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Procurement | Budgeting | Accounts Receivable | Accounts Payable

Welcome, Christopher W Seckman

Solicitation Response(SR) | Dept: 0802 | ID: ESR05062500000006789 | Ver.: 1 | Function: New | Phase: Final | Modified by batch , 05/06/2025

Header 2

List View

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

Procurement Folder: 1640548	**SO Doc Code:** CRFQ
Procurement Type: Central Master Agreement	**SO Dept:** 0802
Vendor ID: VS0000004169	**SO Doc ID:** DMV2500000004
Legal Name: LANCESOFT INC	**Published Date:** 4/28/25
Alias/DBA:	**Close Date:** 5/6/25
Total Bid: $1,620,000.00	**Close Time:** 13:30
Response Date: 05/06/2025	**Status:** Closed
Response Time: 13:27	**Solicitation Description:** Mainframe Application Programmer Technical Staffing Services
Responded By User ID: LanceSoft	**Total of Header Attachments:** 2
First Name: Prashant	**Total of All Attachments:** 2
Last Name: Arni	
Email: marketing@lancesoft.com	
Phone: 703-674-4500	

Proc Folder:	1640548
Solicitation Description:	Mainframe Application Programmer Technical Staffing Services
Proc Type:	Central Master Agreement

Solicitation Closes	Solicitation Response	Version
2025-05-06 13:30	SR 0802 ESR05062500000006789	1

VENDOR
VS0000004169
LANCESOFT INC

Solicitation Number:	CRFQ 0802 DMV2500000004				
Total Bid:	1620000	**Response Date:**	2025-05-06	**Response Time:**	13:27:20
Comments:					

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

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

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Mainframe Application Programmer Technical Staffing Services				1620000.00

Comm Code	Manufacturer	Specification	Model #
81111600			

Commodity Line Comments:

Extended Description:

Mainframe Application Programmer Technical Staffing Services. This will be an open-end services contract that will provide the services of mainframe application programmer analysts on an hourly rate basis to provide technical expertise to meet agency needs. These services will be utilized to develop modifications and enhancements to the mainframe computer systems currently utilized by the DMV.

LANCESOFT

LanceSoft Inc.

Proposal Submitted For

CRFQ 0802 DMV2500000004
Mainframe Application Programmer Technical Staffing Services

Submitted By:

LanceSoft, Inc.
2121 Cooperative Way, Suite 130
Herndon, VA 20171
Phone: 703-674-4500
Fax: 703-935-0339

Submitted To:

State of West Virginia Department of Administration Purchasing Division.
2019 Washington Street East
Post Office Box 50130

POC: Prashant Arni
Phone: 703-674-4565
Email: marketing@lancesoft.com

CAGE Code: 4AUM9
DUNS: 154610971
TIN: 54-1974095
Business Size: Minority Owned Business Enterprise (MBE)

(703) 674-4500   www.lancesoft.com   **2121 Cooperative Way, Suite 130 Herndon, VA 20171**

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1. COVER LETTER

LANCESOFT

2121 Cooperative way| Suite 130 | Herndon | VA 20171 | 703-674-4500 Phone | 703-935-0339 Fax

6-May-25

To- John W Estep,
State of West Virginia
Bid Clerk
Department Of Administration
Purchasing Division
2019 Washington ST E
Charleston WV 25305 US

Subject: Response to State of West Virginia -Mainframe Application Programmer Technical Staffing Services CRFQ-0802-DMV2500000004-4.

LanceSoft Inc. is pleased to submit its proposal through our response to State of West Virginia - Mainframe Application Programmer Technical Staffing Services CRFQ-0802-DMV2500000004-4.

Our offer, in response to the above solicitation, is 100 percent compliant with all requirements and in many cases, we exceed the requirements to provide the State of West Virginia with a high-value solution to the requirement.

LanceSoft states acceptance of all solicitation terms, conditions, and provisions. This offer shall remain valid for a period of 180 days. We hereby acknowledge that we have read and understood the Addendum 1 through 4 and CRFQ issued in response to this solicitation from State of West Virginia.

Established in 2000, LanceSoft is a privately-owned S corporation, headquartered at 2121 Cooperative Way, Suite 130, Herndon, VA, and the federal tax identification number is 54-1974095. LanceSoft has 25+ years of experience in providing Temporary IT staffing services to a diverse base of clients across various domains and geographies.

LanceSoft is keen to engage with the State of West Virginia and enter a long-term strategic staffing partnership. We have provided all the mandatory forms and documents as applicable to this CRFQ.

I, the undersigned, Prashant Arni, Sr. VP-Delivery and Operations of LanceSoft. I am authorized to sign the enclosed offer and will be the designated representative for purposes of this CRFQ and an authorized negotiator for a contract resulting from this offer. You may reach me at 703-674-4500 Phone, 703-935-0339 fax, or via e-mail at **marketing@lancesoft.com.**

Respectfully

Prashant Arni,
Sr. VP-Delivery and Operations,
LanceSoft, Inc.

2. VENDOR RESPONSIBILITY

The vendor must provide an hourly rate that is inclusive of all costs including, but not limited to federal, state and local withholding taxes, social security and Medicare taxes as well as all unemployment compensation, workers compensation, general and professional liability premiums. All overhead for the vendor and fringe for the candidates must be included in the successful vendor's hourly rates. All travel expenses must be included in the vendor's hourly rates.

We have provided our hourly rates separately. We hereby confirm that all the charges are included in our markup, and we will not charge any other fees.

2.1 Vendor shall provide the Agency with information for the candidates according to state and federal standards, including applications. These should be included in the bid submission along with documentation required to support the candidate's qualifications. Documents will be required prior to award of contract.

LanceSoft herby acknowledges the requirement to provide candidate information in accordance with all applicable state and federal standards. As a responsible staffing partner, LanceSoft ensures that each submitted candidate's profile includes a completed application, resumes, and supporting documentation that validate the individual's qualifications, certifications, licenses, and experience as required by the position and governing regulations.

We have included all such documentation in section 3 as part of our bid submission and will furnish any additional required documents prior to the award of the contract, as requested by the Agency. LanceSoft maintains a rigorous internal compliance process to ensure that all candidates meet the legal and contractual standards established at both the state and federal levels.

2.2 The Vendor's provided candidates must consistently perform the contracted duties as outlined in these specifications and in accordance with the delivery order issued against this open-end contract.

LanceSoft is committed to providing qualified candidates who consistently perform their contracted duties in alignment with the specifications outlined in the solicitation and any subsequent delivery orders issued under the open-end contract.

We maintain a thorough vetting, onboarding, and performance monitoring process to ensure our personnel uphold high standards of professionalism, reliability, and compliance. LanceSoft also maintains regular communication with both the placed candidates and the client to proactively address performance expectations and ensure continued alignment with contractual requirements.

2.3 The successful candidates will be required to present a timesheet for approval on a weekly basis

LanceSoft acknowledges and will comply with the requirement for successful candidates to submit a weekly timesheet for approval. All LanceSoft-assigned personnel are instructed to maintain accurate records of hours worked and submit timesheets on a weekly basis, as per client-specific protocols.

We also provide time sheet templates and system access (if required) to streamline this process and ensure timely approvals. Our internal account management team actively monitors time reporting compliance to support accurate invoicing and contract adherence.

3. CANDIDATE RESUME

Kavya Vutla- Mainframe Application Programmar

KAVYA VUTLA

PROFESSIONAL SUMMARY:
- 8+ years of IT experience in Mainframe application development.
- Experience in Pharmacy Benefit Manager(PBM) (OPTUM - American Healthcare).
- Proficient with COBOL, JCL, CICS, VSAM, DB2, and mainframe tools.
- Experienced in Application Development, Application Support, Major & Minor enhancements, and Batch Support in Mainframes.
- Good analytical, decision-making, and problem-solving skills.
- Good team player who demonstrated the ability to deliver appropriate quality solutions under pressure. Pro-active with strong analytical skills.
- Well experienced in handling and solving business critical application issues within stringent SLA limitations.
- Part of a mainframe support team to resolve user issues using COBOL IDMS/CICS/DB2.
- Enhancement of IDMS database and VSAM files.
- Ability to assess requirements, alternatives, and risks/benefits.
- Accountable for designing, coding, development, testing, documentation and debugging of applications to fulfill the business requirements.
- Knowledge of Documentation of analysis, SPUFI (SQL Processor Using File Input), Server Technology, CICS & Data Transmission- FTP, SFPT, FTPS.
- Knowledge of Utilities -Syncsort, IDCAMS, IEBGENER, IEFBR14.
- Provided post-implementation, application maintenance and enhancement support to the client about the software application.
- Involved in developing applications for the mainframe using IDMS
- Interacted with clients for requirement gathering, system analysis, finalization of technical & functional specifications and high-level design documents.
- Provided support for Integration Testing, Peer Review, and creation of Unit Test plan & Results.
- Ability to rapidly learn new concepts together with excellent interpersonal skills.
- Have contributed to all phases of the Software Development Life Cycle (SDLC).
- Developed simple and complex SQL queries for retrieving, analyzing production data.
- Good knowledge in coding and debugging Teradata SQL utilities.
- Experience on Teradata database analyzing business needs of clients, developing effective and efficient solutions.
- Good hands-on Teradata Cursors.
- Prepared and maintained technical artifacts such as micro services API specifications and User interface specifications.
- codes and positioning data from the IDMS database and VSAM
- using COBOL II.
- Worked on middleware instances like specifying parameters.
- Performed root cause analysis for impacts and changes.
- Maintained the Cage Management System using IDMS ADS/O and DC-Cobol. Duties included enhancing, testing, and debugging production programs.
- Collaborate with others on the product development team.
- Proficiency in Healthcare and Health Plan terminology, and medical coding like CPT, HCPCS, HIPPA, ICD9 & ICD10 CDT, Revenue, DRG, and other relevant medical and industry-standard codes.
- Claims calculation like copay, co-insurance, Deductible & Out of Pocket.
- Have good knowledge of the claims process in the health insurance domain.

TECHNICAL EXPERTISE:
- Key Skills   COBOL,JCL, DB2, VSAM, IBM Utilities, SQL, REXX, CICS
- Operating systems : IBM Mainframe Z/OS, MVS, Windows 9x/2000/XP
- Languages   : COBOL, JCL, SQL
- Database   : IBM DB2
- Access Method   : VSAM
- Automation Office   : MS-Word, MS-Excel, MS-Outlook, MS-PowerPoint, MS-Office
- Tools & Utilities   : TSO, ISPF, ENDEVOUR, File-Aid/Manager, QMF, SPUFI, XPEDITOR, REXX, JOBTRAC,CA-7,Abend-Aid,TOAD,Control-M,FTP, Workbench, SYSTAR, CA-ESP,CHANGEMAN
- Sorting technique   : SYNCSORT, DFSSORT
- Others   : Service Now, JIRA, Target Process, Git, Confluence, Shared folder

EDUCATIONAL SUMMARY:
- Bachelors in computer science engineering from Jawaharlal Nehru Technological University, Kakinada, India (2010-2014)

TRAININGS:
- Completed Azure Cloud Solution Architect training in 2022.
- Completed Agile & Scrum process training in 2021.
- Completed Hadoop - Big data Training in 2022.

SELECTED ACCOMPLISHMENTS:
- Received Star award in Q4-2017 for the appreciation that got from Business in handling and taking necessary.
- Steps to avoid the issue permanently which is related to processing a claim (changed the process and saved
- Business dollar amount).
- Awarded with Bravo in Q3- 2016 for finding the route cause to a critical production issue and fixing it.
- Completed AMH – 250 certifications related to health care domain within the organization.
- Trained in Claim level 1 and level2 classes related to health care claim process and scored 90% in assessment.

PROFESSIONAL EXPERIENCE:

TJX – Massachusetts.   **Mar 2024 – Present**
Mainframe Developer
Project : Europe Modernization and Field constraints.
Description: TJX is the leading off-price apparel and home fashions retailer in the U.S and worldwide, with four global home offices, seven brands, and nearly 4700 stores.
Roles and responsibilities:
- Understanding the current program flow and analyzing the impact for the new enhancements.
- Finding the total number of programs involved for the new changes.
- Investigating the dependency jobs and sub-programs impact.
- Changing the store field and zone field length according to the requirements.
- Finding the files that used store and zone fields and extending the file length without impacting the preceding field and file format.
- Writing the test case scenarios and unit testing.
- Prepared run JCL to executed Procedure and changed programs.
- Comparing the test and production results and making sure test should match the production result except the change.
- Preparing technical documentation and logging the test results.
- Did system testing for the changes made.
- Worked on DB2 program changes that involves Binding , package and plan.
- Also worked on Batch program with VSAM files.
- Used Control-M tool for Jobs to run the program changes.
- Monitored and supported production issues.
Environment: COBOL, JCL, CICS, DB2, VSAM, ENDEVOUR, FILE-AID, XPEDITER, SPUFI & QMF, FOCUS CODE, CONTROL-M, OPC SCHEDULER, IBM utilities, SYNCSORT, IDCAMS, FTP, SFTP, SDSF, RACF, FOCUS, REXX, NDM, CA-7,CHANGEMAN.

DOT - DMV, West Virginia state.   **Feb 2019 – Mar 2024**
Mainframe Application Analyst
Description : The West Virginia Department of Transportation (WVDOT) is the state agency responsible for transportation in West Virginia. The Department of Transportation serves as an umbrella organization for seven subsidiary agencies which are directly responsible for different areas of the state's infrastructure. The West Virginia Division of Motor Vehicles (DMV) handles vehicle registration and driver licensing for the state. In addition to its headquarters in Charleston, it operates a network of 23 regional offices throughout West Virginia.
Roles and Responsibilities:
- Understanding the MRC Global Mainframe Application Portfolio and Supporting the day-to-day Operations.
- Installed BMC control product Control -M and successfully migrated from V9.0 TO V9.12.
- Installed and migrated CICS from V5.3 to V5.4.
- Installed, maintaining and customizing third party products like Syncsort, BMC Main view, Control-M.
- Performing regular RSU maintenance for Z/OS, CICS and DB2.
- Managing and supporting CICS.
- Managing service classes, JES2 and customizing system parmlibs.
- Performing DBA activities like giving read-only, write access to specific users for the tables.
- Performance tuning for DB2 by optimizing SQL queries, building indexes and altering zparms.
- Using CA endeavor for creating packages and deploying code changes.
- Running daily checks for the system.
- Applying license for the thirds party products.

- Making channel path online and offline.
- System validation on major upgrades.
- Worked on SCM to make production JCL changes.
- CICS daily health Check.
- CICS-MQ connectivity check .
- Taking CICS dumps for storage violation.
- Performance monitoring and tuning the CICS sub-system using BMC supplied CICS utilities.
- Defining new tasks in system automation policy.
- Security administration using ACF2 authorization.
- Controlling RACF security between project groups.
- ISPS panel customization.
- Recently Did migration form IBM mainframe to ENSONO Blue zone mainframe.
- Maintenance of JCLs, PROCs, PARMs and Loads for application.
- Write Complex queries using SPUFI to perform various operations on the database.
- Working with business, architects, DB2 admins & front-end team to make sure the data functionality is correct.
- Using XPEDITOR to debug both online and batch programs.
- Using Control-M to build, define, schedule, manage and monitor production workflows and improve SLAs.
- Used different tables in CICS like TCT, PCT & PPT.
- Develop and test CICS web Services to be consumed by team to integrate online functionality.
- Responsible for tracking of trouble tickets and resolution of escalated production issue incidents and resolving within SLA.
- Used various IBM utilities like DFSORT, IEBGENER and IDCAMS to write various jobs depending on requirements.
- Creating and modifying existing JCL's & Analyzing and Modifying the existing COBOL programs as per requirements, VSAM files.
- codes and positioning data from the IDMS database and VSAM
- Live movement of project into production with version control tool Endevor.
- Provide the DB2 table details like schema, key details, and the record count etc. to business to estimate. And responsible for executing multiple SQL queries for various ad hoc requests for client on production Technologies for extracting data for business or for analysis.
- Answering technical support queries and implementing fixes for application problems.
- Contribute to and implement the technical design as part of a Scrum team and provide innovative solutions to complex problems.
- Worked on cross functional teams to proactively address support issues.
- Providing permanent fixes for recurrence abends under maintenance.
- Support any issues in daily batch operations and help to fix the application-level issues.
- Handling abends occurred during job execution and giving the temporary solutions to the problem.
- Enhanced the Vehicle registration System using CICS/VSAM.
- Debugging and solving issues with the exiting mappings.
- Created Business checkouts which required sending daily reports to business.
- Involved in identifying business requirements and given thoughts to decide the architecture.
- Coordinates with customers to resolve technical support issues.
- Fixed problems by own responsibility and rectifies errors by modifying the database.
- Coordinate extensively with the lead for design, deployment, and testing activities.
- Producing detailed design documentation.
- Restructure existing code for better performance. Optimized SQL queries for better performance.

Environment: COBOL, JCL, CICS, DB2, VSAM, ENDEVOUR, FILE-AID, XPEDITER, SPUFI & QMF, FOCUS CODE, CONTROL-M, OPC SCHEDULER, IBM utilities, SYNCSORT, IDCAMS, FTP, SFTP, SDSF, RACF, FOCUS, REXX, NDM, CA-7,CHANGEMAN.

Optum, Hyderabad   **Mar 2015 – Jul 2018**
Software Engineer
Description: Optum, Inc. is an American pharmacy benefit manager and health care provider. It has been a subsidiary of UnitedHealth Group since 2011. Optum is committed to making health care work better, leading the way to better experiences, better health, and lower costs for you. Optum's three businesses, OptumRx, Optum Health and Optum Insight focuses on five core capabilities: data and analytics, pharmacy care services, population health, healthcare delivery and healthcare operations. Optum serves employers, government agencies, health plans, life science companies, care providers and individuals and families offering products in data and analytics, pharmacy care services, health care operations and delivery, population health management and advisory services.
Role and Responsibilities:
- Accountable for understanding the business requirements sent by the clients.

- Involved in coding and enhancement of COBOL programs and assessed the changes and implemented in Production.
- Supported and Implemented support for the code until the code is moved into production technology.
- Extensively used Ticketing tool Service Now.
- Creating tasks under incidents with the other interfaces and tracking them to resolve incidents properly.
- Updated and connected with users via Service Now to let users know about the progress of the issue.
- Worked closely with functional and technical project leads, subject matter experts, SMEs and other business groups to identify and analyze business requirements.
- Developing Technical and Functional designs to enhance existing Mainframe systems.
- Conducted coding as per coding standards and designed build test data.
- Performed test cases during unit testing and captured test case results for further validations.
- Developed UTP preparation and approvals.
- Collaborating with other team members to ensure successful implementation of the development effort.
- Enhanced the Health Insurance process and Research System using IDMS.
- Analyzing impact and preparing estimation.
- Reviewing the code, Validating, and verifying the test results.
- Supporting and resolving/fixing test region abends within SLA.
- Monitored and validated the production code to ensure expected results.

Production Support:
- Responsible for monitoring and maintaining all mainframe systems.
- Responsible for creating a monthly mainframe error report that was submitted directly to management.
- Files to their Resource IDMS database using IDMS COBOL.
- Developed several procedural manuals for upgrading and maintaining the mainframe system.
- Assisted in monitoring all mainframe systems and reporting performance issues to management.
- Assisted in creating new maintenance protocols each time a new computer platform was added to the mainframe system.
- reports for various users using IDMS COBOL. Coded online data.
- Responsible for tracking of trouble tickets and resolution of escalated support incidents.

Environment: COBOL, JCL, CICS, DB2, VSAM, ENDEVOUR, FILE-AID, XPEDITER, SPUFI & QMF, FOCUS CODE, CONTROL-M, OPC SCHEDULER, IBM utilities, SYNCSORT, IDCAMS, FTP, SFTP, SDSF, RACF, FOCUS, REXX, NDM, CA-7,CHANGEMAN.

3.1 Candidate Documentation

Reference for Kavya Vutla- Mainframe Application Programmer

Company Name	TJX Massachusetts
Contact Person	J R Oliver
Contact Title	Manager
Email Address	jr.oliver@wv.gov

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ DMV2500000004

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

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

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

[X]   Addendum No. 1   [   ]   Addendum No. 6

[x]   Addendum No. 2   [   ]   Addendum No. 7

[x]   Addendum No. 3   [   ]   Addendum No. 8

[   ]   Addendum No. 4   [   ]   Addendum No. 9

[   ]   Addendum No. 5   [   ]   Addendum No. 10

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

_____
LanceSoft, Inc.
Company

_____
Authorized Signature

05/06/2025
_____
Date

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

5. COMPANY PROFILE

Established in 2000, LanceSoft is a privately-owned S corporation, headquartered at Herndon, VA along with more than 24 support offices throughout North America. We have developed partnerships with top companies and deep relationships with IT consultants across the USA. LanceSoft has over 25+ years of experience in providing temporary IT staffing and Solutions to a diverse base of clients across various domains and geographies.

LanceSoft offers IT USA Contingent workforce services tailored to meet the diverse needs of small, medium and large-sized enterprises across diverse industries such as Information Technology, Finance, Banking, Engineering, Pharma, Automotive, Education, Utility, Oil & Gas, Petro Chemicals, Energy, Aerospace, Semi-Conductor, Telecom, Retail and many more.

Company Snapshot	
Legal Company Name	LanceSoft Inc.
Ownership Structure	S corporation
Headquarter Address	2121 Cooperative Way, Suite 130 Her VA 20171
Year of Incorporation	2000
Employees & Contractors	3,600+ Contractors across USA 4600+ Contractors across the Globe 1200+ internal employees
Annual Revenue 2023	$353 Million
POC Contact Details	POC: Prashant Arni Phone: 703-674-4565 Email: marketing@lancesoft.com
Website Address	www.lancesoft.com

Mission	"To Combine Human Touch, Community Curation & Technology to Recruit - Top Talent". We focus on balancing cost, time, and quality - leveraging our experience, nurturing creativity, driven by ethics in a challenging and highly competitive area of talent acquisition to bring quality talent to our clients. With proven processes, methodologies and best practices, our core objective is not only to succeed but to exceed our customer expectations.
Vision	Source Global Work force provider" adding value to its customers, employees, and partners

Our Diversity Status

LanceSoft holds the MBE certification issued by NMSDC, State of Tennessee, NYC Small Business Services and Minority-Women Business Enterprise certification issued by Virginia Dept. of Small Business & Supplier Diversity (SWAM). **LanceSoft is a certified corporate plus member by NMSDC -MBE and** certified as WBE by NCTRCA. We have also invested in building our very own consciously bias diverse hiring platform called TADAH! (Together Achieve Diversity & Harmony) to promote, place & educate DEI candidates and corporations.

BBB ACCREDITATION: LanceSoft has been accredited by the Better Business Bureau (BBB). BBB accreditation is a renowned certification in the industry, and this will showcase LanceSoft standing behind BBB values as well as our own.

CRFQ 0802 DMV2500000004 – Mainframe Application Programmer Technical Staffing Services

Line of Business

Financial Viability

LanceSoft is a financially stable and rapidly growing company across the USA. LanceSoft currently has a **credit line of $30 Million** and has the required financial capacity to provide the services. We assure the client that we have the necessary financial capacity and working capital to perform the contract without assistance from any outside source.

USA and Global Footprint

Headquarters in Herndon, VA, we have a network of **twenty-four (24) branch offices across the US** and currently service across 50 states of the USA. Below are the locations of our branch offices.

Washington (DC)	Fremont (CA)	Atlanta (GA)	Beaverton (OR)	Cincinnati (OH)
Irving (TX)	Denver (CO)	Chicago (IL)	Salt Lake City (UT)	Birmingham (AL)
Sugar Land (TX)	Clarkston (MI)	Boston (MA)	Richmond (VA)	Charlotte (NC)
San Diego (CA)	Orlando (FL)	New York (NY)	Seattle (WA)	Columbia (SC)
Lexington (KY)	Bloomington (MN)	Philadelphia (PA)		

Our Awards

LanceSoft is an ISO 9001:2015 certified company fulfilling the requirements for a quality management system (QMS). LanceSoft has been assessed and found to confirm the requirements of ISO 14001:2015 & ISO/IEC 27001:2013.

Our extensive Placement & staffing experience and top performance across several Placement & staffing programs is a great testament of our credibility. LanceSoft is currently an active "Preferred-Supplier" for over 200 mid to large staffing programs across the globe. Our list of Awards and Accolades that LanceSoft received recently from our clients

OUR EXPERIENCE

Our strong industry experience and attributing a major share of staffing revenue to the IT industry makes LanceSoft fully equipped to State's Requirements. We have specialized recruiting teams for our clients with IT requirements that have the combined creative, technical, business and domain experience in the domain and hence are highly capable of screening the best-fit candidates for any positions. LanceSoft has a dedicated proactive recruiting team that maintains our ever-growing contractor network of qualified, highly skilled profiles with specific domain knowledge and at the same time being in line with the current market trend. Our significant staffing methodology, sourcing strategies and past performance in providing IT staffing services demonstrates our strong experience that can be tailored to meet State's requirements.

Our home-grown product CPX, helps in maintaining a huge database of prequalified candidates and pipelining 20-30 candidates daily. This process accentuates our performance and helps in a quick turnaround time. The database has over **25 million profiles** segregated as per the location, skill set, domain, and experience level. With a high client retention rate, we create lasting relationships with our clients by providing quality services and consistently delivering value by using a multi-faceted approach based on a Global delivery capability, deep domain expertise allied to a vast technology base, all harnessed by our adaptive quality processes and strong methodologies.

Having profound experience in servicing clients with IT management & Staffing services needs that are highly comparable to the size and scope of state's Staffing program, LanceSoft clearly understands the dynamics of account, its environment and any associated potential issues and risks. This makes us fully equipped to handle any kind of operational needs in the most efficient manner ensuring a long-standing relationship. With in-depth domain knowledge, expertise, and mature processes we possess, LanceSoft is fully equipped to understand its clients' needs and makes a constant effort at providing innovative and cost-effective solutions to its clients.

Having a well-crafted recruitment process built on years of profound global recruitment experience gives LanceSoft the competitive edge in providing top-class resources to its clients in the shortest possible turn-around times. A perfect blend of unique recruiting methods and technologies, coupled with advanced recruitment techniques, has enabled LanceSoft to grow as one of the most sophisticated Contingent Workforce (CW) Providers. Our staffing methodology, sourcing strategies and performance in as recent past in providing IT staffing services demonstrates our strong experience that can be tailored to meet State's requirements.

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LANCESOFT'S EXPERIENCE IN SUPPORTING SIMILAR JOB TITLES

LanceSoft has established itself as one of the most sophisticated firms in the IT Staffing Industry. LanceSoft has profound experience in providing premier consultants with expertise in IT Staffing.

Below are some of our experiences in IT industry for past years with various temporary staffing services provided by LanceSoft including but not limited to the following:

Name of the Client	Period of Performing the Services	Services Rendered	Detailed Description of the Work Performed
State of South Carolina	4+ years	IT Staffing Services	We have provided the candidates to State of South Carolina for the positions including, but not limited to Business Analyst , IT Service Management Application Architect IT Service Management, Implementation Enterprise Architect, Information Security Specialist, GIS Professional, IT Infrastructure Specialist and etc.
State of Florida	5+ years	IT Management Services	We have provided the candidates to State of Florida for the positions including, but not limited to Desktop Support Technician, Help Desk Analyst Application Support Specialist Assistant, IT Specialist, Procurement Specialist, Inserting Machine Operator, etc.
State of Colorado	3+ Years	IT Staffing Services	We have provided the candidates to State of Colorado, for the positions included but not limited to Clarity Solution Consultant (Technical) Cloud Services Specialist Control Systems Engineer, Desktop Support Technician, Help Desk Analyst, Computer Operator, Inserting Machine Operator, Network Systems Engineer, Sr. Network Engineer, Database Administrator, and many more.
City of Anaheim	5+ Years	IT Temporary Staffing Services	We have provided candidates to the City of Anaheim for positions including, but not limited to Web Developer, Sr. Web Developer Systems Administrator, Sr. Systems Programmer, QA Software Testing Specialist, Report Writer, Information Security Analyst, Security Administrator, Data Expert, Project Managers, Business Analyst and Many more, etc.

Our clients

BELOW ARE SOME OF OUR CLIENTS SIMILAR IN SIZE AND SCOPE:

Our Public Clients Include: State of South Carolina, State of Arkansas, State of Arizona, State of Colorado, State of Connecticut, State of Florida, State of Georgia, State of Iowa, State of Massachusetts, State of Maine, State of Michigan, State of Minnesota, State of New Jersey, City of Clermont, City of Phoenix, City of Anaheim, City of Tacoma, City of Redmond, City of Virginia Beach, City of saskatoon, City of Wentzville, The City of Colorado Springs, City of Dearborn, City of Clermont, etc.

Our IT Clients Include Capgemini America Inc, Tech Mahindra Americas Inc, CDK Global, Cognizant Technology Solutions Corporation, Conduent, EMD Millipore Corporation, Infosys America, Unisys Corporation, Zoox Labs Inc, KPIT Infosystems Inc, Object Technology Solutions Inc, Sun Technologies Inc, Celerity IT LLC, INTEL, Coolsoft LLC, CGI Technologies and Solutions Inc, Computer Enterprises Inc, Michigan Software Labs, Ericsson, Honeywell International Inc, L & T Technology Services, IDC Technologies Inc, CSC, AT&T and many more.

OUR UNDERSTANDING OF THE SCOPE OF SERVICES

LanceSoft understands the objective of this CRFQ wherein State Of West Virginia intends to hire qualified, experienced, financially sound, and responsible IT based staffing agencies to assist the State Of West Virginia to implement and/or maintain IT support of the State Of West Virginia's strategic objectives. State Of West Virginia needs IT staff augmentation resources to help with project work or backfill for support personnel who are needed for project assignments.

We understand that State Of West Virginia is seeking to obtain contractors that can provide staff resources to support State of West Virginia in managing IT related operational tasks. The qualified vendor should complete projects in a timely and cost-effective manner.

State Of West Virginia is looking for contractors who have significant depth of experience with IT delivery systems that incorporate environments preferably those affiliated with large academic centres comparable to State of West Virginia on an as-needed basis.

LanceSoft will provide the staffing services for all the categories listed below but not limited to (as per the CRFQ):

- Mainframe Application Programmer

LanceSoft follows best-in-class business processes that add value to the client program, thereby setting a benchmark for all other organizations. By implementing these unique approaches in delivering our staffing solutions to our clients, LanceSoft is consistently recognized as a top performer across several client contingent worker programs.
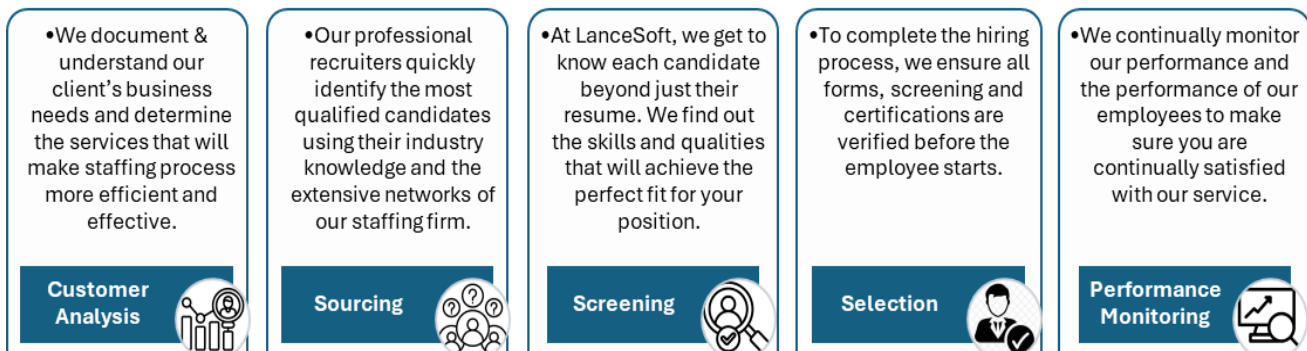
- ↗ Our award-winning Artificial Intelligence based workflow and analytics platform, CPX.
- ↗ LanceSoft investment in self-training and vocational training schools in HUB zones.
- ↗ Our focus is on engaging, re-training and deploying our heroes, the veterans.
- ↗ Focus on Diversity & Inclusion, hiring & deploying to exceed federally required minimum spending.
- ↗ Crowd sourcing
- ↗ Virtual Reality Recruiting using VR headsets at trade shows and recruiting drives.
- ↗ Branding through social media for target audiences.
- ↗ National hiring events around Major Metros.
- ↗ Mobile Recruitment.
- ↗ Match talent pipeline using machine Learning.
- ↗ Global staffing model support for clients with operations in multiple countries.
- ↗ Competitive Cost
- ↗ On-demand capabilities to scale up/ down

6. APPROACH AND METHODOLOGY

Making the match is what we do and LanceSoft aims for a superior match each time we place technology talent on assignment. We will work closely with the State of West Virginia to gain an in-depth understanding of your staffing and partnership requirements. Rather than simply collect a "laundry list" of requirements and skills, LanceSoft asks questions that allow us to build a functional job profile, including key success milestones and attributes that allow us to match not only skills and experience, but also subtle elements such as fit with managerial style, corporate culture, etc. With this knowledge, we have developed a thorough candidate profile that forms the basis of our recruitment strategy.

Our engagement process is focused on our clients and their business needs. This consultative approach, known as our **Match Fit Program**, details from start to finish how our staffing firm selects the perfect candidate for the client's organization. The Match Fit Program includes five phases, which are customized to service your account most effectively.

Customer Analysis	Sourcing	Screening	Selection	Performance Monitoring
•We document & understand our client's business needs and determine the services that will make staffing process more efficient and effective.	•Our professional recruiters quickly identify the most qualified candidates using their industry knowledge and the extensive networks of our staffing firm.	•At LanceSoft, we get to know each candidate beyond just their resume. We find out the skills and qualities that will achieve the perfect fit for your position.	•To complete the hiring process, we ensure all forms, screening and certifications are verified before the employee starts.	•We continually monitor our performance and the performance of our employees to make sure you are continually satisfied with our service.

Sourcing/Recruiting Methods

1. Careers Website

LanceSoft careers website is a central aspect of managing the recruiting processes. Our goal is to attract potential candidates to our company, build long-term relationships, assess candidate fit for open Positions and finally capture and process candidate information in a structured way.

With careers Website best practices in place, we achieve a competitive edge in recruiting the most-qualified Positions candidates quickly and gain financial benefits from direct and opportunity cost reductions. These practices automate recruiting activities that have a direct impact on the cost, reach, and breadth of candidate sourcing and processing. High quality and fit of hires translate into higher productivity and better work satisfaction, consequently producing higher retention rates.

The following are the best practices for careers websites which increases our odds of recruiting the most-qualified candidates and reduces direct as well as opportunity costs.

| **Applicants Anonymity** | • Because many potential IT candidates will be employed while they search our career website for openings, privacy and confidentiality are important. We ensure that the database management, workflow rules, and recruiting processes are aligned to protect the candidates' anonymity. |

| **Tailor Online Applications** | • We are using pre-screening tools which will quickly separate qualified from unqualified IT candidates based on answers to questionnaires. |

| **Keep Track of Candidate Information** | • The candidates will create and maintain a personal profile on our careers Website and attach IT job positions to their profile. The profile is then saved in our company's candidate database and accessed through an appropriate password. Our recruiters will view structured data about a candidate, including access to job-specific screening questions to easily assess fit. By tracking candidate information by job, we gather the necessary data for compliance reporting as well. |

| **Job Seekers & Employees Post our Open Positions on Facebook** | • We allow our job seekers to post IT Positions on their Facebook page, we can increase the exposure of our open IT positions—and reach a larger pool of IT Positions candidates at lower sourcing costs. In addition, we believe that the employees are one of our best sources for referrals. We encourage them to post open IT positions on their Facebook page and refer their friends. |

| **Enable Job Searches** | • A job search engine is a core component of our careers Website. It helps job seekers IT job openings that meet their requirements quickly and efficiently. We make sure that current IT job openings are in the searchable database also reduces the accounting burden of maintaining a manual list. The three best search criteria are Job Search by Job Category, Job Search by Location, and Job Search by Keyword. |

2. Smart Sourcing

The following best practices for smart sourcing help us to find the best talent for the job while decreasing the sourcing costs and time to hire.

a. Job Board Processes:

Our Recruiters have access to numerous external, national, and vertical job boards and use them only to supplement our customized recruitment mediums. This is unlike other firms who generally rely on subscription databases. A sample of websites that we utilize regularly includes:

✓ **Dice**   ✓ **LinkedIn Enterprise**

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- ✓ **Monster**
- ✓ **CareerBuilder**
- ✓ **Twitter**

b. Talent Pool:

To stay competitive, LanceSoft has adopted a proactive recruiting model, building a database of over 25 million qualified candidates, including 0.8 million authorized to work in USA and relevant to State of West Virginia needs. This pool includes pre-cleared, highly experienced candidates. Our specialized recruiting team combines technical, business, and domain expertise to screen and select the best-fit candidates, even for hard-to-fill positions.

c. Social Networks:

LanceSoft leverages innovative social media strategies to align with market trends, as 79% of candidates use social media to research and apply for jobs. Our inbound marketing integrates social media, SEO, content marketing, and social listening for greater impact. Through our agreement with CareerBuilder, we use their Talent Network, a mobile-friendly microsite optimized for SEO, to engage passive candidates and notify them of job matches, helping us stay connected with top talent.

d. Local Recruiting Mediums:

As a highly visible local employer we can significantly augment our recruitment efforts through partnerships with the following local organizations:

- ✓ **Colleges, universities,**
- ✓ **Community and professional organizations**
- ✓ **Community and networking events**
- ✓ **Volunteer organizations (e.g., Year Up)**
- ✓ **Job fairs and trade shows**

e. Patent Recruitment Technology - Talent Community Building (CPX):

LanceSoft constantly strives and invests in improving to be the best and stay ahead in this highly competitive process of talent identification and talent acquisition. We pride ourselves on our approaches such as proactive pipelining, and 24/7 sourcing and recruiting.

We have dedicated specialists that manage each community and build, manage, and maintain these communities. The Innovation Initiative's objective is to keep up with Disruptive Innovations in the recruiting landscape and stay ahead of all our competitors. The Talent Community Solution reaches into various social networks and identifies potential candidates to become part of our community.

f. Crowd Sourcing:

LanceSoft has been working on a proprietary networking initiative, working on harnessing the power of the Crowd to source candidates. Currently LanceSoft's Crowd **consists of over 2200 professionals** including free-lance recruiters, skill specific, domain specific industry SME's who are carefully curated and engaged to ensure we have access to passive and hidden talent that can be delivered in the shortest amount of time with high success of deliverability.

LanceSoft follows best-in-class business processes that add value to the client program, thereby setting a benchmark for all other organizations. By implementing these unique approaches in delivering our staffing solutions to our clients, LanceSoft is being recognized consistently as a top performer across several client CW programs.
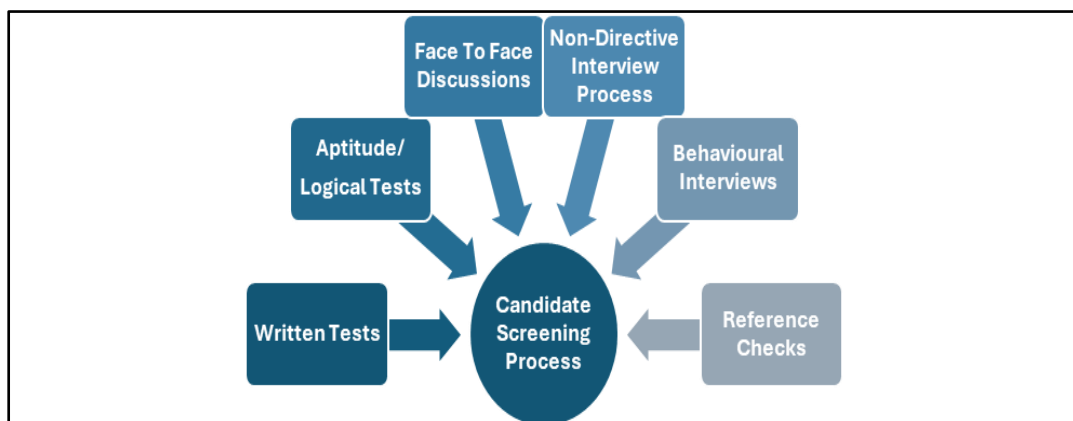
Candidate Screening Process

We will employ a comprehensive State Of West Virginia - specific recruitment strategy that examines the state of the local market(s), allowing us to understand its dynamics, including demographics, labor conditions, unemployment rate, and statistical workforce projections.

Based upon labor market conditions and the types of skills State Of West Virginia requires, we identify the highest-yield target groups from which to recruit and determine an appropriate strategy to attract talent from those areas. This includes selecting appropriate sources for talent, isolating the most effective tactics to penetrate these sources, and creating an overall market approach.
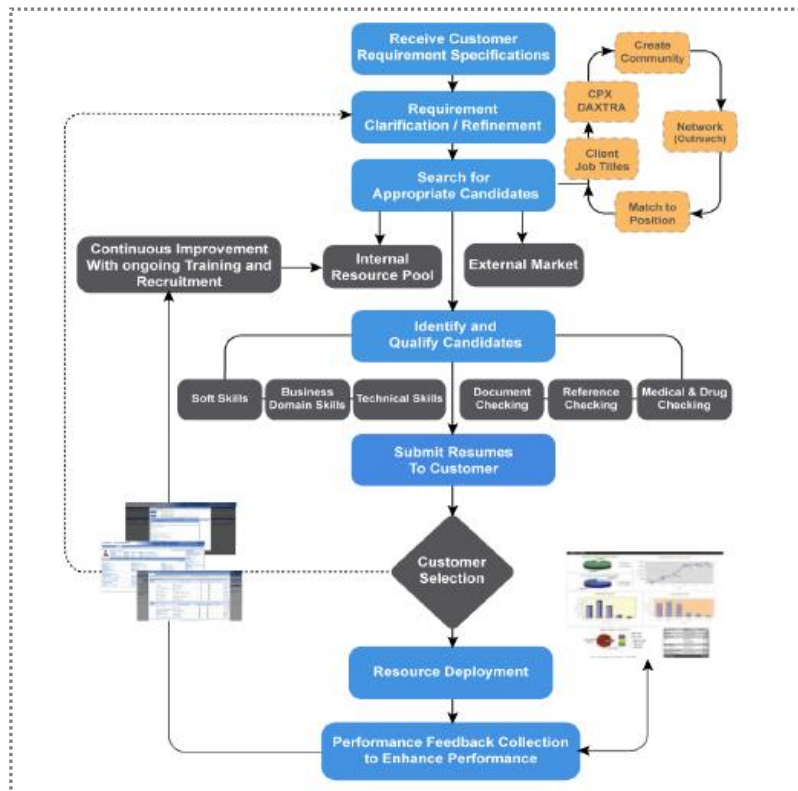
LanceSoft's Recruiting Strategy

Step-1: Candidate Vetting

LanceSoft is committed to delivering high-quality candidates through a robust recruitment process. We follow a standard screening process, which can be customized to meet specific client needs. This includes a two-step quality review by both the Lead Recruiter and National Account Manager. Candidates undergo an initial screening, followed by a detailed technical assessment via telephonic interview, before a final round with the National Account Manager. Our process ensures we provide the best-fit candidates to our clients.

Written Tests: All candidates are required to take a written test to demonstrate their grasp on the basic knowledge required for a specified role. The test covers the fundamentals. LanceSoft also uses the same set of questions and methodology for all the candidates to be interviewed for a given position, which gives LanceSoft and the client a common objective performance baseline.

Aptitude/Logical Tests: LanceSoft has designed a series of logical and aptitude tests in order to gauge the individual personality traits. These tests enable LanceSoft to assess the aptitude and skills of the shortlisted candidates. LanceSoft conducts standardized tests in terms of their reliability and validity in order to provide correct results.

Tools & Technologies

LanceSoft's Home-Grown Automated System (CPX): We have developed a proven, state-of-the-art Cloud enabled workflow automation system which runs on a Microsoft .Net platform, which completes the entire lifecycle of staffing on the web including Requisition Management, Applicant Management, On-boarding, Off-boarding, drug and background checks, time sheet management, payroll, billing, Employee Engagement, etc. The objective of building this system is to increase the internal efficiencies, control costs and provide cost-effective speed to market staffing services for our clientele. CPX is a proven platform, in existence for close to 25 years and can backward integrate with any of our client VMS systems like SAP Fieldglass, Beeline, Coupa etc.

CPX is designed at its core to eliminate the need for organizations to have multiple external systems. Client can track activities of their day-to-day operations through one comprehensive application. This software is also user customizable and has various built-in workflows to enable the right controls in the right place.

↗ **Glider AI:** This Glider AI platform helps us to analyze a candidate's skill level, personality traits, skills, and cultural fitment with the help of holistic interactive assessments, real-world simulations, and general programming. With Glider, we can simulate a vast range of tech stacks from Data warehouse, Data science to DevOps and from backend development to frontend development.

↗ **HackerRank Platform:** LanceSoft is using HackerRank, a platform designed to help to find the best engineering and software candidates using skills-based screening and interviewing tools. It allows us to create custom or templated coding challenges across 6 computer science domains and in 35 programming languages. We will send these assessments to candidates or embed them on our careers page to build our pipeline through our internal CPX tool for our future use and this platform automatically scores and ranks each one. It also offers a coding interview tool, allowing us to watch our candidates code in real time while we talk to the candidates. By using HackerRank, we have created a database of over 10,000 profiles who have strong technical skills, segregated by location, skill set, domain and experience level. We will source these quality candidates in less than 2 days, based on Client's requirements.

↗ **TOSA Digital:** LanceSoft sources candidates based on online real time assessments, a digital skills certification program. TOSA Digital helps us to test applicants with 20-25 interactive questions and exercises to evaluate things like programming skills and digital communication. Based on the client technology, the questions and coding will match the candidate's level, and we will get a detailed report of the candidate's skills, including

how they measure up against the target profile. In this way, LanceSoft screens quality candidates and we can submit relevant profiles as per client's requirements.

LanceSoft believes and stands by the innovation and our investment in the new age of recruiting through cutting edge technologies and data-driven approaches.

Step-2: Conducting Interviews

Following are different types of Interviews we conduct to shortlist a suitable candidate:

Face-To-Face Discussions: LanceSoft 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 clients in order to shortlist best candidate for clients.

Non-Directive Interview Process: At times, we also follow a non-directive interview process - generally, a less formal process to assess the candidate's skills and personality attributes.

Behavioural Interviews: We conduct behavioural and situational based interviews as well, to evaluate candidates on their past behaviour 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.

Step-3: Background Checks

The client-dedicated onboarding team runs a sequence of procedures that help the candidates in fulfilling the formalities and paperwork at the client end. As a prerequisite prior to an offer made by LanceSoft for employment, LanceSoft's onboarding team conduct various checks that include but are not limited to:

- ✓ Complete background verification
- ✓ Previous employment checks
- ✓ Education verification
- ✓ Credit Reports
- ✓ Driver's Report/DMV Checks
- ✓ Social Security Trace/Validation
- ✓ Reference checks - LanceSoft recruiters thoroughly check with at least 2-3 references of the candidates being short-listed to verify their credibility.
- ✓ Drug Screening to test the candidates for the use of illicit/illegal drugs LanceSoft offers a 5 and 10 panel drug screening with additional panels available upon request to our customers.
- ✓ Work Permit Checks: To verify the active work permit status of the candidates to ensure they are legally authorized to work in Canada.
- ✓ Work eligibility verification – Use E-Verify to ensure each candidate is eligible to work.
- ✓ Criminal background checks.

7.   OUR UNIQUE CAPABILITIES

Having a well-crafted recruitment process built on 25+ years of profound global recruitment experience, gives LanceSoft the competitive edge in providing top class resources to its clients in the shortest possible turn-around times. A perfect blend of unique recruiting methods and technologies, coupled with advanced recruitment techniques, has enabled LanceSoft to grow as one of the most sophisticated IT Services Providers. Below are some of LanceSoft's unique approach & capabilities that will be valuable to our clients and distinguishes us from our competitors:

↗ **Specialized Recruiting:** LanceSoft employs specialized recruiting teams that have extensive recruiting experience in specific domains/industries. Specifically, LanceSoft has approx. 140 recruiters that are dedicated within this industry segment, supporting various clients. Our recruiters are seasoned with domain experience having either come from their IT client ecosystem and/or partner/ supplier ecosystem. Over 80% of the 140 or so dedicated recruiters within this industry segment are seasoned and experienced, couple with the fact that they also bring an ecosystem of known IT candidates they have successfully worked with from the IT industry, is an added benefit for our clients.

↗ **Pro-Active Recruiting:** These candidates are part of our dynamic database ecosystem and have already been pre-vetted, pre-qualified and through the use of AI/ ML techniques allows us to source and submit qualified, experienced candidates very quickly.

↗ **Quality of Service:** Our internally developed technology platform, CPX, can seamlessly integrate with our clients' VMS systems, such as SAP Fieldglass, Beeline, Coupa, and others. This integration allows our Quality and Delivery teams to proactively monitor and track operational metrics, such as staffing performance, compliance, and service delivery timelines, as assigned by our clients. By maintaining daily oversight of these metrics, we ensure adherence to our clients' expectations, minimizing risks and ensuring consistent service quality during performance evaluations.

↗ **Client Delivery Process Framework:** At the beginning of a new client relationship, LanceSoft's Account Management Team (AMT) spends considerable time with the Client Management team to map and understand the account. Based on the initial discussions, a "CLIENT DELIVERY PROCESS FRAMEWORK" document has been prepared, which captures all the details pertaining to the client. Additional information relevant to each region is also added to this document and it is circulated to all LanceSoft-Client team members at all local locations servicing the client with all the special notes, structures and policies defined in this document. This ensures that all locations servicing the client adhere to all contractual obligations and business rules pertaining to each country we support of the client program.

↗ **Dedicated Mailbox:** Further, to ensure effective client communication, LanceSoft creates a dedicated mailbox for all its clients, which is monitored daily at a minimum of 18 hours a day to ensure immediate response and feedback. An internal SLA is also implemented to respond to all mails within 30 minutes of receipt from the client. This further ensures that any client-related information is communicated effectively at all locations while servicing the client.

↗ **Dedicated Account Management Team:** LanceSoft will assign a dedicated Account Management Team headed by a Global Key Account Manager and local account managers, if required. The Account Managers we position generally come from a strong delivery background specific to the industry segment we are serving, they will be the escalation point of contact for any issues raised by the Contingent Worker Program Office (CWPO). The Account Manager will ensure to solve any issues raised by the client in the shortest possible time frame.

↗ **24/7 Support**: LanceSoft has an extensive network of delivery centers that span across the United States and Globally. Additionally, we also have our offshore/nearshore sourcing facilities in India that can be utilized to accommodate any temporary assignment requests from our clients after standard work hours, thus proving a 24/7 support to our clients.

↗ **UPTECH Training**: Given the rapid pace of technology change and adoption, IT talent shortage is a major concern globally. In addition to our extensive database of top talent curated for close to 25 years and the extension of Crowd Sourcing, LanceSoft has made significant investments to further mitigate the opportunity/ skill gap by setting up a customized/ tailored training program, through our subsidiary, UPTECH (www.uptech.tech). This subsidiary provides the opportunity to Upskill/ Reskill IT talent for our clients and promote a diverse talent pool from the communities we support, encouraging more women into technology. This customized training model, that is specific to our clients' project needs, allows for a steady pool of tailored IT talent to be fast tracked into our client's enterprise environment, at cost effective rates and enhancing the "loyalty" retention factor, that is an indirect result of giving these individuals the opportunity they deserve.

↗ **Talent Community Builder**: The Talent Community Solution reaches into various social networks and identifies potential candidates to become part of our community. We have dedicated IT specialists that build/ maintain and manage each community. LanceSoft has a dedicated team of Talent Intelligence Specialists who focus on expanding the pool of IT professionals and categorize them based on Job Categories, Skill sets and Geographic locations. The talent intelligence specialists manage the community activities like sending Job orders, managing forums, IT industry updates and candidate enrollment, keeping the community engaged always. They also screen, vet and keep up to date the available IT talent pool along with their most up to date skills.

↗ **Crowd Sourcing:** LanceSoft has been working on a proprietary networking initiative, working on harnessing the power of the Crowd to source candidates. Currently LanceSoft's Crowd consists of over 2200 professionals including freelance recruiters, skill specific, domain specific industry SME's who are carefully curated and engaged to ensure we have access to passive and hidden talent that can be delivered in the shortest amount of time with high success of deliverability. Our Crowd RPO / Talent community / referrals are one of the topmost sources of candidate employment followed by our exhaustive internal database where profiles have been harvested for over 25 years, networking events and then job boards such as LinkedIn, Dice, CB, Indeed and Monster. Referral hiring through the power of Crowd Sourcing promotes a high degree of candidate loyalty and retention as a result.

↗ **Community Curators:** The CPX solution has the capability to build domain specific talent/skill/technology communities. This technology comprehensively sifts through the entire virtual database of working professionals globally, using strategic client specific job market requirements/projections as data points through predictive algorithms to map trends, jobs, locations, career objectives, preferences, to the right cluster of resumes/candidates. The CPX solution allows candidates to engage with these communities through our exclusive group of Community Curators to engage in the job market for market intelligence, stay on top of trends, and harness the precise resources / skills required - all of this without going onto a single job board.
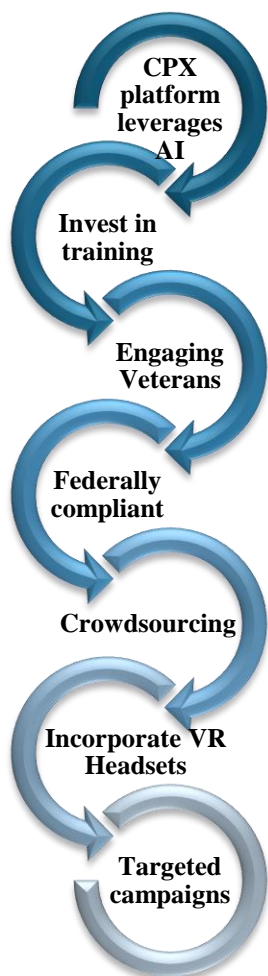
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CPX is designed at its core to eliminate the need for organizations to have multiple external systems. Clients can track activities of their day-to-day operations through one comprehensive application. This software is also user customizable and has various built-in workflows to enable the right controls in the right place.

LanceSoft Value Adds: LanceSoft follows best-in-class business processes that add value to the client program, thereby setting a benchmark for all other organizations. By implementing these unique approaches in delivering our staffing solutions to our clients, LanceSoft is consistently recognized as a top performer across several client contingent worker programs.

CPX platform leverages AI

Invest in training

Engaging Veterans

Federally compliant

Crowdsourcing

Incorporate VR Headsets

Targeted campaigns

National hiring events

Mobile recruitment strategies

Utilize Machine Learning

Global staffing model

Competitive pricing

Scalable Solution

↗ Our award winning CPX platform leverages AI to streamline workflows and deliver deep analytics.

↗ We invest in self-training and vocational training schools in HUB zones, enhancing workforce skills.

↗ We focus on engaging and re-training veterans, deploying their skills effectively in the workforce.

↗ Our commitment to diversity & inclusion includes meeting the

↗ federally required minimum spending targets for diverse hiring.

↗ LanceSoft utilizes crowdsourcing to access a wide talent pool, ensuring efficient and diverse hiring.

↗ We incorporate VR Headsets into our recruiting processes, offering immersive experience at trade shows and recruitment drives.

↗ LanceSoft uses targeted social media campaigns to enhance branding and reach specific audiences.

↗ We organize national hiring events, particularly around major metropolitan areas, to connect employers with potential candidates.

↗ Our mobile recruitment strategies ensure flexibility and reach, enabling us to connect with candidates anytime, anywhere.

↗ We utilize machine learning to optimize the matching of candidates with job opportunities, enhancing our talent pipeline.

↗ LanceSoft offers a global staffing model that supports clients with operations in multiple countries, ensuring consistent service.

↗ We provide competitive pricing to deliver exceptional value in our staffing solutions.

↗ Our services include scalable solutions that can be adjusted up or down based on client needs.
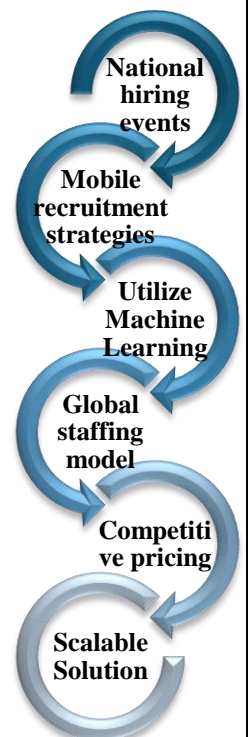
EXHIBIT A - PRICING PAGE

MAINFRAME APPLICATION PROGRAMMER ANALYSTS				
LOCATION - 5707 MacCorkle Avenue, S.E., Charleston, WV 25304				
Item Number	**Quantity**	**Description**	**Hourly Rate**	**Annual Total**
Year One	20,000 (8x2500 hrs)	Application Programmer Analysts Contract Cost for 1 year based on hourly rate - - Year One	$81.00	$16,20,000
Optional Year Two	20,000 (8x2500 hrs)	Application Programmer Analysts Contract Cost for 1 year based on hourly rate - - Optional Year Two	$81.00	$16,20,000
Optional Year Three	20,000 (8x2500 hrs)	Application Programmer Analysts Contract Cost for 1 year based on hourly rate - - Optional Year Three	$82.46	$16,49,160
Optional Year Four	20,000 (8x2500 hrs)	Application Programmer Analysts Contract Cost for 1 year based on hourly rate - - Optional Year Four	$82.46	$16,49,160

** THIS AMOUNT IS FOR EVALUATION PURPOSES ONLY**