC Clusters.
- Managed Standby databases on AWS
- Performed database Backups/restores using RMAN.
- Cloned database using RMAN Duplicated.
- Written scripts to automate schema level refreshes.
- Applied PSU patches.
- Build uni-directional Golden Gate replication.
- Review alert logs and dump files to check for any problems related to the database.
- Perform database cloning/exp/imp to setup identical databases in the production and development environments.
- Create and maintain users, roles and privileges.
- Upgrade/Migrated the production and development databases.
- Upgraded Databases from 11g to 12C.
- Migrate database to filesystem to ASM.
- Involved in discussions with the management regarding the advantages/disadvantages and upgrade plans.
- Involved in Database sizing, Capacity Planning.
- Perform Space Management & Troubleshooting the database issues.
- Upgrading OEM Repository.
- Managed alerts using 13c Cloud control.
- Configured and managed agents to work efficiently with Grid Control. Lead coordinator between technical operations team (DBA) and applications users/information systems/processing specialists.
- Generated ASH, AWR, ADDM reports from Grid Control and command line.



- Setting up privileges to create local and remote objects.
- Create materialized views to refresh data at regular intervals.
- Using materialized view logs to reduce the replication time costs for fast refreshes.
- Upgrading/Migration from 11g to 12c R2.
- Installing of quarterly security patches on all non-production and production servers.
- Cloning/replicating/refreshing production databases to test/ development environments using RMAN scripts.
- Designed and implemented database backup/restore methodologies, responsible for Troubleshooting performance and networking issues.
- Provided 24/7 on-call support.
- Trained Jr DBAs.
- Engaged Oracle Engineers on issues by opening tickets with Oracle Support.

Rush Hospitals - Chicago, IL | December 2011 - April 2016

Oracle DBA

- Configured Data Guard to provide high availability.
- Used RMAN duplicate feature to move/clone databases on Linux, AIX and Unix.
- Cluster Installation and Configuration, Administering databases in RAC.
- Installation, Configure, setup of 11g RAC on Linux.
- Installed and implemented 10g RAC with 4 nodes with ASM.
- Upgraded Databases from 11g to 12C and applied patches as per requirement.
- Worked extensively on data center migrations on multiple database versions.
- Database migration from 9i to 10g to 11g. Then from 11g to 12C R2.
- SQL, PL/SQL Tuning and Monitoring.
- Compared and contrasted multiple snapshots using AWR.
- Recovered and clone database using RMAN.
- Responsible for resolving several complex recovery scenarios (including RMAN) with critical production database.
- Proactive performance monitoring, and capacity planning for future database and server growth.
- Performed Cross platform migration using transportable tablespaces and RMAN.
- Performed Import and Export using Oracle Data pump utilities.
- Administered and maintained database security policies and procedures. Experience with administration of high-performance and large-scale multi-terabytes databases.
- Used external tables and SQL*Loader to import data from flat files.
- Performed version upgrades and patch installs.



- Designed and implemented database backup/restore methodologies, responsible for Troubleshooting performance and networking issues. Basic OS system administration.
- Strict adherence to policies and procedures specifically in regard to change management.
- Proficient in communicating directly with internal resources on a daily basis.
- Able to work effectively with multiple teams at once.
- Able to thrive in a fast-paced, time compressed and dynamic environment. Solid skills and discipline for Change Management practices processes.
- Solid discipline in providing end-users timely updates on their problems. Installing server software.
- Monitored database space requirements and adjusted for future needs.

Mattel - Madison, WI | August 2010 - November 2011

Oracle DBA

- Providing Configuration and Admin support for the Development and Test environment on Linux and Win2003 Servers.
- Installation, configuration, maintenance/monitoring and environment support to the testing/development team including the data bases(Oracle 8i, 9i, 10g).
- Providing frontline application support for Testing Team as well as the backend support/maintenance of the entire environment which includes troubleshooting and debugging issues. Day to day support of Banking Applications/Databases including:
 - Webservers with Oracle 8i/9i/10g Databases on Linux and Windows 2000 OS.
 - Database Migration to 9i and 10.
 - Migrated databases from Oracle 8i to 9i.
 - Configured DR environment (Physical Standby) with DATAGUARD.
 - Managed backup and recovery strategy with RMAN.
- Providing Day to day support for Siebel Servers, Webservers and Databases in Development, Test and Training Environments with on call 24x7 support.
- Installation and Testing of Database Software, Monitoring performance and Maintenance (Back up/Recovery using Imp/Exp and RMAN) of Databases, Upgrade to higher versions 8i to 9i, applying patches, troubleshooting and tuning.
- Debugging SQL/PLSQL (Procedures/Stored Procedures) and fine-tuning for improving performance.
- Tuning and Optimization of the SQL and PL/SQL code debugging and rewriting of the code to implement the new improvements/techniques.
- Implemented business logic in stored procedures, packages, customized and supported core banking applications.



Education

Bachelors in Computer Science

University of Punjab

Certification

OCI Certified

Resume #2:

Sunil Kalra

Professional Summary

- About Fifteen (15+) years of experience as an Operational (Production & Development) DBA., 24/7 online Production and Development support.
- 2+ year of experience in AWS RDS Workspace.
- Extensive experience in Oracle RAC environments in Super Cluster w/Exadata.
- Excellent experience in Database administration, Database Architecture/design and Data Migration using Golden Gate
- Strong skill in setting up disaster recovery solution for databases using Oracle Data Guard.
- Extensive experience in Oracle Apps (12.1.3) in installation, cloning and patching.
- Strong skills in SQL, PL/SQL including creation of stored procedures and packages.
- Strong skills in Migrating/Upgrading Oracle databases.
- Excellent experience in Database Security tools to address GDPR Compliance issues with Oracle TDE/ASO, Label Security and Data Vaults.
- Strong skills in different flavors of UNIX with shell scripting for ETL automated programs.
- Strong experience in database tuning using utilities like OEM Grid Control (12c/13c), AWR/ASH reports.
- Excellent interpersonal skills and very good team player.

Technical Skills

RDBMS	Oracle 9i/10g/11g/12c/18c/19c, MariaDB/MySQL
Cloud Technologies	AWS-RDS (Aurora MySQL, Postgres) Oracle Cloud
E-Business Suite	Oracle APPS 12.1.3, Oracle Application Management Packs (AMS)
Scripting Languages	PL/SQL, Unix Shell Script, APEX (Oracle Application Express 5.2)



Other Tools	Oracle Enterprise Manager GRID Control 13c, Golden-Gate, OID & Data Vault, Data Dog
Operating Systems	Sun Solaris, HP-UX 11, AIX 5L, SUSE Linux, Windows 2003/2008
Professional Experience	
United Airlines - Elk Grove Village, IL July 2009 - Present	
Principal DBA – Distributed Systems July 2009 - Present	
Technical Lead	
Responsibilities:	
<ul style="list-style-type: none"> ▪ DB Upgrade/Migration using Goldengate RAC and Data Guard from 11 to 12c and 12c to 19c. ▪ Support operation critical RAC databases running in Super Cluster w/Exadata storage. ▪ Providing AWS RDS database support to multiple AWS migration projects which include design Database migration solution, in AWS, setting up the AWS EC2 Servers, AWS RDS Databases, Replication Instance, Security groups, DMS tasks w/AWS Database Migration Service. ▪ Setup and Monitoring OEM 13c, maintenance w/ Notification Rules, Metric Extension and customize templates. ▪ AMP 13.1 integration with E-business Suite R12 (12.1.3). ▪ E-business suite (R12) cloning and patching activities. ▪ EBS Upgrade from R12 (12.1.3) to R12 (12.2), in progress. ▪ Day to day Production and Non-Production environment support including performance Tuning of Slow performing SQLs. ▪ As technical lead, Define DBA standard guidelines for team and customize routine for DB Upgrades. ▪ As technical lead, mentor other DBAs with technical design/issues. ▪ Various POC for hardware/software/database evaluations’. ▪ Developed inhouse Website using Oracle APEX to track various internal efforts as well as manage Oracle Licensing. ▪ Designed and Implemented MySQL/MariaDB environment/DB as next generation RDBMS solution for various application as lower cost alternative to Oracle. ▪ Implemented GDPR Compliance initiatives. This include Oracle DB TDE encryption setup, publishing documents like Oracle Database Patch Policy, Oracle Access Control Policy, Oracle Database Backup Restore Policy. 	
Naini Infotech - IL April 2013 - February 2016	
Part-time Consultant	
EBS Consultant	



Responsibilities:

- Support for E-Business suite.
- Migrate EBS (DB and APPs) from Single node to Multi-Node with RAC database.
- Oracle R12 EBS 12.1.3 Applications administration including cloning, patching, support, configuration.
- Domain, Cluster Configuration and Administration for FMW infrastructure and SOA.
- Configured and Administering JDBC and JNDI resources on FMW.
- Managing and Monitoring the JVM performance by WebLogic Heap Size, Garbage Collection.
- Working knowledge in using WLST commands.
- Applying patches using opatch and bsu.
- E-business Suite support for 12.1.3 with 12c Database.
- Regular adpatch, adadmin and front-end activities.
- Production support for SOA.
- WebLogic Architecture, Installation, WebLogic Cluster, monitoring, application deployment, troubleshooting.

US Cellular - Bensenville, IL | October 2008 - July 2009

Database Administrator II | October 2008 - July 2009

Sr. Database Administrator

Responsibilities:

- Day to day Production and Non-Production environment support.
- DB Upgrade/Migration using Goldengate RAC and Data Guard.
- Setup and Monitoring OEM 12c, Maintenance w/ Notification Rules, Metric Extension and customize templates.
- Setup OID integration with MS Active Directory.
- Day to Day Performance Tuning Issues.
- Writing PL/SQL to support various application team with ETL operations.

United Airlines - Elk Grove Village, IL | April 1997 - January 2008

SVAM International Consultant – Distributed Systems | April 1997 - February 2002

(Converted to FTE with UAL 2/2002)

Senior DBA – Distributed Systems | February 2002 - September 2005

Principal DBA – Distributed Systems | September 2005 - January 2008

Database Administrator



Responsibilities:

- Day to day Production and Non-Production environment support.
- DB Upgrade/Migration using Goldengate RAC and Data Guard from 8i/9i to 10g.
- Setup and Monitoring OEM 10g, Maintenance.
- Day to Day Performance Tuning of Slow performing SQLs.

Sr. Programmer. Analyst, Financial Services Corp., GA | April 1996 - October 1996

Field Caesar

Technologies Used: Unisys, INFORMIX Dynamic ON-LINE Server 7.2 on FTX 2.3.0 (Compatible to UNIX System V Release 4.2), 4GL (C-compiler Version), ISQL 7.0 'C'

Phoenix Information System Corp. - India | November 1995 - March 1996

Sr. Developer/DBA

Global Distribution System

Omninet GmbH – Germany | July 1995 - October 1995

Programmer Analyst

S-POST (START Program for Object & Software Transfer)

Ministry of Health - Saudi Arabia | January 1994 - June 1995

Programmer Analyst

Hospital Information Management System

Mark Auto Industries Ltd. – India | September 1992 - January 1994

Programmer Analyst

Manufacturing Unit Automation

Education

Post Graduate Hon. in Computers from NIIT Delhi, 1993

MS degree in Physics from Delhi University 1992

BS degree in Physics from Delhi University, 1990

Certification

- Oracle Cloud Infrastructure Architect Associate.
- AWS Certified Solution Architect Associate.



- AWS Certified Database Specialty.
- AWS Certified Cloud Practitioner.
- Oracle 8, 8i, 9i, 10g and 11g Database Administrator Certified.
- Oracle Certified SQL Expert.
- Oracle RAC Certified.

9.4 Application Oracle Database Administrator

Resume #1:

Ahmad

Professional Summary

- 7 years of experience as Oracle Database Administrator, providing 24/7 support of both development and production Oracle 11g/10g/9i databases on Various Platforms.
- Proficient in Database Administration activities such as Upgrades, Patches, TAR support, Cloning, Backup and Recovery, Performance Tuning, capacity planning, script development, and documentation.
- Excellent experience in Installation, Setup and configuration of Oracle 9i, 10g, 11g in HP-UX, SUN SOLARIS, IBM AIX and UNIX/LINUX environment.
- Poses strong administrative skills in RHEL.
- Provide DBA support with proactive monitoring, identifying areas that need to be improved in the application and databases using Statspack, AWR, ADDM, and OEM Grid Monitoring.
- Over 5 years of experience working with Oracle Dataguard & have successfully completed projects using Oracle Dataguard – Implement & support.
- Good experience working with Cluster Server Management (Real Application Cluster) & have successfully completed projects on Oracle RAC – Install, Configure, implement, and support.
- Good experience in performance tuning of production and development databases.
- Strong experience in database backup & recovery procedures using conventional cold, hot & RMAN backups.
- Highly proficient in SQL, PL/SQL, bash and Korn scripting.
- Experience in Installation and configuration of Oracle 10/11g on SUN-Solaris, HP-UX, IBM AIX, Linux and Windows.
- Experience in Installation, configuration of Oracle 11g RAC & also used Oracle 11g features like – Memory Management, Reorganization / Rebuild Indexes, Gather statistics / Automatic Statistic Collection, SQL Baselines, SQL Profiles, invisible indexes.
- Excellent experience in using OEM, TOAD, Data Migrations using export/import.
- Excellent experience in cloning of databases using RMAN duplicate database feature.
- Implemented DATA GUARD (Standby) for high availability/disaster recovery support.



- Management of schemas, objects & partitioning the tables & indexes.
- Proficient in performance tuning using Explain Plan, STATSPACK, SQL_TRACE, TKPROF, ADDM.
- Good Interpersonal communication skills and Documentation skills.
- Provided On-Call support.
- Good experience in User and security management using Grants, roles, privileges.
- Experience in setting up DR solutions using RMAN, scripts, DataGuard.
- Setup Oracle 11g GoldenGate for replication needs.
- Poses strong DBA knowledge on SQL Server 2005 and 2008.
- Poses strong knowledge on RAID levels, NAS and SAN.
- Worked extensively with SAN admins for ASM disks and Diskgroups.
- Involved in disaster recovery planning; detailed out the processes and procedures of implementing disaster recovery, implemented database backups and disaster recovery strategies using RMAN.
- Developed and implemented Materialized views for better performance of daily reports.
- Expertise in using Oracle Enterprise Manager (OEM) and Grid control and its components.

Technical Skills

Programming	SQL, PL/SQL, T-SQL, UNIX Shell Scripting, bash, ksh
Database	Oracle 9i/10g/11g, 12c, Microsoft SQL Server 2005, 2008, 2012
Operating Systems	Windows Server 2003, 2008, 2012, RHEL, IBM AIX, HP-UX, Sun Solaris, Ksh, Bsh, VMware
Tools	SQL*Plus, PL/SQL, Oracle Enterprise Manager (OEM), RMAN, SQL*Loader, TOAD, EXP, IMP, data pump, export, import, DBVerify, SQL loader, statspack, tkprof, DataPump, Grid-control, Database control, RMAN, Toad, Exceed, Confio, SQL Developer
Networking	LAN, WAN, TCP/IP, DNS, AD Server
Cluster	Real Application Cluster (RAC), Windows Cluster

Professional Experience

Company Name: HP - OK | *February 2011 - Present*

Oracle Database Administrator

Responsibilities:

- Installed 11g Oracle Software Release 2 on their UNIX and Windows platforms.
- Build 2 node RAC cluster on Linux.



- Upgrade databases from 10g to 11g R2
- Cloned Databases.
- Used Oracle GoldenGate for Basic Data Replication.
- Worked on Uni-Direction GoldenGate setup.
- Implemented DATA GUARD (Standby) for high availability/disaster recovery purpose
- Handled Administration, Backup & Recovery using Recovery Manager (RMAN) tool.
- Implemented Oracle 11g RAC within the Organization for various departments, Migrated existing single instance databases to RAC environment.
- Extensively used Oracle 11gR2 new features Data Guard, Replication, automatic SGA tuning, enhanced RMAN with flash recovery area, Oracle data pump, Database Control, AWR, ADDM, SQL Tuning/Access Advisors, Flash Back Database and several others.
- Performance Tuning and monitoring statistics of production databases and doing capacity planning for database growth and load.
- Administered the database and its users through Oracle Enterprise Manager (OEM) Tool.
- Technically reviewed, developed, tested & documented all the batch scripts that update the database on their scheduled run in the UNIX CRON.
- Shouldered a project which dealt with documenting the data sources and the architecture of Oracle database.
- Developed UNIX Shell Scripts and modified the existing ones to meet the organizations specific requirements.
- Extensively worked on 11g Grid Control.
- Familiar with 12c Grid Control setup an implementation.
- Documented new procedures and added to SharePoint.
- Provided support to Development team in SQL tuning and database design.
- Worked in on-call rotation and provided off hours support to both production and non-production databases.
- Worked with UNIX, Firewall and storage team for DR migration.
- Installed and configured SQL Server 2000/2005 components

Technologies Used: Oracle DB 10g/11g R2 with RAC, RMAN, 12c Cloud Control, 11g Data Guard, TOAD

Company Name: Samsung - Ridgefield Park, NJ | August 2008 - January 2011

Oracle DBA

Responsibilities:

- Installed Oracle Software 10g Release 2.
- Created and designed database for new projects.
- Provided 24/7 support for all production databases.



- Database Cloning & Advanced Queuing Concepts.
- Created shell scripts for automating various database tasks in UNIX platform.
- Performance and tuning of databases.
- Creation and maintenance of standby databases.
- Creating new users and manage roles and privileges.
- Managing Rollback Segments, Redo logs, Control files, and Tablespaces.
- Developed and fine-tuned PL/SQL & UNIX shell scripts that update the data warehouse on their scheduled run.
- Generated reports in Oracle Reports 9i by analyzing the database based on the specific business requirements.
- Installation and configuration of Oracle Database Software 10g.
- Creation and Configuration of Oracle database.
- Performed the Pre-migration task for RAC & Standalone Database.
- Extensively involved in Real Application Cluster (RAC) nodes 10g database migration.
- Migration of database (from 9.2.0.5 to 10.2.0.1).
- Involved the Post-migration task (Unit-testing) for every RAC & Standalone server migrated to Canada.
- Worked on RAC on RHAS with 4 nodes server-side load balancing using Automatic Storage Management.
- Performance tuning of SQL queries and advising the application programmer of the opportunities in tuning the application.
- Involved in performance monitoring and tuning of the database by fine tuning the database implementation.
- Designed and Implemented database security using Oracle roles and privileges.
- Troubleshoot Database performance issues using Automated Workload Repository (AWR) and Automatic Database Diagnostics Monitor (ADDM). Tuned database for optimum performance.
- Written Stored Procedures and Triggers for database maintenance and management using PL/SQL.
- Communicate and coordinate with Oracle using TAR system for major database issues/problems; apply the required patches, test (unit test/ system test) and roll out and implement the patches into production.
- Involved in disaster recovery planning; detailed out the processes and procedures of implementing disaster recovery; implemented database backups and disaster recovery strategies using Confio.
- Managed Data Guard between Primary and Standby.
- Proactively managed the databases; set up alarms for managing any exceptions in day-to-day management of the databases; pre-empted and prevented issues disasters from happening.



- Successfully implemented physical standby database using Oracle Data Guard feature for High availability configuration.
- Successfully configured the databases to switchover, failover and fallback scenarios.
- 24x7 production support DBA working on a primary/ secondary pager rotation; and supported on holidays, weekends and beyond regular hours.
- UNIX Shell scripting for backup and monitoring of databases.
- Written scripts to automate repeated tasks.

Technologies Used: Oracle DB 9i/10g, Sun Solaris 10, AIX, Linux, Windows Server, RAC, 10g DATAGUARD, TOAD

Company Name: Samsung - Ridgefield Park, NJ | *July 2007 - August 2008*

Jr. DBA

- Install Databases using scripts.
- Ran deployment scripts.
- Installed Oracle client.
- Installed OEM clients on Windows XP.
- Worked on TNS networking issues.
- Created users.
- Setup backups via RMAN.
- Created documents and put on SharePoint.
- Shadow Sr. DBAs to learn new topics in DBA world.
- Created Database links.
- Used export import to clone users.
- Worked on grants, permissions, roles and user security.
- Used TOAD.
- Used Putty, Secure CRT and exceed.
- Unlock users.
- Installed databases using DBCA.
- Good exposure on RAC clusters.
- Learn how to manage databases using 11g Grid Control.
- Worked on Memory management.
- Worked on Tablespace management.

Technologies Used: Oracle DB 9i/10g, Sun Solaris 10, AIX, Linux, Windows Server, RAC, 10g DATAGUARD, TOAD

Education



Bachelor of Science, 2008

University of the Punjab

Masters, Master of Business Administration (MBA), 2012 - Present

North Central College, Naperville, IL

Certification

OCA

Resume #2:

Sharath Kanduri

Professional Summary

- Around 9 years of experience as Oracle Database Administrator in various domains and on a variety of UNIX and Windows platforms with Oracle (19c/18c/12c/11g/10g/9i/8i).
- Extensive experience in installation and configuration of Oracle 19c,18c,12c,11g, 10g, 9i, & 8i on all environments on SUN SOLARIS, HP-UX, IBM-AIX, WINDOWS, REDHAT-LINUX.
- Highly competent in Administration, Monitoring and specialized in Advanced DBA skills such as Performance Tuning, Database Backup and Recovery, Data guard, Data Pump, RAC, Golden gate.
- Migration and Upgradation databases to 12c to 18c, 12c to 19c, 11g to 12c, 10g to 11g, 9i to 10g.
- Installed, configured, and updated EXADATA machines.
- Expert in Real Application Cluster (RAC) environment with Automatic Storage Management (ASM) on Oracle 10g, 11g, 12c, 198c and 19c.
- Installation, Configuration and Maintenance of Oracle 9i/10g/11g/12c/18c/19c RAC on two node and four node configurations with multi-tenant architecture.
- Experience in Supporting Exadata, Oracle RAC and Golden Gate.
- Extensive experience in migration of databases with export/import, expd/impdp, RMAN.
- Excellent knowledge in Hot/Cold Backup and Recovery and Cloning of databases using RMAN.

Technical Skills

Operating Systems

Sun Solaris 9/10, HP-UX 11i v1.5, AIX 5.3/6.1/7.1, RHEL 3/4/5/7, Windows 2C
Windows 2003,



	Windows 2000/NT, Windows XP.
Databases	Oracle 19c,18c,12c,11g, 10g, 9i, 8i, MySQL, Microsoft Sql Server 2005, Or 12c/11g/10g Real Application Cluster (RAC), ASM
DB Utilities	SQL*LOADER, exp, imp, EXPDP, IMPDP, RMAN, Opatch, TKProf, Utlbstat, Utlestat, Statspack, AWR, ADDM, QOPATCH, NID, DBVERIFY, SRVCTL, CRSCTL, ASMCMD, DBCA, ADRCI and DBUA
Tools	Oracle Enterprise Manager 10g/11g/12c and 13c, TOAD, SQL Developer, Putty SQL*PLUS, iSQL*Plus, ERWIN 4.14, SQL- Navigator, LogMiner and Flashback data Archive, Macromedia Flash, Quest Fog light, VERITAS Net Backup, Legato backup, Cisco Tidal, Performance and Web Portals, BMC Remedy, HP Qu Center Dream-weaver, MS Office.
Languages	SQL, PL/SQL for Oracle, MYSQL, C, C++, XML.

Professional Experience

State of Indiana - Indianapolis, Indiana | March 2017 - Present

Sr. Oracle DBA

- Design, Implement and support multiple scalable, highly available, zero downtime, multi-site load balancing Oracle based 50+ TB Oracle Database systems using Oracle 10g/11g/12c/19c including RAC and ASM, Golden gate.
- Installed Oracle 12c GRID software and created upgraded Oracle GRID software and databases from 11g to 12c.
- Configured ASM and handled issues and suggested feasible workarounds for ASM Metadata corruption.
- Sized multiple Oracle databases depending on the application requirement with the overhead storage required for the oracle.
- Designed, Configured, and maintained backup and recovery policies including RMAN backups and scheduling RMAN full and incremental backups using Autosys.
- Migrated Oracle databases from red hat Linux to Oracle EXADATA using RMAN cloning.
- Used oracle 11g/12c AWR and ADDM to monitor database activities and performance tuning.
- Performed Range partitioning as cause to improve the performance of the database.
- Proactive performance monitoring and capacity planning for further database and server growth.
- Migration and upgradation databases to 12c to 19c,12c to 18c,11g to 12c,10g to 11g,9i to 10g



- Installation, Configuration and Maintenance of Oracle 9i/10g/11g/12c/18c/19c RAC on two node and four node configurations
- Installed and configured oracle 12c Golden gate software for data replication from multiple sources to target databases.
- Migrated multi-terabyte databases to Exadata machine using data pump utility.
- By using EXADATA provided support to a combination of database system such as OLTP and OLAP.
- Installed, Upgraded Golden gate for Oracle database and enable real-time data integration and continuous data availability by capturing and delivering update of critical information as the changes occur and providing continuous data synchronization across heterogeneous environments.
- Implemented OEM 12c Repository database, OEM 12 C Agent, and golden gate plug-in Installation.
- Planning Backup/Restoration Strategy, Scheduling Backups, Schema backups, taking Logical Backups (with Export/Import Data Pump utilities).
- Administrating databases across development, QA, UAT and PROD environments via use of command line and Oracle tools Oracle Enterprise Manager Cloud 12c.
- Worked on SQL Tuning and how to use the available tools outside of Oracle Enterprise Manager
- Installed and Administered Oracle 12c multi-tenant,11g & 10g RAC software with ASM.
- Implemented & Managed Physical Standby and even Configured Automatic Storage Management (ASM).
- Implemented physical standby database for maximum availability using Oracle Data Guard 11g with Oracle Enterprise Manager (OEM) 12c cloud control.
- Experience in Identifying performance bottlenecks on high volume transaction systems. Analyze SQL statements, reorganize database objects and design indexes to improve response of queries.
- Refresh database using import/export from production to UAT, SQL*LOADER used to load the data from flat files to oracle tables. Used ETL to extract data from database and transform the data to different databases.
- Implemented partitioning on large tables, expertise in using composite partitioning, local indexes and global indexes.
- Administered Oracle ASM disk groups (mirroring, compatibility) with Oracle ASM Configuration Assistant (ASMCA).
- Managing Users, Roles, privileges, profiles, schemas, SQL Monitoring, SQL Advisor, SQL tuning and Metrics, using Grid Control of Oracle Enterprise Manager (OEM) 12C.



- Database monitoring and maintenance activities which include checking alert logs, space management, undo management, gathering database statistics, database locking issues, scheduling of jobs, creation of users, schemas, table spaces and other database objects.
- Implemented database monitoring and tuning, application, and queries using ADDM, ASH, AWR, Explain Plan and OEM.
- Worked with UNIX shell scripts, materialized views, Capacity planning.
- Creating and Managing Primary Objects like Custom tables, Procedures, Packages, Triggers, Alerts & Functions. Views, Indexes, user accounts, roles, grants and performing day-to-day operations.
- Providing database support for development and deployment of database scripts in Development, Test, Pre-Production and Production environments.
- Involved in 24 X 7 support for 8TB, 4 node production RAC database.

Technologies Used: Oracle 19c,18c,12c, 11gR2, 10g, RAC, ASM, Exadata, Golden Gate, Dataguard, Oracle Enterprise Manager Grid Control (OEM), RDBMS, Explain plan, Statspack, Sun Solaris, Redhat Linux, Windows, SQL*LOADER, PL/SQL, TOAD, SQL Tuning Advisor, SQL Performance Analyzer, SQL server 2008, Shell Scripting.

Wells Fargo - Charlotte, NC | October 2015 - March 2017

Sr. Oracle DBA

- Design, Implement and support multiple scalable, highly available, zero downtime, multi-site load balancing Oracle based 50+ TB Oracle Database systems using Oracle 10g/11g/12c including RAC and ASM, Golden gate.
- Installed 12c Databases and Responsible for upgrading Oracle 10g RAC to 11g RAC.
- Playing vital role in streamlining all the databases on AIX, HP-UX, Linux, Solaris.
- Implemented backup and recovery procedures (Cold/Hot backups, RMAN Incremental backups & Import/Export).
- Worked closely with the system operations team on database deployment processes and database capacity planning.
- Maintained DATA GUARD to provide high availability by implementing physical stand-by database and snapshot-standby and worked with Oracle 11g features 11g Grid Control and Automatic Storage Management (ASM).
- Upgraded oracle RAC databases from 10g to 11g.
- Implemented Oracle 11g OPS Center and fully integrated hardware and storage Arrays to the Grid Control.
- Implemented backup and recovery procedures (Cold/Hot backups, RMAN Incremental backups & Import/Export).
- Scheduled database maintenance tasks such as tables/indexes analysis, index rebuild, materialized views refresh and db. exports.



- Working with Database Monitoring tools like TOAD, BMC PATROL.
- Set up Active Dataguard Configurations for oracle database 11.2.0.3 for thirty databases whose size varies from 10TB to 30TB on a 6 node RAC.
- Installed and configured oracle 10g and 11g Management Agent (silent and Agent push) and cloned it to the multiple nodes.
- Installed oracle 10g Data Guard Physical Standby at DR site for production nodes.
- Maintained and monitored various production servers with Oracle 11g R1, 11g R2, 10g, and Exadata servers.
- Performance tuning of oracle databases using Sql Access Advisor, Sql Performance Analyzer, sql Tuning Advisor.
- Identify Top SQL that are consuming heavy resources and provide support to the development team in identifying SQL queries that are consuming high resources and interact with the development team to see if these queries can be fine-tuned further.
- Migrated the entire rdbms database to EXADATA machine.
- Creating and Managing Tablespaces with different block-sizes to prevent row chaining and row migration.
- Used ITIL problem management process to minimize the adverse impact of errors and to prevent recurring incidents related to that error.
- Worked on SQL, PL/SQL Programming, and performance tuning.
- Installing agent 12c on the server. Adding high Available database with CRS, scheduling Backups through OEM12c.
- Implemented RMAN Image Copy Backup Strategy for very large Databases in minimizing the downtime for recovery.
- Managed VLDB (Very Large Database) for large number of users.
- Implemented and administered Oracle Golden Gate (v10) for Database Replication between production and reporting node, by using Oracle Streams in parallel to secure data and having the availability of the database during regular the upgrade or maintenance operation.
- Worked on oracle 11g New Features for Administration and Tuning.
- Responsible for Capacity Planning and Upgrade of Hardware and storage Arrays.
- Applied Critical Patch Updates and Patch Set Update (CPU/PSU) on various platforms using Universal Installer and OPatch Utility.
- Handled Physical and Logical Corruptions and recovery using RMAN (Recovery Advisor).
- Responsible for managing databases on VCS Cluster and VCFS file systems.
- Written Shell scripts to Monitor activates like availability of database & listeners, space utilization, gathering statistic for the cost base optimizer, index rebuilding etc.
- Configured SNMP Agent on UNIX nodes for monitoring the server health and outages.
- Responsible for monitoring and administering EMC Storage Arrays using Navisphere.
- 24*7 Production Technical Support and Hardware Support.



Technologies Used: Oracle 12c, 11g R1, 11g R2, SUN SPARC, Sun STOREDGE 6140, 6130, 3500, EMC Storage, VERITAS NetBackup, Solaris 10, 9, 8 AIX 5.2, 5.3 BMC Patrol, 11g OPS center.

HSBC Global Technology - Hyderabad, India | May 2011 - December 2013

Oracle DBA

- Install, Setup and configured 10g/11g RAC on Redhat and AIX using Automatic Storage Management (ASM).
- Provide support for all assigned projects, which also includes database backup and recovery, performance tuning, capacity planning and monitoring.
- Security compliance on all supported databases following internal and corporate security guidelines.
- Updating Database, Schema refresh and objects comparison using Erwin.
- Configured Oracle Grid and RMAN with TSM based on end-client environments.
- Tuned SGA by Library Cache, Dictionary Cache. Tuned OS by reducing paging/swapping. Tuned I/O which includes separation of data files and redo log files.
- Demonstrated experience in working on Root Cause Analysis for oracle database issues.
- Implementing database security and audit, removing default passwords, configuring permissions for binaries and secure other executables.
- Handled different magic tables to store data with help of triggers.
- Perform TSM Installation and configuration of server and clients including AIXv5.1 server and Windows NT, Solaris and HP UNIX clients. Administering TSM Server daily for reclamation, availability of tapes, tapes to be sent to safe site, to check whether backup schedule run properly, managing Tape Library.
- Using Query commands and Activity logs to check for problems and activities done.
- Provide solutions and service for configurations with TSM server involving more than 300 clients.
- Defining and modifying Barcode rules or labels for the Tape libraries to provide auto adding of new volumes.
- Deciding time for Backup process to take and implementing schedules accordingly.
- Writing Scripts with TSM server with queries to generate statistics and reports.
- Write scheduling scripts to supervise and schedule TSM tasks for backup and archive clients.
- Monitoring of Network performance of all clients for better backup performance.
- Creating Device classes and storage pools and registering nodes under TSM server.
- Restoration of Data for Users in the event of requirement or Systems crash.
- Documented AIX Servers, TSM Server and done Hardware labeling.

Technologies Used: Oracle 10g/11g, HP-UX 11i, AIX 5.2, SQL Server 2005, J2EE, Erwin, TSM



Education

Bachelor of Technology in Computer Science and engineering

JNTUH | India

Master of Science in Electrical and Computer Engineering

SIUC | USA

9.5 Senior Application DB2 Database Administrator

Resume #1:

Albert Fava

DB2 DBA

Technical Skills

Hardware	IBM And Compatibles IBM Mainframes Zos
Software	BMC Suite, Cists REXX, PowerPoint TCP/Ip, Excel MS Word Tso/ISPF, File aid, Ftp Z/OS VSAM, Main View MS Office, JCL SQL. RC/Query

Professional Experience

IBMHud - Remote | February 2020 - July 2020

DB2 DBA for LADWP on Federal Contract

DBA Development System All regular DBA (contract)

- TSO, spufi stored procedures.
- Along with loads and unloads and speeding up slow SQL, I give classes to COBOL programmers on using DB2, classes on IBM utilities and JCL.
- SQL, functions, loads, unloads, create tables, add columns partitioning, indexing, Utilities, Listdeff, image copies, Copy files and records from production to refresh development tables reorgs. On Z/OS DB2 version 10.

Hewlett Packard on Federal Hud – Remote | June 2016 - December 2019

DB2 DBA

DBA development System All regular DBA (contract)

- Loading Tables reorgs, recover, build tables, tablespaces and tables, indexes, and Partitions and tune existing SQL, functions, loads, unloads, create tables, add columns partitioning, indexing, Utilities, Listdeff, image copies, run stats, reorgs. On Z/OS DB2 version 11.
- TSO, spufi stored procedures.

**IBM on Federal Medicare - Remote | July 2012 - January 2015****DB2 DBA (Contract)**

- Utilize most areas of DB2 to get and run files for Federal Medicare Program, loading Tables reorgs, recover, build tables, tablespaces and tables, indexes, and Partitions and tune existing SQL.
- Copy files and records from production to refresh development tables.

Atlanta State Government Department of Contracts - Atlanta, Georgia | May 2012 - July 2012**DB2 DBA**

- Went in as a task force to explain why DB2 jobs were running 2-3 hours and billing was excessive, Reviewed DB@ system including indexes SQL code and Tables, along with Databases Partitions and Triggers and Stored Procedures.
- Successful in Trimming run time down to minutes.

CSC Worldwide - Raleigh-Durham, NC | June 2011 - April 2012**DB2 DBA**

- Along with loads and unloads and speeding up slow SQL, I give classes to COBOL programmers on using DB2, classes on IBM utilities and JCL.
- Write Tools in ISPF using panels and clists, and some REXX.
- Regular DB2 DDL functions.
- Reorgs and runstats, along with Foreign keys for RI. Also Triggers and Stored Procedures. This is version 9 on z/os using BMC.

Ciber Inc. - Tampa, FL | February 2010 - June 2011**DB2 DBA**

- Worked as logical and physical DBA creating Tables, indexes, partitions, SQL tune up for slow running queries along with regular DBA functions like space management, reorgs, runstats.
- Adding and changing tables and indexes.
- Learned and ran the product called BIX which was Bind INDEX Analysis.
- This was run on packages before being copied to Production.

Alabama Department of Transportation - Alabama | May 2005 - February 2010**DB2 DBA**

- was brought in to work as a DBA for the CPMS project using Power Builder with access to DB2 and Oracle.
- Perform all DBA functions load, reorg, recover and teach DB2 to Cobol programmers.
- Involved with RI and triggers, and stored procedures.



- Built panels in SPF to have access to most DB2 functions.
- Built the utilities that are called from the main TSO menu.
- Practice Disaster Recovery, and I set up a data repository for the company.
- IBM Mainframe TSO SME.

ABC Distributing LLC. - Miami, FL | October 2001 - March 2005**DB2 DBA**

- Was brought in to convert a VM/VSE system to version 7 DB2 in Z/OS.
- Work with Oracle DBAs using DB2 Connect and Relational connect to go between DB2 and Oracle.
- Built all databases and tablespaces along with the structures for production and three development environments.
- Created the backup jobs for recovery and helped in the transition to JCL for the VM people.
- Started a Data repository database for the company.
- DB2 support for production, and tuned the environment with BMC tools, like CatLog Manager, Change Manager and used Main view for DB2.
- Taught a few classes in TSO, Navigating in Spufi, and some CatLog manager sessions. Regular DBA functions like reorgs, loads, unloads, backup from image copies, and helped create standards and documentation.
- Also, standards for packages and plans. Use of Referential Integrity and the Explain function.
- The new Listdef and Template functions are used in the backups and reorgs.

American General Financial Services - Texas | July 2001 - October 2001**DBA**

- Contract for conversion from version 4 of DB2 to version 6.
- Held DB2 classes for beginner and advanced topics like new joins and sub queries along with Regular DBA functions like tuning buffer pools and recovers, reorgs and queries, Building DDL repository in Embarcadero, a modelling tool and meeting with development teams to advise on what could be done in DB2 to help with their project.

State of OHIO Child Welfare Dept - Ohio | January 2001 - July 2001**DBA**

- Worked on a contract for the state depart in Columbus for the production support of all tables and data in the Dept.
- Used Embarcadero for Data Models and BMC for Administrator tools.
- Gave classes to Cobol developers for using DB2 in programs with side classes in binding and using Explain features.



- Talked with Business Analysis to turn Logical to Physical Models.

IBM Global Services - Remote | September 2000 - January 2001

DBA (Contract)

- Worked on project to migrate DB2 tables using BMC tools.
- Other normal DBA function, alters loads, creates, stats, reorgs, recovers, tuning create indexes, and systems support for DB2 Cobol developers.

Unim Insurance - South Carolina | June 2000 - November 2000

Lead DBA

- Support for Unim, creating PSB gens for IMS and regular DBA functions.

Education

High School Graduate

John Adams | Queens, NY

Resume #2:

Sandeep Kumar Gopagoni

Professional Summary

- Having 5 years of experience in the IT industry which includes experience in Database Administrator.
- DB2 Database Administrator with 6+ extensive experience in Database design, development, deployment and administration on LUW platforms.
- Skilled experience in installing and configuring DB2 V9.x, V10.x and V11.x versions and fix packs on UNIX, Linux or Windows operating system efficiently.
- Eternal knowledge in designing physical, logical and relational databases, development and maintenance.
- Experience working with very large databases on Data Partitioning Feature (DPF) environment.
- Developed many reusable shell scripts for monitoring and performing daily and weekly tasks.
- Developed automated system for production BACKUPS, REORGS, RUNSTATS.
- Expertise in Backup, Recovery and roll forward techniques.
- Solid experience on oracle Enterprise Manager (OEM), Grid Control, TOAD, RMAN.
- Efficient professional in working with movement and maintenance utilities like move, export, import, look, reorg, rebind, and flush package cache.



- Managing database security. Design, develop, and implement automated data backup and restoration procedures. Provide technical support for database maintenance and disaster recovery.
- High skills in monitoring and performance tuning a database using snapshots and event monitors.
- Troubleshooting SQL statements with the help of Explains, db2advis, db2exfmt schema changes and configuration changes.
- Experience in developing disaster recovery techniques in HADR (High Availability Data Recovery) environment.
- Experience in Automatic storage databases.
- Experience on Process breakdown for Problem and Change management.
- Coordinating Incident Bridge calls for quick and prompt resolutions.
- Experience in resolving incident management tools ticketing like remedy.
- Managing applications through TIVOLI. Skilled in developing SQL queries, packages, triggers and stored procedures.

Technical Skills

Databases	Microsoft SQL Server 2012/2014, Oracle 10g/11g, Db2 Databases Mainframe Databases
Programming Languages	C, C++, C#.NET, VB.NET, ASP.NET, SQL
Tools	Microsoft Visual Studio, Microsoft Visio, UML, Microsoft Project, MS Office, Adobe Flash, Adobe Multimedia. DB2 UDB /9.x/10.x/11.x, Oracle 11i, SQL Server 2000, IBM Informix
Database Tools	Power Designer, BMC, Query Patroller, Event and Health Monitor, SQL Explain, PMF, DSM (Data Server Manager), TIVOLI, Information Integrator, DB2
Operating Systems	Windows7, Windows8, Windows10, Vista, Linux, Unix, and Windows Server 2008/2012
Web Technologies	ASP.NET, HTML5, CSS, jQuery, JavaScript, Web Services, Angular JS
Scripting	Shell, VB scripts, Power shell

Professional Experience

UPS/Econtenti Inc. - Mahwah, NJ/Edison, NJ | November 2016 - Present

Senior DB2 Database Administrator



- Provide DBA support on all aspects of databases administration including backup/recovery, deployment, and real time production troubleshooting responsibilities on DB2 UDB databases.
- Install, configure, monitor, upgrade and maintain database non-production & production environments.
- Provide Database deployment support for Development, Test and Production (future) environments.
- Diagnose and address database performance issues using performance monitors, custom scripts and various tuning techniques.
- Interact with Storage and Systems administrators on Windows operating systems issues related to Databases.
- Able to write database maintenance and automation scripts. Configure and maintain Database High availability (HADR).
- Working with clustering software for High availability including Tivoli System Automation (TSA).
- Troubleshoot database production problems and database connectivity issues.
- Ability to work well as a team and as an individual with minimal supervision.
- Setting up and monitoring data warehouse environment.
- Perform configuration management by managing database object changes.
- In depth knowledge of database backup and recovery, making backup policy and scheduling backup.
- Analyze user SQL, optimize and recommend indexes.
- Execute proactive database monitoring (free space in table spaces, snapshot etc.) and problem fixing and documentation. Perform data movement across Dev, test, and prod environments.
- Monitor databases for space utilization and performance degradation and tune as needed.
- Provided database Provided disaster recovery strategies HA solutions to application teams.
- Knowledge of purging policies and partitioned tables. Participate in production break fix and application issues.
- Managing Database User Privileges (granting & revoking permissions).
- Proficient in scripting, shell script, VB scripts. Written migration scripts in power shell on Windows.
- Strong verbal and written communication skills. Ability to act independently, when possible, to complete a task end-to-end.
- Provided 24/7 on call Production support.

Technologies Used: DB2 EE/WSE/AESE V11.1/V10.X/9.X, Web sphere, AIX 5.x, windows NT/XP, Server, Erwin, and SAN, Clustered environment

Visa/KSIT Consulting Inc. - Denver, CO/Westerville, OH | September 2015 - October 2016

DB2 LUW DBA

**Responsibilities:**

- Worked on installation of versions 10.1, 9.7 of DB2 UDB on AIX.
- Performed POC of DB2 V10.5 on AIX.
- Developed shell scripts for daily maintenance tasks, archiving DB2 log files, and performance monitoring.
- Generated ERD for the database using Erwin.
- Physical database design, creation, implementation & maintenance operations (file system mount points & storage parameters) and logical database mapping to physical database (storage calculations, file systems, table spaces, rollbacks, indexes, data files & logs).
- Worked on HADR setup with Tivoli System Automation (TSA).
- Worked on HADR setup for mission critical databases on AIX platform.
- Created Capture and Apply program tasks for a DB2 Q-Replication system.
- Worked on migrating databases from Windows to AIX platforms.
- Worked on setting up log archiving to TSM for SQL replication environment.
- Developed Capacity Planning strategy for all UDB applications.
- Worked on Hardware upgrade for a mission critical production database.
- Provided support on DB2 connect related applications.
- Extensively worked on tuning complex SQL queries, developing stored procedures, and functions.
- Experience in developing Perl scripts for maintaining and monitoring databases on Windows Platform.
- Responsible for risk management; analyze any suggested change to systems and determine risk factor as well as recovery steps. Performed capacity planning and performance tuning.
- Involved in managing log files and thereby ensuring high availability of database in a 24x7 scenario.
- Developed document that provides an overview of the physical and logical design of the database environment implemented. Provide database backup and recovery support for DB2 UDB.
- Create, configure, monitor, and tune DB2 UDB databases for new internal projects.
- Worked with tools DB2 Performance expert, DB, DB2MON, and Control center to debug and resolve database issues.
- Extensively worked on tuning complex SQL queries, developing stored procedures, and functions.
- Involved in running REORGCHK, REORG, REBIND, RUNSTATS, LOAD utilities against the database.

Technologies Used: DB2 EE/WSE/AESE V11.1/V10.X/9.X, Web sphere, AIX 5.x, windows NT/XP, Server, Erwin, and SAN, Clustered environment



Education

Master of Science in Computer Science, August - 2015
Sacred Heart University | Fairfield, CT

Bachelor of Science in Computer Science and Engineering, May - 2013

JNTU University | Hyderabad, India

Certification

- IBM Certified Database Associate.

9.6 Application DB2 Database Administrator

Resume #1:

Pradeep K. Gautam

Professional Summary

- Passionate, highly motivated and respected Database/Warehouse specialist with vast and proven experience in partitioned and MPP (Massive Parallel Processing) environments.

Professional Experience

BCBSA (Blue Cross Blue Shield Association)

Production Support Analyst -III, Database Services | July 2017 - Present

- Developed and implemented a complex DB2 upgrade automation tool on Python through Ansible, This is an advanced program which addresses 30 + case scenarios for DB2 LUW upgrade.
- Extensively worked with GitHub for addressing the ad-hoc automation requirements on the fly.
- Helped to formulate and establish DevOps mechanism for automated code deployments through sprint in non-prod and prod environments with tones of security modifications and enhancements.
- Primary DBA on the world's largest Health insurance database containing claims data, sized at 1 PB Running at DB2 11.1 and AIX 7.1.
- Primary DBA for DB2 partitioned Databases ranging from 1 TB to 1 PB (Largest DB has 8 Physicals and 56 Logical).
- Primary DBA on world's largest Vertica Databases sized at 120 TB each for Analytics workloads.



- Evaluated, recommended and implemented IBM DSM for consolidation of monitoring and maintenance of database health. Some benefits include centralized backups, license inventory/tracking and automated performance tuning recommendations, which reduced ongoing cost by \$80K (600 Hrs.)
- Implemented various advanced performance improvement measures in system.
- Implemented several process improvement initiatives for the operations team which saved approximately 250 hours of work quarterly. This helped save computing resources on the databases to be made available for other initiatives like Anthem Onboarding.
- Tuned MMI (Customer focused unique identifier database for individuals) environment for better access of cluster index ratio, which enhances improvement of MMI PVE and MMI PROD environment by 50 %. ~ saving is \$92K in ongoing cost.
- Tuned Value Based environment achieving savings of \$85K (720 hours) in compute time and avoided spending on new I/O switches. Was able to get this done by forcing DB2 FCM footprint from network to memory.
- Mentored team on handling of performance related issues and troubleshooting with guided-exposure to advance level diagnostic tools like mon_reports, get_summary etc.
- Mentored team in developing processes with as much automation as possible.
- Completed managed serviced delivery transition to incoming vendor within stipulated time with detailed documentation on existing processes and procedures.
- AZURE Certified (AZURE-Security, AZURE-Storage, AZURE-Virtual Machines).
- AWS Trained (Redshift, Dynamo DB).
- Evaluated cloud-based DATABASE products to build a feature comparison analysis based on performance and cost (Snowflake, Dash DB, Microsoft Azure SQL data warehouse, Redshift, Dynamo DB).
- Conducted Cloud POC to compare Snowflake Data warehouse against Vertica benchmarking performance using publicly available data.
- Performed a Cloud security analysis for Snowflake in conjunction with InfoSec and recommended several design changes to vendor, some of them being federation enhancements, FGAC (Fine grained access control) and so on.

Technologies Used: DB2 LUW V9.7, V10.5, V11.1, DB2 BLU, Vertica 7.1, 8.1, 9.1, AIX, Linux, IBM DSM, Vertica Management Console, AWS Cloud, Azure Cloud, Snowflake, Ansible, Python, GitHub

Sr. DB2 DBA | September 2016 - July 2017

- Reduced DB2 version and fix pack upgrade timings from ~ 3 Days to 40 Minutes for a 1 PB Database, with self-developed methodology. Overall saving \$46K (~400 Hrs.) in ongoing cost.
- Worked on Optim data growth solution to automate historical data purging for various RDBMS.
- Identified and fixed a memory leak in DB2 which helped databases across the system to run smoother.



- Performed system performance check and tuning to improve overall query runtimes.
- Implemented trusted context for host based access control.
- Identified db2pwdchk forking, network uses for FCM etc.
- Helped business teams to sample object stats better. This saved 92K (~800 Hrs.) in annual costs.
- Helped team to identify security vulnerabilities and applying fixes.

Technologies Used: DB2 LUW V9.7, V10.5, DB2 BLU, Vertica, AIX, Linux, IBM DSM, OPTIM archival solution

Caterpillar - IL | April 2014 - August 2016

Sr. DB2 DBA (SME)

- Domain SME maintaining SAP and Non-SAP DB2 systems for Caterpillar Inc.
- Maintained 900 DB2 databases on AIX 7.1. on 185 LPARs and 300+ instances.
- Maintained Multi physical and logical DB partitioned for DW and OLTP setups.
- Maintained a 2 node (Member) Pure scale server.
- Installed, Maintained, Upgraded EMC Data domain (DDBoost) and migrated to data domain from TDP and TSM.
- Worked on a major upgrade project from 9.7 to 10.5 (completed 150 Instances).
- Worked on a de-partitioning project DPF (3 nodes to 1 node).
- Performance tuning SME for SAP and Non-SAP systems.
- Maintained 500+ HADR databases with 50 auxiliary HADR setup.
- Managed snapshot backups through Flash Copy Manager and EMC recovery point tools.
- Maintained Split Mirror snapshot backups.
- Completed a major project of improving cluster index ratio for non-clustered indexes across the environment. This saved 25000 end user Hrs. (\$3MM).
- Resolved a major issue of clear text password authentication across the platform.
- Worked on Adaptive compression in db2 10.5 and log file compression to save TBs of space.
- Setup 3 node HADR system for 30 mission critical production DBs.

Technologies Used: DB2 LUW V9.7, V10.5, SAP, AIX, SAP HANA, TSM 6.3, TDP 6.2, FCM, EMC DDBOOST (Data domain), BLU, Pure Scale, Hadoop 2.7, Data Studio, IBM OPM, QMF, Hive

The Coca-Cola Company | December 2011 - April 2014

SR. DB2 DBA (SME) & DB2 COE Lead for Genpact

- Domain SME for all database systems and AIX.
- Maintaining SAP and DB2 systems.
- Maintained DB2 databases on AIX 6.1 and DB2 9.7.



- Resolved a 10- year long running issue on most critical inventory mgmt. DB permanently, which saved ~120000 man Hrs. (\$ 15 MM) and earned Six Sigma Green Belt.
- Ensuring 24*7 availability of DB2 mission critical databases.
- Leading DB2 offshore and Onsite teams and acting as the last point of technical escalation before vendor.
- Worked on new landscape server builds on DB2 version 10.5.
- Maintained a 30 TB DPF environment with 15 logical nodes.
- Coordinating with Coca-Cola technical teams & Management. Configured TSM for db2 backups.
- Using Shell/PowerShell Scripts to automate processes for backups and recovery, table space resizing, reorgs for databases on LUW.

Technologies Used: DB2 LUW V9.7, V10.1, DB2 BLU, SAP, AIX, TSM, Split Mirror, Pure Scale, Hadoop 1.0, Data Studio, IBM OPM, QMF, PIG, Tomcat

AON Hewitt | *February 2006 - November 2010*

DB2 DBA, Architect

- Maintaining the production and Non-production database servers.
- Maximize database performance by setting OS/DB/DBM and storage parameters, allocate system resources and improve performance. Capacity planning and estimation (database size, log size, table space page size, containers size, buffer pool calculations) Responsible for application, memory, IO and storage tuning, query optimization.
- Investigate performance issues and other database problems using snapshots, event-monitors and other DB2 tools like db2pd, db2top.
- Implemented a library of home-grown scripts to automate the scheduling and notification of periodic maintenance jobs, including REORG, BACKUP, RUNSTATS, LOAD, IMPORT, etc.
- Root Cause Analysis for production issues and preventive maintenance.
- Perform SQL explains, db2 memory management, table space management, space management, compression, backup/ recovery and database trouble shooting as and when required.
- Setting up of db2audit and db2governor. Redirected Restore of databases from online and offline backups.
- DB2 Installation and Fix Pack Installation. Migration from DB2 UDB v8 to v9.
- Federation of Databases by Creating Wrapper, Server, User Mapping and Nicknames.
- Creating User Temporary Table space for Declaring Global Temporary Table.
- Generated Access Plans for Queries Using db2exfmt.
- Creating Indexes for Queries Based On db2advise. Duplicating databases using Db2look.

Technologies Used: DB2 LUW V7.0, V8.1, Solaris, PeopleSoft, WAS, Cognos, Informatica



Education

Bachelor of Engineering (Chemical Engineering)

Rajiv Gandhi University of Technology

Certification & Training

- Six Sigma Green belt, ITIL foundation V3 and 2011, LEAN, Cloud analytics practitioner.
- PMP, AWS Infrastructure, AZURE-Security, AZURE-Storage, AZURE-Virtual Machines.

Resume #2:

John Bolas

Professional Experience

- **Datavail - Denver, CO | July 2018 - Present**
- **Assigned to: McDonald's, JC Penny, LabCorp, Great West Insurance**
- **Position: Senior Database Administrator, Senior DB2 Consultant**
 - Performed database modeling, design and implementation.
 - Supported IMS for z/OS Databases Version 15.
 - Supported DB2 for z/OS Databases Version 11.
 - Supported DB2 for LUW Version 11.1.
 - Supported DB2/CICS.
 - Supported AIX environment.
 - Installed and supported REHL 7.2.
 - Performed System Programming support for z/OS software.
 - Performed System Programming support for IMS and DB2.
 - Supported SQL Server 2016.
 - Supported MariaDB.
 - Supported MongoDB Version 4
 - Migrated MongoDB from Version 3.2 to Version 4
 - Supported PostgreSQL Version 11.
 - Proficient with Stored Procedures, Triggers and Views.
 - Proficient with SMP/E.
 - Performed DBD, PSB, and ACB GEN's.
 - Supported Database Recovery Control.
 - Proficient with DB2 HADR.



- Scheduled reorganizations, backups and recoveries.
- Performed COBOL Programming.
- Performed SQL optimization.
- Performed tuning of databases.
- Provided disaster recovery backup, testing, and documentation.
- Followed Agile software development process.
- Provided 24x7 on-call production support.

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- **Teclever Solutions - Columbus, OH | May 2018 – July 2018**

- **Assigned to: Deloitte**

- **Position: Senior DB2 Database Administrator**

- Supported DB2 for LUW Databases Version 10.5,
- Assisted application development teams.
- Performed SQL optimization.
- Performed tuning of databases.
- Provided 24x7 on-call production support

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- **MMC Acquisition LLC - Harrisburg, PA | May 2016 – May 2018**

- **Assigned to: State of Pennsylvania Labor and Industry**

- **Position: Senior Database Administrator, Senior System Programmer**

- Performed database modeling, design and implementation.
- Supported IMS for z/OS Databases Version 13.
- Supported DB2 for z/OS Databases Version 11.
- Supported DB2 for LUW Version 10.5.
- Supported DB2/CICS.
- Supported AIX environment.
- Supported SQL Server 2016.
- Supported MySQL Databases.
- Supported Oracle Databases Version 12c.
- Supported Q Replication.
- Supported MariaDB.
- Supported PostgreSQL Version 10.11
- Proficient with DB2 HADR.
- Performed System Programming support for z/OS software.
- Performed System Programming support for IMS and DB2.
- Proficient with SMP/E.



- Supported Database Recovery Control.
 - Supported IMS HALDBs.
 - Resolved technical issues using OMEGAMON.
 - Scheduled reorganizations, backups and recoveries.
 - Assisted with Data Modeling sessions using ERWin.
 - Performed COBOL Programming.
 - Proficient with IDAA.
 - Proficient with AWS.
 - Proficient with MongoDB.
 - Proficient with Cassandra database.
 - Proficient with Couchbase database.
 - Proficient with HTML.
 - Proficient with CSS.
 - Proficient working in a cloud environment.
 - Performed SQL optimization.
 - Performed tuning of databases.
 - Followed Agile software development process.
 - Provides 24x7 on-call production support.
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- **Performance Resources Inc. - Olympia, WA | November 2015 – May 2016**
 - **Assigned to: State of Washington**
 - **Position: Senior IMS Database Administrator**
 - Performed database modeling, design and implementation.
 - Supported IMS for z/OS Databases Version 11.
 - Supported DB2/CICS.
 - Performed DBD, PSB, and ACB GEN's.
 - Supported Database Recovery Control.
 - Resolved technical issues using OMEGAMON.
 - Scheduled reorganizations, backups and recoveries.
 - Performed tuning of databases.
 - Maintain IMS exits written in Assembler and COBOL.
 - Provided disaster recovery backup, testing, and documentation.
 - Proficient with JCL.TSO, ISPF
 - Provides 24x7 on-call production support.
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- **Hewlett-Packard - Pontiac, MI | October 2012 – November 2015**



- **Assigned to: Blue Shield of California**
- **Position: Senior Database Administrator, Senior System Programmer**
 - Performed database modeling, design and implementation.
 - Supported SQL Server 2014.
 - Supported Oracle Databases Version 11g.
 - Supported IMS for z/OS Databases Version 10.
 - Supported DB2 for z/OS Databases Version 9.
 - Supported DB2 for LUW Databases Version 10.
 - Performed System Programming support for z/OS software.
 - Assisted with Data Modeling sessions using ERWin.
 - Supported DB2/CICS.
 - Supported Linux 5.8.
 - Supported MySQL Databases
 - Supported Percona Server for MySQL.
 - Proficient with AWS.
 - Performed DBD, PSB, and ACB GEN's.
 - Supported IMS HALDBs.
 - Scheduled reorganizations, backups and recoveries.
 - Performed SQL optimization.
 - Proficient with SSIS, SSRS and SSAS.
 - Proficient with T-SQL scripting.
 - Proficient with OLTP and OLAP database models.
 - Proficient with System Development Life Cycle and Database Life Cycle.
 - Proficient with Data Warehousing.
 - Performed monitoring and tuning of databases.
 - Performed COBOL Programming.
 - Proficient with Python
 - Followed agile software development process.
 - Proficient with IDAA.
 - Proficient with HADR.
 - Proficient with DB2 PureScale.
 - Proficient with RHEL 7.
 - Proficient with PostgreSQL.
 - Proficient with AQL
 - Proficient with MongoDB.
 - Proficient with Couchbase database.



- Proficient with MariaDB.
- Proficient with Cassandra database.
- Provided 24x7 on-call production support
-
- **Computer Services Corporation - Lanham, MD | January 2012 – June 2012**
- **Assigned to: Internal Revenue Service**
- **Position: Senior DB2 Database Administrator**
 - Supported DB2 for z/OS Databases Version 9.
 - Scheduled reorganizations, backups and recoveries.
 - Assisted application development teams.
 - Performed SQL optimization.
 - Performed tuning of databases.
 - Performed data partitioning
 - Received Interim Major Background Investigation
-
- **Pyramid Consulting - Atlanta, GA | November 2011 – January 2012**
- **Assigned to: Capital One**
- **Position: Senior DB2 Database Administrator**
 - Supported DB2 for z/OS Databases Version 9.
 - Scheduled reorganizations, backups and recoveries.
 - Assisted application development teams.
 - Resolved technical issues received from BMC Remedy tool.
 - Performed SQL optimization.
 - Performed tuning of databases.
 - Followed agile software development process.
 - Provided 24x7 on-call production support
-
- **SYNOVA Computer Services - Southfield, MI | July 2010 – November 2011**
- **Assigned to: Ford Motor Company**
- **Position: Senior Database Administrator**
 - Supported DB2 for z/OS Databases Version 9.
 - Supported SQL Server 2008
 - Supported IMS Version 10
 - Supported IMS HALDBs.
 - Supported IMS Fastpath Databases
 - Resolved technical issues received from BMC Remedy tool.



- Followed agile software development process.
- Scheduled reorganizations, backups and recoveries.
- Assisted application development teams.
- Performed SQL optimization.
- Performed tuning of databases.
- Performed data partitioning
- Provided 24x7 on-call production support/escalation.
- Followed agile software development process.
- Implemented Microsoft Dynamics GP 2010
- Performed database replication
- Provided 24x7 on-call production support

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- **University of Georgia - Athens, GA | December 2009 – July 2010**

- **Position: Senior IMS/DB2/Oracle Database Administrator, System Programmer, Cobol Developer**

- Performed database modeling, design and implementation.
- Supported Oracle 10g Databases.
- Supported UNIX environment.
- Created Object Oriented Perl programs.
- Performed System Programming support for IMS and DB2.
- Performed System Programming support for z/OS.
- Supported DB2 Databases for z/OS V8.
- Resolved technical issues received from BMC Remedy tool.
- Performed SQL optimization.
- Supported IMS Version 10 databases
- Performed DBD, PSB, and ACB GEN's.
- Supported Database Recovery Control.
- Supported IMS HALDBs.
- Scheduled IMS Change Accumulation Utility.
- Resolved technical issues using OMEGAMON.
- Scheduled reorganizations, backups and recoveries for IMS and DB2 databases.
- Performed data partitioning
- Proficient with JCL.
- Performed tuning of IMS and DB2 databases.
- Developed COBOL application code.
- Proficient with Assembler.
- Provided 24x7 on-call production support.



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- **Satyam Computer Services - Parsipanny, NJ | December 2006 – May 2009**
- **Consultant**
- **Assigned to: Auto-Owners Insurance**
 - Position: Senior DB2 Database Administrator – JAVA Developer – Cobol Developer
 - Performed database modeling, design and implementation.
 - Recommended training for Auto-Owners Associates.
 - Liaison between CIO and development teams.
 - Performed System Programming support for IMS and DB2.
 - Assisted application development teams using COBOL programming.
 - Assisted with SAP DB2 Issues
 - Assisted with Data Modeling sessions using Embarcadero ER Studio.
 - Supported DB2 Databases for z/OS Version 9.
 - Supported DB2 Databases for LUW Version 9.
 - Supported Oracle Databases.
 - Supported MySQL Databases.
 - Proficient with AWS.
 - Resolved technical issues using OMEGAMON.
 - Proficient with Perl.
 - Performed tuning of databases.
 - Performed SQL optimization.
 - Developed JAVA application code.
 - Developed COBOL application code.
 - Proficient with Assembler.
 - Followed agile software development process.
 - Provided 24x7 on-call production support
-
- **SYNOVA Computer Services - Southfield, MI | August 2003 – December 2006**
- **Consultant**
- **Assigned to: IBM Corporation – Supported the following IBM customers Visteon, Allied, American Express, Ameriprise, Amtrak, Disney, Macy’s, Michelin, BNSF Railroad, CareStream.**
 - Position: Senior IMS/DB2 Database Administrator
 - Supported Visteon Corporation migration of IMS and DB2 databases from Ford Motor Company.
 - Created process to migrate Visteon production environments to test systems.
 - Supported DB2/CICSVersion 7 to Version 8 migrate.



- Supported IMS Version 8 and Version 9 databases
- Performed DBD, PSB, and ACB GEN's.
- Supported Database Recovery Control.
- Supported IMS HALDBs.
- Supported IMS Fastpath Databases.
- Scheduled IMS Change Accumulation Utility.
- Resolved technical issues received from BMC Remedy tool.
- Proficient using OMEGAMON.
- Scheduled reorganizations, backups and recoveries for IMS and DB2 databases.
- Proficient with JCL.
- Performed tuning of IMS and DB2 databases.
- Performed data partitioning
- Assisted application development teams using COBOL programming.
- Performed SQL optimization.
- Provided 24x7 on-call production support.

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- **The Options Clearing Corporation - Chicago, IL | October 2002 – April 2003**

- **Consultant**

- **Position: Data Administrator – Senior DB2/SYBASE Database Administrator**

- Resolved database issues resulting from migration of IDMS to DB2.
- Recommended vendor database products for purchase to senior management.
- Performed database modeling, design and implementation of DB2 for OS/390.
- Performed database modeling, design and implementation of DB2 for UDB.
- Performed database modeling, design and implementation of Sybase Databases
- Assisted with data loading and unloading.
- Created triggers.
- Assisted in IT Security Services Life Cycle.
- Proficient with JCL.
- Proficient with TMON
- Proficient with Image Copy, REORG, Runstat, Recovery using Computer Associate tool set.
- Performed SQL optimization.
- Performed Sybase replication
- Performed tuning of databases.
- Performed data partitioning
- Created technical and corporate training for database administrators.
- Prepared detailed disaster recovery plans:



- Performed risk analysis for corporate functional areas
 - Established disaster recovery testing methodologies
 - Assisted in disaster recovery implementation and testing
 - Provided 24x7 on-call production support
-
- **DPM Consulting Services - Troy, MI | October 2001 – October 2002**
- **Consultant**
- **Assigned to: Ford Motor Company**
- Position: Data Administrator – Senior IMS/DB2 Database Administrator
 - Supported IMS and DB2 Databases.
 - Resolved technical issues.
 - Followed Six Sigma process.
 - Performed database modeling, design and implementation for DB2 for OS/390.
 - Performed database support for IMS applications.
 - Scheduled reorganizations, backups and recoveries.
 - Monitored database space management.
 - Proficient with JCL.
 - Performed SQL optimization.
 - Performed tuning of databases.
 - Resolved technical issues received from BMC Remedy tool.
 - Proficient using OMEGAMON.
 - Performed data partitioning
 - Developed COBOL application code.
 - Proficient with Assembler.
 - Provided 24x7 on-call production support/escalation.
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- **The Options Clearing Corporation - Chicago, IL | August 2000 – October 2001**
- **Consultant**
- **Position: Data Administrator – Senior DB2 Database Administrator**
- Assisted application development team.
 - Resolved database issues resulting from migration of IDMS to DB2.
 - Recommended vendor database products for purchase to senior management.
 - Performed database modeling, design and implementation of DB2 for OS/390.
 - Performed database modeling, design and implementation of DB2 for UDB.
 - Performed database modeling, design and implementation of Sybase Databases
 - Created triggers.



- Assisted in IT Security Services Life Cycle.
- Proficient with JCL.
- Proficient with TMON
- Proficient with Image Copy, REORG, Runstat, Recovery using Computer Associate tool set.
- Performed SQL optimization.
- Performed Sybase replication
- Performed tuning of databases.
- Performed data partitioning
- Created technical and corporate training for database administrators.
- Prepared detailed disaster recovery plans:
 - Performed risk analysis for corporate functional areas
 - Established disaster recovery testing methodologies
 - Provided 24x7 on-call production support

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- **Comsys Inc. - Atlanta, GA | September 1997 – August 2000**

- **Consultant**

- **Assigned to: BellSouth Telephone Company**

- Position: Data Administrator – Senior IMS/DB2 Database Administrator
- Supported IMS and DB2 Databases.
- Performed database modeling, design and implementation of DB2 for OS/390.
- Performed tuning of databases.
- Lead DBA for TIRKS, ICIS, and BSDOPAC applications.
- Operational Database Administrator responsible for implementation of maintenance release and problem analysis of IMS databases.
- Resolved technical issues using OMEGAMON. Performed System Programming support for IMS.
- Lead DBA for the TIRKS and ICIS applications.
- Supported IMS Fastpath Databases.
- Performed SQL optimization.
- Resolved technical issues using OMEGAMON.
- Assisted in troubleshooting production database issues.
- Created technical training for database administrators.
- Provided 24x7 on-call production support/escalation.

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Education

COBOL I & II, Mathematics



Lawrence Technological University | Southfield, MI

9.7 Programmer Analyst

Resume #1:

Dmitri Panfilov

Technical Skills

Tools and Frameworks:	MS Visual Studio 2015, MS Sql Server 2008, IIS v. 10, .NET, .NET Core v3.1, MVC, MVI, EF, WCF, WPF, SSRS, SSIS, SSDT, Azure portal, Cloud, Zabbix v. 2.4.3, Developer Express v. 13.2, mRemoteNG v. 1.72, Crystal Reports, Spring tool suite v. 3.7.3, Apache Tomcat v.8, Nginx, APEX v. 4.2, Glassfish, TestDirector 8.0; Silverrun-RDM v. 2.4; TOAD v. 6.3; Putty; Chameleon 3.0, Remedy v5.01, ERwin, Power Designer v. 16.5, Maestro, Visio; PVCS v. 5.2; CVS source control, Far manager v3.0, and IBM Lotus Notes v.8.5.
Operating Systems:	CentOS v. 7.2, SUN-Solaris, Digital Unix v. 4.0E, VMS VAX v. 6.2; Windows v. (3.x/9.x/2000/XP/Vista/7/8/10)
Languages:	C/C++/C#, Python, JavaScript, TypeScript, ASP, JSP, HTML5, PHP, Java, Transact-SQL, PL/SQL, PostgreSQL, Unix-shell scripts, Power Shell, Pro-code, Mainframe DCL.
Libraries, web services and data type formats:	jQuery, React, Angular, Bootstrap, Node, Backbone, jSon, Ajax, XML, Pro*C, DBF.
Hardware:	iPod, Smartphone, Notebook, PDA, Tablet, Sun (V880, V890, V490), PC models (286, 386, 486, Pentium® Dual-Core), PS/2, HP Compaq 8000 Elite SFF PC, HP-UX B.11.11 Server, Alpha Server 2100, VAX VMS 4500, Roland Edirol R-O9HR Recorder, HP bd340 Blu-ray drive, and Nikon Coolpix 990 camera.
Application Programs:	Microsoft Office, MS Project, TeamViewer v.10, Jira, Confluence, Stash, Adobe PhotoShop, Dinolite Digital Microscope v. 3.2.0.5, Sequoia v.7.22, ArcSoft ShowBiz, CyberLink Blu-ray Disc Suite, Nikon view v. 6.2.1, and pyro Audio Creator LE from Cakewalk, etc.

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Professional Experience

- DCRA - Washington, DC | July 2020 - January 2021
- Full Stack .Net Developer contract in Tharseo IT <https://tharseoit.com//>
- DCRA web application (<https://dcra.dc.gov/>)
 - Analyzed the structure and functionality of the DCRA web applications.



- Modified and tuned DCRA application methods and functions according to improvement technical specification. Utilized C#.NET, CSHTML, CSS, JavaScript., Ajax, jQuery v3.5.1, AngularJS v1.7.8, Bootstrap v3.4.1.
- Worked on optimization and cost effectiveness of the web services and Azure functions. Utilized mathematical theory of the balanced differential equations system, VS 2019, Azure portal.
- Optimized code performance in Government, Commercial cloud environment and agency owned Server's hardware.
- Designed, coded, tested and moved into production use "Access DC," "Chain of command" and "MyDCBC" mobile app services for smart phones and tablets. Utilized VS 2019, Azure portal and API gateway management:
- **Technologies Used:** C#.NET v.4.7.1, .NET Core v3.1, VS2019, MVC, WCF, OOP, CSHTML, Azure portal, API gateway manager, JavaScript, jQuery v3.5.1, AWS, AngularJS v1.7.8, Bootstrap v3.4.1, t-sql, MS SQL Server 2016, IIS, SharePoint.
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- **AAAS - Washington, DC** <https://www.aaas.org> | July 2019 - March 2020
- **.Net UI developer contract in RHT,** <https://www.roberthalf.com/>
- **Individual Development Plan (IDP) web application** (<https://myidp.sciencecareers.org>)
 - Analyzed the structure and functionality of the myIDP web application.
 - Wrote reports. Utilized WebSupergoo ABCpdf.NET v. 11.3, HTML, CSS and C#.
 - Wrote RESTful service to allow retrieve information in Institution field as you are typing the few letters. Utilized JQuery v. 1.7.0 - 3.3.1, Bootstrap, Typeahead v. 0.11.1, Azure, AWS, Ajax, <https://orgmapper.aaas.org/> - service as source of the data.
 - Modified, tuned, and optimized myIDP application according to Improvements technical specification. Utilized .NET, VS 2019, C#, ASP, EF, CSHTML, Razor, JavaScript., Ajax, JQuery.
 - Wrote method to export career, skills and project goals into other apps with deferent loading formats, OS and devises: iPhone, Android, MAC, iOS, Windows, Apple, Alcatel.
 - Optimized code performance.
- **Technologies Used:** .NET v.4.7.1, MVC, WCF, EF, LINQ, OOP, MS Visual Studio 2019, C#, CSHTML, ASP, Razor, Azure, AWS, IIS v. 10, JavaScript., JQuery v. 1.7.0 - 3.3.1, Bootstrap, T-Sql, MS Sql Server 2016, SharePoint, Tortoise SVN.
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- **T. RowePrice - Baltimore, MD** | February 2018 - June 2019
- <https://www3.troweprice.com/usis/corporate/en/home.html>
- **Software developer/ Program analyst/Production support contract in ESPUSA,** <http://espusa.com/>
- **Index Time Series (ITS)**
- **Credit Default Swap Index Trading Strategies (CDX) applications**



- **Fixed Income Steering Committee (FISC)**
- **Strategy Packet**
 - Analyzed the structure and functionality of the ITS, CDX, FISC and Strategy Packet applications.
 - Modified, tuned, and optimized technological processes and applications. Utilized Scenario Analysis v. 9.83.4, Splunk v. 7.0.1.
 - Provided production support for the applications, AWS services and DB jobs.
 - Wrote technical proposal for apps performance improvement and cost reduction.
 - Designed algorithm and methodology for testing purposes. Utilized application e-mail log data for analysis, MVC, WCF, VS 2017, TFS, Azure, T-Sql, MS Sql Server 2016.
 - Proofread technical documentation against business rules and procedures.
 - Coded, tested and moved in production use indices historical data load app. Utilized J.P. Morgan, Barclays POINT, Bloomberg functions and Credit Suisse as data source. Resolved apps licensing with www.jetbrains.com Utilized Python v.2.7, 3.6; PyCharm v. 2017.3; Power Shell v.
 - Queued builds in TFS, checked and verified new release for production usage. Resolved apps licensing with www.postsharp.net Utilized VS2017, TFS v.15
 - Optimized code performance and reduced redundancies. Removed dependency on third party software and license usage.
- **Technologies Used:** .NET v.4.7.1, MVC, WCF, WPF, SSRS, SSIS, SSDT, Azure, Cloud, MS Visual Studio 2017, Team Foundation Server (TFS) v.15, C#, IIS v. 10, T-Sql, MS Sql Server 2016, Python v.2.7, 3.6; PyCharm v. 2017.3, AWS, Splunk, PostSharp v. 4,6; IntelliJ IDEA 2016.3.4; Scenario Analysis v. 9.83.4; SharePoint, Power Shell
-
- **Barsum enterprise - Saint Petersburg, Russia <http://barsum.ru/> | February 2017 - November 2017**
- **Software developer/ Program analyst contract job**
- **“Barsum enterprise” application.**
 - Analyzed the structure and functionality of the “Barsum enterprise/alarm/cloud/BI” application.
 - Fix DB model, schema and the script to install and configure PostgreSQL or MS Sql database. Utilizing Sybase Power Designer v. 16.5
 - Web form bugs and errors fix, utilizing TestTrack, TFS, C# and Visual Studio 2015.
 - Translated documents, e-mails and phone conversations into English.
 - Modified, tuned, and optimized PostgreSQL procedures and DB structures.
 - Converted the T-Sql procedures into PostgreSQL.
 - Modified reports according to the request. Utilizing Crystal Reports, C#, PostgreSQL and T-Sql.
- **Nuvola analytics v1.16 web application.**
 - Installed and configured Web application. Utilizing Windows 10, MS Sql, IIS v. 10, PHP v. 5.6.8, Angular.js (ES5, ES2015), TypeScript, Bootstrap.js, jQuery v. 3.



- Designed the algorithm and methodology for web application testing. Designed and implemented Continuous Integration (CI), Continuous Delivery (CD) by utilizing MS Visual Studio 2015 and TFS.
 - Coded, tested and moved web application into production usage by utilizing Selenium WebDriver API .NET v 3.4, NUnitTest, SpecFlow v1.5.2, Chrome/Phantom/FireFox drivers, C# and Visual Studio 2015.
- **Technologies Used:** .NET v.4, MVC, MVI, WCF, WPF, Cloud, MS Visual Studio 2015, Team Foundation Server (TFS) v.15, TestTrack, C#, IIS v. 10, T-Sql, MS Sql Server 2016, PostgreSQL 9.5.2, pgAdmin v 1.22, Total Commander, Crystal Reports, Angular.js, TypeScript, Bootstrap.js, jQuery v. 3, Node.js, IBM Lotus Notes v.8.5, Far manager v3.0
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- **RUPS IT development center - Saint Petersburg, Russia** <http://www.caits.ru/> | October 2014 - January 2017
- **Software developer/ Program analyst permanent job**
- **“Address Repository Storage” web application.**
 - Analyzed the structure and functionality of the “Address Repository Storage” web site (<http://csdpa.russianpost.ru>).
 - Compiled, installed and configured web site new release. Coding and modifying web forms, utilizing C# and Visual Studio 2013.
 - Translated application into English. Utilizing ASP.NET, C#, jQuery, CSS technology.
 - Provided MS SQL and Oracle database and application production support. Utilizing Zabbix v. 2.4.3, MS SQL Server management studio v. 10.50, Oracle DB Manager, Jira, Confluence, Git, Stash and TeamViewer v.10.
 - Wrote servlets and applets to control the traffic and data validity between web and data Server, and user API. Worked on a proposal to modernize bulletin board. Wrote method to get accurate geographical position coordinates. Coordinated work with Yandex.ru and Google.com. Created Restful API for restoring user password.
 - Modified, tuned, and optimized T-Sql and PL/SQL procedures, packages, DB structures.
 - Converted the PL/Sql packages into T-Sql procedures.
 - Wrote reports according to the specification. Utilizing Crystal Reports, C#, PL/Sql and T-Sql.
 - Wrote technical specification for Regression test of the Oracle and MS-Sql database. Coded, tested and moved it in production use.
 - Worked on analysis of the IIS log. Created the script to fix the system and database error.
- **“PO passport” web application.**
 - Worked on a plan and implemented it to replace alien software on domestic made one.
 - Installed and configured Web applications and DB Servers, granted network access, created user accounts. Utilizing CentOS v. 7.2, PostgreSQL 9.4, Nginx, Apache Tomcat v.8, Angular.js (ES5, ES2015), TypeScript, JavaScript, Backbone.js, jQuery v. 5, React v. 0.14, Node.js,



- Tested and configured Java servlets. Utilizing Spring tool suite v. 3.7.3, JUnit and Tomcat.
- Wrote technical specification and program for monitoring critical network, OS and DB cluster synchronization and functional problems. Implemented it by utilizing standard and custom-made templates in Zabbix v. 2.4.3, JDK v. 1.7 for CentOS and Unix-shell.
- Upgraded the PostgreSQL 9.4.2 into 9.4.10, and BDR 0.9.1 into 1.0.2.
- Converted reports from .NET/ASP/C#/IIS/T-sql/MS Server technology into HTML/Java/Tomcat/PostgreSQL/CentOS environment. Utilized Spring Tool Suite v. 3.7.3, Eclipse Mars.2 v. 4.5.2, Maven v. 3.3.9, Tomcat v. 8.0, JDK v. 1.8, PostgreSQL v. 9.4.10.
- **Technologies Used:** .NET v.4, MVC, MVI, WCF, WPF, MS Visual Studio 2013, C#, IIS v. 7.5, Developer Express v. 13.2, PL/Sql, T-Sql, .Net.Core, MS Sql Server 2008, Oracle DB v. 11, PostgreSQL 9.4.10, Oracle SQL Developer v.4.0, Total Commander, mRemoteNG v. 1.72, TeamViewer v.10, Crystal Reports, CentOS v. 7.2, Zabbix v. 2.4.3, Spring tool suite v. 3.7.3, Apache Tomcat v.8, Nginx, JDK v. 1.7-8, Angular.js, TypeScript, JavaScript, Backbone.js, jQuery v. 5, React v. 0.14, Node.js
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- **Baltlogistics Group - Saint Petersburg, Russia** <http://www.baltlogistics.ru/> | *October 2013 - July 2014*
- **Software developer/ Program analyst contract in SBConsulting**
 - Conversion of Logistic application from Delphi into Apex.
 - Analyzed the structure and functionality of Logistic application, which included Administrator, Finance, Logistic, 1C and e-mail notification modules.
 - Converted Logistic application from Delphi into Apex. Utilizing APEX v. 4.2, JavaScript, Ajax, jSon, jQuery, HTML5.
 - Provided production support and remote error/bug fixing for clients.
 - Translated application into English. Utilizing Language Localizator v.6.
 - Participated in company meeting to make decisions for strategic plans and concept design.
 - Modified, tuned, and optimized PL/SQL procedures, packages, DB structures.
- **Technologies Used:** APEX v. 4.2, JavaScript, Ajax, jSon, jQuery, HTML5, Windows 7, Oracle 11g, PL/Sql, Language Localizator (Localize), Delphi, IBM Lotus Notes v.8.5, Oracle SQL Developer v.4.0.
-
- **Aldarrgo - Tampa, FL** | *August 2012 - May 2013*
- **Web application developer/PC hardware construction**
- **Musical website development**
 - Analyzed the modern website development methods and design styles.
 - Designed all sketches for the API by deriving them from business rules functionality.
 - Utilized Internet search engine and other famous websites for gathering the information needed to build the website.
 - Installed the MySQL database. Designed all necessary tables, attributes, columns and configured DB connection.



- Worked on e-mail script, e-mail Server configuration and multilingual capabilities.
- Worked on recording of the music, pictures, soundtracks, and note sheet compositions. Utilized Roland Edirol R-09HR Recorder, HP bd340 Blu-ray drive, Nikon coolpix 990 camera, Sequoia v.7.22, ArcSoft ShowBiz, CyberLink Blu-ray Disc Suite, Nikon view v. 6.2.1, and pyro Audio Creator LE from Cakewalk.
- Copyrighted the song in the US Patent and Trade Marc office in Washington DC.
- Resolved website problems and issues and made it work on Mobile units with iOS, Android, Blackberry, and Windows 8 platform. Performed responsive web design.
- **Technologies Used:** Java, Swing, JavaScript, J2EE, AJAX, Oracle JDeveloper v. 11.1.2.2.0, ADF 11g release 2, Glassfish, Spring, Hibernate, MySQL, HTML5, PHP, XML, CSS, Linux.
- **Mobile computer OS/application/electronics design and development**
 - Analyzed and reviewed the modern OS configuration, electronic microscope and PC hardware components.
 - Utilized Internet search engines for researching current information needed to build the Mobile computer for Lathe/Mill electronic microscope and electric car motor controller performance monitor.
 - Installed and configured Dinolite Digital Microscope v. 3.2.0.5 application.
 - Constructed and assembled the mechanical parts, soldered necessary components, and installed the OS and associated programs.
 - Configured, tested, and moved the Mobile computer into production usage.
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- **Citibank IT development center - Tampa, FL | March 2012 - July 2012**
- <https://online.citibank.com/US/Welcome.c>
- **Java application implementation contract for Wipro and NSI consulting**
- **Citibank Regulatory Reporting Application Initiative (RRAI)**
 - Analyzed the structure of Citibank RRAI internet application.
 - Worked on ETL plan for uploading the data file from Genesis into Analytical Server environment. Utilizing the Unix shell scripts, PL/Sql, and Ab Initio.
 - Tested the hardware/software for the migration into Windows 7 environment. Analyzed the performance inconsistency between same OS image buildup work on deferent hardware.
 - Examined the IBM Web Sphere based Java application (Analytical Server) for installation, configuration and production usage purposes.
 - Analyzed the API Java source code for the purpose of production compatibility, usefulness and efficiency in relation with the business functionality.
 - Prepared the development environment for migrate from Red Hat Linux into Cloud. Worked closely with system, network and database administrators.



- **Technologies Used:** Java, J Ruby on Rails, UltraEdit v16.20, Cloud, AIX v6.1, Genesis, Oracle DB 11g 64bit, SSH Tectia v. 6.2, Ms Office Communicator v.3.5.6907.221, Citrix, Avaya OneX Softphone, SQL developer v.3.0, PL/Sql
-
- **Mirox corp - Santa Barbara, CA <http://www.okaauto.com> | July 2011 - February 2012**
- **Software selection, installation, configuration and development, Contract project**
- **ALLTRAX and PakTrakr software/electronic applications**
 - Analyzed the vehicle structure, sales, manufacturing, and distribution business.
 - Utilized the search engine of the Library of Congress and Internet for gathering information necessary for the project development.
 - Made the decision to buy appropriate software application and electronic equipment: ALLTRAX motor controller and PakTrakr batteries monitor.
 - Installed ALLTRAX electric motor controller application. Configured it for optimal vehicle performance for the high speed and safe regime. Wrote ETL process to extract information about voltage and current usage, brake pedal response, and throttle pedal position.
 - Installed necessary equipment and software for PakTrakr batteries monitor. Wrote ETL script to extract information about batteries voltage and current usage. Made it available for Java swing, HTML5, XML and flat file output format.
 - Designed, created and installed electronic and mechanical components for the vehicle.
 - Environment and Tools: Java, Swing, J2EE, Oracle JDeveloper v. 11.1.2.2.0, ADF 11g release 2, Windows XP, Glassfish, HTML5, XML.
-
- **CenCalHealth - Santa Barbara, CA <http://www.cencalhealth.org/> | September 2007 - June 2011**
- **Software developer/ Program analyst, permanent position**
- **Caradigm Health Net Computer System**
 - Analyzed the structure and functionality of Caradigm.
 - Created 2D diagram of program logic, which includes timeline, business rules, table structure, script components and functional dependencies. Utilized Visio workflow, MS Office and graphical tools.
 - Executed trouble shooting and diagnostics of the system to eliminate program errors, wrote recommendation report for system enhancements.
 - Worked on business and technical plan for modifying Caradigm for expansion in the city of Ventura CA, to be utilized later as a national standard for Health insurance computer systems nationwide.
 - Wrote programs utilizing multilingual capabilities (Spanish & English) and different output format: XML, HTML, PDF, TXT, DOC, CSV, XLS, direct printing and e-mailing.
 - Modified, tuned, and optimized PL/SQL procedures, packages, DB structures, forms and reports.



- **Technologies Used:** TOAD v.9, Oracle DB 10g, Oracle Tools, Oracle Developer/2000 v.6i, Oracle AS 10g, Windows XP, PL/SQL, Korn-shell, HP-UX B.11.11, Unix 9000/800, ReflectionX v.14.0.2
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- **Naval Base Port Hueneme - Port Hueneme, CA | October 2006 - June 2007**
- <http://www.navy.mil/index.asp>
- **Web developer/ Program analyst, contract for OpalSoft**
- **Naval Facilities Engineering Command (NAVFAC) Integrated Data Store (web application)**
 - Analyzed and studied structure of NavyieFACMAN integrated data store.
 - Created 3D diagrams of several modules of NavyieFACMAN application, which included application functionality, network components, OS of Servers and workstations, Oracle DB, and procedures and batch processes. Utilized Visio workflow, MS Office, and AutoCAD 2006.
 - Executed trouble shooting and diagnostics of the system to eliminate program errors and wrote recommendation report for system enhancements.
 - Modified and coded reports according to new standard utilizing Java/JSP, AJAX, ASP, HTML, CSS, and Struts technology.
 - Modified, tuned, and optimized PL/SQL procedures, packages, DB structures, and reports.
- **Technologies Used:** TOAD v.8.6, Oracle DB 10g, Oracle Tools, Oracle DS 10g, AutoCAD 2006, Windows XP, PL/SQL, Visio workflow, Citrix, Java/JSP, AJAX, ASP, HTML, CSS.
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- **Home shopping network (HSN) - Saint Petersburg, FL www.hsn.com/ | May 2006 - September 2006**
- **Oracle developer/ Program analyst, contract for Princeton Information**
- **RETEK Information System v7**
 - Coded and modified reports according to new specifications, utilizing Oracle developer 6i (Forms, Reports) technology.
 - Modified API (Forms, Reports, Pro*C) according to new standard.
 - Modified and tuned PL/SQL procedures and packages.
- **Technologies Used:** TOAD v.8.6, Oracle DB 10g, Windows XP, PL/SQL, Oracle developer 6i (Forms, Reports, Pro*C).
-
- **Biology Laboratory - Saint Petersburg, Russia | December 2005 - May 2006**
- **Computer system/application implementer and configurator, contract for Agricultural institute**
- **Oracle APPS 11i installation and configuration:**
 - Analyzed and studied the science idea and business side of the plant growth.
 - Specified the technical characteristics for Server: CPU type and speed, motherboard type, RAM capacity, HD read/write speed, information bus type, OS version.
 - Installed and configured Oracle APPS 11i application.



- Loaded data into the GL, HR, and Projects modules.
- Coded program for financial forecast of project profitability. Utilized PL/SQL and Oracle OLAP features capability.
- Trained personal for modules usage.
- **Technologies Used:** Oracle APPS 11i, Oracle DB 10g, Oracle Tools, Oracle DS 10g, TOAD v.8.6, Windows XP/NT, PL/SQL, Visio workflow, Java, JSP, HTML, CSS.
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- **GlaxoSmithKline (GSK) - Raleigh, NC | April 2005 - December 2005**
- <http://us.gsk.com/index.html>
- **Program developer/analyst/production support, contract for Sai People Solutions**
- **Customer Manager System (CMS) and Account Batch System (ABS) Production Support:**
 - Analyzed and studied CMS and ABS applications and the how the system works according to business rules of GSK pharmaceutical.
 - Maintained CMS and ABS systems in 24x7 availability for customer needs by utilizing “In-Process Manager” (IPM) tool, Unix, and Korn shell.
 - Supervised and coordinated the activity of DBA, developers, communication and system personal to eliminate errors/problem-solve to ensure a smoothly running system.
 - Advised management of appropriate methodology for system’s pager notification process based on everyday statistics and IPM daily activity.
 - Reported system errors and status of errors solved by utilizing Mercury TestDirector 8.0, Remedy (Action Request System) v5.01, and Chameleon v3.0.
 - Participated in conversion of CMS system from Unix/Korn shell into IPM GUI/Internet/multi lair environment and modified Korn shell scripts.
- **Technologies Used:** TestDirector 8.0, Chameleon 3.0, Remedy v5.01, SQL-Navigator 4.5, Oracle DB 9i, Oracle Tools, Windows XP, SUN-Solaris 5.8, Korn shell, PL/SQL, Putty, Lotus Notes 6, and Maestro.
-
- **MCI Telecommunication - Clinton, MS <http://www.mci.com/> | February 2004 - November 2004**
- **Software developer/ Program analyst, contract for Sai People Solutions**
- **Circuit Audit Reconciliation Tool (CART) Application:**
 - Analyzed and studied CART application and the how the system works according to business rules of MCI
 - Wrote technical specification for packagers and CART application.
 - Coded PL/SQL procedures and functions.
 - Wrote Unix-shell scripts
 - Tested CART application and implemented its release for production.



- **Technologies Used:** Visio, Erwin, SQL-Navigator, Oracle DB 9i, Oracle Tools, MS-net meeting, Windows XP, SUN-Solaris, PL/SQL, PVCS, and Putty.
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- **CapitalOne Bank - Washington, DC** <https://www.capitalone.com> | *July 2003 - January 2004*
- **Software developer/ Program analyst, contract for Analysts International**
 - Analyzed the business structure of the Credit Card Department in CapitalOne Bank by using Visio Workflow v5.0c.
 - Created the conversion plan for merging the new purchased San Diego City and Plano City subdivisions by using MS Office suite and MS Project
 - Created ETL Unix-shell scripts and procedures to migrate data and programs by using AB Initio, TOAD, PL/SQL, and k-shell languages.
 - Tested, verified, and deployed programs in production use.
- **Technologies Used:** Ab Initio, TOAD, Oracle DB 9i, Oracle Tools, Windows XP, PL/SQL, Visio workflow v5.0c, HP-Unix, CVS, and Putty.
-
-
- **SoftLine Consulting - New York, NY** <http://www.softlineco.com> | *September 2001 - June 2003*
- **Oracle Specialist - Sr. Consultant (on contract) on demand consulting**
 - Provided development and support for WEB/DW/OLTP/OLAP computer systems.
 - Worked on auto-creation of backup scripts, database structure re-creation/re-engineering, development of monitoring scripts/modules and graphical (GUI) tools in Oracle Developer 6i/9i DS for monitoring, and presentation of current database information.
 - Worked on a creation of portlets (forms, reports, LOV, charts) for several companies' web sites by using Mod_PL/SQL for generation of the web applications.
 - Customized development of Oracle-based 3-tiers Intranet/Internet and Client/Server applications, and DB maintenance (including export-import operations, data files maintenance, etc.).
 - Installed and turned Oracle database Servers and applications upgrades (v.8.1.5, 8.1.6, 8.1.7, 9i).
 - Tuned physical DB structures, Oracle memory structure, and applications queries/SQL statements.
 - Planned and executed system testing and users training (including creating training manuals).
- **Technologies Used:** Oracle 8i/8.1.5/.6/.7/9i; Oracle 9iAS Portal; Oracle 9iDS (Forms, Discoverer, Reports, SCM, JDeveloper, OWB, PL/SQL, XML, OC4J); PVCS; TOAD, and various scripts.
-
- **ThinkSpark - Chicago, IL** | *February 2001 - August 2001*
- **Oracle/Java/Website developer permanent position**



- **Internet online store with shopping cart**
 - Created plan for all website developing phases.
 - Worked on multilingual capabilities and administration API
 - Modified and evaluated the API architecture and design patterns for website
 - Designed and maintained Oracle database used in website
 - Resolved website problem and issues.
 - Implemented and wrote quality control procedures, programming standards, and user documentation for website.
- **Technologies Used:** Java, Swing, BC4J, JSP, JavaScript, J2EE, Oracle JDeveloper, Oracle DB 8i/9i, HTML, XML, CSS, and CSV.
-
- **CNA Insurance Corporation - Chicago, IL** <https://www.cna.com> | *June 2000 - January 2001*
- **Program analyst/developer/application conversion, permanent for Comtek Inc.(cmtk.net)** | *July 1997 - January 2001*
- **Enhanced and Upgraded Output Request System (ORS)**
 - Analyzed business rules and functional relations of the Risk Management department to understand business requirements
 - Created complete release #3 of the entire ORS OLTP/DW application.
 - Installed security system for employees (Oracle users) and ORS application menu.
 - Wrote ORS system upgrade plan.
 - Managed all processes involved in moving the new release of ORS application into production use according to plan.
 - Coordinated DBA activity for installing security system, modifying database model, and scheduling job in the Unix environment.
 - Controlled the process of installing OS and toolset on PCs and prepared the system specifications for computer configuration.
 - Reverse engineered DB using the ERwin tool.
 - Converted data from one instance of Oracle to a new schema using Ab Initio.
 - Extensive use of data partitioning, transforms, extract, and data loading components in Ab Initio.
 - Created plan for remodeling and implementing enhancements in ORS application.
 - Coded, altered, and unit tested the custom build forms and reports
 - Managed the activity of ORS application users during testing phase.
 - Coordinated programmer work to create program for the automatic installation of ORS application on SMS Department and Quality Assurance Group computers.
- **Technologies Used:** Oracle Developer/2000 6i, Ab Initio, Visio Workflow, PVCS, Windows 95/NT on workstation, HP-Unix on Server site, PL/SQL, Korn-shell, Oracle RDBMS 9i, and Erwin.



-
- **“Donald Bruce” manufactory - Chicago, IL | December 1999 - May 2000**
- **Oracle developer/database conversion, permanent for Comtek Inc.(cmtk.net) | July 1997 - January 2001**
- Oracle application data conversion and implementation
 - Analyzed the code and structure of EMISTM (legacy system) application created by ESI/Technologies company.
 - Examined the database layout (e.g., conversion tables, relations, default values, stored procedures, and functions)
 - Analyzed screen forms’ data processing, filtering and derivation rules for loading Open Interface tables.
 - Prepared conversion documentation for data loading in Oracle Financial modules:
 - Customers - (GL, AP, FA, AR, HR and Inventory modules)
 - Sales order - (OE, PO, OM, Quote to cash modules).
 - EDI protocol transfer - (EDI Gateway, E-suite and Manufacturing module)
 - Modeled algorithm for “Upload Program Logic,” including table and view usage, calling arguments, module logic (pseudo code), validation logic, incompatibility, and performance.
 - Created ETL graph using Ab Initio tool for data migration.
 - Fixed database errors (e.g., incorrect address style, inconsistent tax territory code, and discount usage).
 - Created “Conversion Process” test plan and implemented it in production database.
- **Technologies Used:** ERwin, Oracle Developer/2000 v.1.6, PVCS, Windows 98 on workstation, HP-Unix release B.11.00 9000(N4000) on Oracle sever site, Ab Initio, PL/SQL, Perl Unix-shell script, Oracle RDBMS 8.0.5.1.0, Oracle APPS 11i, Visio Workflow.
-
- **Baxter HealthCare - Round Lake, IL <http://www.baxter.com> | January 1999 - October 1999**
- **Oracle/C++ developer permanent for Comtek Inc.(cmtk.net) | July 1997 - January 2001**
- **Laboratory Information Management System (LIMS) project**
 - Designed and developed the form layout, functionality, data entry validation, and processing rules for coding of PL/SQL triggers and procedures
 - Created data model definition and layout design
 - Analyzed business rules, functional hierarchy, and entry relations for LIMS application.
 - Designed transfer parameters between Oracle Forms and Oracle Reports.
 - Tuned programs (e.g., PL/SQL procedures and triggers)
- **Technologies Used:** Digital Alpha Unix v.4.0E, PL/SQL, Oracle RDBMS v. 8.5, Oracle/2000 (Forms/Reports), and PVCS.
- **Product Data Management System (PDMS) application project**



- PDMS controls products data and user access to data, maintains relationships among product data, enforces rules that describe data flow and processes, and performs notification and messaging functions. Project includes customization definitions, customization implementations, and migration legacy data.
 - Wrote technical specification for customization.
 - Defined business rules, function relations, and constraints
 - Utilized C/C++ SDRS/Metaphase library and Pro*C for programing PDM software.
 - Validated and inspected source code according to technical specifications.
- **Technologies Used:** C/C++, Pro*C, CVS, C-Shell, Digital Alpha Unix v.4.0E, Mataphase 3.1, Windows 95.
-
- **TAPP Pharmaceutical, Inc - Deerfield, IL | April 1998 - November 1998**
- http://www.takeda.com/press/article_30423.html
- **Oracle developer, permanent for Comtek Inc.(cmtk.net) | July 1997 - January 2001**
- **IMHC ETL Project**
 - Created new database layout for archived, temporary, and production data warehouse tables.
 - Created data-flow diagrams for data feed routine.
 - Analyzed programs for data feed routine.
 - Analyzed program and data “loading” errors.
 - Designed program to determine data errors by using PL/SQL, terminal application, DCL language, and the scheduling tool.
 - Created special screen forms for testing input and output data by using SQL-Form v.4.5.
 - Wrote the Process Modification Request (PMR) form and moved routines into production environment.
 - Tested the ETL routine, executed initial load, maintained the production support of the daily increment (load) routine.
- **Conversion Program**
 - Modified conversion program for identifying data problems, such as overlapping dates, violation of tier pricing, improper identification in single and multiple pricing, and duplication in records
 - Wrote program specification for identifying data errors.
 - Prepared test example of input and output data.
 - Coded routine (programing filter) and moved it in production by using PL/SQL, terminal application, and Mainframe’ DCL language.
- **Technologies Used:** VAX VMS v.6.2, PL/SQL, Oracle RDBMS 8, SQL-Form v.4.5, Oracle Developer/2000 v.1.6, and Windows 95.
-



- **Abbott Laboratories - Amhurst Lake, IL | September 1997 - April 1998**
- <http://www.abbott.com/index.htm>
- **Software developer/Program analyst, permanent for Comtek Inc.(cmtk.net) | July 1997 - January 2001**
- **Research Animal Management System (RAMS)**
 - Performed modification of the following screens: study and protocol maintenance, vendor maintenance, order entry screens, animal transfer module, and health monitoring module.
 - Assisted users in understanding functionality of the system and handled bug fixes.
 - Worked on the initial stages of system redesign, including data migration from the old database model into a new model by using the Silverrun database engineering tool v 2.4.
 - Converted system screen form character mode into GUI interface by using Uniface v.4.
 - Enhanced and converted reports by using SQR tool.
 - Maintained the database (e.g., tested the database triggers and functions, enhanced the e-mail notification functions).
- **Technologies Used:** VAX VMS, PL/SQL, SQR v.3/4, Oracle RDBMS 8, Uniface v.4, PVCS, Windows 95, and Silverrun v.2.4.

Education

Master’s degree in mathematics and Engineering Major in Computer science, August 1984 - July 1989

Mozhayskogo Military Space Academy, 8th subdivision | Saint-Petersburg, Pushkin, Russia

<http://gorod-pushkin.info/obzor-vuzov>

Spanish language, 2008 - 2009

UCSB | Santa Barbara, CA, USA

<http://www.ucsb.edu>

Certifications

C/C++/C# programming languages, 2014 - 2015

Amilen

<http://amicenter.ru/>

Resume #2:

Erik Cheatham



Professional Summary

- Twelve year Full-Stack Software Engineer with experience ranging from ASP.NET (C#) Blazor, Xamarin, MVC and WebForms, Angular, as well as minor experience in React, Aurelia, TypeScript and Python.

Professional Experience

Optimas OE Solutions formerly Anixter OEM Supply – Fasteners - Chicago | February 2019 - February 2022

.NET Senior Software Engineer (Full-Time)

- Turned a single-use platform into an essential business application (within a year), which facilitates communication of all business units and our supply chain partners, that also hosts an array of internal processes between business heads and their teams.
 - Previous team were off-site contractors, came aboard and improved the development schedule from “weeks to days” as one of my managers put it.
 - Integrate platform with our new ERP system hosted on NetSuite via SOAP API that calls NetSuite for data or updates data in NetSuite.
 - Second internal project built from a scratch, a Blazor application for assigning Active Directory privileges raised by users and approved by managers.

Technologies Used: (main project) .NET 4.7 Web Forms, Infragistics tools, Azure Dev Ops (Agile Kanban board), Visual Studio 2017-2019, Git, ADO.NET, JavaScript, (second project) .NET Core 3.1 Blazor, Radzen open-source tools, asynchronous/threading C# programming, Bootstrap, Entity Framework, Micro Service Driven Design with Repository Data Layers

Magenium Solutions LLC - Chicago | August 2018 - February 2019

.NET Lead/Senior Software Engineer (Full-Time)

- Managed client and internal project timelines, new feature requests and bug fixes, while assisting other project managers and mentoring junior developers. Develop solutions for new business and better internal practices, while delivering client expectations and documentation.
 - Rewrote internal digital signage platform from .Net Framework to .Net Core
 - Build new features and apply fixes for several client projects Web Forms and MVC
 - Created a help desk chat bot designed to assist typical help desk operations

Technology Used: .NET Core 1 – 2.2, .Net Framework 4.6.1, Azure Dev Ops (Azure Pipelines and repository pull requests for CI-CD, Azure Active Directory and Agile Kanban board), Azure WebJobs, Functions and Queues, Botframework Visual Studio 2017 - 2019, Git, Web API, MVC, Web Forms, Entity Framework, EDI

EazyScripts Technology LLC - Chicago | October 2017 - June 2018



Director of Engineering (Full-Time) (Startup)

- Managed timelines, pull requests of off-site developers, technical support, setting up new client (tenants) in the system and development of new features as directed by the board of directors.
 - Maintain very large API of several versions, implemented SwashBuckle and Swagger for dynamic API documentation, managed and updated dependencies, Azure portal with Azure SQL server databases and Web Jobs, VSTS Build definitions and using GitHub for Source control, also an MVC application as a gateway for requests, Repository, Unit of Work and DTO patterns, service layers, audits and logging, Postman requests and documentation.
 - Worked in Angular 5 for the front-end application.
 - Azure multi-tiered applications (4 layers for dev-staging-prod and demo for client testing) and single tenant database structure.
 - Managed, led and mentored two teams of architect, lead and developers.

Technologies Used: .NET Core 2.1, Azure, Angular 5-6, VSTS, Sublime, Git, Web API, MVC

The Dow Chemical Company - Chicago | December 2016 - October 2017

.NET Lead/Senior Software Engineer (Contract)

Information Research Project (2nd Project)

- Led team of developers working with business leaders on a project for an application aimed at integrating with internal and outdated business processes to develop a seamless tool for document management.
 - Concepts done in PowerPoint and prototyping used in Axure mock-ups.
 - Setup initial build out of application and deployment configuration in .NET Core MVC.
 - Learned Aurelia, Gulp, TypeScript, JavaScript and Node package management and mentored junior developers on their uses.
 - Project managed team and managers on process and code management with Git, Gulp, TFS and Visual Studio integration.
 - Maintained project deadline expectations and delivered on deadline.

Technologies Used: .NET Core MVC/C#, Aurelia, Typescript, Web API, TFS, Git, Gulp, Node and JSPM

Enterprise Mobility Project (1st project)

- Coordinated with architect, lead, scrum masters, designers and developers in Agile environment to deliver mobile application for sales team.
 - Xamarin.Forms and agile process
 - Microservice Web APIs used in email and PDF creation



- Built mobile UI control library with controls like Cards, Jump List, Multi-Select List, Pull-To Refresh, Expansion Panels
- Use Azure cloud-based technology and Xamarin Test Cloud
- Agile process with scrum master, daily standups, planning and retrospectives

Technologies Used: .NET Core/C#, Xamarin Forms MVVM, Web API, XAML, Azure SQL, Azure Analytics, Xamarin Test Cloud, GitHub

SmithBucklin - An Association Management Company - Chicago | December 2015 - December 2016

.NET Senior Software Engineer (Full-Time)

- Automated the company homegrown application that is responsible for creating bar code badges for on-site check-in at client association conferences and events.
 - Implemented Repository Pattern with .NET MVC and Entity Framework.
 - Created set of administration pages for Client Managers to be able to setup jobs.
 - Leveraged Dapper with Entity Framework to generate SQL queries through dynamics and reflection for speed (of Dapper) and entity object use.
 - Built internal APIs and consumption of six vendor CRM APIs.

Technologies Used: .NET/C# MVC, SQL, Visual Studio, IIS, ColdFusion, DotNetNuke, TortoiseHg, Jenkins, JavaScript, JQuery, Bootstrap, Entity Framework, Dapper

Plate Park LLC - Chicago | June 2015 - December 2015

CTO (Startup)

- Create, upgrade and identify platform parts to capture and identify license plates at parking garages in our network along with internal web, mobile and reporting applications.
 - Led the technology direction while building out a vision with company leadership.
 - Consulted with three separate teams and built out our middleman internal applications.
 - Designed algorithm for better Optical Character Recognition.
 - Created tablet applications for parking garage entrance and exit tablets.
 - Windows services, WinForms reporting, Windows sockets and universal device applications.
 - Consumed and Pushed data and images to a Linux based REST API.

Technologies Used: .NET/C#, SQL, Visual Studio, XAML, Postman, Windows Forms Application, Windows 8.1 Universal Application, Windows Services, ADO.NET, Entity Framework, RESTful API, Ubuntu Linux

.NET Senior Software Engineer (Full-Time) - Chicago | April 2014 - May 2015

Leading Real Estate Companies of the World (LeadingRE)



- Created a system for taking courses online which would yield certifications to real-estate agents.
 - Enterprise application delivered and worked out bugs on-time.
 - Managed project timeline and worked with director, lead, database admin, systems admin, and developers.
 - Rearchitected a vendor-based online-learning platform into an in-house application.
 - Built SOAP webservice and Web APIs to facilitate taking courses online.
 - Used Umbraco CMS and learned the library, MVC concept and Razor syntax.
 - Worked with lead, content managers and systems admin to integrate course materials into AWS content delivery network and into existing systems.
 - Worked with lead to build application using AWS Transcoder to create videos in low, medium and high-quality videos to deliver specific device/bandwidth properly.
 - Collaborated with front-end developer on look and feel and integration with registration system.
 - Worked with back-end developer on email system.
 - Worked with database admin on data siphoning and report generation in ADO.NET.
 - Worked with help desk for administration pages front-end and the needs of realty managers.

Technologies Used: .NET/C# Web Forms and MVC (Razor), SQL ADO.NET, Visual Studio, IIS, Web API 2.0, SOAP Web Services, TFS, Entity Framework, AWS, WCF Storm, Fiddler

Anthem Marketing Solutions - Chicago | January 2012 - April 2014

.NET Software Engineer (Full-Time)

- Oversaw the company website and IT operations for the second largest client on retainer.
 - Project managed a developer for a Google maps display of marketing metrics on polygons
 - Automated a twelve-step process to update marketing data every weekend
 - Participate with marketing analysts on calls to deliver client expectations
 - Mentored marketing assistants on basic front-end programming
 - Designed and maintained Facebook and Twitter social media datasets through open authentication

Technologies Used: .NET/C# Web Forms, SQL, Visual Studio, IIS, JQuery, JavaScript, AJAX, SAS, Python, OAuth

Daughters of the American Revolution Chicago Chapter - Chicago | July 2011 - December 2011

.NET Software Engineer (Contract)

- Developed a web application to hold information view able only by members.



- Created administrative pages that could add, delete and change information for use by an administrator.

Technologies Used: .NET/C# Web Forms, SQL, Visual Studio, IIS, Windows Web Server, AJAX

News Blogging Forum (Personal Project) - Chicago | April 2010 - April 2011

Based on Jürgen Habermas's idea of the public sphere

- Set out to create a website for user generated content in the form of storybook blogging, fed to a forum for real-time social interaction of users commenting and sharing, while focused on user experience, interactivity and scalability.

Technologies Used: .NET/C# Web Forms, SQL, IIS, JQuery, JavaScript, AJAX, CSS, RSS and XML

Education

AAS in Computer Information Systems, May 2011

Harry S. Truman City College of Chicago - Chicago

Phi Theta Kappa Honor Society (3.8 GPA)

Gordon Tech High School (Now DePaul College Prep), Chicago, May 2005

Graduated with honors (3.5 GPA)



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

11/2/2020

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).

PRODUCER M3 Insurance Solutions, Inc. 828 John Nolen Drive Madison WI 53713	CONTACT NAME: Katie Flottum PHONE (A/C. No. Ext): 608-288-2846 E-MAIL ADDRESS: Katie.Flottum@m3ins.com		FAX (A/C. No):
	INSURER(S) AFFORDING COVERAGE		
INSURED V-Soft Consulting Group, Inc. V-Soft Consulting Property Group, LLC 101 Bullitt Lane Suite 205 Louisville KY 40222	V-SOCON-01	INSURER A: Federal Insurance Co. INSURER B: Chubb National Insurance Compa INSURER C: Chubb Indemnity Insurance Comp INSURER D: Travelers Casualty & Surety Co INSURER E: ACE American Insurance Company INSURER F:	NAIC # 20281 10052 12777 19038

COVERAGES

CERTIFICATE NUMBER: 1622645073

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 checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			36054258	11/3/2020	11/3/2021	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 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 \$
A	<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			73617800	11/3/2020	11/3/2021	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 DED <input checked="" type="checkbox"/> RETENTION \$ 0			79896758	11/3/2020	11/3/2021	EACH OCCURRENCE \$ 10,000,000 AGGREGATE \$ 10,000,000 \$
B C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input type="checkbox"/> If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N	N/A	71833687 71833688	11/3/2020 11/3/2020	11/3/2021 11/3/2021	<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
D E	Crime Tech Errors & Omissions			0106192669LB 95671615	11/3/2020 11/3/2020	11/3/2021 11/3/2021	Client Coverage 5,000,000 E&O Each Occ. & Agg. 5,000,000

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

Employment Practices Liability
Carrier: Travelers Casualty and Surety Company of America
Policy Number: 0106192669LB
Effective/Expiration: 11/3/20 - 11/3/21
Aggregate Limit: \$2,000,000

Cyber Liability: \$5,000,000
9567-16-15
See Attached...

CERTIFICATE HOLDER**CANCELLATION**

SAMPLE

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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ADDITIONAL REMARKS SCHEDULE

AGENCY M3 Insurance Solutions, Inc.		NAMED INSURED V-Soft Consulting Group, Inc. V-Soft Consulting Property Group, LLC 101 Bullitt Lane Suite 205 Louisville KY 40222	
POLICY NUMBER		EFFECTIVE DATE:	
CARRIER	NAIC CODE	(Empty)	

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,
FORM NUMBER: 25 **FORM TITLE:** CERTIFICATE OF LIABILITY INSURANCE

Effective/Expiration: 11/3/20- 11/3/21

Electronic, Social and Printed Media Liability: \$5,000,000
 9567-16-15
 Effective/Expiration: 11/3/20- 11/3/21

Technology Errors and Omissions Liability Retroactive Date: 11/3/2012



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
Service - Prof

Proc Folder: 986667			Reason for Modification:
Doc Description: WVDOT IT Temporary Staffing Services (81220053)			
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2022-02-15	2022-03-03 13:30	CRFQ 0803 DOT2200000122	1

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code:

Vendor Name : V-Soft Consulting Group, Inc.

Address : 101 Bullitt Lane

Street : Suite 205

City : Louisville

State : Kentucky

Country : USA

Zip : KY 40222

Principal Contact : Jai Bokey

Vendor Contact Phone: (502) 425-8425

Extension: 8404

FOR INFORMATION CONTACT THE BUYER

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

Bijal Shah

Vendor Signature X Sr.Human Resource Manager **FEIN#** 76-0532643 **DATE** 03/03/2022

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

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.

Benjamin Austin, Government Capture Sales Director
(Name, Title)
Benjamin Austin, Government Capture Sales Director
(Printed Name and Title)
101 Bullitt Ln, Suite 205 Louisville, KY 40222
(Address)
(502) 242-1691 / 502.412.5869
(Phone Number) / (Fax Number)
baustin@vsoftconsulting.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.

By signing below, I further certify that I understand this Contract is subject to the provisions of West Virginia Code § 5A-3-62, which automatically voids certain contract clauses that violate State law.

V-Soft Consulting Group, Inc.
(Company)
Bijal Shah
(Authorized Signature) (Representative Name, Title)
Bijal Shah, Sr. Human Resource Manager
(Printed Name and Title of Authorized Representative)
03/03/2022
(Date)
(502) 425-8425 / 502.412.5869
(Phone Number) (Fax Number)

Exhibit A - Pricing Page

WVDOT Information Technology Staffing Services RFQ(81220053)

Revised - Version 2 - 2.22.2022

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 (On-Site)	2080	\$95.00	\$197,600	\$197,600	\$203,528	\$207,598	\$806,326
4.1.1	Senior Mainframe Application Analyst (Remote Work)	2080	90.00	\$187,200	\$187,200	\$192,816	\$198,600	\$765,816
4.1.2	Mainframe Application Analyst (On-Site)	2080	\$85.00	\$176,800	\$176,800	\$182,104	\$185,746	\$721,450
4.1.2	Mainframe Application Analyst (Remote Work)	2080	80.00	\$166,400	\$166,400	\$171,392	\$176,534	\$680,726
4.1.3	Senior Application Oracle Database Administrator (On-Site)	2080	\$115.00	\$239,200	\$239,200	\$246,376	\$251,303	\$976,079
4.1.3	Senior Application Oracle Database Administrator (Remote Work)	2080	110.00	\$228,800	\$228,800	\$235,664	\$242,733	\$935,997
4.1.4	Application Oracle Database Administrator (On-Site)	2080	\$105.00	\$218,400	\$218,400	\$224,952	\$229,451	\$891,203
4.1.4	Application Oracle Database Administrator (Remote Work)	2080	\$100.00	\$208,000	\$208,000	\$214,240	\$220,667	\$850,907
4.1.5	Senior Application DB2 Database Administrator (On-Site)	2080	\$110.00	\$228,800	\$228,800	\$235,664	\$240,377	\$933,641
4.1.5	Senior Application DB2 Database Administrator (Remote Work)	2080	\$105.00	\$218,400	\$218,400	\$224,952	\$231,700	\$893,452
4.1.6	Application DB2 Database Administrator (On-Site)	2080	\$100.00	\$208,000	\$208,000	\$214,240	\$218,524	\$848,764
4.1.6	Application DB2 Database Administrator (Remote Work)	2080	\$95.00	\$197,600	\$197,600	\$203,528	\$209,634	\$808,362
4.1.7	Programmer Analyst (On-Site)	2080	\$80.00	\$166,400	\$166,400	\$171,392	\$174,819	\$679,011
4.1.7	Programmer Analyst (Remote Work)	2080	78.00	\$162,240	\$162,240	\$167,107	\$172,120	\$663,707
Grand Total								\$11,455,441

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.

Jai Bokey Jai Bokey VP Operations
Vendors Signature:



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
Service - Prof

Proc Folder: 986667			Reason for Modification: Addendum No_1 Vendor Questions and responses Attach revised Pricing Page with Formulas
Doc Description: ADDENDUM NO_1 WVDOT IT Temporary Staffing Services(81220053)			
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2022-02-24	2022-03-03 13:30	CRFQ 0803 DOT2200000122	2

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code:
Vendor Name : V-Soft Consulting Group, Inc.
Address : 101 Bullitt Lane
Street : Suite 205
City : Louisville
State : Kentucky **Country :** USA **Zip :** 40222
Principal Contact : Jai Bokey
Vendor Contact Phone: (502) 425-8425 **Extension:** 8404

FOR INFORMATION CONTACT THE BUYER

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

Bijal Shale

Sr. Human Resources Manager

**Vendor
Signature X**

FEIN# 76-0532643

DATE 03/03/2022

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

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ DOT2200000122

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

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

Addendum Numbers Received:

(Check the box next to each addendum received)

- | | |
|--|--|
| <input checked="" type="checkbox"/> Addendum No. 1 | <input type="checkbox"/> Addendum No. 6 |
| <input type="checkbox"/> Addendum No. 2 | <input type="checkbox"/> Addendum No. 7 |
| <input 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 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.

V-Soft Consulting Group, Inc.

Company

Bijal Shah Sr. Human Resources Manager

Authorized Signature

03/03/2022

Date

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

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: V-Soft Consulting Group, Inc.

Authorized Signature: 

Date: 02/24/2022

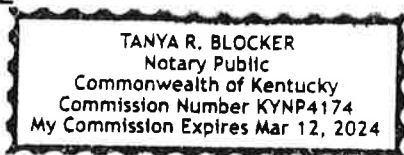
State of Kentucky

County of Jefferson, to-wit:

Taken, subscribed, and sworn to before me this 24 day of February, 2022.

My Commission expires March 12th, 2024.

AFFIX SEAL HERE



NOTARY PUBLIC



Purchasing Affidavit (Revised 01/19/2018)

West Virginia Ethics Commission



Disclosure of Interested Parties to Contracts

Pursuant to *W. Va. Code* § 6D-1-2, a state agency may not enter into a contract, or a series of related contracts, that has/have an actual or estimated value of \$1 million or more until the business entity submits to the contracting state agency a Disclosure of Interested Parties to the applicable contract. In addition, the business entity awarded a contract is obligated to submit a supplemental Disclosure of Interested Parties reflecting any new or differing interested parties to the contract within 30 days following the completion or termination of the applicable contract.

For purposes of complying with these requirements, the following definitions apply:

"Business entity" means any entity recognized by law through which business is conducted, including a sole proprietorship, partnership or corporation, but does not include publicly traded companies listed on a national or international stock exchange.

"Interested party" or *"Interested parties"* means:

- (1) A business entity performing work or service pursuant to, or in furtherance of, the applicable contract, including specifically sub-contractors;
- (2) the person(s) who have an ownership interest equal to or greater than 25% in the business entity performing work or service pursuant to, or in furtherance of, the applicable contract. (This subdivision does not apply to a publicly traded company); and
- (3) the person or business entity, if any, that served as a compensated broker or intermediary to actively facilitate the applicable contract or negotiated the terms of the applicable contract with the state agency. (This subdivision does not apply to persons or business entities performing legal services related to the negotiation or drafting of the applicable contract.)

"State agency" means a board, commission, office, department or other agency in the executive, judicial or legislative branch of state government, including publicly funded institutions of higher education: Provided, that for purposes of *W. Va. Code* § 6D-1-2, the West Virginia Investment Management Board shall not be deemed a state agency nor subject to the requirements of that provision.

The contracting business entity must complete this form and submit it to the contracting state agency prior to contract award and to complete another form within 30 days of contract completion or termination.

This form was created by the State of West Virginia Ethics Commission, 210 Brooks Street, Suite 300, Charleston, WV 25301-1804. Telephone: (304)558-0664; fax: (304)558-2169; e-mail: ethics@wv.gov; website: www.ethics.wv.gov.

West Virginia Ethics Commission
Disclosure of Interested Parties to Contracts

(Required by W. Va. Code § 6D-1-2)

Name of Contracting Business Entity: V-Soft Consulting Group, Inc. Address: 101 Bullitt Lane Suite 205 Louisville, KY 40222

Name of Authorized Agent: Not Applicable Address: _____

Contract Number: Not Applicable Contract Description: _____

Governmental agency awarding contract: West Virginia Department of Transportation (WVDOT)

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:  Date Signed: 02/24/2022

Notary Verification

State of Kentucky, County of Jefferson:

I, Bijal Shah, 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 24th day of February, 2022.


Notary Public's Signature

To be completed by State Agency:

Date Received by State Agency: _____

Date submitted to Ethics Commission: _____

Governmental agency submitting Disclosure: _____

