



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

Header 4

List View

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

Procurement Folder: 1886131
 Procurement Type: Central Master Agreement
 Vendor ID:
 Legal Name: Omm Inc.
 Alias/DBA: Omm IT Solutions
 Total Bid: \$1,082.70
 Response Date:
 Response Time:
 Responded By User ID:
 First Name:
 Last Name:
 Email:
 Phone:

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:
 Total of Header Attachments: 4
 Total of All Attachments: 4



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 ESR04142600000007122	1

VENDOR
 VS0000044460
 Omm Inc.

Solicitation Number: CRFQ 0803 DOT2600000079
Total Bid: 1082.700000000000045474735088 **Response Date:** 2026-04-14 **Response Time:** 12:07:10
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				75.40

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				63.70

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				74.10

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				70.20

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				71.50

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				65.00

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				58.50

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				65.00

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				65.00

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				87.10

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

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				62.40

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				96.00

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				65.00

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				85.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior GIS Application Developer

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	\$75.40	\$76.53	\$77.68	\$78.84	\$641,576.00
4.1.2	Mainframe Application Analyst	2080	EA	\$63.70	\$64.66	\$65.63	\$66.61	\$542,048.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$74.10	\$75.21	\$76.34	\$77.48	\$630,510.40
4.1.4	Application Oracle Database Administrator	2080	EA	\$70.20	\$71.25	\$72.32	\$73.41	\$597,334.40
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$71.50	\$72.57	\$73.66	\$74.77	\$608,400.00
4.1.6	Application DB2 Database Administrator	2080	EA	\$65.00	\$65.98	\$66.96	\$67.97	\$553,092.80
4.1.7	PC Programmer Analyst	2080	EA	\$58.50	\$59.38	\$60.27	\$61.17	\$497,785.60
4.1.8	Senior PC Programmer Analyst	2080	EA	\$65.00	\$65.98	\$66.96	\$67.97	\$553,092.80
4.1.9	Application SQL Server Database Administrator	2080	EA	\$65.00	\$65.98	\$66.96	\$67.97	\$553,092.80
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$87.10	\$88.41	\$89.73	\$91.08	\$741,145.60
4.1.11	GIS Database Administrator	2080	EA	\$62.40	\$63.34	\$64.29	\$65.25	\$530,982.40
4.1.12	Senior GIS Database Administrator	2080	EA	\$78.00	\$79.17	\$80.36	\$81.56	\$663,707.20
4.1.13	GIS Architect	2080	EA	\$96.00	\$97.44	\$98.90	\$100.39	\$816,878.40
4.1.14	GIS Application Developer	2080	EA	\$65.00	\$65.98	\$66.96	\$67.97	\$553,092.80
4.1.15	Senior GIS Application Developer	2080	EA	\$85.80	\$87.09	\$88.39	\$89.72	\$730,080.00
Grand Total								\$641,576.00



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

State of West Virginia
Centralized Request for Quote
Service - Prof

Proc Folder: 1886131		Reason for Modification:	
Doc Description: WVDOT IT Temporary Staffing Services (81260081)		ADDENDUM NO_2 Vendor Questions and Responses	
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-03-31	2026-04-14 13:30	CRFQ 0803 DOT2600000079	3

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: VS0000044460
Vendor Name : Omm Inc. (DBA Omm IT Solutions)
Address : 10320 Little Patuxent Pkwy, Suite 200, Columbia, MD 21044
Street : 10320 Little Patuxent Pkwy, Suite 200
City : Columbia
State : MD **Country :** USA **Zip :** 21044
Principal Contact : Anjali Lal, President & CEO
Vendor Contact Phone: (410) 344-2512 **Extension:**

FOR INFORMATION CONTACT THE BUYER

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

Vendor
 Signature X

FEIN# 20-8012426

DATE April 14, 2026

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

ADDITIONAL INFORMATION

ADDENDUM NO_2

Addendum No_2 issued to publish and distribute the attached information to the vendor community.

REQUEST FOR QUOTATION:

The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Department of Transportation (WVDOT) to establish multiple open-ended contracts for information technology temporary technical staffing services. Per the Bid Requirements, Specifications, Terms and Conditions attached to this solicitation.

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Mainframe Application Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Mainframe Application Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Senior Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Senior PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Application SQL Server Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Senior GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	GIS Architect				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Architect

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
14	GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Application Developer

INVOICE TO	SHIP TO
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DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US
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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	Senior GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
 Senior GIS Application Developer

SCHEDULE OF EVENTS

<u>Line</u>	<u>Event</u>	<u>Event Date</u>
1	Tech Questions due by 10:00am	2026-03-20

	Document Phase	Document Description	Page 10
DOT2600000079	Final	WVDOT IT Temporary Staffing Services (81260081)	

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions



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

State of West Virginia
 Centralized Request for Quote
 Service - Prof

Proc Folder: 1886131		Reason for Modification:	
Doc Description: WVDOT IT Temporary Staffing Services (81260081)		ADDENDUM NO_1 Bid Opening Moves to April 14, 2026 Attach Revised Terms and Conditions	
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-03-25	2026-04-14 13:30	CRFQ 0803 DOT2600000079	2

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: VS0000044460
Vendor Name : Omm Inc. (DBA Omm IT Solutions)
Address : 10320 Little Patuxent Pkwy, Suite 200, Columbia, MD 21044
Street : 10320 Little Patuxent Pkwy, Suite 200
City : Columbia
State : MD **Country :** USA **Zip :** 21044
Principal Contact : Anjali Lal, President & CEO
Vendor Contact Phone: (410) 344-2512 **Extension:**

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

Vendor Signature X  **FEIN#** 20-8012426 **DATE** April 14, 2026

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



Solicitation# CRFQ 0803 DOT2600000079
WVDOT IT Temporary Staffing Services (81260081)



96%

PLACEMENT SUCCESS
Positions filled within 30 days

92%

CANDIDATE RETENTION
Retained beyond 12 months

97%

CLIENT SATISFACTION
Based on post-engagement surveys

98%

ON-TIME CANDIDATE SUBMISSIONS
Meeting strict SLA deadlines

99%

BACKGROUND CHECK CLEARANCE SUCCESS RATE
Rigorous pre-employment screening



CRFQ Response

Due: April 14, 2026, 01:30 PM EDT

Proposed to:

John W Estep, Buyer
West Virginia Department of Transportation (WVDOT)
2019 Washington Street East
Post Office Box 50130
Charleston, WV 25305-0130
john.w.estep@wv.gov
304-558-2566

Submitted by:

Anjali Lal, President & CEO

Company: Omm Inc. (DBA Omm IT Solutions)

**Address: 10320 Little Patuxent Pkwy., Suite 200,
Columbia, MD 21044**

Phone: (410) 344-2512

Email: business-development@ommincorp.com

Cage Code: 7FE98

UEI: L2ABN996DQ23

**Certifications: ISO 9001:2015, 200001:2018,
27001:2022, EDWOSB, MBE, DBE, SBE, SBR**

Business Size: Small Business

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GLOSSARY

CRFQ	Centralized Request for Quote
WV DOT	West Virginia Department of Transportation
Omm	Omm Inc. (DBA Omm IT Solutions)
SBE	Small Business Enterprise
MBE	Minority Business Enterprise
DBE	Disadvantaged Business Enterprise
SBA	Small Business Administration
WOSB	Woman-Owned Small Business
EDWOSB	Economically Disadvantaged Woman-Owned Small Business
ISO	International Organization for Standardization
DoD	Department of Defense
HCDE	Harris County Department of Education
FDMS	Florida Department of Management Services
UVAMC	University of Virginia Medical Center
SSA	Social Security Administration
ITSSC2	Information Technology Support Services 2
NISS2/3	Network Infrastructure Support Services 2/3
SITS	Systems Information Technology Support
IRS	Internal Revenue Service
CADE2	Customer Account Data Engine 2
ITPE	Individual Tax Process Engine
IIFE	International Information Processing & Exchange
DCPS2	Disability Case Processing System 2
ADM	Account Delivery Manager
CRO	Chief Recruiting Officer
CSDO	Chief Solutions & Delivery Officer
COO	Chief Operating Officer
ATS	Applicant Tracking System
PO	Purchase Orders



1. COVER LETTER

April 14, 2026

Attn: John W Estep, Buyer

West Virginia Department of Transportation (WVDOT)
2019 Washington Street East
Post Office Box 50130
Charleston, WV 25305-0130

Subject: Response to the WVDOT for Solicitation# CRFQ 0803 DOT2600000079 - WVDOT IT Temporary Staffing Services (81260081)

Dear John W Estep,

Omm is pleased to formally express its strong interest in responding to the WVDOT RFQ for IT Temporary Staffing Services. Our team is eager to leverage its extensive expertise in providing such services to support the WVDOT's mission. We are committed to furnishing all necessary labor, resources, certifications, insurance coverage, and administrative requirements needed to fulfill the objective & scope of services outlined in Solicitation# CRFQ 0803 DOT2600000079.

Omm has over 18 years of experience providing temporary personnel services to public-sector organizations, supporting permanent and contract workforce needs across a wide range of departments and roles. Omm understands that the WVDOT intends to establish multiple open-ended contracts for on-demand information technology temporary technical staffing services across a range of specialized labor categories, including mainframe, database administration, programmer analyst, and GIS roles. The objective is to create a pool of qualified vendors who can provide skilled personnel to support application development, system maintenance, database management, GIS modernization, and other technical initiatives as required through task or delivery orders.

Omm further understands that the WVDOT will evaluate vendors on a classification-by-classification basis and establish a priority ranking primarily driven by pricing, while also ensuring vendors meet minimum qualification requirements, including demonstrated experience in providing similar staffing services and the ability to support multiple placements. Once awarded, we are expected to respond promptly to staffing requests, provide qualified candidate submissions within defined timeframes, and ensure continuity of service through effective resource management and replacement support if needed.

We have extensive experience delivering temporary personnel services across administrative, clerical, accounting, technical, and project-based roles. Our firm specializes in responsive, compliant, and performance-driven staffing services, supporting organizations with both short-term and long-term workforce needs. We understand the importance of timely candidate submission, quality screening, and seamless coordination to ensure continuity of operations.



Committed to excellence, we are providing similar valuable services to multiple clients, including the **SSA, IRS, DoD, USCG, HCDE, FDMS, UVAMC, State of Hawaii, State of Minnesota, and State of California**, and have built strong partnerships with Fortune 500 companies like **Accenture Federal Services, Peraton, and Leidos**. These collaborations have enabled us to deliver mission-critical IT and administrative support, driving successful outcomes in complex environments.

Below are the company details and POC information.

Company Legal Name:	Omm Inc. (DBA Omm IT Solutions)
Company Address:	10320 Little Patuxent Pkwy. Suite 200. Columbia, MD 21044
Primary POC Name:	Anjali Lal
POC Title:	President & CEO
POC Email:	business-development@ommincorp.com
POC Phone:	(410) 344-2512
POC Fax:	(443) 545-3401

We hereby affirm that Omm is fully capable of providing the required services to the WV DOT, drawing on our extensive experience of over 18 years supporting complex, multi-functional staffing & service engagements for federal and state agencies. **This includes our long-term ongoing contracts with the State of Hawaii, State of Minnesota, DoD, City of Palo Alto, HCDE, FDMS, UVAMC, USCG, SSA ITSSC2, SSA NISS3, SSA SITS, IRS CADE2 ITPE & IRS IPE staffing services contracts.**

By submitting this proposal, we also affirm our understanding and acceptance of the terms and conditions outlined in the RFP. Omm acknowledges receipt of **Addendum No. 1 and Addendum No. 2**. We commit to providing stellar performance and exceptional services and support to fit the WV DOT project's unique needs. Omm welcomes any questions and appreciates the opportunity to support the WV DOT's mission and goals. For any queries or further clarification, please feel free to contact the undersigned.

Sincerely,

Anjali Lal | President & CEO
Omm Inc.



2. COMPANY OVERVIEW

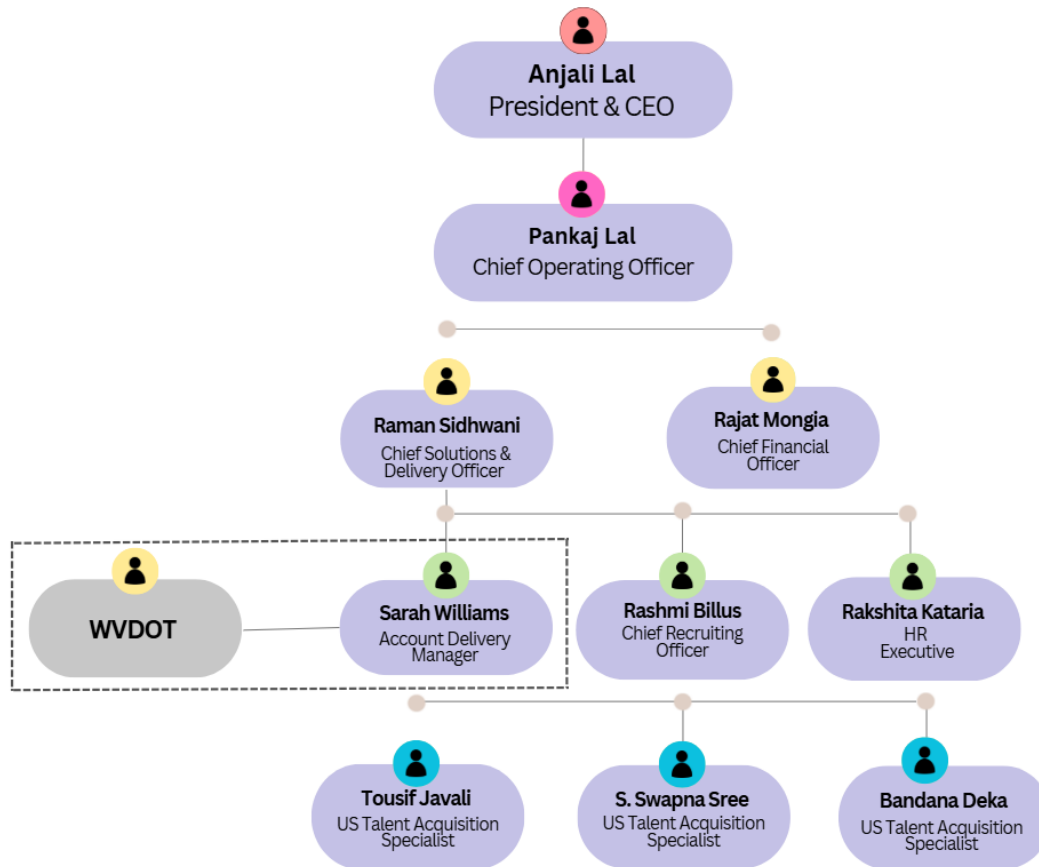
Omm is a Maryland-based **SBE, MBE, DBE, SBA 8(a), WOSB, and EDWOSB** certified firm delivering comprehensive IT consulting, staffing, advisory, and administrative services to federal, state, and local government clients. Our **ISO 9001:2015, 20000-1:2018, and 27001:2022** certifications reinforce our commitment to quality management, service continuity, and information security, key pillars of our delivery model.

Incorporated in October 2006 with the vision to excel in the industry, we set out to deliver IT staffing, consulting, advisory, and administrative services. Since 2008, we have been actively providing high-quality services to federal, state, and commercial clients. Our track record reflects strong performance supporting mission-critical programs, complex enterprise environments, and high-availability operations.

Omm demonstrated a consistent growth in revenue of \$4.94M for the fiscal year 2024, showcasing expertise and resilience in IT consulting, administrative, and staffing services. We maintain dedicated leadership, recruitment, and account management teams responsible for overseeing staffing operations, client engagement, and service quality. This structure emphasizes clearly defined roles and accountability, standardized operating procedures, and consistent oversight, enabling Omm to deliver responsive and scalable recruitment services while maintaining continuity and reliability throughout the life of each engagement.

3. ORGANIZATION STRUCTURE

Management of the WV DOT's contract will fall within Omm's core delivery structure, designed for operational oversight, accountability, and responsiveness. The contract will be managed through a clearly defined reporting structure, as shown below, which ensures full visibility from the front-line recruitment operation up to executive leadership. To ensure focused execution and seamless communication, we have assigned **Sarah Williams as the dedicated ADM** for your account. Sarah brings deep experience managing federal contracts and will serve as the central point of coordination between your team and ours, driving performance, aligning staffing, and ensuring every aspect of this engagement runs with precision. Sarah reports to Raman Sidhwani, who handles the solution, services, and delivery for Omm. Below is the organization chart and KRAs for some of our Leaders.



Anjali Lal - President & CEO

- Oversee the strategic direction of the company to ensure alignment with the company's mission and long-term goals.
- Identify business growth opportunities for market expansion, innovation, and revenue growth while maintaining competitiveness.
- Act as a key role in high-level decision-making and nourishing relationships with key stakeholders, including government clients.
- Foster a strong corporate culture in the organization and mentor leadership teams.
- Act as the primary liaison between internal teams and the WVDOT, ensuring smooth communication and resolution of issues.

Sarah Williams - ADM

- Reports directly to the CSDO and COO while collaborating with the CRO.
- Oversees contract execution, ensuring compliance, performance management, and client coordination.
- Manage project timelines, deliverables, and resource allocation to maintain contract efficiency.
- Support recruitment efforts by working closely with the CRO to align staffing needs with contract demands.

Rashmi Billus - CRO

- Develop strategic recruitment planning closely aligned with our client's proposed requirements and business goals.
- Oversee the entire recruitment lifecycle, including sourcing, interviewing, and onboarding top talent.
- Strengthen the organization's employer brand to attract and retain high-quality candidates.
- Monitor recruitment metrics (e.g., time-to-fill, cost-per-hire) to assess and optimize recruitment performance.

Raman Sidhwani - CSDO

- Define and execute solution delivery strategies aligned with organizational goals.
- Collaborate with executive leadership to drive innovation, profitability, and customer satisfaction.
- Lead the design and development of customized IT solutions for clients.
- Ensure solutions meet industry standards, client needs, and technological advancements.
- Oversee the successful delivery of projects, ensuring they are on time, within scope, and within budget.
- Monitor performance metrics, milestones, and the client.

Pankaj Lal - COO

- Work closely with the CEO to plan and implement strategic initiatives for the completion of government projects and contracts.
- Provide operational oversight to all the projects and contracts to ensure the company's resources are well-utilized.
- Foster cross-functional leadership and collaborate with other department heads to ensure seamless coordination across all functions.
- Optimize organizational resources and finances to improve sustainability and profitability.

Our delivery structure has been successfully implemented on major contracts with SSA, IRS, DoD, USCG, FDMS, HCDE, City of Palo Alto, and other federal & state clients and is fully scalable to meet the WVDOT's requirements.



4. RELEVANT EXPERIENCE

Omm brings a sophisticated track record of managing high-volume, multi-disciplinary staffing contracts for federal, state, public sector, and high-compliance commercial entities. Our experience is characterized by our ability to seamlessly deploy a diverse range of personnel, from technical IT specialists, administrative staff, and fiscal experts to essential maintenance and trade workers, while maintaining 100% adherence to rigorous background screening and reporting mandates.

As a firm currently managing over \$17 million in active contract value, we possess the financial stability and administrative "payroll float" necessary to support the WVDOT's wide-reaching departmental needs. Our past performance, detailed in the table below, highlights our success in managing contracts of similar scale and complexity, including the concurrent management of over **300+ FTEs** and the successful fulfillment of "on-call" municipal service requests.

We have strategically selected the following projects to demonstrate our specific expertise in the classifications required by this RFP, including Technicians, Administrative/Trade specialists, and IT Infrastructure support.

Client & Contract Name (Contract Status)	Services Provided	Period of Performance and Total Contract Value	No. of FTEs
SSA ITSSC2 (Ongoing)	IT Support and Staff Augmentation Services	09/28/2018 till 09/28/2026 \$25,000,000	150+
Roles Deployed: Mainframe Application Analyst, Application Oracle Database Administrator, Senior Application DB2 Database Administrator, SQL Server Database Administrator, Senior PC Programmer Analyst, GIS Architect, Program Manager, Business Analyst, Software Test Analyst, Business Architect, Security Engineer, Communications Coordinator, Cybersecurity Analyst, Web Developer, Quality Management Coordinator/Lead, Asset Management Specialist, Desktop Support Technician, BI Analyst, Workforce Development Manager, Maintenance Technician, and Mainframe Architect.			
SSA ITSSC2 Systems & Infrastructure (Ongoing)	IT Support and Staff Augmentation Services	12/19/2022 till 09/28/2027 \$ 6,401,547.2	35+
Roles Deployed: Senior Mainframe Application Analyst, Senior Application Oracle Database Administrator, PC Programmer Analyst, GIS Database Administrator, GIS Architect, System Analyst, Systems Administrator, Mainframe System Developer, Business Analyst, IT Project Manager, Administrative Assistant, Customer Service Representative, Budget Analyst, Telecommunications Specialist, IT Support Specialist, Management Analyst.			
SSA NISS2/3 (Ongoing)	Network Infrastructure Support and Staff Augmentation Services	02/03/2022 till 01/31/2027 \$ 17,000,000	30+
Roles Deployed: Application Oracle Database Administrator, Senior PC Programmer Analyst, Network Communication Engineer, System Administrator, Application Support Analyst, Data Protection Administrator, Project Manager III, Office Assistant, Business Analyst, Data Management Specialist, Asset Management Specialist, Cybersecurity Specialist, Software Developer, Power Platform Developer, Desktop IT Support Engineer, and IT Solutions Architect.			



IRS CADE2 ITPE (Ongoing)	Taxpayer System Modernization and Staff Augmentation Services	12/22/2020 - 06/21/2026 \$1,822,442	7+
Roles Deployed: Application Oracle Database Administrator, Application DB2 Database Administrator, Application SQL Server Database Administrator, UX Designer, Project Manager, Systems Administrator, Application Developer, BI Analyst, Network Engineer, and QA Analyst.			
Peraton - SSA SITS (Ongoing)	IT and Cybersecurity Support and Staff Augmentation Services	09/29/2022 - 09/28/2027 \$ 1,872,000.00	10+
Roles Deployed: Application Oracle Database Administrator, Application DB2 Database Administrator, PC Programmer Analyst, Project Manager, IT Support Technician, Cybersecurity Analyst, Security Specialist, SOC Analyst, Quality Assurance Analyst, IT Solutions Architect.			
HMSHost - Recruitment Services (Ongoing)	Recruiting Services	06/10/2021 to Present \$1,613,221	10+
Roles Deployed: Mainframe Application Analyst, Database Administrator, System Administrator, Business Analyst, Staff Accountant, Payroll Specialist, HRMS & Payroll.			
Aya Healthcare (Ongoing)	IT, Clinical, and non-clinical staffing services	October 2024 to Present \$1,843,210.00	5+
Roles Deployed: Customer Service Representative, Administrative Assistant, Accounting Clerk, Data Scientist, Medical Secretary, Clinical Staff, and various other roles.			
City of Palo Alto	IT On-Call Professional Services	07/01/2025-07/01/2026 (renews yearly for 5 yrs) \$1,500,000.00	2
Roles Deployed: Business Analyst, Application Oracle Database Administrator			
DoD - Air Force Base, North Carolina	Data Entry Services	07/01/2025 - 12/31/2030 \$238,238.00	1
Roles Deployed: Data Entry Services			
HCDE, Texas	Staffing and Related Services	07/16/2025 - 07/15/2026 \$1,900,000	Ongoing
Roles Deployed: Senior Application DB2 Database Administrator, PC Programmer Analyst			
FDMS	Information Technology Staff Augmentation Services	10/31/2025 - 09/30/2027 \$3,040,000.00	Ongoing
Roles Deployed: Mainframe Application Analyst, Business Analyst			
UVAMC	Strategic Support Services	11/13/2025 -11/12/2027 \$1,800,000.00	Ongoing
Roles Deployed: Application Analyst, Data Entry Clerk, Administrative Specialist			
USCG	Business and Financial Services	02/23/2026 - 02/22/2031 \$718,075.50	Ongoing
Roles Deployed: Business Financial Analyst Services			
State of Minnesota	Staff Augmentation Services	04/07/2026 - 08/31/2027 \$1,250,000.50	Ongoing
Roles Deployed: Ongoing			

5. REFERENCES

5.1 REFERENCE #1: SSA ITSSC2

Client Name:	SSA through Peraton
Project Title:	ITSSC2
POC Name:	Lisa Mathews
POC Title:	Contract Administrator
POC Email:	Lisa.Mathews@peraton.com
POC Phone:	703-637-3795
Time Period:	09/28/2018 till 09/28/2026
Total Contract Value:	\$25,000,000.00

5.2 REFERENCE #2: SSA ITSSC2

Client Name:	SSA through Leidos
Project Title:	ITSSC2
POC Name:	Raymond Danner Jr.
POC Title:	Subcontract Administrator
POC Email:	r.danner.jr@leidos.com
POC Phone:	301-442-4730
Time Period:	12/19/2022 - 09/28/2027
Total Contract Value:	\$6,401,547.20

5.3 REFERENCE #3: IRS CADE2 ITPE

Client Name	IRS through Accenture
Project Title	CADE2 ITPE
POC Name	Robin Iritz
POC Title	Subcontracts Administrator
POC Email	Robin.f.iritz@afs.com
POC Phone	+1 703-816-2761
Time Period	12/22/2020 - 06/21/2026
Total Contract Value:	\$1,822,442.00

5.4 REFERENCE #4: HCDE STAFFING AND RELATED SERVICES

Client Name:	HCDE
Project Title:	Staffing and Related Services
POC Name:	Stephen Gibson
POC Title:	Contract Manager
POC Email:	sgibson@hcde-texas.org
POC Phone:	713-681-6052
Time Period:	07/16/2025 - 07/15/2026
Total Contract Value:	\$1,900,000.00

5.5 REFERENCE #5: FDMS IT STAFF AUGMENTATION SERVICES

Client Name:	FDMS
Project Title:	IT Staff Augmentation Services
POC Name:	Allen Thompson
POC Title:	Senior Purchasing Analyst
POC Email:	Allen.Thompson@dms.fl.gov
POC Phone:	850-921-4072
Time Period:	10/31/2025 - 09/30/2027
Total Contract Value:	\$3,040,000.00

5.6 REFERENCE #6: CITY OF PALO ALTO IT ON-CALL PROFESSIONAL SERVICES

Client Name:	City of Palo Alto
Project Title:	IT On-Call Professional Services
POC Name:	Alice Harrison
POC Title:	Contract Administrator
POC Email:	alice.harrison@cityofpaloalto.org
POC Phone:	650-329-2173
Time Period:	07/01/2025-07/01/2026
Total Contract Value:	\$1,500,000.00

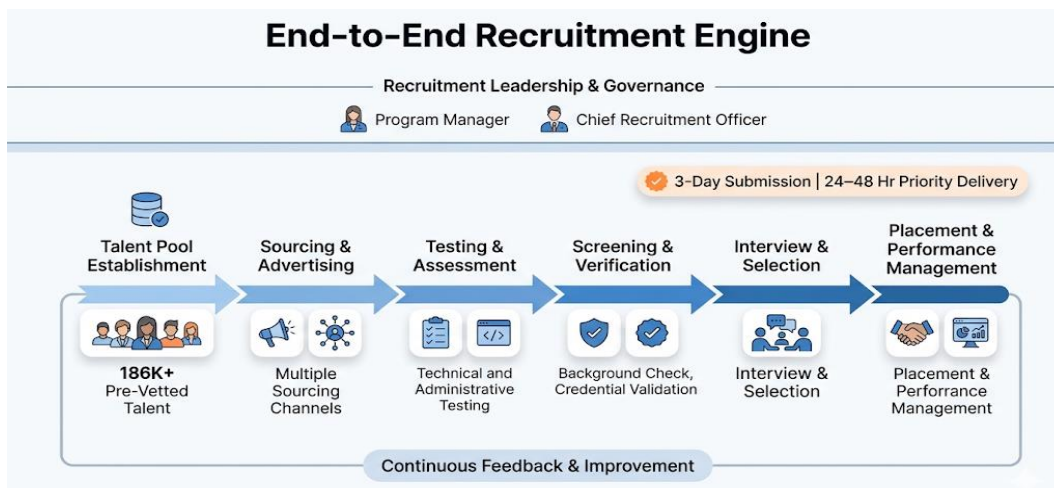
6. UNDERSTANDING WVDOT REQUIREMENTS

Omm understands that the WVDOT seeks to establish multiple open-ended contracts to procure qualified IT temporary technical staffing services across a range of specialized labor categories. The intent is to enable WVDOT to efficiently access skilled resources on an as-needed basis to support ongoing operations, system enhancements, and technology-driven initiatives. Omm recognizes that this is a staffing-focused engagement where responsiveness, quality of candidates, and competitive pricing are critical to successful contract execution. **Omm's understanding of WVDOT requirements is summarized as follows:**

- **On-Demand IT Staffing Support:** We understand that WVDOT requires vendors to provide qualified IT professionals across multiple labor categories, including mainframe, database administration, programmer analyst, and GIS roles, to support both operational and project-based needs.
- **Multi-Vendor, Priority-Based Contract Structure:** We understand that WVDOT will award multiple contracts per labor category and rank vendors based on pricing, with staffing requests fulfilled in priority order, requiring vendors to maintain readiness to respond quickly.
- **Timely Response and Candidate Submission:** We understand that vendors must confirm their ability to fulfill staffing requests within specified timelines (e.g., 48 hours) and submit qualified candidate resumes within defined turnaround periods, ensuring responsiveness and efficiency.
- **Compliance with Defined Role Requirements:** We understand that all proposed candidates must meet the minimum qualifications, experience, and technical skill requirements outlined for each labor category, and that vendors must ensure alignment with WVDOT's expectations.
- **All-Inclusive Pricing and Service Continuity:** We understand that pricing must be fully burdened and inclusive of all costs, and that vendors are responsible for maintaining continuity of services, including timely replacement of resources if needed, to ensure uninterrupted support to WVDOT.

7. RECRUITMENT APPROACH

At Omm, the Recruitment Team serves as the primary point of contact for all staffing needs under all contracts and operates under the leadership of a dedicated **ADM (Sarah Williams)** assigned exclusively to the client. Our **CRO (Rashmi Billus)** leads the recruitment function and works in close coordination with Sarah to ensure alignment, responsiveness, and performance across all staffing activities. The unit is solely responsible for sourcing, screening, and onboarding talent to meet evolving client demands efficiently, compliantly, and at scale. Our team’s approach is grounded in established industry standards and best practices, with a proven methodology that ensures efficient, high-quality, and timely delivery of services. Our recruitment team already supports high-volume, high-sensitivity clients such as the SSA, IRS, DoD, USCG, HCDE, FDMS, UVAMC, City of Palo Alto, State of Minnesota, State of Hawaii, UMMS, and Aya Health, and it is structured to manage the full lifecycle of staffing with precision. Below are the core components of this unit:



1. Establishing the Staffing Pool

- **Recruitment Strategy:** We source candidates through strategic job postings on platforms like LinkedIn, Dice, Indeed, and government job boards. We actively participate in local job fairs and networking events to identify talent. Using Zoho Recruit, we manage job postings, applicant tracking, and communication with candidates to ensure a seamless recruitment process.
- **Specialization:** Our recruitment teams are organized by expertise in specific domains to ensure the right expertise is sourced for roles. We also have a large talent pool of **over 186,000 pre-vetted professionals** across administrative, finance, professional, and technical disciplines. Each candidate is pre-screened based on domain-specific benchmarks, past performance history, and verified references before entering our referral pool, ensuring a consistently high standard in submitted referrals.
- **Candidate Diversity:** Omm partners with community organizations, workforce development programs, and nonprofits to recruit low-income individuals, minorities, women, and disabled persons, ensuring a diverse talent pool.

- **Compliance Expertise:** Our team ensures all candidates meet federal compliance standards, such as licensing and certifications. We will also adhere to labor laws when managing staffing needs for the WV DOT.

2. Sourcing and advertising for positions

We emphasize a lot on our clients' needs, and our recruitment team typically customizes the sourcing and advertising strategy based on their needs. Below is what we have been generally practicing for the last many years for our existing clients.

- **General Job Boards:** Utilize platforms like **Indeed, ZipRecruiter, and Glassdoor** for broad candidate outreach.
- **Niche Platforms:** Target Dice, GitHub, and Stack Overflow for IT roles, CareerBuilder for Administrative, Clerical, and Finance positions, and ClearedJobs.net, Clearancejobs.com, and Leaped.io for security-cleared professionals.
- **Social Media & Professional Networks:** Leverage LinkedIn Recruiter, Meetup groups, and technology forums to connect with passive and active job seekers.
- **Local & Community Engagement:** Partner with workforce agencies, vocational training centers, and job fairs to recruit diverse candidates.
- **Referral Program:** Encourage employee and professional network referrals to attract high-quality, pre-vetted talent.

All sourced candidates are preliminarily screened before submission using defined quality gates, including resume scoring, role-matching alignment, and recruiter-led role-based vetting, to ensure only qualified referrals are passed forward.

3. Testing Techniques

- **Skills Assessments:** We utilize platforms like Codility & HackerRank for technical assessments for skills like programming, cloud systems, troubleshooting, etc., ensuring candidates possess the required expertise. For Administrative and Finance roles, we conduct typing tests, MS Office proficiency evaluations, data-entry accuracy tests, and basic accounting knowledge assessments.
- **Behavioral Assessments:** We use a predictive index tool to assess soft skills such as communication, adaptability, and teamwork for roles involving client interactions.
- **Custom Testing:** We have created use cases to test role-specific scenarios, such as troubleshooting an application issue, processing a high-volume data-entry batch, responding to a customer inquiry, verifying financial entries, or prioritizing multiple administrative tasks, to evaluate their practical knowledge.

4. Screening Techniques

- **Background Checks:** We use the services of ClearCheck to conduct thorough criminal background checks, employment history verification, and education validation. This ensures candidates meet strict compliance requirements for government agency roles.
- **Reference Verification:** Our recruiters directly contact former supervisors or colleagues to validate a candidate's technical expertise and work ethic. We ensure every referral is backed by at least two verified references, with documented feedback, to minimize the

risk of underqualified submissions. This layer of review helps us maintain higher placement success and client trust.

- **Credential Validation:** We verify certifications like AWS Certified Solutions Architect, Microsoft Azure Administrator, CompTIA Security+, bookkeeping, customer-service training, HR credentials, and office administration certifications through direct communication with certifying organizations, ensuring the candidate's qualifications meet agency standards.

5. Interview Techniques

- **Behavioral Interviews:** We conduct structured interviews focusing on past experiences and problem-solving abilities. For example, we may ask, “Describe a time when you resolved a critical IT issue under a tight deadline or Describe a time when you managed a high volume of administrative tasks with competing deadlines.”
- **Scenario-Based Questions:** We present candidates with role-specific scenarios, such as troubleshooting server performance issues, prioritizing IT service tickets, or handling customer walk-ins while processing time-sensitive documentation. This helps us evaluate critical thinking and decision-making.
- **Panel Interviews:** For senior or specialized roles, we conduct panel interviews with input from multiple stakeholders. These interviews assess technical depth, leadership qualities, and cultural alignment.
- **Cultural Fit:** We assess candidates for alignment with the client’s organizational culture, such as collaboration, flexibility, and adaptability to client environments.

Our structured interview process serves as a final vetting checkpoint, where only those meeting pre-defined technical, behavioral, and cultural thresholds are cleared for client referral.

6. Performance Management

- **Ongoing Review:** We track performance metrics such as time-to-fill, submission-to-interview ratios, retention rates, and a few more using Zoho Analytics. Our team regularly reviews them to ensure continuous improvement in our staffing processes.
- **Feedback Loops:** We collect post-placement feedback from clients and Candidates to identify gaps. This ensures our processes remain aligned with the client's needs. Additionally, we maintain a continuous referral audit process, which reviews any underperformance linked to referrals and updates our internal vetting protocols accordingly. This approach reduces the recurrence of referral issues and reinforces a high-quality pipeline.
- **Technology Integration:** Our processes are empowered by tools like Zoho Recruit for applicant tracking, Codility for skills testing, and MS Project for task management. These tools enable seamless coordination and data-driven decision-making.

Our recruitment framework is built on the principles of **speed, quality, reliability, and compliance**. This framework forms the backbone of Omm’s staffing services across current engagements and can be fully customized for the WV DOT based on mutual discussions and contract-specific needs. We remain committed to delivering responsive, compliant, and high-quality staffing outcomes from day one.

8. SCREENING AND QUALIFICATION PROCESSES

Omm has a robust, field-tested, multi-stage, and compliance-driven screening process that ensures each resource submitted to the WVDOT is fully vetted for required technical skills, cultural fit, competence, and public-sector readiness in alignment with the SOW. We have successfully applied this process across our numerous federal and state engagements, including with SSA, IRS, DoD, USCG, HCDE, FDMS, UVAMC, City of Palo Alto, State of Minnesota, and State of Hawaii, where we have consistently met high standards for performance and compliance. Omm also actively incorporates end-client feedback to refine and adapt our screening process, ensuring ongoing alignment with each client’s evolving expectations.

Omm Strength: Through relevant experience across federal, state, and local engagements, Omm consistently delivers high fulfillment rates, rapid surge staffing responsiveness, and reliable high-volume staffing support.

- **90%+ Fulfillment Rate - SSA ITSSC2 Contract:** Achieved consistent 90%+ fulfillment across complex federal staffing needs. Driven by pre-vetted pipelines, structured workflows, and rapid deployment.
- **85-95% Surge Staffing Responsiveness - IRS CADE2 ITPE:** Delivered 85-95% responsiveness in high-demand, fluctuating environments. Enabled by scalable recruiting teams and ready-to-engage talent pools.

Stage 1: Technical Qualification Assessment

- **Initial Resume Screening:** Omm performs customized technical screening of resumes based on the service requirement. For technically assessing resources for the WVDOT, Omm will strictly abide by the requirements mentioned for each job category.
- **Skills & Aptitude Testing:**
 - **Technical Assessments:** Omm utilizes platforms like Codility and HackerRank for technical and skill-based assessments. These assessments cover the core competencies required for the roles, ensuring our resources possess the necessary expertise.
 - **Custom Testing:** We have created use cases to test role-specific scenarios, such as troubleshooting an application issue, to evaluate their practical knowledge.
- **Tool Proficiency Validation:** Candidates will be evaluated for hands-on experience with commonly used enterprise tools, including but not limited to:
 - **Productivity Tools:** Microsoft Office Suite (Word, Excel, PowerPoint)
 - **Mainframe Technologies:** COBOL, CICS, JCL, TSO/ISPF
 - **Database Platforms:** Oracle, DB2, SQL Server
 - **Database Tools:** PL/SQL, SQL Developer, TOAD, RMAN
 - **Operating Systems & Scripting:** UNIX/Linux, Shell scripting
 - **GIS Platforms:** Esri ArcGIS, ArcSDE, ArcGIS Enterprise
 - **GIS Development Tools:** Python, JavaScript, ArcGIS APIs
 - **Cloud Platforms (as applicable):** AWS, Azure
 - **Version Control & Dev Tools:** Git, CI/CD tools

- **Collaboration & Communication Tools:** Email platforms, shared drives, virtual collaboration systems

Stage 2: Behavioral and Cultural Assessment

- **Scenario-based questions for behavioral assessments:** We use a PI tool to perform behavioral assessments using 17 reference profiles. Each profile with a unique combination of 4 behavioral drives offers a deep understanding of candidate behaviors and personalities. PI also helps us assess the candidate's adaptability and teamwork for roles involving client interactions. Along with the PI, our recruiters have also designed behavioral interview questions to tactically assess key competencies critical for success in dynamic and high-performance environments. The scenarios stated below aim to evaluate how candidates navigate real-world challenges, prioritize effectively, manage stakeholders, and contribute to team success, especially under pressure or with limited guidance.

A. Problem-Solving & Critical Thinking

- **Question:** "Imagine you discover a malfunctioning business-critical application with no available documentation. Walk me through your process for identifying and fixing the problem."
- **Assessment Goal:** To gauge the candidate's systematic problem-solving approach and ability to work independently with limited information.

B. Communication & Stakeholder Management

- **Question:** "Describe how you would respond if a client requested significant changes near a project deadline. What steps would you take to address their needs while managing project timelines?"
- **Assessment Goal:** To evaluate communication skills, client relationship management, and the ability to balance competing priorities.

C. Security & Risk Management

- **Question:** A security audit reveals that some systems are missing critical patches due to legacy software dependencies. How would you balance security compliance with operational stability?
- **Assessment goal:** To assess risk-based decision-making in security remediation.

D. Change Management

- **Question:** A scheduled change causes unexpected downtime due to an overlooked dependency. How do you manage the fallout and adjust your change management process going forward?
- **Assessment goal:** To assess accountability, learning from failure, and process improvement.

E. Adaptability & Learning Agility

- **Question:** "Tell me about your approach when tasked with implementing a technology solution you've never used before. How would you ensure a successful deployment?"
- **Assessment Goal:** To measure the candidate's learning ability, self-motivation, and approach to skill acquisition.
- **Panel Interviews:** For senior or specialized roles, we conduct panel interviews with input from multiple stakeholders. These interviews assess technical depth, leadership qualities, and cultural alignment.
- **Public Sector Readiness:** Our recruiting team screens resources for traits essential to working in a safety-critical, matrixed, and regulated environment that requires accountability, team collaboration, communication skills, respect for the chain of command, and change management protocols.
- **Hybrid Fit Evaluation:** We also ensure that our deployed resources demonstrate self-direction and remote work maturity when and where applicable.

Stage 3: Compliance and Background Screening

- **Background Checks:** Omm uses services from ClearCheck to conduct thorough criminal background checks, education validation, and employment history verification. This ensures that candidates meet strict security compliance requirements for government agency roles. We initiate background checks within 24-48 hours of the conditional offer and get them completed within the agreed-upon date and time. Our background check includes a criminal history check, Social Security Number trace, employment/education verification, and reference checks.
- **Drug Testing:** Administration of a 9-panel drug test within 30 days prior to placement, with results provided at no cost to the WVDOT. Omm also complies with post-accident testing requirements within the mandated 32-hour window.
- **Fingerprinting (as required):** Conducted for positions with access to sensitive data or law enforcement systems, in compliance with WVDOT and federal standards.
- **Reference Verification:** Our recruiters directly contact former supervisors or colleagues to validate a candidate's technical expertise and work ethic.
- **Credential Validation:** We verify certifications like AWS Certified Solutions Architect, Microsoft Azure Administrator, or CompTIA Security+ through direct communication with certifying organizations, ensuring the candidate's qualifications meet agency standards.

Omm has been successfully delivering this tailored submission package to our federal and state clients, such as the SSA, IRS, DoD, USCG, HCDE, FDMS, UVAMC, City of Palo Alto, and State of Hawaii, consistently meeting their performance expectations. 94% candidate retention across 90-day assignments over the past 24 months. However, we are fully open to discussing and creating a bespoke "Candidate Submission Package" as per the WVDOT's requirements.

9. OUR UNIQUE DIFFERENTIATORS

For almost two decades, Agencies like the SSA, IRS, DoD, USCG, HCDE, FDMS, UVAMC, City of Palo Alto, State of Minnesota, and State of Hawaii, and Enterprises like Peraton, Leidos, Accenture, and many more have trusted Omm's wealth of experience and distinctive strengths, and we can assure the WVDOT that this experience will perfectly align with your needs of staffing. Below are key elements that underscore our qualifications and why we are uniquely positioned to deliver exceptional value:

1. Proven Track Record and Relevant Experience in Staffing for Government Agencies

- **Experience with Federal and State Government Contracts:** Omm has been successfully providing staffing services for large federal and state government enterprise multi-year IDIQ contracts at agencies such as the SSA, IRS, DoD, HCDE, FDMS, UVAMC, City of Palo Alto, State of Minnesota, and State of Hawaii.
- **Experience with Large Enterprises/Corporations:** We have been successfully providing staff augmentation services to Peraton, Leidos, Accenture, HMSHost, Northrop Grumman, ZolonTech, Microtek, Aya Health, the UMMS, and the State of Pennsylvania.
- **Specialization in Complex IT and non-IT Roles:** Our team has extensive experience recruiting high-quality talent across all categories required under this CRFQ, including Senior Mainframe Application Analyst, Senior Application Oracle Database Administrator, Senior Application DB2 Database Administrator, Senior PC Programmer Analyst, Senior Application SQL Server Database Administrator, Senior GIS Database Administrator, Senior GIS Application Developer, and other skilled professionals essential for efficient WVDOT operations. We consistently staff these roles for federal, state, and WVDOT clients, ensuring continuity, performance, and reliability in mission-critical environments.

2. High-Volume, Specialized, and Emergency Staffing Capability

- **Access to unique Talent Pools:** Omm has a database of over 186,000+ pre-vetted core professionals, enabling us to fulfill even the most urgent and specialized staffing needs efficiently.
- **Ability to handle Large and Complex Staffing Needs:** Omm's expert team of recruiters has demonstrated exceptional capability to manage large and complex staffing requirements. For instance, *our recruiters have successfully placed 80+ core resources in a remarkably short turnaround time of 3 months for the SSA's ITSSC2 Contract, proving our exceptional scalability and agility.*
- **Emergency Staffing Solutions:** Omm excels in delivering emergency staffing solutions through a proactive and agile approach. Leveraging our pre-vetted talent pool, advanced recruitment tools such as Zoho Recruit, and a dedicated team of specialized recruiters, we have filled critical roles within 24-72 hours for some of our clients, like Aya Health, ensuring minimal disruption to operations.

3. Rigorous Recruitment Process

Our comprehensive candidate recruitment process, including testing, screening, and interview techniques, has been outlined in response to **Section 7** above for your reference. We reassure the WVDOT that if the existing framework has to be customized, we will do it as per your needs.

4. Strict Compliance and Accountability

- **Expertise in Compliance with Florida Labor Laws and EEO Policies:** Omm has a thorough understanding of FL Labor Laws and other state-specific regulations. Our processes ensure full compliance with EEO standards, guaranteeing that hiring, pay, and benefits are equitable for all.
- **Commitment to Transparency and Auditability:** Omm places a strong emphasis on accountability with all our existing Clients by maintaining clear, auditable records for all staffing and compliance activities. Our Quality Assurance Tracker monitors key metrics such as time-to-fill, diversity hiring rates, and compliance adherence, which are shared with clients in detailed reports.

5. Industry Certifications

- **ISO Certifications:** Omm adheres to ISO 9001:2015, ISO 20000:2018, and ISO 27001:2022, demonstrating excellence in quality management, service management, and information security.
- **Other Certifications:** Omm is SBA 8(a), WOSB, and EDWOSB certified, demonstrating our capability and commitment to supporting government agencies' diversity and small business participation goals. Our team members hold industry-recognized certifications across key domains, ensuring expertise in administrative, financial, cybersecurity, cloud computing, networking, project management, and automation.

10. LETTER OF REFERENCES

10.1 LETTER OF REFERENCE #1: PERATON SSA NISS3



Date: July 5, 2025

Subject: Past Performance Reference of IT Consulting Services and Temporary Staffing Services

To Whom It May Concern

This letter serves as a reference for **Omm Inc.**, which is providing IT consulting and temporary staffing services to us. Our engagement encompasses a range of IT and staffing needs, specifically in areas such as software development, network administrative support, and other related services. We have been delighted with their professional approach, high-quality services, and the value they are delivering to our organization.

Services Provided:

- Contract Value: \$17,000,000.00
- Contract Type: BPA
- Contract Name: SSA NISS3
- Contract Number: PO0033880
- Duration (DD/MM/YYYY): 02/03/22 - Present (End Date 01/31/2027)
- End-Client/Customer: Social Security Administration (SSA)

Throughout our engagement, Omm has demonstrated a strong understanding of our business needs and has been providing reliable personnel who meet and often exceed our expectations in terms of professionalism and efficiency.

We highly recommend Omm for their services. Their commitment to excellence and ability to tailor solutions to our needs would make them an asset to any organization requiring similar services.

Client Contact Information:

- **Name:** Katelyn Cushey
- **Title:** Principal Subcontracts Administrator
- **Phone Number:** 703-505-1579
- **Email Address:**
Katelyn.Cushey@peraton.com
-
- **Name:** Duke Meesuk
- **Titiel:** Senior Program Director
- **Phone Number:** 443-691-9769
- **Email Address:** Duke.Meesuk@peraton.com

Please feel free to contact me should you require any additional information regarding our experience with Omm.

Sincerely,

Katelyn Cushey

Duke Meesuk
Duke Meesuk

10.2 LETTER OF REFERENCE #2: ACCENTURE IRS CADE2 ITPE



Date: July 5, 2025

Subject: Past Performance Reference of IT Consulting Services and Temporary Staffing Services

To Whom It May Concern

This letter serves as a reference for **Omm Inc.**, which is providing IT consulting and temporary staffing services to us. Our engagement encompasses a range of IT and staffing needs, specifically in areas such as software development, administrative support, and other related services. We have been delighted with their professional approach, high-quality services, and the value they are delivering to our organization.

Services Provided:

- Contract Value: \$1,822,442.00
- Contract Type: T&M
- Contract Name: IRS CADE2 ITPE
- Contract Number: Subcontract # S000587 for Prime contract# 47QTCK18D0036/2032H5-21-F-00077
- Duration (DD/MM/YYYY): 12/22/2020 - 12/21/2025
- End-Client/Customer: Internal Revenue Service (IRS)

Throughout our engagement, Omm has demonstrated a strong understanding of our business needs and has been providing reliable personnel who meet and often exceed our expectations in terms of professionalism and efficiency.

We highly recommend Omm for their services. Their commitment to excellence and ability to tailor solutions to our needs would make them an asset to any organization requiring similar services.

Client Contact Information:

- **Name:** Trala Downer
- **Title:** Program Manager, Accenture Federal Services
- **Phone Number:** (571) 467-5929 | Mobile: (410) 262-4327
- **Email Address:** Trala.Downer@afs.com

Please feel free to contact me should you require any additional information regarding our experience with Omm.

Sincerely,
Trala Downer
Trala Downer

Accenture Federal Services

Signature: 
Trala Downer (Jun 24, 2025 10:01 EDT)
Email: trala.downer@afs.com

10.3 LETTER OF REFERENCE #3: PERATON SSA SITS



Date: July 5, 2025

Subject: Past Performance Reference of IT Consulting Services and Temporary Staffing Services

To Whom It May Concern

This letter serves as a reference for **Omm Inc.**, which is providing IT consulting and temporary staffing services to us. Our engagement encompasses a range of IT and staffing needs, specifically in areas such as software development, network administrative support, and other related services. We have been delighted with their professional approach, high-quality services, and the value they are delivering to our organization.

Services Provided:

- Contract Value: \$1,164,176.29
- Contract Type: BPA
- Contract Name: SSA SITS
- Contract Number: PO-0041168
- Duration (DD/MM/YYYY): 09/03/22 - Present (End Date 09/28/2025)
- End-Client/Customer: Social Security Administration (SSA)

Throughout our engagement, Omm has demonstrated a strong understanding of our business needs and has been providing reliable personnel who meet and often exceed our expectations in terms of professionalism and efficiency.

We highly recommend Omm for their services. Their commitment to excellence and ability to tailor solutions to our needs would make them an asset to any organization requiring similar services.

Client Contact Information:

- **Name:** Duke Meesuk
- **Title:** Program Director
- **Phone Number:** Office: 410-265-4815, Cell: 443-691-9769
- **Email Address:** duke.meesuk@peraton.com

Please feel free to contact me should you require any additional information regarding our experience with Omm.

Sincerely,
Duke Meesuk
Duke Meesuk

11. CERTIFICATE OF STATUS

STATE OF MARYLAND

Department of Assessments and Taxation

I, MICHAEL L. HIGGS OF THE STATE DEPARTMENT OF ASSESSMENTS AND TAXATION OF THE STATE OF MARYLAND, DO HEREBY CERTIFY THAT THE DEPARTMENT, BY LAWS OF THE STATE, IS THE CUSTODIAN OF THE RECORDS OF THIS STATE RELATING TO THE FORFEITURE OR SUSPENSION OF CORPORATIONS, OR THE RIGHTS OF CORPORATIONS TO TRANSACT BUSINESS IN THIS STATE, AND THAT I AM THE PROPER OFFICER TO EXECUTE THIS CERTIFICATE.

I FURTHER CERTIFY THAT OMM INC. (D11565124), INCORPORATED OCTOBER 16, 2006, IS A CORPORATION DULY INCORPORATED AND EXISTING UNDER AND BY VIRTUE OF THE LAWS OF MARYLAND AND THE CORPORATION HAS FILED ALL ANNUAL REPORTS REQUIRED, HAS NO OUTSTANDING LATE FILING PENALTIES ON THOSE REPORTS, AND HAS A RESIDENT AGENT. THEREFORE, THE CORPORATION IS AT THE TIME OF THIS CERTIFICATE IN GOOD STANDING WITH THIS DEPARTMENT AND DULY AUTHORIZED TO EXERCISE ALL THE POWERS RECITED IN ITS CHARTER OR CERTIFICATE OF INCORPORATION, AND TO TRANSACT BUSINESS IN MARYLAND.

IN WITNESS WHEREOF, I HAVE HEREUNTO SUBSCRIBED MY SIGNATURE AND AFFIXED THE SEAL OF THE STATE DEPARTMENT OF ASSESSMENTS AND TAXATION OF MARYLAND AT BALTIMORE ON THIS AUGUST 16, 2023.



Michael L. Higgs
Director



301 West Preston Street, Baltimore, Maryland 21201
Telephone Baltimore Metro (410) 767-1340 / Outside Baltimore Metro (888) 246-5941
MRS (Maryland Relay Service) (800) 735-2258 TT/Voice

Online Certificate Authentication Code: hbTXdizTOK--JZYCWwKCQ
To verify the Authentication Code, visit <http://dat.maryland.gov/verify>