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Header 2

List View

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

Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID: VS0000045765

Legal Name: Sligo Software Solutions Inc

Alias/DBA:

Total Bid: \$11,880,710.40

Response Date: 04/13/2026

Response Time: 23:13

Responded By User ID: sligosoft

First Name: Satish

Last Name: Busarapu

Email: satish.busarapu@sligosoft.com

Phone: 5184440459

SO Doc Code: CRFQ

SO Dept: 0803

SO Doc ID: DOT2600000079

Published Date: 3/31/26

Close Date: 4/14/26

Close Time: 13:30

Status: Closed

Solicitation Description: WVDOT IT Temporary Staffing Services (81260081)

Total of Header Attachments: 2

Total of All Attachments: 2



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

**State of West Virginia
 Solicitation Response**

Proc Folder: 1886131
Solicitation Description: WVDOT IT Temporary Staffing Services (81260081)
Proc Type: Central Master Agreement

Solicitation Closes	Solicitation Response	Version
2026-04-14 13:30	SR 0803 ESR03122600000005925	1

VENDOR
 VS0000045765
 Sligo Software Solutions Inc

Solicitation Number: CRFQ 0803 DOT2600000079
Total Bid: 11880710.40000000037252902984 **Response Date:** 2026-04-13 **Response Time:** 23:13:33
Comments:

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

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

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Mainframe Application Analyst				785241.60

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is an extended cost which combines the total cost of Year1, Year2, Year3 and Year4

Extended Description:

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				717100.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is an extended cost which combines the total cost of Year1, Year2, Year3 and Year4

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				849222.40

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is an extended cost which combines the total cost of Year1, Year2, Year3 and Year4

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				726336.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is an extended cost which combines the total cost of Year1, Year2, Year3 and Year4

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				828422.40

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is an extended cost which combines the total cost of Year1, Year2, Year3 and Year4

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				691392.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is an extended cost which combines the total cost of Year1, Year2, Year3 and Year4

Extended Description:

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				730412.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is an extended cost which combines the total cost of Year1, Year2, Year3 and Year4

Extended Description:

PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Senior PC Programmer Analyst				798553.60

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is an extended cost which combines the total cost of Year1, Year2, Year3 and Year4

Extended Description:

Senior PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
9	Application SQL Server Database Administrator				692224.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is an extended cost which combines the total cost of Year1, Year2, Year3 and Year4

Extended Description:

Application SQL Server Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
10	Senior Application Oracle Server Database Administrator				849222.40

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is an extended cost which combines the total cost of Year1, Year2, Year3 and Year4

Extended Description:

Senior Application Oracle Server Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
11	GIS Database Administrator				702624.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is an extended cost which combines the total cost of Year1, Year2, Year3 and Year4

Extended Description:

GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Senior GIS Database Administrator				830502.40

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is an extended cost which combines the total cost of Year1, Year2, Year3 and Year4

Extended Description:

Senior GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	GIS Architect				1059052.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is an extended cost which combines the total cost of Year1, Year2, Year3 and Year4

Extended Description:

GIS Architect

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
14	GIS Application Developer				731328.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is an extended cost which combines the total cost of Year1, Year2, Year3 and Year4

Extended Description:

GIS Application Developer

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
15	Senior GIS Application Developer				889075.20

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is an extended cost which combines the total cost of Year1, Year2, Year3 and Year4

Extended Description:

Senior GIS Application Developer



**Response to
West Virginia Department of Transportation (WVDOT)**



Information Technology Temporary Staffing Services,

CRFQ 0803 DOT2600000079

Bid Due Date and Time: April 14, 2026, at 1:30 PM

Submitted to:

Department of Administration Purchasing Division

2019 Washington Street East,

Post Office Box 50130

Charleston, WV 25305-0130.

Submitted by:

Sligo Software Solutions Inc.

12 Metro Park Road, Suite 112,

Albany, NY 12205.

Bidder Contact Information:

Contact Person: Gopala Krishna Vellanki

Title: COO

Ph: (518)800-4102

Email: gopala.vellanki@sligosoft.com



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Response to
WVDOT Information Technology Temporary Staffing Services
Cover Letter

Date: April 14th, 2026

To,

Department of Administration Purchasing Division,
2019 Washington Street,
East Charleston, WV 25305.

Subject: Response to Centralized Request for Quote (CRFQ) for Information Technology (IT) Temporary Staffing Services , CRFQ 0803 DOT2600000079.

Dear Sir/ Madam,

Sligo Software Solutions Inc. (Sligo), in joint venture with Donato Technologies Inc. (Donato) as Sligo-Donato JV, is pleased to submit this proposal in response to the West Virginia Department of Transportation (WVDOT) Centralized Request for Quote (CRFQ 0803 DOT2600000079) for Information Technology (IT) Temporary Staffing Services.

Sligo-Donato JV looks forward to supporting the WVDOT IT Temporary Staffing Services program by delivering highly qualified professionals across a broad range of roles, including GIS Architect, Senior Mainframe Application Analyst, Mainframe Application Analyst, Application Oracle Database Administrator, and other specialized IT positions as required.

With over 23 years of combined experience in the IT staffing industry, serving both public and private sector clients across the United States, Sligo-Donato JV brings deep expertise and proven credentials in delivering high-quality IT temporary staffing services. Both firms are certified Minority Business Enterprises (MBE), and Donato Technologies is also a certified Small Business Enterprise (SBE). Donato Technologies further demonstrates its commitment to operational excellence through its ISO 9001:2015 (Quality Management Systems) and ISO 27001:2022 (Information Security Management Systems) certifications, underscoring a strong focus on quality assurance, information security, consistent service delivery, and continuous improvement.

Our Joint Venture offers exceptional recruiting capabilities supported by a rigorous, multi-step screening process to ensure that only highly qualified candidates are presented. Our internal team of subject matter experts conducts comprehensive evaluations—including technical assessments and reference validations—to ensure that only top-tier, fully vetted candidates are submitted for your review.

Sligo-Donato JV is committed to delivering responsive, reliable, and high-quality staffing solutions aligned with WVDOT's mission and operational needs. We are confident in our ability

Sligo Software Solutions Inc. 12 Metro Park Road, Suite 112, Albany, NY 12205.

www.sligosoft.com



Response to
WV DOT Information Technology Temporary Staffing Services

to provide skilled professionals in a timely manner while maintaining flexibility, transparency, and strong communication throughout the engagement. We welcome the opportunity to partner with WV DOT and contribute to the success of your IT initiatives.

A Letter of Intent (LOI) to form a Joint Venture between Sligo Software Solutions Inc. as Prime Contractor and Donato Technologies Inc. as Co-Managing Partner to submit a JV bid is attached in this response.

Sligo–Donato JV agrees to all terms and conditions set forth in this CRFQ. The undersigned, Gopala Krishna Vellanki, is duly authorized to bind the Sligo- Donato Joint Venture to all representations made in this proposal and will serve as the primary point of contact for any clarifications and for the negotiation and execution of any agreement resulting from this CRFQ.

Sincerely,

A handwritten signature in black ink that reads "Gopala Krishna Vellanki".

Gopala Krishna Vellanki

COO

Phone: (518)800-4102

Email: gopala.vellanki@sligosoft.com



Response to
WVDOT Information Technology Temporary Staffing Services

Sligo-Donato JV Partners Overview

Sligo Software Solutions, Inc. (Sligo) is a Prime Contractor, established in 2015 and headquartered in Albany, New York, is a certified Minority Business Enterprise (MBE) specializing in Information Technology (IT) Temporary Staffing Services for government and enterprise clients. With 150 employees and an established branch presence in Philadelphia, PA, Sligo has developed a strong operational infrastructure to deliver responsive and scalable staffing solutions. Sligo is also an Inc. 5000–recognized company, reflecting its rapid growth, operational excellence, and consistent performance.

Sligo is also a preferred vendor for New York State and brings over 10 years of professional IT services delivery experience. The company has deep expertise in government sector consulting, enterprise architecture, software development, and complex system integrations. Since its inception, Sligo has been trusted by multiple New York State agencies, including ITS, OMH, DOH, OCFS, and OTDA, consistently delivering high-quality IT talent and solutions aligned with client needs.



Donato Technologies, Inc. (Donato) is a Co-Managing Partner, established in 2012 and headquartered in Dallas, Texas, is an MBE- and Small Business Enterprise (SBE)-certified IT staffing firm with ISO 9001:2015 (Quality Management Systems) and ISO 27001:2022 (Information Security Management Systems) certifications. With over 13 years of experience, Donato has successfully deployed more than 3,000 IT consultants nationwide and currently manages over 135 active consultants across multiple states.





Response to
WVDOT Information Technology Temporary Staffing Services

Donato maintains a strong national presence through branch offices in Portland, OR; Albany, NY; Branchburg, NJ; Raleigh, NC; North Canton, OH; Atlanta, GA; Sacramento, CA; Tulsa, OK; and Richmond, VA. This extensive footprint supports a robust operational framework, enabling consistent delivery of high-quality IT staffing services across all regions of the United States.

Donato has received multiple industry recognitions reflecting its growth, workplace excellence, and service quality. The company is certified as a Great Place to Work® in the Consulting and Professional Services sector and has been recognized as an Innovate, Elevate, Celebrate Dallas–Fort Worth Best Company. Donato was also listed on the Inc. 5000 Fastest-Growing Private Companies in 2022 and 2023, highlighting its continued innovation and success in IT staffing. Additionally, Donato is an active member of the Dallas Regional Chamber of Commerce and the Las Colinas Chamber of Commerce.

Together, the Sligo-Donato JV brings over 23 years of combined IT staffing experience, and a mature, scalable workforce management model specifically designed to support large, complex public sector programs. By combining Sligo’s responsive service delivery model with Donato’s nationwide reach and operational depth, the JV offers a highly capable, flexible, and reliable staffing partner..

Demonstrated Temporary Staffing Capacity

Sligo–Donato JV has demonstrated a strong capability to recruit, deploy, and manage large volumes of IT professionals across diverse technical domains.

- Sligo currently has 150 IT consultants working across various client locations throughout New York State and has successfully placed over 500 IT consultants across multiple state agencies.
- Donato manages 135+ IT consultants nationwide across multiple client environments.
- Collectively, the JV partners support over 260 active IT professionals engaged in public and private sector initiatives nationwide.

Sligo-Donato JV staffing model is built on:

- Rapid candidate sourcing through established national recruiting networks
- Rigorous technical screening and qualification validation
- Well-planned onboarding and compliance verification
- Ongoing performance monitoring and retention management
- Dedicated account management and executive oversight

This framework enables the JV to meet urgent staffing demands while maintaining high quality and compliance standards.



Public Sector Experience

Sligo Software Solutions, Inc. has established and maintained long-standing partnerships with multiple New York State agencies, demonstrating a consistent track record of delivering high-quality IT staffing and consulting services. Sligo's client engagements include, but are not limited to, the following agencies:

- New York State Office of Children and Family Services
- New York State Office of Mental Health
- New York State Department of Labor
- New York State Office of Temporary and Disability Assistance
- New York State Department of Transportation
- New York State Workers' Compensation Board

Sligo currently holds the following contract vehicles, which enable the firm to provide both staff augmentation and project-based IT services:

- Hourly-Based IT Services (New York Statewide)
- Project-Based IT Services (New York Statewide)
- City of Philadelphia IT Staff Augmentation and Consultation Services.

These engagements demonstrate Sligo's ability to:

- Support mission-critical IT modernization initiatives
- Operate within strict procurement and compliance frameworks
- Deliver consistent staffing performance over multi-year contracts
- Manage large-scale, multi-project staffing operations

Donato is prequalified to provide IT staffing and staff augmentation services to:

- State of Kansas
- City of Tulsa
- State of Florida
- City of Philadelphia.

The Sligo–Donato JV partners have recently been prequalified to provide Computer and Information Services to the City of Philadelphia Human Services Department, demonstrating the JV's continued success in securing and delivering high-quality services within the public sector and reinforcing our capability to meet the evolving needs of government clients.



Response to
WVDOT Information Technology Temporary Staffing Services

Financial Stability and Dun & Bradstreet Profile

Sligo-Donato JV, representing the combined strengths present the D&B reports for both entities, which underscore their financial stability and reliability as partners.

Sligo Software Solutions Inc.

Sligo Software Solutions Inc., established in 2015, has consistently demonstrated strong financial performance and operational reliability. The D&B report for Sligo highlights the following:

- **PAYDEX® Score:** 97 (LOW Risk), indicating the company has a solid record of on-time payments, minimizing the risk of payment delays.
- **Delinquency Score:** 100 (LOW Risk), showing a very low likelihood of future payment issues.
- **Failure Score:** 77 (LOW-MODERATE Risk), which reflects the company's continued stability despite the natural challenges faced by firms in the IT staffing industry.
- **D&B Rating:** No active rating was provided, but the company's financial health remains strong with net income exceeding \$4.2 million in 2024.

With annual sales of over \$17 million, Sligo financial standing supports its ability to fulfill large-scale IT staffing contracts effectively. The company's financial ratios, such as a current ratio of 3.4, further highlight its strong liquidity and capacity to meet short-term obligations.

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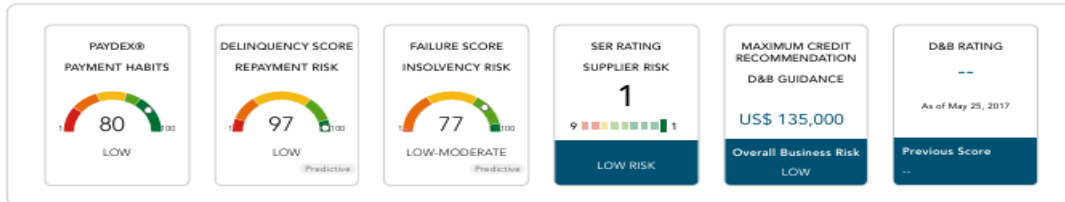
Response to
WVDOT Information Technology Temporary Staffing Services



D&B Credit Insights
Sligo Software Solutions Inc.

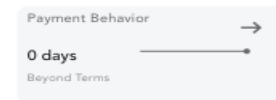
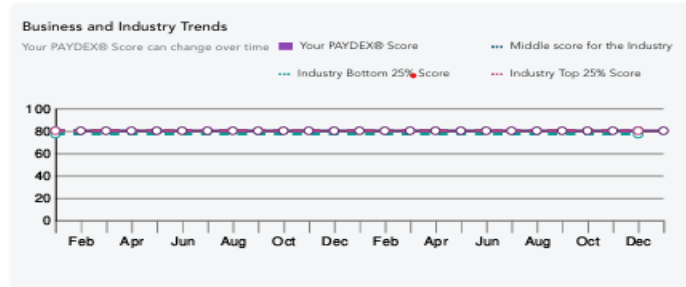
Prepared for Satish Busarapu on Jan 5, 2026

Risk Assessment - Scores and Ratings



PAYDEX® Score

The PAYDEX® (Payment Index) is an index that summarizes how your business has historically paid its bills based on information in the Dun & Bradstreet Data Cloud. Your business's PAYDEX® Score summarizes what your business's payment habits have been to date.



Your risk of slow payment is currently LOW. This could have an effect on your ability to obtain financing or receive a favorable interest rate.

Key

Your company's payment behavior is based historical payments and indicates to others the speed your company pays its bills.

How can I potentially impact this score?

- Make On-Time Payments
- Encourage your suppliers and vendors to report payment experiences to Dun & Bradstreet.
- Dispute inaccurate "slow" payments in D-U-N-S Manager

Why is this score important?

- Your PAYDEX® score can be used by lenders to help determine whether to approve you for financing.
- The PAYDEX® score is an illustration of your payment habits as a business.

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Donato Technologies Inc.

Donato Technologies Inc., has been a stable and reliable IT services provider since its founding in 2012. The company boasts a low-risk status across multiple financial health indicators. According to Dun & Bradstreet, Donato has the following key ratings:

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www.sligoft.com



Response to
WVDOT Information Technology Temporary Staffing Services

- **PAYDEX® Score:** 100 (LOW Risk), indicating excellent payment habits and the ability to meet financial obligations promptly.
- **Delinquency Score:** 100 (LOW Risk), signifying a very low probability of delinquency.
- **Failure Score:** 100 (LOW Risk), reflecting an extremely low risk of insolvency or business closure within the next 12 months.
- **D&B Rating:** BA2, signaling a strong creditworthiness with net worth between \$300,000 and \$499,999.

These positive financial indicators, supported by annual sales of over \$12 million, affirm Donato capacity to manage and scale staffing services effectively without financial strain. The full D&B report is included below.

Together, these reports demonstrate that both companies possess the financial stability required to support the successful delivery of IT staffing services, ensuring uninterrupted service delivery to WVDOT.

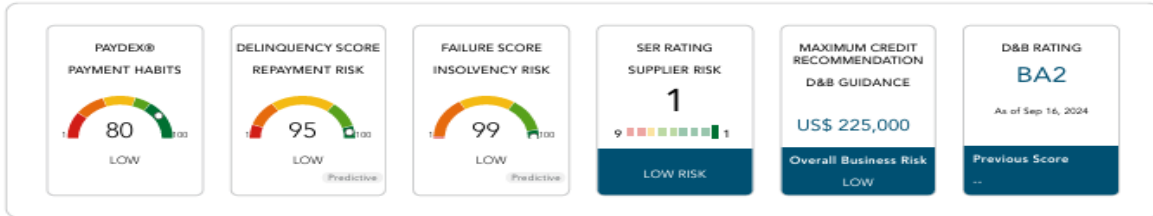
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D&B Credit Insights
Donato Technologies Inc

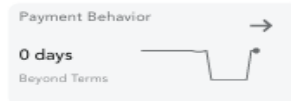
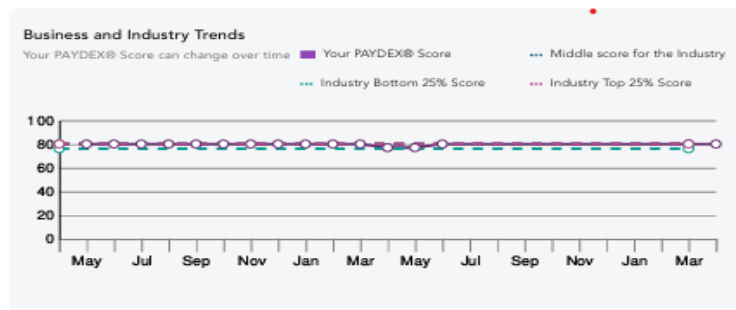
Prepared for Neethu Kanthu on Apr 15, 2025

Risk Assessment - Scores and Ratings



PAYDEX® Score

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- The PAYDEX® score is an illustration of your payment habits as a business.

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Response to
WVDOT Information Technology Temporary Staffing Services

Approach and Methodology

Sligo–Donato JV proposes a comprehensive technical approach to deliver Information Technology Temporary Staffing services required under this CRFQ. The JV will leverage the combined experience, recruitment capabilities, manpower, infrastructure and industry knowledge of both partners to identify, evaluate, and provide highly qualified candidates who meet the WVDOT requirements.

Our methodology focuses on timely response to staffing requests, effective candidate identification and screening, and ongoing coordination with WVDOT stakeholders to ensure that staffing needs are fulfilled efficiently. Sligo-Donato JV utilizes advanced AI Powered recruiting tools, established talent networks, SMEs and experienced recruiters to source and evaluate candidates with the necessary technical expertise.

Through continuous communication, performance monitoring, and prompt replacement of personnel, when necessary, Sligo–Donato JV ensures reliable staffing support that aligns with the WVDOT operational priorities and service expectations.

In addition, the Sligo-Donato JV applies recognized industry practices and quality management principles, supported by Donato Technologies' ISO 9001:2015 and ISO 27001:2022 certifications, to maintain consistency, accountability, security and high service standards throughout the engagement.

Screening Process:

Sligo-Donato JV employs a meticulous approach to the screening, matching, and selection process, combining a deep understanding of WVDOT environments, organizational needs, and requirements with over 23 years of collective IT staffing experience serving a wide variety of organizations.

Rigorous quality controls are applied throughout all aspects of the vetting process to ensure that candidates consistently meet or exceed the regulatory standards established by the WVDOT. A robust screening and selection framework enables the JV to identify and deliver the right talent for the right project

A firm commitment is maintained to provide the WVDOT with highly qualified candidates, ensuring no assignment delays or incomplete engagements. Through this structured and disciplined process, Sligo-Donato JV delivers skilled professionals who align closely with project requirements and support the WVDOT in achieving its operational and business objectives.



Step: 2 Candidate identification

- Our strategy starts with the first of step identifying the candidates based on WVDOT requirement.
- This JV has a proactive recruiting approach that strives for first time-through quality by fully understanding the job requirements. So, first and foremost, we listen carefully to WVDOT requirements, post job orders and actively source candidates from a variety of networking and on-line sources. As a result, we have successfully filled many "hard-to-find" positions, earning accolades from our customers.
- We rely on dedicated recruiters, internet advertising, career fairs, personal networks, employee referrals, professional associations, Minority Business Councils, strong company references, attractive compensation and benefits packages designed to attract the best candidates.
- Furthermore, we have powerful corporate reach-back for hands-on staffing assistance, processes, and systems.

Step: 3 Initial Screening

In accordance with WVDOT requirements, expert recruiters review resumes from Sligo-Donato JV proprietary internal database, which contains over a Million candidate profiles. Each candidate is carefully evaluated to ensure alignment with the WVDOT needs, considering factors such as attitude, experience, skills, competencies, performance capability, availability, and remuneration. This thorough matching process ensures that only candidates fully qualified and well-suited for the WVDOT assignments are presented.

Step: 4 Validation

- This step involves short listing of potential candidates to the first level of interview after validating the data of the candidate suitable to the requirement.
- Informing the short-listed candidates on interviewing schedules

Step: 5 Interview/ Database updating

- At this stage our recruiters, who are highly trained in interviewing skills, evaluate candidate qualifications through multiple rounds of interview as per the WVDOT requirements. Our interview rounds consist of technical and communication, where we consider the candidates as per their technical skills suiting to the requirements and level of communication matching to the type of the category.
- Once the interviews are done, we update the feedback of interviewer/ recruiter or manager in the database.



Step: 6 Refer Shortlisted profiles to the WVDOT.

- At this stage we share the shortlisted profiles with WVDOT.
- The resumes of highly qualified candidates are reviewed by our experienced recruiters and then screened for efficiency by our AM. After the respective Managers have determined the candidate is ideal for the requested position, we share the profiles with WVDOT in the desired format.
- Our AM requests for client feedback on the submittal and coordinates with selected candidates for an Interview with WVDOT hiring manager.

Step: 7 Screening by the Client

- Arrange a telephone or face to face interview as desired by WVDOT hiring manager.
- Finally, selected candidate(s) are screened using efficient and detailed employee hiring verification processes.

Step: 8 Background Checks on Selected Candidates

Comprehensive Background Screening: Sligo-Donato JV partners with Universal Background Check Company, an industry leader in background screening, drug testing, occupational health, and verification services, to conduct thorough drug and background checks on all selected candidates.

Efficient and Reliable Verification: Candidates undergo a detailed screening process that is prompt, accurate, cost-effective, and reliable, ensuring all qualifications, employment history, and relevant background information are verified.

Informed Candidate Selection: Collected information—including references, credit history, work experience, education, and criminal records—provides the managerial team with critical insights into a candidate's skills, honesty, and suitability. This enables the submission of candidates who are fully aligned with the WVDOT requirements. Background checks also uncover pertinent information that might not otherwise be apparent, further enhancing the quality of the selection process.

Step: 9 Onboarding

- Sligo Donato JV release an offer letter to the selected candidate that clears the required background checks.
- Information is shared with the WVDOT hiring manager about candidate's acceptance of offer letter.
- Our HR/Onboarding manager conducts orientation training for the candidate. The purpose of this orientation is to make candidate familiar with joining procedure, WVDOT policy, reporting, atmosphere and dress code.



Step: 10 Monitoring

- Set up monthly, quarterly and annual goals for its staff based on their job responsibilities. These performance goals are set with the help of hiring managers to ensure WVDOT satisfaction with the engagement.
- The Sligo-Donato JV has a time-tested procedure for conducting performance monitoring.

Sligo -Donato JV conduct surveys which include 30-day quality satisfaction survey, Annual client satisfaction surveys, and WVDOT-specified satisfaction surveys. Our proactive approach towards attaining WVDOT feedback helps us mitigate any issue.

Qualified Candidate List (QCL):

In addition to our internal database, both the JV partners maintain a Qualified Candidate List (QCL) consisting of pre-screened professionals across various job classifications. This list includes pre-vetted candidates who align with capability requirements, as well as part-time employees and referred candidates who are immediately available for placement.

By leveraging the QCL, Sligo-Donato JV ensures that WVDOT has access to a pool of qualified candidates who are already familiar with our onboarding processes and can be deployed on short notice. Our recruitment team conducts parallel searches within both the internal database and QCL to identify the best-fit candidates, allowing us to fulfill WVDOT staffing needs efficiently and effectively.

This structured and strategic approach guarantees that Sligo-Donato JV is well-equipped to meet the large-scale staffing requirements of WVDOT, ensuring timely access to qualified professionals.

Well-Defined Timeline: Sligo-Donato JV AM, supported by the Recruitment Team, is responsible for ensuring the timely fulfilment of WVDOT Temporary Staffing Service needs. The JV will assign a dedicated Account Manager (AM) to handle WVDOT account. On receiving the requirement from the WVDOT, our AM will prepare a skill matrix of the specific job requirement for position(s) from Categories. The steps and timeline to fulfil the job requirements are shown in the table below:

Deliverable	Responsibility	Timeframe
➤ Analyzing the Job Description and need	Senior Account Manager (Recruiting)	0-1 Hours
➤ Designing recruitment strategy	Senior Account Manager (Recruiting)	0-2 Hours
➤ Updating requisition in our CRM tool		
➤ Updating job vacancies in social media		



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➤ Sharing requirement across the sourcing channels		
➤ Searching and Sourcing the right candidates	Recruitment Team	24-48 Hours
➤ Preparing skill matrix and summary sheet of shortlisted candidates in WVDOT format for submittal	Recruitment Team	2-4 Hours
➤ Confirming interview schedule.	Senior Account Manager and Recruiting Lead	1-2 Hours
<ul style="list-style-type: none"> ➤ Aligning and arranging interview schedules with WVDOT. ➤ Conducting detailed interview and tech check. ➤ Phone/Skype screen is performed by committee or hiring manager. 	Senior Account Manager (Recruiting) and Recruiting Lead	WVDOT Dependent
➤ Keep Candidate Informed.	Recruitment Team	On going
<ul style="list-style-type: none"> ➤ Review Options for candidate finalization with WVDOT. ➤ Communicate decision of top candidate to Senior Account Manager (Recruiting) and HR. 	Senior Account Manager /Recruiting Team	WVDOT Dependent
<ul style="list-style-type: none"> ➤ HR will reach out to the candidate to extend a verbal offer. ➤ Paperwork to be sent to candidates. 	HR Manager and Senior Account Manager (Recruiting)	0-1 Hour
➤ Background checks	HR Manager	1-3 Days
➤ On-boarding formalities	HR Manager	3-7 Days

Sligo-Donato JV partners understands the importance of continuity, performance, and minimal disruption in temporary staffing engagements. To ensure uninterrupted service delivery to WVDOT, JV has established a clear and efficient replacement process for temporary personnel when required.

Sligo-Donato JV will promptly replace any assigned temporary staffing professionals under the following circumstances, at no additional cost to the WVDOT within the stipulated time:

Sligo Software Solutions Inc. 12 Metro Park Road, Suite 112, Albany, NY 12205.

www.sligoft.com



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- The WVDOT determines that the assigned resource does not meet performance expectations, technical requirements, or conduct standards
- Voluntary resignation or unavailability of the assigned resource
- Failure to comply with WVDOT policies, security requirements, or contractual obligations
- Extended absence or inability to continue the assignment
- Any other reason deemed necessary by the WVDOT in the best interest of the project

Escalation Process:

Sligo-Donato JV prescribes a proactive approach to issue management; whereby potential problem situations are flagged early so that unpleasant surprises can be avoided.

Issue escalation and resolution is built into JV project management methodology and is given utmost importance. An issue management/escalation procedure with clearly defined time schedules will be outlined in conjunction with WVDOT at the beginning of the engagement. This process will clearly identify the person(s) responsible from JV as well as WVDOT to resolve any issues that arise during the project.

Escalations and Issues are raised in review meetings or via email and are logged in Sligo-Donato JV Integrated Project Management tool. This tool serves as a tracking mechanism for all issues raised by WVDOT. The project team performs a root cause analysis and develops an action plan to address the issue. Sligo-Donato JV Project Manager/Account Manager (PM/AM) will discuss the issue, reason, and action plan to resolve the issue with WVDOT Project Manager/Authorities as and when any issue is raised.

This JV also has a well-defined issue escalation process that triggers each time an issue remains “unresolved” for a predefined period of time. The following table gives the hierarchy of roles in Sligo-Donato JV and WVDOT to whom issues may be escalated. The “unresolved period” indicates the elapsed time since an issue was first raised.

Client to Sligo-Donato JV Escalation

Organizational Level	Unresolved Period
WVDOT Project Manager	02 business days
WVDOT Project Sponsor/Team	04 business days
WVDOT Senior Management	05 business days



Sligo-Donato JV to Client Escalation

Organizational Level	Unresolved Period
Sligo-Donato JV Project Manager	02 business days
JV Account/Engagement Manager	04 business days
JV Senior Management	05business days

Apart from an issue management process, which is exception based, Sligo-Donato JV will provide detailed status reports both on a scheduled and need based manner to have an effective project tracking and monitoring process in place. A performance review is associated with every report submission to ensure constant communication and effective management.

Replacement Procedure:

Sligo-Donato JV AM maintains regular interaction with the entire team through team meetings, weekly reports, and continuous monitoring of individual team members’ performance. These activities help identify employee performance levels, areas for improvement, and any shortcomings. Based on this information, the AM takes appropriate actions such as conducting one-on-one discussions with employees, arranging training programs, assigning mentors to enhance skills, or identifying replacements for non-performing employees.

In addition, the AM regularly collects feedback from the assigned WVDOT supervisor regarding the performance of our staff. This feedback mechanism plays a critical role in evaluating employee performance and ensuring service quality.

Sligo-Donato JV has a well-defined and documented replacement procedure to address inadequate performance and ensure service continuity. After completing the recruitment, selection, and screening process, we continuously work to motivate and retain our employees. However, if the WVDOT requests the replacement of a consultant due to an inability to meet the required performance standards, the following process is followed.

First, the AM conducts a one-on-one meeting with the consultant and communicates with the WVDOT Manager to clearly understand the areas in which the consultant’s performance is lacking. After discussing the concerns with the employee and gathering complete information about the situation, one of the following two actions will be implemented.

Option 1 – Performance Improvement Plan (PIP)

If the WVDOT agrees that the consultant can be given additional time to improve performance, the employee will be placed on a Performance Improvement Plan (PIP). This plan will be closely



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WVDOT Information Technology Temporary Staffing Services

monitored by the JV AM. A formal communication will be sent to the WVDOT confirming the mutually agreed-upon improvement period.

During the PIP period, a mentor or Subject Matter Expert (SME) will be assigned to guide the consultant in addressing performance gaps. The mentor will conduct regular discussions, provide guidance, and may organize training sessions or share learning materials to help improve the employee's skills.

The employee's progress will be closely monitored through feedback from both the mentor and the WVDOT Manager. If the employee meets the expected performance standards during the PIP period, the consultant will be released from the plan and formally notified. If performance does not improve, the organization may discontinue the employee's services on the project.

Option 2 – Immediate Replacement

If the WVDOT determines that the consultant will not be able to meet the required performance expectations, the Sligo-Donato JV AM will formally notify the WVDOT Manager that a replacement will be provided. The employee will be informed by the respective department that their services on the project are no longer required.

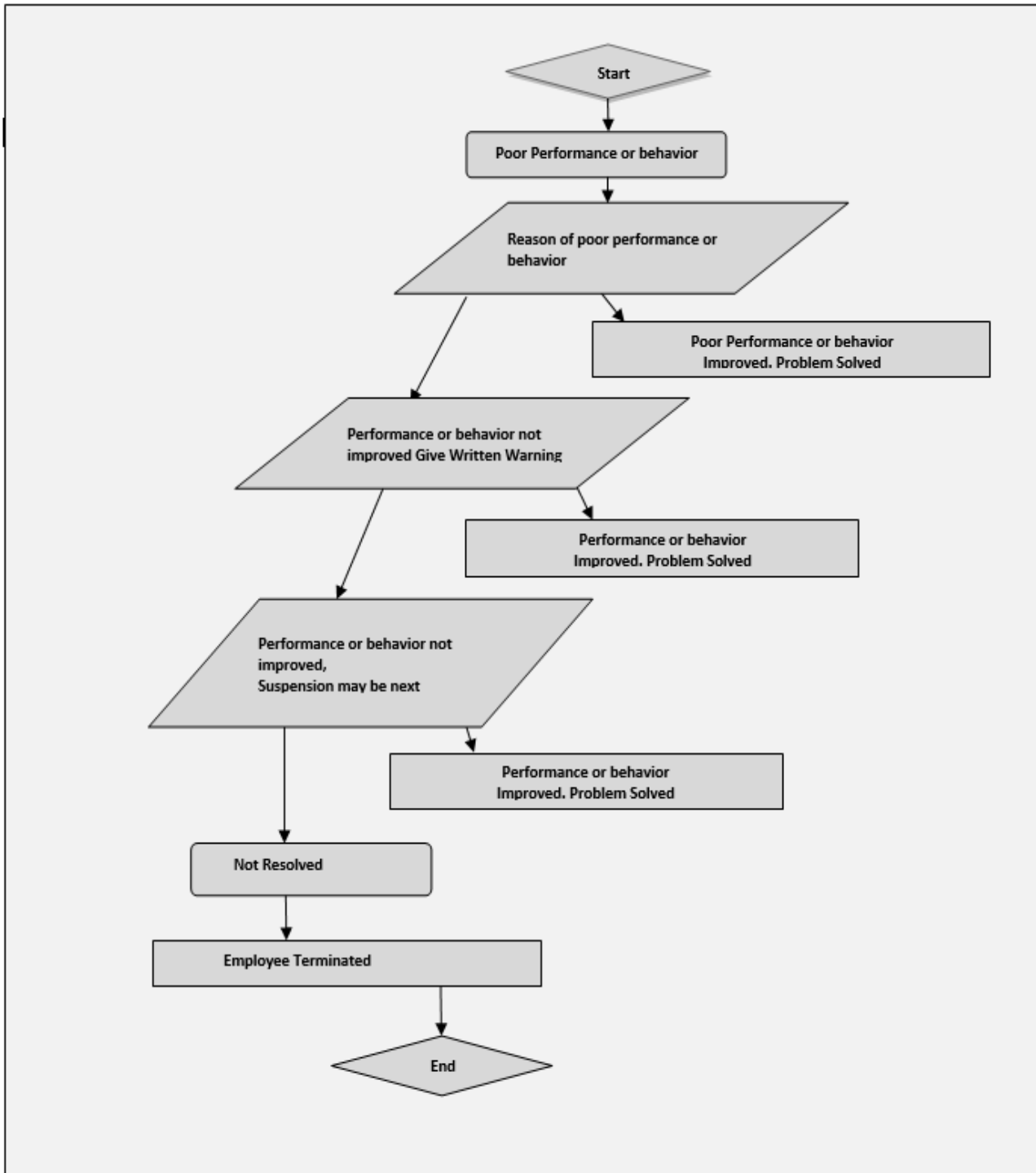
The AM will immediately escalate the matter to senior management and forward the replacement request to the recruiting team, including the required skill set, qualifications, experience, and preferred domain expertise. The following steps will then be taken:

- Provide qualified candidate resumes to the WVDOT within two business days or within the stipulated timeline.
- Coordinate and facilitate interviews with the WVDOT supervisor.
- Initiate the onboarding process for the selected consultant.

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Response to
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Employee Termination Process Flow Chart





References

Reference:1

Client/ Organization Name	New York City Department of Youth & Community Development
Address	2 Lafayette St, New York, NY 10007, United States
Project/Job Title	Sr. .NET FullStack Developer WIOA ISY/OSY System Enhancements -
Client Contact Name	Chuck Chan
Phone No	(646) 343-6228
Email	cchan@dycd.nyc.gov
Description of Project/Services	Assist the New York City Department of Youth and Community Development (DYCD) in the development, enhancement, and support of internal systems discover Workforce and the Employer Portal that underpin the Workforce Innovation and Opportunity Act (WIOA) programs, specifically the Learn & Earn and Train & Earn initiatives. These systems are built on a .NET Framework stack and need to be robust, user-friendly, and efficient, enabling DYCD staff and Providers to manage participant information, track program outcomes, and generate necessary reports.

Reference:2

Client/ Organization Name	New York State Office of Mental Health
Address	44 Holland Avenue, Albany, NY 12229
Project Title	Cloud Engineering Services - OPHE Interoperability
Client Contact Name	Michael Cestaro
Phone No	(518) 549-1525
Email	Michael.Cestaro@omh.ny.gov
Description of Project/Services	Providing cloud engineering services for critical HI7 FHIR interoperability applications and services and help maintain current applications that could cross over multiple program areas. Also responsible for configuring all aspects of AWS Cloud Infrastructure for OMH OPHE Interoperability applications and services.



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WVDOT Information Technology Temporary Staffing Services



Reference:3

Client/ Organization Name	New York State Department of Health
Address	1 Albany, NY 12201-0109
Project Title	Sr. Java Developer - All Payer Database - APD
Client Contact Name	Thomas Morck
Phone No	518-402-7174
Email	Thomas.Morck@its.ny.gov
Description of Project/Services	Providing Senior/expert Java Development services to the NYS Department of Health to deliver an integrated health care data warehouse and analytic platform to provide policymakers, researchers, and consumers with a comprehensive repository of health care information. This platform will be used by NY APD for quality measurement, population health monitoring, value-based purchasing, research, and consumer information.

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Response to
WVDOT Information Technology Temporary Staffing Services
Mandatory Form

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.

(Printed Name and Title) Gopala Krishna Vellanki/ COO

(Address) 12 Metro Park Road, Suite 112, Albany, NY 12205.

(Phone Number) / (Fax Number) (518)800-4102

(email address) gopala.vellanki@sligosoft.com

CERTIFICATION AND SIGNATURE: By signing below, or submitting documentation through wvOASIS, I certify that: I have reviewed this Solicitation/Contract 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/Contract 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 this bid or offer was made without prior understanding, agreement, or connection with any entity submitting a bid or offer for the same material, supplies, equipment or services; that this bid or offer is in all respects fair and without collusion or fraud; that this Contract is accepted or entered into without any prior understanding, agreement, or connection to any other entity that could be considered a violation of law; 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; and that pursuant to W. Va. Code 5A-3-63, the entity entering into this contract is prohibited from engaging in a boycott against Israel.

Sligo Software Solutions Inc.

(Company) V.K.H. Prasad

(Signature of Authorized Representative) _____

Gopala Krishna Vellanki / COO

(Printed Name and Title of Authorized Representative) (Date) _____

(518)800-4102

(Phone Number) (Fax Number) _____

gopala.vellanki@sligosoft.com

(Email Address) _____

Revised 8/24/2023



Response to
 WVDOT Information Technology Temporary Staffing Services
 Acknowledgement Form Addendum No 1

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFO DOT2600000079

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 the 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 the 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.

Sligo Software Solutions Inc.

 Company

V. KHARASAD

 Authorized Signature

 Date

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



Response to
 WVDOT Information Technology Temporary Staffing Services
 Acknowledgement Form Addendum No 2

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFO DOT2600000079

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

Sligo Software Solutions Inc.

Company

Authorized Signature

Date

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



Response to
WVDOT Information Technology Temporary Staffing Services
Letter of Intent to Form A-Joint Venture



LETTER OF INTENT TO FORM A JOINT VENTURE

This Letter of Intent (the "LOI") is made and entered into as of this 3rd day of March 2026, by and between:

- **Sligo Software Solutions Inc.**, a corporation duly organized and existing under the laws of the State of New York, with its principal place of business at 12 Metro Park Rd, Suite 112, Albany, NY 12205 ("Sligo"), and
- **Donato Technologies Inc.**, a corporation duly organized and existing under the laws of the State of Texas, with its principal place of business at 12100 Ford Rd, Suite 306, Dallas, TX – 75234 ("Donato"). Sligo and Donato are collectively referred to herein as the "Parties" and individually as a "Party."

1. Purpose.

The purpose of this LOI is to confirm the Parties' intent to form a Joint Venture (JV) for the sole purpose of jointly submitting a proposal in response to the West Virginia Department of Transportation (WVDOT) , Centralized Request for Quote(CRFQ), IT Temporary Staffing Services, Solicitation No: CRFQ 0803 DOT2600000079, and to perform services under the resulting contract if awarded.

2. Commitment to Form Joint Venture

If the proposal submitted by the Parties is selected for award, the Parties hereby agree to form a legally binding Joint Venture under mutually agreeable terms to:

- Execute the contract with the WVDOT;
- Deliver services in accordance with the contract's terms;
- Share responsibilities, risks, profits, and liabilities in accordance with a formal Joint Venture Agreement to be executed upon award.

3. Roles and Responsibilities (Preliminary)

Subject to final negotiation in the definitive JV Agreement, the Parties preliminarily agree that:

- Sligo Software Solutions Inc. shall act as the Prime/ Lead Contractor/Managing Partner, responsible for primary contract management, project oversight, and coordination with the West Virginia Department of Transportation , West Virginia.
- Donato Technologies Inc. shall serve as the Co-Managing Partner/ Joint Venture Partner, providing personnel, subject matter expertise, and technical delivery support.



- Specific roles, staffing levels, and financial contributions will be detailed in the definitive agreement.

4. Exclusivity

Each Party agrees not to participate in, support, or submit any other proposal (either independently or with another entity) in response to the same CRFQ from the West Virginia Department of Transportation-WV.

5. Non-Binding Agreement

This LOI is intended as an expression of good faith and intent to form a Joint Venture and is not a legally binding contract to form the JV, except as provided in Section 6 below. The Parties acknowledge that formation of the JV is contingent upon award of the contract.

6. Binding Provisions

The following provisions are legally binding on the Parties and shall survive termination of this LOI:

- Section 4 (Exclusivity)
- Section 7 (Confidentiality)
- Section 8 (Governing Law)

7. Confidentiality

The Parties agree to maintain the confidentiality of this LOI, and any proprietary or confidential information exchanged in connection with the JV formation or proposal preparation.

8. Governing Law

This LOI shall be governed by and construed in accordance with the laws of the West Virginia Department of Transportation, West Virginia without regard to its conflict of law provisions.

9. Expiration

This LOI shall remain in effect until the earlier of:

- Execution of a formal Joint Venture Agreement;
- Notice of non-award of the CRFQ;
- Mutual written agreement to terminate this LOI.




Response to
WVDOT Information Technology Temporary Staffing Services



IN WITNESS WHEREOF, the Parties have caused this Letter of Intent to be executed by their duly authorized representatives as of the date first above written.

Sligo Software Solutions Inc.

By:  _____

Name: Satish Busarapu

Title: CEO

Date:

Donato Technologies Inc.

By:



Name: Isaac Kantimahanti

Title: CEO

Date: 03/02/2026.

Exhibit A - Pricing Page

WVDOT Information Technology Staffing Services RFQ(81260081)

CRQM DOT26*44

Contract Item	Description	Est. Qty.	Unit of Measure	Year 1 Unit Cost	Year 2 Unit Cost	Year 3 Unit Cost	Year 4 Unit Cost	Extended Cost
4.1.1	Senior Mainframe Application Analyst	2080	EA	\$92.13	\$93.63	\$95.13	\$96.63	\$785,241.60
4.1.2	Mainframe Application Analyst	2080	EA	\$83.94	\$85.44	\$86.94	\$88.44	\$717,100.80
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$99.07	\$101.07	\$103.07	\$105.07	\$849,222.40
4.1.4	Application Oracle Database Administrator	2080	EA	\$84.30	\$86.30	\$88.30	\$90.30	\$726,336.00
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$96.57	\$98.57	\$100.57	\$102.57	\$828,422.40
4.1.6	Application DB2 Database Administrator	2080	EA	\$80.10	\$82.10	\$84.10	\$86.10	\$691,392.00
4.1.7	PC Programmer Analyst	2080	EA	\$85.54	\$87.04	\$88.54	\$90.04	\$730,412.80
4.1.8	Senior PC Programmer Analyst	2080	EA	\$93.73	\$95.23	\$96.73	\$98.23	\$798,553.60
4.1.9	Application SQL Server Database Administrator	2080	EA	\$80.20	\$82.20	\$84.20	\$86.20	\$692,224.00
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$99.07	\$101.07	\$103.07	\$105.07	\$849,222.40
4.1.11	GIS Database Administrator	2080	EA	\$81.45	\$83.45	\$85.45	\$87.45	\$702,624.00
4.1.12	Senior GIS Database Administrator	2080	EA	\$96.82	\$98.82	\$100.82	\$102.82	\$830,502.40
4.1.13	GIS Architect	2080	EA	\$125.04	\$126.54	\$128.04	\$129.54	\$1,059,052.80
4.1.14	GIS Application Developer	2080	EA	\$85.65	\$87.15	\$88.65	\$90.15	\$731,328.00
4.1.15	Senior GIS Application Developer	2080	EA	\$104.61	\$106.11	\$107.61	\$109.11	\$889,075.20
Grand Total								\$11,880,710.40