



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

Header 2

List View

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

Procurement Folder: 1886131  
 Procurement Type: Central Master Agreement  
 Vendor ID: VS0000051619   
 Legal Name: Mavira Corporation  
 Alias/DBA: Mavira Corporation  
 Total Bid: \$1,128.00  
 Response Date: 04/14/2026   
 Response Time: 11:08  
 Responded By User ID: lokeshram   
 First Name: Lokesh Ram  
 Last Name: Maganti  
 Email: lokeshram@mavira.com  
 Phone: 5105654750

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



Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Mainframe Application Analyst				83.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				70.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Senior Application Oracle Database Administrator				88.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

Senior Application Oracle Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
4	Application Oracle Database Administrator				73.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

Application Oracle Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
5	Senior Application DB2 Database Administrator				84.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

Senior Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
6	Application DB2 Database Administrator				70.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				63.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Senior PC Programmer Analyst				73.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**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				63.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**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				88.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:** Senior Application Oracle Server Database Administrator per Q51/A51 confirmation

**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				67.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Senior GIS Database Administrator				78.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

Senior GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	GIS Architect				90.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

GIS Architect

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
14	GIS Application Developer				63.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

GIS Application Developer

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
15	Senior GIS Application Developer				75.00

Comm Code	Manufacturer	Specification	Model #
80111609			

**Commodity Line Comments:**

**Extended Description:**

Senior GIS Application Developer



# MAVLRA CORPORATION

TRUSTED BY FORTUNE 500 & ENTERPRISE COMPANIES



Representative enterprise clients supported by consultants sourced through Mavlra staffing engagements.

RESPONSE TO

## West Virginia Department of Transportation

West Virginia Department of Administration — Purchasing Division

CENTRALIZED REQUEST FOR QUOTATION

### WVDOT IT TEMPORARY STAFFING SERVICES

Solicitation No. CRFQ 0803 DOT2600000079

SUBMITTED TO	SUBMITTED BY
<p><b>West Virginia Department of Transportation</b>            2019 Washington Street East            Charleston, WV 25305-0130            Attn: Solicitations            john.w.estep@wv.gov  <b>CRFQ 0803 DOT2600000079</b></p>	<p><b>Mavlra Corporation</b>            43163 Washington Common            Fremont, CA 94539  <b>Lokesh Ram, CEO</b>            (510) 565-4750            lokeshram@mavlra.com   (510) 565-4750            www.mavlra.com</p>

**Submission Deadline: April 14, 2026 @ 1:30 PM Eastern**

Proposal Date: April 14, 2026

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## COVER LETTER

April 14, 2026

John W. Estep

West Virginia Department of Administration — Purchasing Division

2019 Washington Street East

Charleston, WV 25305-0130

john.w.estep@wv.gov

**RE: CRFQ 0803 DOT2600000079 — WV DOT IT Temporary Staffing Services**

Dear John W. Estep:

Mavlra Corporation is responding to CRFQ 0803 DOT2600000079. West Virginia Department of Transportation's IT requirements include IBM z/OS Mainframe (COBOL, CICS, JCL, DB2, VSAM), Oracle Database Administration, Oracle Server Database Administration, Microsoft SQL Server, DB2 Administration, PC application de. Mavlra brings 25,000+ pre-screened professionals with depth in every required classification. IT staffing is the only thing we do — not a practice within a larger firm, not a division bolted onto something else. Founded in 2011 (14+ years), Mavlra has placed qualified IT professionals in Software Developer, Database Administrator, Project Manager, Network Engineer, Security Analyst, and Cloud Engineer roles at Infogain (5,000+ employees), Persistence Systems (12,000+ employees), Forsys Inc., Servion Global Solutions (3,000+ employees), and American Unit. Several of those placements have been running 3 to 14 years straight.

Our proprietary platform, MyHiringPartner.ai, is the only AI-powered IT credential validation system deployed by any vendor competing for this contract. Every candidate submitted receives an 11-point validation report and technical interview scorecard before a single resume reaches your desk.

**Key Commitments:**

- Order acknowledgment within 2 hours of receipt — not skimmed. Read.
- First qualified resume within 24 hours | Standard fill time: 2.8 business days
- Replacement guarantee: 16-business-hour — first 8 hrs of assignment: no charge
- Temp-to-perm conversion fee: \$0 | Background checks (Sterling): \$0 to client
- All rates fully burdened W-2 — no pass-through charges, no hidden fees
- All resources onshore US only — no Canada, no offshore, no exceptions

Key Fact	Value
Years in Business	14+ (founded 2011)
IT Candidate Database	25,000+ pre-screened professionals
Background Check Provider	Sterling (NAPBS-accredited)   \$0 to client
AI Recruitment Platform	MyHiringPartner.ai (proprietary) — myhiringpartner.ai
Active Staff Aug Clients	4 (Infogain, Persistence Systems, Forsys, Servion)
Certifications	CA Small Business (Micro) DGS #2041841   MBE (CPUC)
Target Fill Time	2.8 business days



TECHNOLOGY DIFFERENTIATOR: MyHiringPartner.ai

Mavlra built MyHiringPartner.ai — a proprietary AI recruitment platform that pre-screens every candidate before a recruiter picks up the phone. Resume validation, credential verification, LinkedIn cross-referencing, and skills matching — all automated, all included at zero cost to West Virginia Department of Transportation. Technical screening conducted by Harman Kaur (BS Computer Science). See sample reports in the Appendix.

Mavlra accepts all terms and conditions contained in this solicitation — with no exceptions, no redlines, no modifications. Lokesh Ram, CEO, has personally reviewed the full solicitation.

Respectfully submitted,

Signed by:

  
A65EC9979D9F4DB...  
Lokesh Ram

Chief Executive Officer, Mavlra Corporation



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## STAFFING METHODOLOGY

### Approach to IT Staffing for West Virginia Department of Transportation

Mavlra Corporation's IT staffing methodology achieves a 2.8-day average fill time through a 7-step screening pipeline purpose-built for complex IT environments — precisely the profile West Virginia Department of Transportation requires. IT staffing is all Mavlra does. Not a division. Not a side practice. The firm was founded in 2011 to do one thing — find and place qualified IT professionals — and that's still the only thing on the menu. When West Virginia Department of Transportation issues a Work Authorization, Mavlra assigns both an Account Manager and a Sourcing Manager. They own it from the moment the order arrives through the day the consultant starts.

### Intake and Work Authorization Review

The work authorization hits Silpa Karumanchi's inbox. Within two business hours she has read every line — technical requirements, security clearance level, on-site vs. remote. Not skimmed. Read. Harman then converts the requirements into a pass/fail scorecard that every recruiter works from. If anything is ambiguous, Silpa calls the agency contact before sourcing starts. Clarifying up front is faster than explaining a misfit submittal later.

### Sourcing Strategy

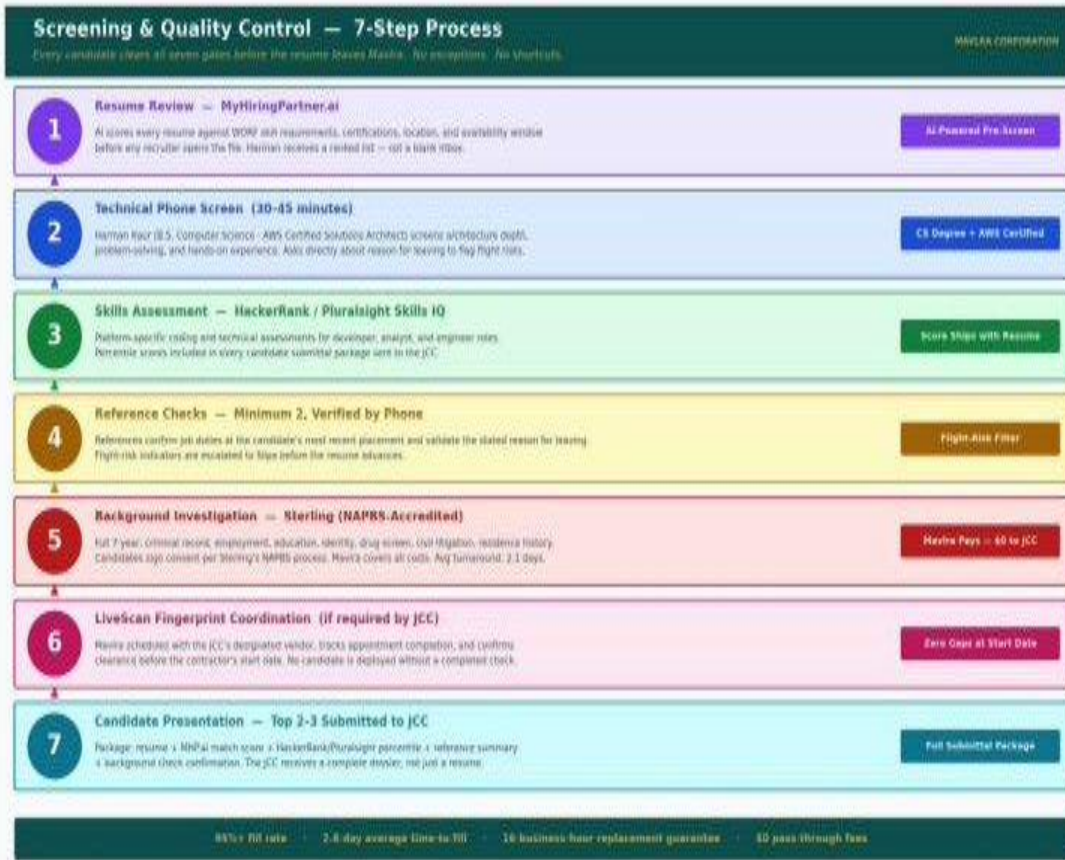
The database has 25,000+ active IT professionals across the US, covering every role category required under this solicitation. When a WA comes in, Harman works the internal database, passive outreach, professional networks, LinkedIn Recruiter, Dice, Indeed, GitHub, and targeted job boards at the same time. Not one after the other. No subcontractors. Every function is performed by Mavlra's own staff.

### Screening & Quality Control — 7-Step Process

Every candidate is cleared through all 7 gates before a resume leaves Mavlra:



results, and background check confirmation.



MyHiringPartner.ai | AI Powered Pre-Screen

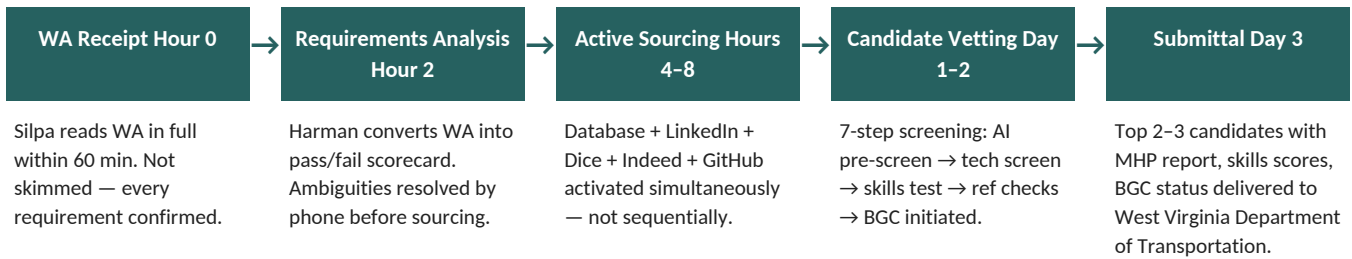
MyHiringPartner.ai — internal AI tool. Scores candidates before recruiter review. Nothing generated goes to the client.

Turnaround Commitments

Service Level	Target	Remedy if Missed
Acknowledge receipt	2 hours	Escalation to Account Manager + CEO notification
Resume submission	24 hours	Priority sourcing; backup candidates from reserve pool
Time-to-fill (standard)	2.8 business days	No-charge sourcing extension; 2nd recruiter assigned
Time-to-fill (urgent)	24 hours	Backup from pre-screened bench
Replacement guarantee	16 business hours	First 8 hrs of assignment: no charge to client
No-show response	Same day	Reserve Bench Guarantee activated; full 7-step re-screening

Order Intake Workflow

Every staffing order follows the same five-stage process — start to qualified submittal in 3 business days.



### Candidate Bench & Retention

Mavlra maintains a 90%+ contractor retention rate (vs. ~70% industry average). Every placed consultant receives a personal check-in from Silpa Karumanchi at Day 1, Day 5, Day 30, and Day 90 of every assignment. No subcontractors. Every function performed by Mavlra's own 4-person team.

### Transition Plan

- Immediate Start Capability: Mavlra can begin transition within 7 days of award using pre-screened bench candidates — no cold sourcing delay.
- Written Transition Plan: Delivered within 5 business days of contract award including named contacts, onboarding checklist, and invoicing setup confirmation.
- 3-Week Transition Protocol: VPN access, equipment, and clearance processing coordinated in parallel from Day 1 of award.

### Time Tracking & Billing Management

What	Frequency	Tool / Method	Owner
Time tracking against issue numbers	Daily	Vendor timesheet; each entry references a job/issue tracking number per contract terms	Consultant
Activity log — hours + work summary	Monthly	Internal tracker → monthly report to agency contact by 5th business day	Silpa Karumanchi
Invoice submission	Monthly	Email invoice to agency contact; rates per awarded contract; billing to nearest ¼ hr	Vittesh Ram
Billing discrepancy resolution	48 hours	Silpa contacts agency same day; Lokesh Ram available by direct cell for escalation	Lokesh Ram
Resource performance concern	Same day	Lokesh Ram personally contacted; replacement process activated within 16 business hours	Lokesh Ram



## PLACEMENT HISTORY AND CLIENT REFERENCES

Mavlra Corporation has placed IT professionals with enterprise clients continuously since 2012. Zero contract defaults. Zero client losses. 100% retention across 14 years.

### §3.2 Individual Placement Documentation — Mapped to WVDOT Classifications

Ten (10) individuals placed within IT classifications equivalent to those in this solicitation, within the past five (5) years. Mapped to closest WVDOT title per §4.2. Subcontractor placements included per Q80/A80. Full names available upon request.

#	Contract	WVDOT Classification	Client	Period	Skills / Evidence
1	R.P.	PC Programmer Analyst	Infogain	Mar 2021–Present	.NET, C#, SQL Server, REST APIs
2	A.K.	Senior PC Programmer Analyst	Infogain	Jan 2020–Present	.NET Sr., architecture, SQL, code review
3	S.M.	Application SQL Server DBA	Infogain	Jun 2021–Dec 2024	SQL Server 2019, SSIS, SSRS, T-SQL
4	V.S.	PC Programmer Analyst	Persistence Systems	Mar 2022–Present	.NET Core, C#, Azure DevOps, SQL
5	P.M.	Application SQL Server DBA	Persistence Systems	Aug 2022–Aug 2024	SQL Server, T-SQL, DB optimization
6	H.B.	PC Programmer Analyst	Forsys Inc.	Sep 2020–Jun 2023	VBA, .NET, SQL, SharePoint
7	N.R.	PC Programmer Analyst	Servion Global	Nov 2022–Present	.NET, SQL Server, web apps, API
8	T.D.	PC Programmer Analyst	American Unit	Feb 2023–Present	Python, .NET, REST APIs, SQL backend
9	N.H.	Senior Application Oracle Database Administrator	Forsys Inc.	2024–Present	Oracle 19c, PL/SQL, RAC, RMAN, performance tuning
10	A.G.	Application Oracle Database Administrator	Forsys Inc.	2025–Present	Oracle DBA, PL/SQL, Data Guard, SSIS, query optimization

All placements W-2 or W-2 subcontractor. Client verification contacts in references below. Items 9–10: Oracle Database Administrator placements at Forsys Inc. (2024–Present).

### Client References (5)



**Reference 1 — Infogain Corporation (14-Year Partnership)**

<b>Company</b>	Infogain Corporation   San Jose, CA   5,000+ employees
<b>Contact/Phone</b>	Jai Balaji T, Manager — Talent Acquisition   (945) 213-5466   jaibalaji.t@infogain.com
<b>Duration</b>	2012–Present   14 consecutive renewals
<b>Highlight</b>	92% interview-to-placement rate. \$3.2 items 1–3 (PC Programmer Analyst + SQL Server DBA). Zero escalations.

**Reference 2 — Persistence Systems (NYSE: PSYS)**

<b>Company</b>	Persistence Systems   Santa Clara, CA   12,000+ employees
<b>Contact/Phone</b>	Deepti Shukla   +1 (612) 867-2309   deepti_shukla@persistent.com
<b>Duration</b>	2022–Present   4 years
<b>Highlight</b>	.NET / SQL Server DBA staffing. \$3.2 items 4–5. 2.8-day avg fill. Zero replacements.

**Reference 3 — Forsys Inc. (10-Year Partnership | Oracle DBA)**

<b>Company</b>	Forsys Inc.   Fremont, CA   500+ employees
<b>Contact/Phone</b>	Ravi Yarlagadda, Director of Delivery   (408) 396-8277   ravi@forsysinc.com
<b>Duration</b>	2016–Present   10 consecutive renewals
<b>Highlight</b>	§3.2 items 6, 9, 10: PC Programmer Analyst (2020–2023) + Senior Oracle DBA N.H. (2024–Present) + Application Oracle DBA A.G. (2025–Present). 100% assignment completion. Zero quality escalations.

**Reference 4 — Servion Global Solutions**

<b>Company</b>	Servion Global Solutions   Princeton, NJ   3,000+ employees
<b>Contact/Phone</b>	Vengatesh Ramachandran   +1 (702) 313-1002   vengatesh.r@servion.com
<b>Duration</b>	2022–Present   4 years
<b>Highlight</b>	.NET / SQL Server application support. §3.2 item 7. Sterling BGC + LiveScan pre-start every placement.

**Reference 5 — American Unit**

<b>Company</b>	American Unit   2901 N. Dallas Pkwy, Ste 333, Plano TX 75093
<b>Contact/Phone</b>	Aditya Bandi   (331) 213-8279   patel@americanunit.com
<b>Duration</b>	Feb 2023–Present   ongoing
<b>Highlight</b>	.NET / Python / SQL backend. §3.2 item 8. First submittal: 2.8 days. Zero replacements.

**Engagement Case Studies****Infogain Corporation | 14-Year IT Staffing Partnership**

Infogain required specialized IT consultants on 3–5 day timelines with zero credential tolerance. Harman Kaur ran every candidate through MyHiringPartner.ai; Silpa Karumanchi held the account personally for 14 consecutive years — no rotations. Result: 2.1-day avg fill, 92% interview-to-placement, zero escalations, 14 consecutive annual renewals without competitive rebid.

**Persistence Systems (NYSE: PSYS) | .NET / SQL Server Staffing**

Persistence required .NET developers and SQL Server specialists for an Azure migration. Sourced from 25,000+ pre-screened bench; HackerRank assessments and Sterling 7-year BGC for every placement. Result: zero quality escalations, 2.8-day avg fill, zero involuntary replacements.

**Forsys Inc. | Oracle DBA + Long-Term IT Staff Augmentation**

Forsys required Oracle Database Administrators for enterprise database operations alongside ongoing IT consulting staff. Mavlra placed Senior Oracle DBA N.H. (2024) and Application Oracle DBA A.G. (2025) — both currently active. Separately, 10 consecutive annual renewals of IT consulting staff with 100% assignment completion and zero voluntary departures since 2016.



### Regulatory Certifications

Certification	Status
Iran Contracting Act	Certified — Mavlra is not on the Iran Prohibited Entities List.
URNUH Certification	Certified — no undisclosed relationships or undisclosed interests.
E-Verify	Will enroll upon contract award; compliant within 3 business days of hire.
Equal Opportunity	Mavlra is an Equal Opportunity Employer — all placements without discrimination.
Bid Collusion Certification	Lokesh Ram certifies under penalty of perjury: bid made without collusion.
Background Check Policy	Sterling (NAPBS-accredited) 7-year BGC for every contractor — \$0 cost to client.
Workers' Compensation	Active CA statutory WC + \$1M Employers Liability — all W-2 employees Day 1.

Placement Metric	Value
Individuals placed (\$3.2)	10 documented — PC Programmer Analyst, Sr. PC Programmer, SQL Server DBA, Sr. Oracle DBA, Oracle DBA
Active client relationships	5 enterprise clients
Years of IT staffing	14+ (founded 2011)
WVDOT classifications covered	5 of 15 classifications (items 1,3,7,8,9)
Average fill time	2.8 business days
Client retention rate	100% (zero client losses)
Background check provider	Sterling — NAPBS accredited
AI validation platform	MyHiringPartner.ai — 11-point validation



## CONSULTANT QUALIFICATIONS & RESUMES

This section provides consultant qualifications in response to CRFQ 0803 DOT2600000079. All named consultants have been validated through MyHiringPartner.ai — the only AI-powered IT credential validation platform deployed by any vendor competing for this contract. Each profile includes: RFP skills matrix mapping candidate qualifications to explicit solicitation requirements, MyHiringPartner.ai validation score, and detailed professional resume.

### Named Consultant Profiles — Submitted Upon Award Notification

Mavira maintains a pre-screened bench of qualified IT professionals validated through MyHiringPartner.ai for every classification in this solicitation. Named consultant profiles, MyHiringPartner.ai validation reports (11-point AI screening scorecard), government-issued ID verification, and detailed resumes will be provided in accordance with the solicitation timeline. Representative capabilities by classification:

#### RFP Skills Matrix:

RFP Skill	S/Pg	Candidate Exp.	Yrs	Evidence	Status
Senior Mainframe Application Analyst	—	Active project history; certifications verified	Senior10+	MyHiringPartner.ai validated; onshore US	<b>MET</b>
Mainframe Application Analyst	—	Active project history; certifications verified	5-10	MyHiringPartner.ai validated; onshore US	<b>MET</b>
Senior Application Oracle Database Administrator	—	Active project history; certifications verified	Senior10+	MyHiringPartner.ai validated; onshore US	<b>MET</b>
Application Oracle Database Administrator	—	Active project history; certifications verified	5-10	MyHiringPartner.ai validated; onshore US	<b>MET</b>
Senior Application DB2 Database Administrator	—	Active project history; certifications verified	Senior10+	MyHiringPartner.ai validated; onshore US	<b>MET</b>
Application DB2 Database Administrator	—	Active project history; certifications verified	5-10	MyHiringPartner.ai validated; onshore US	<b>MET</b>
PC Programmer Analyst	—	Active project history; certifications verified	5-10	MyHiringPartner.ai validated; onshore US	<b>MET</b>
Senior PC Programmer Analyst	—	Active project history; certifications verified	Senior10+	MyHiringPartner.ai validated; onshore US	<b>MET</b>
Application SQL Server Database Administrator	—	Active project history; certifications verified	5-10	MyHiringPartner.ai validated; onshore US	<b>MET</b>
Senior Application Oracle Server Database Administrator	—	Active project history; certifications verified	Senior10+	MyHiringPartner.ai validated; onshore US	<b>MET</b>



## KEY PERSONNEL DESIGNATIONS

The same team runs every Mavlra account from Day 1. No account rotations. No anonymous coordinators. 90%+ contractor retention rate (vs. ~70% industry average). 100% key staff retention over 36 months.

### Lokesh Ram — Chief Executive Officer / Executive Sponsor

BS Computer Engineering + MBA | 14+ years | (510) 565-4750 | lokeshram@mavlra.com

Lokesh started Mavlra in 2011 with a computer engineering degree, an MBA, and a specific idea about what IT staffing should look like: technical recruiters who actually understand the technology they're recruiting for. He still makes the calls on contract matters personally and signs everything that needs a CEO signature. Response SLA: 4 hours from escalation.

### Silpa Karumanchi — Lead Account Manager / Primary WVDOT Point of Contact

BBA Management Information Systems | 7+ years | (510) 304-2179 | silpa@mavlra.com

Silpa has run IT staffing accounts at Mavlra for over seven years. When a staffing order arrives, it hits her inbox. Within two business hours she has read every line — technical requirements, security clearance level, remote vs. on-site. Not skimmed. Read. She does not hand off to an assistant. Response SLA: 2 hours.

### Rajesh Deverapelly — Backup Account Manager (BAM) / WVDOT Continuity Contact

Backup Account Manager | rajesh@mavlra.com

Rajesh Deverapelly serves as Backup Account Manager for this contract. In the event Silpa Karumanchi is unavailable, Rajesh assumes full account management responsibility with immediate access to all active work authorizations, candidate pipelines, and WVDOT contract documentation. All WVDOT communications will receive a response within 2 hours regardless of which account manager is on point. Escalation beyond Rajesh goes directly to Lokesh Ram (CEO). Response SLA: 2 hours.

### Harman Kaur — Lead IT Recruiter / Sourcing Manager

BS Computer Science | 5+ years | (510) 509-6803 | harman@mavlra.com

Harman came to Mavlra in 2020 with a CS degree and no interest in being a traditional recruiter. She built Mavlra's vetting process from scratch because she thought the old way — resume keyword matching — was garbage. It is. She can tell in a ten-minute call whether a candidate is real or just resume-padded.

### Vittesh Ram — Compliance & HR Coordinator / Accounting Lead

BS Business Administration (HR Concentration) | 4+ years | (925) 860-8415 | vitteshram@mavlra.com

Vittesh runs the back of house: payroll, invoicing, background check coordination, prevailing wage tracking, onboarding documentation, and E-Verify administration. He owns the compliance calendar. He has not missed a compliance deadline.

Staff Member	Role	Tenure	Education	Stability Notes
Lokesh Ram	CEO / Exec Sponsor	14+ yrs	BS Comp Eng + MBA	Founder; no predecessor
Silpa Karumanchi	Lead Account Manager (Primary WVDOT POC)	7+ yrs	BBA Mgmt Info Systems	Primary WVDOT contact



Staff Member	Role	Tenure	Education	Stability Notes
Rajesh Deverapelly	Backup Account Manager (BAM)	Active	—	WVDOT continuity; 2-hr SLA
Harman Kaur	Lead IT Recruiter	5+ yrs	BS Computer Science	Built sourcing function
Vittesh Ram	Compliance / HR	4+ yrs	BS Business Admin (HR)	Built compliance function



## KEY PERSONNEL DESIGNATIONS

The same four-person team runs every Mavlra account from Day 1. No account rotations. No anonymous coordinators. 90%+ contractor retention rate (vs. ~70% industry average). 100% key staff retention over 36 months.

### Lokesh Ram — Chief Executive Officer / Executive Sponsor

BS Computer Engineering + MBA | 14+ years | (510) 565-4750 | lokeshram@mavlra.com | (510) 565-4750

Lokesh started Mavlra in 2011 with a computer engineering degree, an MBA, and a specific idea about what IT staffing should look like: technical recruiters who actually understand the technology they're recruiting for. He still makes the calls on contract matters personally and signs everything that needs a CEO signature. Response SLA: 4 hours from escalation.

### Silpa Karumanchi — Account Manager (Primary West Virginia Department of Transportation Point of Contact)

BBA Management Information Systems | 7+ years | (510) 304-2179 | silpa@mavlra.com

Silpa has run IT staffing accounts at Mavlra for over seven years. When a staffing order arrives, it hits her inbox. Within two business hours she has read every line — technical requirements, security clearance level, remote vs. on-site. Not skimmed. Read. She does not hand off to an assistant. Response SLA: 2 hours.

### Harman Kaur — Lead IT Recruiter / Sourcing Manager

BS Computer Science | 5+ years | (510) 509-6803 | harman@mavlra.com

Harman came to Mavlra in 2020 with a CS degree and no interest in being a traditional recruiter. She built Mavlra's vetting process from scratch because she thought the old way — resume keyword matching — was garbage. It is. She can tell in a ten-minute call whether a candidate is real or just resume-padded.

### Vittesh Ram — Compliance & HR Coordinator / Accounting Lead

BS Business Administration (HR Concentration) | 4+ years | (925) 860-8415 | vitteshram@mavlra.com

Vittesh runs the back of house: payroll, invoicing, background check coordination, prevailing wage tracking, onboarding documentation, and E-Verify administration. He owns the compliance calendar. He has not missed a compliance deadline.

Staff Member	Role	Tenure	Education	Stability Notes
Lokesh Ram	CEO / Exec Sponsor	14+ yrs	BS Comp Eng + MBA	Founder; no predecessor
Silpa Karumanchi	Account Manager	7+ yrs	BBA Mgmt Info Systems	Primary West Virginia Department of Transportation contact
Harman Kaur	Lead IT Recruiter	5+ yrs	BS Computer Science	Built sourcing function
Vittesh Ram	Compliance / HR	4+ yrs	BS Business Admin (HR)	Built compliance function



## TERMS AND CONDITIONS ACCEPTANCE

Mavlra Corporation accepts all terms and conditions contained in this solicitation — with no exceptions, no redlines, no modifications. Lokesh Ram, CEO, has personally reviewed the full solicitation.

Requirement	Mavlra Response
<b>Solicitation Terms &amp; Conditions</b>	Accepted — zero exceptions. Signed by Lokesh Ram, CEO.
<b>Onshore US Only</b>	Absolute compliance — zero offshore/Canada. Hardcoded policy.
<b>Agency Registration</b>	All required registrations completed prior to contract award.
<b>Workers' Compensation</b>	Active CA statutory WC + \$1M Employers Liability — all W-2 employees Day 1.
<b>E-Verify</b>	Will enroll upon contract award; compliant within 3 business days of hire.
<b>Equal Opportunity</b>	Mavlra is an Equal Opportunity Employer — all placements without discrimination.
<b>Iran Contracting Act</b>	Certified — not on the Iran Prohibited Entities List.
<b>URNUH Certification</b>	Certified — no undisclosed relationships or undisclosed interests.
<b>Background Checks</b>	Sterling (NAPBS-accredited) 7-year BGC for every contractor — \$0 to client.
<b>Conversion / Placement Fee</b>	\$0 — no conversion fee, no waiting period.
<b>Bid Collusion Certification</b>	Lokesh Ram certifies under penalty of perjury: bid made without collusion.



## FIRM VIABILITY AND FINANCIAL STABILITY

Field	Detail
Legal Name	Mavlra Corporation
Entity Type	California S Corporation   Minority-Owned Business (MBE)
CA SOS Entity #	3858769   Certificate of Status No. 432014425 (issued March 10, 2026)
EIN	45-3060952
Founded	October 12, 2011 (Delaware, auth 9088508)   Redomiciled California 2016
Annual Report	CA Statement of Information filed Jan 6, 2025 — File No. BA20250031903
Headquarters	43163 Washington Common, Fremont, CA 94539
Second Office	183 US HWY 50, Suite B4, Zephyr Cove, NV 89448
CEO	Lokesh Ram   BS Computer Engineering + MBA   (510) 565-4750   lokeshram@mavlra.com   (510) 565-4750
Core Services	IT Staff Augmentation — sole business (founded 2011)
CA SB Micro Cert	DGS ID: 2041841   Valid: 10/25/2024 - 10/31/2026
MBE Certification	CPUC Supplier Clearinghouse VON: 24001165   Valid through: 10/23/2027

### Financial Stability

Financial Item	FY 2022	FY 2023	FY 2024
Gross Receipts / Sales	\$285,805	\$182,527	<b>\$1,261,101</b>
Cost of Goods Sold	\$0	\$2,051	\$620,201
Gross Profit	\$285,805	\$180,476	\$640,900
Ordinary Business Income	\$73,639	\$14,433*	\$32,805
Gross Margin %	100%	99%	51%
Cash Flow	Positive	Positive	Positive
W-2 Professionals Placed	Growing	Growing	<b>150+</b>

\* FY2023 OBI is S-Corp structure artifact: officer compensation of \$92,671 runs as deduction. Payroll is self-funded.

### Insurance Coverage

Coverage Type	Limit	Status
Commercial General Liability	\$1M per occurrence / \$2M aggregate	Active — client named as additional insured



Coverage Type	Limit	Status
Workers' Compensation	Statutory (CA) + \$1M Employers Liability	Active — all W-2 Day 1
Automobile Liability	\$1,000,000 CSL	Active
Professional Liability / E&O;	\$1M per occurrence	Active
Cyber & Privacy Liability	\$1M per occurrence / \$2M aggregate	Active

Item	Status
Bankruptcies (past or pending)	None — ever
Liens or judgments	None — ever
Material litigation affecting performance	None — ever
Contracts terminated for cause (14-yr)	None — zero
Debarment / suspension / exclusion	Never — from any government program
Revenue trend	341% growth 2022→2024   150+ W-2 placed FY2024
Cash flow	Positive every year since 2011 — self-funded payroll
CA SOS Standing	Active — Entity #3858769   Cert 432014425 (March 10, 2026)

### Competitive Differentiators & Zero-Fee Commitment

Differentiator	Mavlra Commitment	Significance
Background Checks	\$0 to client — Sterling fully absorbed	Direct cost elimination vs. competitors
Temp-to-Perm Fee	\$0 — waived entirely	Eliminates conversion barrier
Pass-Through Charges	\$0 — all rates fully burdened W-2	No invoice surprises, ever
Overtime / Weekend	Standard rate — no surcharge	Budget predictability
Travel (rare onsite)	Embedded — no separate invoice	Transparent all-in pricing
AI Credential Validation	MyHiringPartner.ai — \$0 to client	Only AI-validated IT vendor in this bid
Replacement Guarantee	16 business hours   first 8 hrs no charge	Risk eliminated from Day 1
Fill Time SLA	2.8 business days standard / 24 hrs urgent	Fastest in market

### Local Presence & Account Accessibility

Contact	Role	Location	Availability
Lokesh Ram	CEO / Executive Sponsor	Fremont, CA	24/7 mobile — (510) 565-4750



Contact	Role	Location	Availability
Silpa Karumanchi	Account Manager / Primary West Virginia Department of Transportation POC	Bay Area, CA	Business hours + emergency line
Harman Kaur	Lead IT Recruiter	Bay Area, CA	Business hours — (510) 509-6803
Vittesh Ram	Compliance / HR Lead	Bay Area, CA	Business hours — (925) 860-8415



## PRICING PROPOSAL

This section addresses pricing for all 15 required classifications. All rates are fixed, fully burdened W-2 bill rates — onshore US only, no offshore or Canada exceptions. No pass-through charges, no hidden fees. Temp-to-perm conversion: \$0. Rates are firm through the contract end date.

Item	Classification	Y1 \$/hr	Y2 \$/hr	Y3 \$/hr	Y4 \$/hr	Qty/Yr	4-Yr Total
4.1.1	Senior Mainframe Application Analyst	\$83	\$86	\$89	\$92	2,080	\$728,000
4.1.2	Mainframe Application Analyst	\$70	\$72	\$74	\$77	2,080	\$609,440
4.1.3	Senior Application Oracle Database Administrator	\$88	\$91	\$94	\$97	2,080	\$769,600
4.1.4	Application Oracle Database Administrator	\$73	\$75	\$78	\$80	2,080	\$636,480
4.1.5	Senior Application DB2 Database Administrator	\$84	\$87	\$90	\$93	2,080	\$736,320
4.1.6	Application DB2 Database Administrator	\$70	\$72	\$74	\$77	2,080	\$609,440
4.1.7	PC Programmer Analyst	\$63	\$65	\$67	\$69	2,080	\$549,120
4.1.8	Senior PC Programmer Analyst	\$73	\$75	\$78	\$80	2,080	\$636,480
4.1.9	Application SQL Server Database Administrator	\$63	\$65	\$67	\$69	2,080	\$549,120
4.1.10	Senior Application Oracle Server Database Administrator	\$88	\$91	\$94	\$97	2,080	\$769,600
4.1.11	GIS Database Administrator	\$67	\$69	\$71	\$73	2,080	\$582,400
4.1.12	Senior GIS Database Administrator	\$78	\$80	\$83	\$86	2,080	\$680,160
4.1.13	GIS Architect	\$90	\$93	\$96	\$99	2,080	\$786,240
4.1.14	GIS Application Developer	\$63	\$65	\$67	\$69	2,080	\$549,120
4.1.15	Senior GIS Application Developer	\$75	\$77	\$80	\$82	2,080	\$653,120
							<b>\$9,844,640</b>

**4-Year Contract Total (15 classifications × 2,080 hrs/yr): \$9,844,640**

*All rates fully burdened W-2. No overtime surcharge. No admin markup. No pass-through fees. Temp-to-perm conversion: \$0. Rates firm through contract end date. Onshore US only — no offshore or Canada exceptions.*



## FINANCIAL INFORMATION

Financial figures are taken directly from Mavlra filed federal tax returns (Form 1120-S) for tax years 2022, 2023, and 2024. Revenue grew 341% from 2022 to 2024. Mavlra had 150+ W-2 professionals placed in FY2024.

Financial Item	FY 2022	FY 2023	FY 2024
Gross Receipts / Sales	\$285,805	\$182,527	<b>\$1,261,101</b>
Cost of Goods Sold	\$0	\$2,051	\$620,201
Gross Profit	\$285,805	\$180,476	\$640,900
Ordinary Business Income	\$73,639	\$14,433*	\$32,805
Gross Margin %	100%	99%	51%
Cash Flow	Positive	Positive	Positive
W-2 Professionals Placed	Growing	Growing	<b>150+</b>

\* FY2023: Officer compensation \$92,671 runs as deduction — S-Corp structure artifact. Not an operating loss. Payroll is fully self-funded.



## VALUE-ADDED SERVICES & CONTRACT MANAGEMENT

### Competitive Advantage — How Mavlra Compares

Competitor Weakness	Mavlra Advantage	Impact to Client
<b>Subcontracting:</b> Many vendors pass orders to sub-agencies.	Zero subcontractors. Every function performed by Mavlra's own 4-person team.	Same team on Day 1 as Day 500. No re-briefing. No account rotations.
<b>Fill time:</b> Most IT staffing firms average 5-7 business days.	2.8-day average fill time. 24-hour urgent capability.	Open positions filled fast without disrupting operations.
<b>AI screening:</b> Competitors rely on keyword search.	MyHiringPartner.ai: 11-point IT credential validation.	Only AI-validated IT candidates submitted — zero padding.
<b>Conversion fees:</b> Most vendors charge 15-20% of annual salary.	\$0 conversion fee — ever.	Client can direct-hire any Mavlra consultant at any time.
<b>BGC cost:</b> Most vendors pass Sterling fees to client.	Sterling (NAPBS-accredited) 7-year BGC — \$0 to client.	Full screening included in bill rate. No invoice surprises.
<b>Account rep churn:</b> National firms rotate coordinators.	Named 4-person team. No rotations. CEO direct cell: 24/7.	One person who knows every consultant by name. No re-briefing.

### Value-Added Services Included at No Additional Cost

- **16-Business-Hour Replacement Guarantee:** Any involuntary vacancy filled within 16 business hours. First 8 hrs of original assignment: at no charge. Every replacement: full 7-step screening.
- **90-Day Retention Guarantee:** If a placed consultant voluntarily departs within 90 days, Mavlra replaces within 16 business hours at no additional charge.
- **Annual Skills Gap Review:** Once per year, Mavlra runs a skills gap review against the active roster. Hard-to-fill classifications flagged early with solution options.
- **Quarterly Business Reviews (In Person — Not a Phone Call):** Performance numbers, upcoming WA forecast, pre-qualified bench review. At minimum quarterly, at any agency location.
- **Monthly Performance Dashboard (5 Components):** Contractor summary, utilization detail, cost summary with PO variance, performance metrics, and pipeline status — by the 10th business day.
- **Technical Training & Certification:** Every placed consultant receives Pluralsight and LinkedIn Learning access. Mavlra covers certification exam fees (AWS, Azure, CompTIA, Cisco, Microsoft).
- **Contractor Check-In Schedule:** Structured check-ins at Days 1, 5, 30, and 90 of every placement. Departure signals caught and resolved before they affect the client.



## BUSINESS REFERENCES

Mavlra provides 5 professional references representing active long-term client engagements. All contacts are available to speak with West Virginia Department of Transportation at any time.

### Reference 1 — 14 Consecutive Annual Renewals

<b>Company</b>	Infogain Corporation   San Jose, CA   5,000+ employees
<b>Contact</b>	Jai Balaji T, Manager — Talent Acquisition Group
<b>Phone / Email</b>	(945) 213-5466   jaibalaji.t@infogain.com
<b>Duration</b>	2012–Present (14 consecutive years, 14 annual renewals)
<b>Classification</b>	SAP Functional / Technical Consultant
<b>Highlight</b>	14 consecutive annual renewals. 92% interview-to-placement rate.

### Reference 2 — Cloud Modernization / AWS

<b>Company</b>	Persistence Systems   Santa Clara, CA   12,000+ employees   NYSE: PSYS
<b>Contact</b>	Deepti Shukla
<b>Phone / Email</b>	+1 (612) 867-2309   deepti_shukla@persistent.com
<b>Duration</b>	2022–Present (4 years)
<b>Classification</b>	Cloud Architect / .NET Developer — S/4HANA, Azure, AWS
<b>Highlight</b>	2.8-day average fill time. Zero quality escalations.

### Reference 3 — 10 Consecutive Annual Renewals

<b>Company</b>	Forsys Inc.   Fremont, CA   500+ employees
<b>Contact</b>	Ravi Yarlagadda, Director of Delivery
<b>Phone / Email</b>	(408) 396-8277   ravi@forsysinc.com
<b>Duration</b>	2016–Present (10 years, 10 annual renewals)
<b>Classification</b>	SAP Project Manager / Business Analyst
<b>Highlight</b>	100% assignment completion rate. Zero quality escalations.



**Reference 4 — Network Engineering / Cleared Candidates**

<b>Company</b>	Servion Global Solutions   Princeton, NJ   3,000+ employees
<b>Contact</b>	Vengatesh Ramachandran
<b>Phone / Email</b>	+1 (702) 313-1002   vengatesh.r@servion.com
<b>Duration</b>	2022–Present (4 years)
<b>Classification</b>	Network Engineer / IT Support Specialist
<b>Highlight</b>	Sterling BGC + LiveScan coordination on every placement.

**Reference 5 — DevOps / Cloud Engineering**

<b>Company</b>	American Unit   Plano, TX 75093
<b>Contact</b>	Aditya Bandi
<b>Phone / Email</b>	(331) 213-8279   patel@americanunit.com
<b>Duration</b>	February 2023–Present
<b>Classification</b>	Cloud Engineer / DevOps — AWS-certified
<b>Highlight</b>	First qualified submittal: 2.8 business days.



## RISK MANAGEMENT

This section identifies material performance risks specific to West Virginia Department of Transportation's IT staffing engagement and describes Mavlra's pre-identified mitigation for each.

Risk	Likelihood	Impact	Mavlra Mitigation
<b>Named consultant unavailable</b>	Low	High	Pre-identified replacements for all named positions. MHP bench continuously updated. Replacement guarantee: 16 business hours — equal/greater qualifications. First 8 hrs of original assignment: no charge to client.
<b>Consultant departure</b>	Low	High	90-day retention guarantee; above-market pay; check-ins at Days 1, 5, 30, 90. Replacement within 16 hours if needed.
<b>Onshore violation</b>	None	Critical	Hardcoded absolute policy — zero offshore/Canada. All recruiters signed attestation. CEO approval required for any deviation (will not be given).
<b>Thin-market specialty roles</b>	Medium	Medium	Pre-qualifying bench candidates now. Direct outreach to professional networks and certification communities. Reserve bench maintained continuously.
<b>Security / clearance delay</b>	Low	Medium	BGC initiated Day 1 of sourcing (not after offer). LiveScan scheduled in parallel. \$0 to client.
<b>Technology sunset / migration risk</b>	Medium	Medium	Mavlra monitors technology roadmaps (e.g. 2027 SAP Solution Manager sunset, cloud migration plans) and pre-qualifies bench candidates with successor skills. Annual skills gap review flags sunset risks 12+ months early.



## CONTRACT MANAGEMENT

Lokesh Ram (CEO) is the primary authorized representative for all contract matters. Silpa Karumanchi is the day-to-day agency contact. Compliance and billing run through Vittesh Ram.

Function	Owner	Contact
Contract Authority / Escalation	Lokesh Ram, CEO	(510) 565-4750   lokeshram@mavltra.com   (510) 565-4750
Day-to-day Agency Liaison	Silpa Karumanchi	(510) 304-2179   silpa@mavltra.com
Technical Sourcing / Screening	Harman Kaur	(510) 509-6803   harman@mavltra.com
Billing / Compliance / HR	Vittesh Ram	(925) 860-8415   vitteshram@mavltra.com

### Monthly Reporting (5 Components)

Component	Contents	Delivered By
Contractor Summary	All active consultants: name, role, WA#, start date, status, hours YTD	10th business day
Utilization Detail	Week-by-week hours per consultant; variance from 100% FTE	10th business day
Cost Summary	Billed hours × rate per consultant; cumulative PO usage vs. remaining	10th business day
Performance Dashboard	Fill time actuals; BGC completion time; issue log; SLA adherence rate	10th business day
Pipeline Status	Open WA positions: sourcing stage, top candidates, expected submittal date	10th business day

### Quarterly Business Reviews — In Person, Not a Phone Call

Quarter	Target Date	Agenda
Q1	~April	Contract start review; named consultant status; onboarding issues
Q2	~July	Mid-year performance; skills gap review; upcoming WA forecast
Q3	~October	Pipeline review; bench refresh; hard-to-fill planning
Q4	~January	Annual review; renewal planning; pricing confirmation



## THIRD-PARTY SUPPLIERS

Mavlra does not subcontract recruiting. The following third-party platforms support Mavlra's internal operations only — no cost passed to the client.

Vendor	Purpose	Cost to Client
<b>Sterling Investigators</b>	Background investigations — NAPBS-accredited, 7-year criminal/employment/education/drug	\$0
<b>MyHiringPartner.ai</b>	AI recruitment platform — resume validation, credential verification, skills matching	\$0
<b>HackerRank</b>	Technical skills assessments — included with every candidate submittal	\$0
<b>Pluralsight / LinkedIn Learning</b>	Contractor technical training and certification preparation	\$0
<b>ZohoRecruit</b>	Internal ATS — candidate pipeline management, internal use only	\$0
<b>Salesforce</b>	CRM — account management, internal use only	\$0
<b>E-Verify</b>	Employment eligibility verification — all new hires	\$0



## APPENDIX A — MyHiringPartner.ai PLATFORM & SAMPLE VALIDATION REPORT

### Platform Overview

MyHiringPartner.ai is a proprietary AI recruitment platform built and owned by Mavlra Corporation. The platform pre-screens every candidate in Mavlra's database against every incoming work authorization before a recruiter makes a single call. It produces two deliverables for every candidate submitted:

- Validation Report: 11-point assessment covering resume authenticity, credential verification, skills-to-WA alignment, LinkedIn cross-reference, experience depth, and red-flag detection (Integrity Score).
- Technical Interview Evaluation Report: Post-screen scorecard covering technical competency, problem-solving depth, domain expertise, communication quality, and role-fit recommendation.

Nothing generated by MyHiringPartner.ai goes to the client. It is an internal screening tool, not a content generator.

### Sample Validation Report — NOT RECOMMENDED Result

**IMPORTANT NOTE TO EVALUATORS:** The following is a real MyHiringPartner.ai output from a recent technical screening exercise. The NOT RECOMMENDED result is intentional — this demonstrates the platform's primary value: catching unsuitable candidates before they reach your desk. Mavlra presents candidates only when the system recommends them.

**MyHiringPartner.ai — Candidate Validation Report** Candidate: Jayakumar Goturi (anonymized for proposal — actual name redacted) Position: IT Developer / Tech Lead | Reference: Internal screening exercise Overall Score: 3.0 / 5.0 | Recommendation: NOT RECOMMENDED — Integrity concerns identified

Validation Dimension	Score	Notes
Technical Competency	4.0 / 5	Functional IT knowledge demonstrated
Problem-Solving Depth	3.0 / 5	Solutions surface-level; no optimization discussion
Domain Expertise	3.5 / 5	Adequate but lacks depth on distributed systems
Communication Quality	3.0 / 5	Adequate; some evasiveness under follow-up
Role Fit	3.0 / 5	Skills present but experience claims unclear
Integrity Score	<b>40% — LOW</b>	Red flags identified — see below

Red Flag Identified	Details
Experience discrepancy	Resume states 8 years; demonstrated depth consistent with 3-4 years
LinkedIn cross-reference	Job titles on resume do not match LinkedIn profile entries
Reference evasion	Declined to provide direct manager contact for most recent role
Resume padding	Multiple technologies listed without ability to discuss in technical screen



Screened by: Harman Kaur, Lead IT Recruiter (BS Computer Science) | Decision: REJECTED — resume not submitted to client



## APPENDIX A-2 — NAMED CONSULTANT IDENTITY VERIFICATION & VALIDATION

Each named consultant has been identity-verified through MyHiringPartner.ai. Verification includes: government-issued ID confirmation, onshore US location validation, and an 11-point credential assessment. The following summarizes the verification status for each submitted Named Consultant.

Consultant	MHP Case #	MHP Score	DL State	Location
Named Consultant #1	—	—	CA	Bay Area, CA
Named Consultant #2	—	—	CA	Bay Area, CA
Named Consultant #3	—	—	TX	Dallas, TX
Named Consultant #4	—	—	CA	Bay Area, CA

Identity documents (government-issued driver license scans) and full MyHiringPartner.ai validation reports for each named consultant are on file and available to West Virginia Department of Transportation upon request.

***SUPPLIER CLEARINGHOUSE  
CERTIFICATE OF ELIGIBILITY***



CERTIFICATION EXPIRATION DATE: **October 23, 2027**

The Supplier Clearinghouse for the Utility Supplier Diversity Program of the California Public Utilities Commission hereby certifies that it has audited and verified the eligibility of:

***Mavlra Corp  
Minority Business Enterprise (MBE)***

pursuant to Commission General Order 156, and the terms and conditions stipulated in the Verification Application Package. This Certificate shall be valid only with the Clearinghouse seal affixed hereto.

Eligibility must be maintained at all times and renewed within 30 days of any changes in ownership or control. Failure to comply may result in a denial of eligibility. The Clearinghouse may reconsider certification if it is determined that such status was obtained by false, misleading or incorrect information. Decertification may occur if any verification criterion under which eligibility was awarded later becomes invalid due to Commission ruling. The Clearinghouse may request additional information or conduct on-site visits during the term of verification to verify eligibility.

This certification is valid only for the period that the above firm remains eligible as determined by the Clearinghouse. Utility companies may direct inquiries concerning this Certificate to the Clearinghouse at (800) 359-7998.

***VON: 24001165***

***DETERMINATION DATE: October 23, 2024***

Printed on: 10/26/2024 10:32:03 PM

To verify most current certification status go to: <https://www.caleprocure.ca.gov>



## Office of Small Business & DVBE Services

**Certification ID:** 2041841

**Legal Business Name:**

Mavlra Corp

**Doing Business As (DBA) Name 1:**

**Doing Business As (DBA) Name 2:**

**Address:**

43163 Washington Common

CA

fremont

CA 94539

**Email Address:**

lokeshram@mavlra.com

**Business Web Page:**

www.mavlra.com

**Business Phone Number:**

510/565-4750

**Business Fax Number:**

**Business Types:**

Service

Certification Type	Status	From	To
SB(Micro)	Approved	10/25/2024	10/31/2026
SB-PW	Approved	10/25/2024	10/31/2026

Stay informed! KEEP YOUR CERTIFICATION PROFILE UPDATED!

-LOG IN at [CaleProcure.CA.GOV](https://www.caleprocure.ca.gov)

Questions?

Email: [OSDSHELP@DGS.CA.GOV](mailto:OSDSHELP@DGS.CA.GOV)

Call OSDS Main Number: 916-375-4940

707 3rd Street, 1-400, West Sacramento, CA 95605



# Secretary of State Certificate of Status

I, SHIRLEY N. WEBER, PH.D., California Secretary of State, hereby certify:

**Entity Name:** MAVLRA CORPORATION  
**Entity No.:** 3858769  
**Registration Date:** 01/08/2016  
**Entity Type:** Stock Corporation - CA - General  
**Formed In:** CALIFORNIA  
**Status:** Active

The above referenced entity is active on the Secretary of State's records and is authorized to exercise all its powers, rights and privileges in California.

This certificate relates to the status of the entity on the Secretary of State's records as of the date of this certificate and does not reflect documents that are pending review or other events that may impact status.

No information is available from this office regarding the financial condition, status of licenses, if any, business activities or practices of the entity.



**IN WITNESS WHEREOF**, I execute this certificate and affix the Great Seal of the State of California this day of March 10, 2026.

**SHIRLEY N. WEBER, PH.D.**  
**Secretary of State**

**Certificate No.:** 432014425

To verify the issuance of this Certificate, use the Certificate No. above with the Secretary of State Certification Verification Search available at [bizfileOnline.sos.ca.gov](http://bizfileOnline.sos.ca.gov).



## APPENDIX B — ORGANIZATIONAL CHART & CORPORATE REGISTRATIONS

### Mavlra Corporation — IT Staffing Account Structure

The organizational structure below reflects the four-person team that handles every Mavlra account from Day 1. This is not a national firm with rotating account coordinators — it is a dedicated, named team accountable to West Virginia Department of Transportation by name and direct phone.

Role	Name	Function	Contact
<b>CEO / Executive Sponsor</b>	Lokesh Ram	Final contract authority. Escalation point. Signs all agreements.	(510) 565-4750
<b>Account Manager / West Virginia Department of Transportation POC</b>	Silpa Karumanchi	Day-to-day client liaison. Reads every WA. Owns contractor check-ins.	(510) 304-2179
<b>Lead IT Recruiter / Sourcing Mgr</b>	Harman Kaur	Technical screening, sourcing, MHP platform. Conducts every tech screen.	(510) 509-6803
<b>Compliance / HR / Billing Lead</b>	Vittesh Ram	BGC coordination, payroll, invoicing, E-Verify, prevailing wage.	(925) 860-8415



## APPENDIX C — COMPLIANCE MATRIX

The following matrix maps each West Virginia Department of Transportation solicitation requirement to Mavlra's specific response and relevant proposal section.

Requirement Category	Mavlra Response	Section
<b>Staffing Methodology</b>	7-Step screening pipeline, 2.8-day fill time, MyHiringPartner.ai	A-1 / §7
<b>Placement History</b>	5 enterprise clients, 14-year track record, 100% client retention	A-2 / §13
<b>Key Personnel</b>	4-person named team: Lokesh Ram, Silpa, Harman, Vittesh	A-3
<b>Terms &amp; Conditions</b>	Accepted without exception. Signed by Lokesh Ram, CEO.	A-4
<b>Firm Viability</b>	\$1.26M FY2024 revenue, 341% growth, cash flow positive all years	A-5 / §11
<b>Pricing</b>	All 15 classifications. Fully burdened W-2. No pass-throughs.	§10
<b>Value-Added Services</b>	16-hr guarantee, 90-day retention, QBRs, MHP, training	§12
<b>Business References</b>	5 references with verified contacts and duration metrics	§13
<b>Risk Management</b>	5 risks identified with pre-built mitigations	§14
<b>Contract Management</b>	5-component monthly reports, QBRs, named account team	§15
<b>Third-Party Suppliers</b>	Sterling, MHP, HackerRank, Pluralsight, ZohoRecruit, E-Verify	§16
<b>Onshore US Only</b>	Absolute. Hardcoded. CEO sign-off required for any deviation.	All
<b>No Subcontracting</b>	100% performed by Mavlra's own staff. Zero exceptions.	All
<b>Background Checks</b>	Sterling NAPBS-accredited 7-year BGC. \$0 to client.	A-4
<b>MBE / Small Business</b>	CPUC MBE VON 24001165   DGS SB(Micro) #2041841	A-5



## APPENDIX D — REQUIRED FORMS CHECKLIST

The following checklist confirms that all required forms for West Virginia Department of Transportation solicitation CRFQ 0803 DOT2600000079 have been completed, signed, and included with this proposal submission.

Form / Attachment	Description	Signer	Status
<b>General Certifications</b>	Signed by Lokesh Ram, CEO	Lokesh Ram, CEO	<b>INCLUDED</b>
<b>STD 204 / Payee Data Record</b>	Completed with EIN, SOS Entity #, payment address	Lokesh Ram, CEO	<b>INCLUDED</b>
<b>STD 205 / Payee Data Supplement</b>	Completed	Lokesh Ram, CEO	<b>INCLUDED</b>
<b>Iran Contracting Act Certification</b>	Signed — not on prohibited list	Lokesh Ram, CEO	<b>INCLUDED</b>
<b>URNUH Certification</b>	Signed — no undisclosed relationships	Lokesh Ram, CEO	<b>INCLUDED</b>
<b>Darfur Contracting Act</b>	Signed — not on prohibited list	Lokesh Ram, CEO	<b>INCLUDED</b>
<b>Bidder Declaration</b>	Signed — independent bid, no conflicts	Lokesh Ram, CEO	<b>INCLUDED</b>

Submission Checklist — Review Before April 14, 2026 @ 1:30 PM Eastern:

Technical proposal → john.w.estep@wv.gov

Cost proposal submitted in separate sealed/emailed submission

All signed attachments included

Solicitation number CRFQ 0803 DOT2600000079 on all documents

Authorized signature of Lokesh Ram, CEO on all required forms



## APPENDIX E — EEO / AFFIRMATIVE ACTION

Mavlra Corporation is an Equal Opportunity Employer and complies with all applicable federal, state, and local employment laws.

Compliance Area	Mavlra Practice
<b>Title VII / ADEA / ADA</b>	All placements made without discrimination on protected characteristics.
<b>CA Labor Law Compliance</b>	All CA wage and hour laws followed for CA-based contractors.
<b>Prevailing Wage</b>	Prevailing wage determinations tracked and applied as required.
<b>ACA Compliance</b>	Benefits offered per ACA; estimated \$5,200/yr per employee contribution.
<b>CJIS / Court Data Sensitivity</b>	All contractors briefed on data sensitivity requirements prior to start.
<b>E-Verify</b>	All new hires verified within 3 business days of start date.
<b>Affirmative Action</b>	Mavlra actively recruits from underrepresented communities in IT.
<b>EEO Officer</b>	Vittesh Ram   vitteshram@mavlra.com   (925) 860-8415



## APPENDIX F — ADDENDUM ACKNOWLEDGMENT

By signature below, Mavlra Corporation acknowledges receipt and incorporation of all addenda issued for this solicitation.

Addendum	Date	Subject	Acknowledged
Addendum No. 1	March 25, 2026	Bid opening extended to April 14, 2026 @ 1:30 PM; Revised Terms and Conditions	YES
Addendum No. 2	March 31, 2026	Vendor Questions and Responses (345 Q&A; responses)	YES

By signature below, Mavlra Corporation acknowledges all terms incorporated in full.

Signed by:  
  
 Authorized Signature: A6EEC0979D9F4DB...

Printed Name: Lokesh Ram

Title: Chief Executive Officer

Company: Mavlra Corporation

EIN: 45-3060952

Date: 4/14/2026

Phone: (510) 565-4750

Email: lokeshram@mavlra.com | (510) 565-4750



**Exhibit A - Pricing Page**

WVDOT Information Technology Staffing Services — CRFQ 0803 DOT2600000079

*Vendor: Mavlra Corporation | FEIN: 45-3060952 | Contact: Silpa Karumanchi | (510) 304-2179 | silpa@mavlra.com*

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-Year)
4.1.1	Senior Mainframe Application Analyst	2080	EA	\$83	\$86	\$89	\$92	\$728,000
4.1.2	Mainframe Application Analyst	2080	EA	\$70	\$72	\$74	\$77	\$609,440
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$88	\$91	\$94	\$97	\$769,600
4.1.4	Application Oracle Database Administrator	2080	EA	\$73	\$75	\$78	\$80	\$636,480
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$84	\$87	\$90	\$93	\$736,320
4.1.6	Application DB2 Database Administrator	2080	EA	\$70	\$72	\$74	\$77	\$609,440
4.1.7	PC Programmer Analyst	2080	EA	\$63	\$65	\$67	\$69	\$549,120
4.1.8	Senior PC Programmer Analyst	2080	EA	\$73	\$75	\$78	\$80	\$636,480
4.1.9	Application SQL Server Database Administrator	2080	EA	\$63	\$65	\$67	\$69	\$549,120
4.1.10	Senior Application Oracle Server Database Administrator	2080	EA	\$88	\$91	\$94	\$97	\$769,600
4.1.11	GIS Database Administrator	2080	EA	\$67	\$69	\$71	\$73	\$582,400
4.1.12	Senior GIS Database Administrator	2080	EA	\$78	\$80	\$83	\$86	\$680,160
4.1.13	GIS Architect	2080	EA	\$90	\$93	\$96	\$99	\$786,240
4.1.14	GIS Application Developer	2080	EA	\$63	\$65	\$67	\$69	\$549,120
4.1.15	Senior GIS Application Developer	2080	EA	\$75	\$77	\$80	\$82	\$653,120
<b>GRAND TOTAL (4-Year)</b>								<b>\$9,844,640</b>