



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 7

List View

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

Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID:

Legal Name: BUZZCLAN LLC

Alias/DBA:

Total Bid: \$11,978,661.26

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: 7

Total of All Attachments: 7



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 ESR04142600000007158	1

**VENDOR**  
 VC0000081919  
 BUZZCLAN LLC

**Solicitation Number:** CRFQ 0803 DOT2600000079  
**Total Bid:** 11978661.25999999977648258209 **Response Date:** 2026-04-14 **Response Time:** 13:00:04  
**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				785785.56

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				617402.94

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				763334.54

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				729658.02

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				841913.10

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				785785.56

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				729658.02

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				695981.49

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				617402.94

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				785785.56

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				898040.64

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				1033790.97

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				1010295.72

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				785785.56

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				898040.64

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	\$90.30	\$93.01	\$95.80	\$98.67	\$785,785.56
4.1.2	Mainframe Application Analyst	2080	EA	\$70.95	\$73.08	\$75.27	\$77.53	\$617,402.94
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$87.72	\$90.35	\$93.06	\$95.85	\$763,334.54
4.1.4	Application Oracle Database Administrator	2080	EA	\$83.85	\$86.37	\$88.96	\$91.63	\$729,658.02
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$96.75	\$99.65	\$102.64	\$105.72	\$841,913.10
4.1.6	Application DB2 Database Administrator	2080	EA	\$90.30	\$93.01	\$95.80	\$98.67	\$785,785.56
4.1.7	PC Programmer Analyst	2080	EA	\$83.85	\$86.37	\$88.96	\$91.63	\$729,658.02
4.1.8	Senior PC Programmer Analyst	2080	EA	\$79.98	\$82.38	\$84.85	\$87.40	\$695,981.49
4.1.9	Application SQL Server Database Administrator	2080	EA	\$70.95	\$73.08	\$75.27	\$77.53	\$617,402.94
4.1.10	Senior Application SQL Server Database Administrator	2080	EA	\$90.30	\$93.01	\$95.80	\$98.67	\$785,785.56
4.1.11	GIS Database Administrator	2080	EA	\$103.20	\$106.30	\$109.48	\$112.77	\$898,040.64
4.1.12	Senior GIS Database Administrator	2080	EA	\$118.80	\$122.36	\$126.03	\$129.82	\$1,033,790.97
4.1.13	GIS Architect	2080	EA	\$116.10	\$119.58	\$123.17	\$126.87	\$1,010,295.72
4.1.14	GIS Application Developer	2080	EA	\$90.30	\$93.01	\$95.80	\$98.67	\$785,785.56
4.1.15	Senior GIS Application Developer	2080	EA	\$103.20	\$106.30	\$109.48	\$112.77	\$898,040.64
<b>Grand Total</b>								<b>#####</b>

**ADDENDUM ACKNOWLEDGEMENT FORM**  
**SOLICITATION NO.: CRFO DOT2600000079**

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

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

**Addendum Numbers Received:**

(Check the box next to each addendum received)

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Addendum No. 1 | <input type="checkbox"/> Addendum No. 6  |
| <input type="checkbox"/> Addendum No. 2            | <input type="checkbox"/> Addendum No. 7  |
| <input type="checkbox"/> Addendum No. 3            | <input type="checkbox"/> Addendum No. 8  |
| <input type="checkbox"/> Addendum No. 4            | <input type="checkbox"/> Addendum No. 9  |
| <input type="checkbox"/> Addendum No. 5            | <input type="checkbox"/> Addendum No. 10 |

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

**BuzzClan, LLC**

\_\_\_\_\_  
Company

Signed by:

*Manish Sharma*

60E8D14849594C8...

\_\_\_\_\_  
**Authorized Signature**

**Apr 14, 2026**

\_\_\_\_\_  
Date

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

**ADDENDUM ACKNOWLEDGEMENT FORM**  
**SOLICITATION NO.: CRFQ DOT2600000079**

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

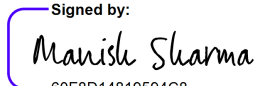
**Acknowledgment:** I hereby acknowledge receipt of the following addenda and have made the necessary revisions to my proposal, plans and/or specification, etc.

**Addendum Numbers Received:**

(Check the box next to each addendum received)

- |  |  |
|--|--|
| <input type="checkbox"/> Addendum No. 1            | <input type="checkbox"/> Addendum No. 6  |
| <input checked="" type="checkbox"/> Addendum No. 2 | <input type="checkbox"/> Addendum No. 7  |
| <input type="checkbox"/> Addendum No. 3            | <input type="checkbox"/> Addendum No. 8  |
| <input type="checkbox"/> Addendum No. 4            | <input type="checkbox"/> Addendum No. 9  |
| <input type="checkbox"/> Addendum No. 5            | <input type="checkbox"/> Addendum No. 10 |

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

**BuzzClan, LLC**  
 \_\_\_\_\_  
 Company  
 Signed by:  
  
 \_\_\_\_\_  
 Authorized Signature  
 60E8D14819594C8  
**Apr 14, 2026**  
 \_\_\_\_\_  
 Date

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

## **GENERAL TERMS AND CONDITIONS:**

**1. CONTRACTUAL AGREEMENT:** Issuance of an Award Document signed by the Purchasing Division Director, or his designee, and approved as to form by the Attorney General's office constitutes acceptance by the State of this Contract made by and between the State of West Virginia and the Vendor. Vendor's signature on its bid, or on the Contract if the Contract is not the result of a bid solicitation, signifies Vendor's agreement to be bound by and accept the terms and conditions contained in this Contract.

**2. DEFINITIONS:** As used in this Solicitation/Contract, the following terms shall have the meanings attributed to them below. Additional definitions may be found in the specifications included with this Solicitation/Contract.

**2.1. "Agency" or "Agencies"** means the agency, board, commission, or other entity of the State of West Virginia that is identified on the first page of the Solicitation or any other public entity seeking to procure goods or services under this Contract.

**2.2. "Bid" or "Proposal"** means the vendors submitted response to this solicitation.

**2.3. "Contract"** means the binding agreement that is entered into between the State and the Vendor to provide the goods or services requested in the Solicitation.

**2.4. "Director"** means the Director of the West Virginia Department of Administration, Purchasing Division.

**2.5. "Purchasing Division"** means the West Virginia Department of Administration, Purchasing Division.

**2.6. "Award Document"** means the document signed by the Agency and the Purchasing Division, and approved as to form by the Attorney General, that identifies the Vendor as the contract holder.

**2.7. "Solicitation"** means the official notice of an opportunity to supply the State with goods or services that is published by the Purchasing Division.

**2.8. "State"** means the State of West Virginia and/or any of its agencies, commissions, boards, etc. as context requires.

**2.9. "Vendor" or "Vendors"** means any entity submitting a bid in response to the Solicitation, the entity that has been selected as the lowest responsible bidder, or the entity that has been awarded the Contract as context requires.

**3. CONTRACT TERM; RENEWAL; EXTENSION:** The term of this Contract shall be determined in accordance with the category that has been identified as applicable to this Contract below:

**Term Contract**

**Initial Contract Term:** The Initial Contract Term will be for a period of (1) one year. The Initial Contract Term becomes effective on the effective start date listed on the first page of this Contract, identified as the State of West Virginia contract cover page containing the signatures of the Purchasing Division, Attorney General, and Encumbrance clerk (or another page identified as \_\_\_\_\_), and the Initial Contract Term ends on the effective end date also shown on the first page of this Contract.

**Renewal Term:** This Contract may be renewed upon the mutual written consent of the Agency, and the Vendor, with approval of the Purchasing Division and the Attorney General's office (Attorney General approval is as to form only). Any request for renewal should be delivered to the Agency and then submitted to the Purchasing Division thirty (30) days prior to the expiration date of the initial contract term or appropriate renewal term. A Contract renewal shall be in accordance with the terms and conditions of the original contract. Unless otherwise specified below, renewal of this Contract is limited to (3) Three successive one (1) year periods or multiple renewal periods of less than one year, provided that the multiple renewal periods do not exceed the total number of months available in all renewal years combined. Automatic renewal of this Contract is prohibited. Renewals must be approved by the Vendor, Agency, Purchasing Division and Attorney General's office (Attorney General approval is as to form only)

**Alternate Renewal Term** – This contract may be renewed for \_\_\_\_\_ successive \_\_\_\_\_ year periods or shorter periods provided that they do not exceed the total number of months contained in all available renewals. Automatic renewal of this Contract is prohibited. Renewals must be approved by the Vendor, Agency, Purchasing Division and Attorney General's office (Attorney General approval is as to form only)

**Delivery Order Limitations:** In the event that this contract permits delivery orders, a delivery order may only be issued during the time this Contract is in effect. Any delivery order issued within one year of the expiration of this Contract shall be effective for one year from the date the delivery order is issued. No delivery order may be extended beyond one year after this Contract has expired.

**Fixed Period Contract:** This Contract becomes effective upon Vendor's receipt of the notice to proceed and must be completed within \_\_\_\_\_ days.

**Fixed Period Contract with Renewals:** This Contract becomes effective upon Vendor's receipt of the notice to proceed and part of the Contract more fully described in the attached specifications must be completed within \_\_\_\_\_ days. Upon completion of the work covered by the preceding sentence, the vendor agrees that:

the contract will continue for \_\_\_\_\_ years;

*the contract may be renewed for \_\_\_\_\_ successive \_\_\_\_\_ year periods or shorter periods provided that they do not exceed the total number of months contained in all available renewals. Automatic renewal of this Contract is prohibited. Renewals must be approved by the Vendor, Agency, Purchasing Division and Attorney General's Office (Attorney General approval is as to form only).*

**One-Time Purchase:** The term of this Contract shall run from the issuance of the Award Document until all of the goods contracted for have been delivered, but in no event will this Contract extend for more than one fiscal year.

**Construction/Project Oversight:** This Contract becomes effective on the effective start date listed on the first page of this Contract, identified as the State of West Virginia contract cover page containing the signatures of the Purchasing Division, Attorney General, and Encumbrance clerk (or another page identified as \_\_\_\_\_), and continues until the project for which the vendor is providing oversight is complete.

**Other:** Contract Term specified in \_\_\_\_\_

**4. AUTHORITY TO PROCEED:** Vendor is authorized to begin performance of this contract on the date of encumbrance listed on the front page of the Award Document unless either the box for "Fixed Period Contract" or "Fixed Period Contract with Renewals" has been checked in Section 3 above. If either "Fixed Period Contract" or "Fixed Period Contract with Renewals" has been checked, Vendor must not begin work until it receives a separate notice to proceed from the State. The notice to proceed will then be incorporated into the Contract via change order to memorialize the official date that work commenced.

**5. QUANTITIES:** The quantities required under this Contract shall be determined in accordance with the category that has been identified as applicable to this Contract below.

**Open End Contract:** Quantities listed in this Solicitation/Award Document are approximations only, based on estimates supplied by the Agency. It is understood and agreed that the Contract shall cover the quantities actually ordered for delivery during the term of the Contract, whether more or less than the quantities shown.

**Service:** The scope of the service to be provided will be more clearly defined in the specifications included herewith.

**Combined Service and Goods:** The scope of the service and deliverable goods to be provided will be more clearly defined in the specifications included herewith.

**One-Time Purchase:** This Contract is for the purchase of a set quantity of goods that are identified in the specifications included herewith. Once those items have been delivered, no additional goods may be procured under this Contract without an appropriate change order approved by the Vendor, Agency, Purchasing Division, and Attorney General's office.

**Construction:** This Contract is for construction activity more fully defined in the specifications.

**6. EMERGENCY PURCHASES:** The Purchasing Division Director may authorize the Agency to purchase goods or services in the open market that Vendor would otherwise provide under this Contract if those goods or services are for immediate or expedited delivery in an emergency. Emergencies shall include, but are not limited to, delays in transportation or an unanticipated increase in the volume of work. An emergency purchase in the open market, approved by the Purchasing Division Director, shall not constitute of breach of this Contract and shall not entitle the Vendor to any form of compensation or damages. This provision does not excuse the State from fulfilling its obligations under a One-Time Purchase contract.

**7. REQUIRED DOCUMENTS:** All of the items checked in this section must be provided to the Purchasing Division by the Vendor as specified:

**LICENSE(S) / CERTIFICATIONS / PERMITS:** In addition to anything required under the Section of the General Terms and Conditions entitled Licensing, the apparent successful Vendor shall furnish proof of the following licenses, certifications, and/or permits upon request and in a form acceptable to the State. The request may be prior to or after contract award at the State's sole discretion.

The apparent successful Vendor shall also furnish proof of any additional licenses or certifications contained in the specifications regardless of whether or not that requirement is listed above.

**8. INSURANCE:** The apparent successful Vendor shall furnish proof of the insurance identified by a checkmark below prior to Contract award. The insurance coverages identified below must be maintained throughout the life of this contract. Thirty (30) days prior to the expiration of the insurance policies, Vendor shall provide the Agency with proof that the insurance mandated herein has been continued. Vendor must also provide Agency with immediate notice of any changes in its insurance policies, including but not limited to, policy cancelation, policy reduction, or change in insurers. The apparent successful Vendor shall also furnish proof of any *additional insurance requirements contained in the specifications prior to Contract award* regardless of whether that insurance requirement is listed in this section.

Vendor must maintain:

**Commercial General Liability Insurance** in at least an amount of: \$1,000,000.00 per occurrence.

**Automobile Liability Insurance** in at least an amount of: \$1,000,000.00 per occurrence.

**Professional/Malpractice/Errors and Omission Insurance** in at least an amount of: \_\_\_\_\_ per occurrence. Notwithstanding the forgoing, Vendor's are not required to list the State as an additional insured for this type of policy.

**Commercial Crime and Third Party Fidelity Insurance** in an amount of: \_\_\_\_\_ per occurrence.

**Cyber Liability Insurance** in an amount of: \_\_\_\_\_ per occurrence.

**Builders Risk Insurance** in an amount equal to 100% of the amount of the Contract.

**Pollution Insurance** in an amount of: \_\_\_\_\_ per occurrence.

**Aircraft Liability** in an amount of: \_\_\_\_\_ per occurrence.

**9. WORKERS' COMPENSATION INSURANCE:** Vendor shall comply with laws relating to workers compensation, shall maintain workers' compensation insurance when required, and shall furnish proof of workers' compensation insurance upon request.

**10. VENUE:** All legal actions for damages brought by Vendor against the State shall be brought in the West Virginia Claims Commission. Other causes of action must be brought in the West Virginia court authorized by statute to exercise jurisdiction over it.

**11. LIQUIDATED DAMAGES:** This clause shall in no way be considered exclusive and shall not limit the State or Agency's right to pursue any other available remedy. Vendor shall pay liquidated damages in the amount specified below or as described in the specifications:

\_\_\_\_\_ for \_\_\_\_\_.

Liquidated Damages Contained in the Specifications.

Liquidated Damages Are Not Included in this Contract.

**12. ACCEPTANCE:** Vendor's signature on its bid, or on the certification and signature page, constitutes an offer to the State that cannot be unilaterally withdrawn, signifies that the product or service proposed by vendor meets the mandatory requirements contained in the Solicitation for that product or service, unless otherwise indicated, and signifies acceptance of the terms and conditions contained in the Solicitation unless otherwise indicated.

**13. PRICING:** The pricing set forth herein is firm for the life of the Contract, unless specified elsewhere within this Solicitation/Contract by the State. A Vendor's inclusion of price adjustment provisions in its bid, without an express authorization from the State in the Solicitation to do so, may result in bid disqualification. Notwithstanding the foregoing, Vendor must extend any publicly advertised sale price to the State and invoice at the lower of the contract price or the publicly advertised sale price.

**14. PAYMENT IN ARREARS:** Payments for goods/services will be made in arrears only upon receipt of a proper invoice, detailing the goods/services provided or receipt of the goods/services, whichever is later. Notwithstanding the foregoing, payments for software maintenance, licenses, or subscriptions may be paid annually in advance.

**15. PAYMENT METHODS:** Vendor must accept payment by electronic funds transfer and P-Card. (The State of West Virginia's Purchasing Card program, administered under contract by a banking institution, processes payment for goods and services through state designated credit cards.)

**16. TAXES:** The Vendor shall pay any applicable sales, use, personal property or any other taxes arising out of this Contract and the transactions contemplated thereby. The State of West Virginia is exempt from federal and state taxes and will not pay or reimburse such taxes.

**17. ADDITIONAL FEES:** Vendor is not permitted to charge additional fees or assess additional charges that were not either expressly provided for in the solicitation published by the State of West Virginia, included in the Contract, or included in the unit price or lump sum bid amount that Vendor is required by the solicitation to provide. Including such fees or charges as notes to the solicitation may result in rejection of vendor's bid. Requesting such fees or charges be paid after the contract has been awarded may result in cancellation of the contract.

**18. FUNDING:** This Contract shall continue for the term stated herein, contingent upon funds being appropriated by the Legislature or otherwise being made available. In the event funds are not appropriated or otherwise made available, this Contract becomes void and of no effect beginning on July 1 of the fiscal year for which funding has not been appropriated or otherwise made available. If that occurs, the State may notify the Vendor that an alternative source of funding has been obtained and thereby avoid the automatic termination. Non-appropriation or non-funding shall not be considered an event of default.

**19. CANCELLATION:** The Purchasing Division Director reserves the right to cancel this Contract immediately upon written notice to the vendor if the materials or workmanship supplied do not conform to the specifications contained in the Contract. The Purchasing Division Director may also cancel any purchase or Contract upon 30 days written notice to the Vendor in accordance with West Virginia Code of State Rules § 148-1-5.2.

**20. TIME:** Time is of the essence regarding all matters of time and performance in this Contract.

**21. APPLICABLE LAW:** This Contract is governed by and interpreted under West Virginia law without giving effect to its choice of law principles. Any information provided in specification manuals, or any other source, verbal or written, which contradicts or violates the West Virginia Constitution, West Virginia Code, or West Virginia Code of State Rules is void and of no effect.

**22. COMPLIANCE WITH LAWS:** Vendor shall comply with all applicable federal, state, and local laws, regulations and ordinances. By submitting a bid, Vendor acknowledges that it has reviewed, understands, and will comply with all applicable laws, regulations, and ordinances.

**SUBCONTRACTOR COMPLIANCE:** Vendor shall notify all subcontractors providing commodities or services related to this Contract that as subcontractors, they too are required to comply with all applicable laws, regulations, and ordinances. Notification under this provision must occur prior to the performance of any work under the contract by the subcontractor.

**23. ARBITRATION:** Any references made to arbitration contained in this Contract, Vendor's bid, or in any American Institute of Architects documents pertaining to this Contract are hereby deleted, void, and of no effect.

**24. MODIFICATIONS:** This writing is the parties' final expression of intent. Notwithstanding anything contained in this Contract to the contrary no modification of this Contract shall be binding without mutual written consent of the Agency, and the Vendor, with approval of the Purchasing Division and the Attorney General's office (Attorney General approval is as to form only). Any change to existing contracts that adds work or changes contract cost, and were not included in the original contract, must be approved by the Purchasing Division and the Attorney General's Office (as to form) prior to the implementation of the change or commencement of work affected by the change.

**25. WAIVER:** The failure of either party to insist upon a strict performance of any of the terms or provision of this Contract, or to exercise any option, right, or remedy herein contained, shall not be construed as a waiver or a relinquishment for the future of such term, provision, option, right, or remedy, but the same shall continue in full force and effect. Any waiver must be expressly stated in writing and signed by the waiving party.

**26. SUBSEQUENT FORMS:** The terms and conditions contained in this Contract shall supersede any and all subsequent terms and conditions which may appear on any form documents submitted by Vendor to the Agency or Purchasing Division such as price lists, order forms, invoices, sales agreements, or maintenance agreements, and includes internet websites or other electronic documents. Acceptance or use of Vendor's forms does not constitute acceptance of the terms and conditions contained thereon.

**27. ASSIGNMENT:** Neither this Contract nor any monies due, or to become due hereunder, may be assigned by the Vendor without the express written consent of the Agency, the Purchasing Division, the Attorney General's office (as to form only), and any other government agency or office that may be required to approve such assignments.

**28. WARRANTY:** The Vendor expressly warrants that the goods and/or services covered by this Contract will: (a) conform to the specifications, drawings, samples, or other description furnished or specified by the Agency; (b) be merchantable and fit for the purpose intended; and (c) be free from defect in material and workmanship.

**29. STATE EMPLOYEES:** State employees are not permitted to utilize this Contract for personal use and the Vendor is prohibited from permitting or facilitating the same.

**30. PRIVACY, SECURITY, AND CONFIDENTIALITY:** The Vendor agrees that it will not disclose to anyone, directly or indirectly, any such personally identifiable information or other confidential information gained from the Agency, unless the individual who is the subject of the information consents to the disclosure in writing or the disclosure is made pursuant to the Agency's policies, procedures, and rules. Vendor further agrees to comply with the Confidentiality Policies and Information Security Accountability Requirements, set forth in [www.state.wv.us/admin/purchase/privacy](http://www.state.wv.us/admin/purchase/privacy).

**31. YOUR SUBMISSION IS A PUBLIC DOCUMENT:** Vendor's entire response to the Solicitation and the resulting Contract are public documents. As public documents, they will be disclosed to the public following the bid/proposal opening or award of the contract, as required by the competitive bidding laws of West Virginia Code §§ 5A-3-1 et seq., 5-22-1 et seq., and 5G-1-1 et seq. and the Freedom of Information Act West Virginia Code §§ 29B-1-1 et seq.

**DO NOT SUBMIT MATERIAL YOU CONSIDER TO BE CONFIDENTIAL, A TRADE SECRET, OR OTHERWISE NOT SUBJECT TO PUBLIC DISCLOSURE.**

Submission of any bid, proposal, or other document to the Purchasing Division constitutes your explicit consent to the subsequent public disclosure of the bid, proposal, or document. The Purchasing Division will disclose any document labeled "confidential," "proprietary," "trade secret," "private," or labeled with any other claim against public disclosure of the documents, to include any "trade secrets" as defined by West Virginia Code § 47-22-1 et seq. All submissions are subject to public disclosure without notice.

**32. LICENSING:** In accordance with West Virginia Code of State Rules § 148-1-6.1.e, Vendor must be licensed and in good standing in accordance with any and all state and local laws and requirements by any state or local agency of West Virginia, including, but not limited to, the West Virginia Secretary of State's Office, the West Virginia Tax Department, West Virginia Insurance Commission, or any other state agency or political subdivision. Obligations related to political subdivisions may include, but are not limited to, business licensing, business and occupation taxes, inspection compliance, permitting, etc. Upon request, the Vendor must provide all necessary releases to obtain information to enable the Purchasing Division Director or the Agency to verify that the Vendor is licensed and in good standing with the above entities.

**SUBCONTRACTOR COMPLIANCE:** Vendor shall notify all subcontractors providing commodities or services related to this Contract that as subcontractors, they too are required to be licensed, in good standing, and up-to-date on all state and local obligations as described in this section. Obligations related to political subdivisions may include, but are not limited to, business licensing, business and occupation taxes, inspection compliance, permitting, etc. Notification under this provision must occur prior to the performance of any work under the contract by the subcontractor.

**33. ANTITRUST:** In submitting a bid to, signing a contract with, or accepting a Award Document from any agency of the State of West Virginia, the Vendor agrees to convey, sell, assign, or transfer to the State of West Virginia all rights, title, and interest in and to all causes of action it may now or hereafter acquire under the antitrust laws of the United States and the State of West Virginia for price fixing and/or unreasonable restraints of trade relating to the particular commodities or services purchased or acquired by the State of West Virginia. Such assignment shall be made and become effective at the time the purchasing agency tenders the initial payment to Vendor.

**34. VENDOR NON-CONFLICT:** Neither Vendor nor its representatives are permitted to have any interest, nor shall they acquire any interest, direct or indirect, which would compromise the performance of its services hereunder. Any such interests shall be promptly presented in detail to the Agency.

**35. VENDOR RELATIONSHIP:** The relationship of the Vendor to the State shall be that of an independent contractor and no principal-agent relationship or employer-employee relationship is contemplated or created by this Contract. The Vendor as an independent contractor is solely liable for the acts and omissions of its employees and agents. Vendor shall be responsible for selecting, supervising, and compensating any and all individuals employed pursuant to the terms of this Solicitation and resulting contract. Neither the Vendor, nor any employees or subcontractors of the Vendor, shall be deemed to be employees of the State for any purpose whatsoever. Vendor shall be exclusively responsible for payment of employees and contractors for all wages and salaries, taxes, withholding payments, penalties, fees, fringe benefits, professional liability insurance premiums, contributions to insurance and pension, or other deferred compensation plans, including but not limited to, Workers' Compensation and Social Security obligations, licensing fees, etc. and the filing of all necessary documents, forms, and returns pertinent to all of the foregoing.

Vendor shall hold harmless the State, and shall provide the State and Agency with a defense against any and all claims including, but not limited to, the foregoing payments, withholdings, contributions, taxes, Social Security taxes, and employer income tax returns.

**36. INDEMNIFICATION:** The Vendor agrees to indemnify, defend, and hold harmless the State and the Agency, their officers, and employees from and against: (1) Any claims or losses for services rendered by any subcontractor, person, or firm performing or supplying services, materials, or supplies in connection with the performance of the Contract; (2) Any claims or losses resulting to any person or entity injured or damaged by the Vendor, its officers, employees, or subcontractors by the publication, translation, reproduction, delivery, performance, use, or disposition of any data used under the Contract in a manner not authorized by the Contract, or by Federal or State statutes or regulations; and (3) Any failure of the Vendor, its officers, employees, or subcontractors to observe State and Federal laws including, but not limited to, labor and wage and hour laws.

**37. NO DEBT CERTIFICATION:** In accordance with West Virginia Code §§ 5A-3-10a and 5-22-1(i), the State is prohibited from awarding a contract to any bidder that owes a debt to the State or a political subdivision of the State. By submitting a bid, or entering into a contract with the State, Vendor is affirming that (1) for construction contracts, the Vendor is not in default on any monetary obligation owed to the state or a political subdivision of the state, and (2) for all other contracts, neither the Vendor nor any related party owe a debt as defined above, and neither the Vendor nor any related party are in employer default as defined in the statute cited above unless the debt or employer default is permitted under the statute.

**38. CONFLICT OF INTEREST:** Vendor, its officers or members or employees, shall not presently have or acquire an interest, direct or indirect, which would conflict with or compromise the performance of its obligations hereunder. Vendor shall periodically inquire of its officers, members and employees to ensure that a conflict of interest does not arise. Any conflict of interest discovered shall be promptly presented in detail to the Agency.

**39. REPORTS:** Vendor shall provide the Agency and/or the Purchasing Division with the following reports identified by a checked box below:

Such reports as the Agency and/or the Purchasing Division may request. Requested reports may include, but are not limited to, quantities purchased, agencies utilizing the contract, total contract expenditures by agency, etc.

Quarterly reports detailing the total quantity of purchases in units and dollars, along with a listing of purchases by agency. Quarterly reports should be delivered to the Purchasing Division via email at [purchasing.division@wv.gov](mailto:purchasing.division@wv.gov).

**40. BACKGROUND CHECK:** In accordance with W. Va. Code § 15-2D-3, the State reserves the right to prohibit a service provider's employees from accessing sensitive or critical information or to be present at the Capitol complex based upon results addressed from a criminal background check. Service providers should contact the West Virginia Division of Protective Services by phone at (304) 558-9911 for more information.

**41. PREFERENCE FOR USE OF DOMESTIC STEEL PRODUCTS:** Except when authorized by the Director of the Purchasing Division pursuant to W. Va. Code § 5A-3-56, no contractor may use or supply steel products for a State Contract Project other than those steel products made in the United States. A contractor who uses steel products in violation of this section may be subject to civil penalties pursuant to W. Va. Code § 5A-3-56. As used in this section:

- a. "State Contract Project" means any erection or construction of, or any addition to, alteration of or other improvement to any building or structure, including, but not limited to, roads or highways, or the installation of any heating or cooling or ventilating plants or other equipment, or the supply of and materials for such projects, pursuant to a contract with the State of West Virginia for which bids were solicited on or after June 6, 2001.
- b. "Steel Products" means products rolled, formed, shaped, drawn, extruded, forged, cast, fabricated or otherwise similarly processed, or processed by a combination of two or more or such operations, from steel made by the open heath, basic oxygen, electric furnace, Bessemer or other steel making process.
- c. The Purchasing Division Director may, in writing, authorize the use of foreign steel products if:
  1. The cost for each contract item used does not exceed one tenth of one percent (.1%) of the total contract cost or two thousand five hundred dollars (\$2,500.00), whichever is greater. For the purposes of this section, the cost is the value of the steel product as delivered to the project; or
  2. The Director of the Purchasing Division determines that specified steel materials are not produced in the United States in sufficient quantity or otherwise are not reasonably available to meet contract requirements.

**42. PREFERENCE FOR USE OF DOMESTIC ALUMINUM, GLASS, AND STEEL:** In Accordance with W. Va. Code § 5-19-1 et seq., and W. Va. CSR § 148-10-1 et seq., for every contract or subcontract, subject to the limitations contained herein, for the construction, reconstruction, alteration, repair, improvement or maintenance of public works or for the purchase of any item of machinery or equipment to be used at sites of public works, only domestic aluminum, glass or steel products shall be supplied unless the spending officer determines, in writing, after the receipt of offers or bids, (1) that the cost of domestic aluminum, glass or steel products is unreasonable or inconsistent with the public interest of the State of West Virginia, (2) that domestic aluminum, glass or steel products are not produced in sufficient quantities to meet the contract requirements, or (3) the available domestic aluminum, glass, or steel do not meet the contract specifications. This provision only applies to public works contracts awarded in an amount more than fifty thousand dollars (\$50,000) or public works contracts that require more than ten thousand pounds of steel products.

The cost of domestic aluminum, glass, or steel products may be unreasonable if the cost is more than twenty percent (20%) of the bid or offered price for foreign made aluminum, glass, or steel products. If the domestic aluminum, glass or steel products to be supplied or produced in a “substantial labor surplus area”, as defined by the United States Department of Labor, the cost of domestic aluminum, glass, or steel products may be unreasonable if the cost is more than thirty percent (30%) of the bid or offered price for foreign made aluminum, glass, or steel products. This preference shall be applied to an item of machinery or equipment, as indicated above, when the item is a single unit of equipment or machinery manufactured primarily of aluminum, glass or steel, is part of a public works contract and has the sole purpose or of being a permanent part of a single public works project. This provision does not apply to equipment or machinery purchased by a spending unit for use by that spending unit and not as part of a single public works project.

All bids and offers including domestic aluminum, glass or steel products that exceed bid or offer prices including foreign aluminum, glass or steel products after application of the preferences provided in this provision may be reduced to a price equal to or lower than the lowest bid or offer price for foreign aluminum, glass or steel products plus the applicable preference. If the reduced bid or offer prices are made in writing and supersede the prior bid or offer prices, all bids or offers, including the reduced bid or offer prices, will be reevaluated in accordance with this rule.

**43. INTERESTED PARTY SUPPLEMENTAL DISCLOSURE:** W. Va. Code § 6D-1-2 requires that for contracts with an actual or estimated value of at least \$1 million, the Vendor must submit to the Agency a disclosure of interested parties prior to beginning work under this Contract. Additionally, the Vendor must submit a supplemental disclosure of interested parties reflecting any new or differing interested parties to the contract, which were not included in the original pre-work interested party disclosure, within 30 days following the completion or termination of the contract. A copy of that form is included with this solicitation or can be obtained from the WV Ethics Commission. This requirement does not apply to publicly traded companies listed on a national or international stock exchange. A more detailed definition of interested parties can be obtained from the form referenced above.

**44. PROHIBITION AGAINST USED OR REFURBISHED:** Unless expressly permitted in the solicitation published by the State, Vendor must provide new, unused commodities, and is prohibited from supplying used or refurbished commodities, in fulfilling its responsibilities under this Contract.

**45. VOID CONTRACT CLAUSES:** This Contract is subject to the provisions of West Virginia Code § 5A-3-62, which automatically voids certain contract clauses that violate State law.

**46. ISRAEL BOYCOTT:** Bidder understands and agrees that, pursuant to W. Va. Code § 5A-3-63, it is prohibited from engaging in a boycott of Israel during the term of this contract.

**DESIGNATED CONTACT:** Vendor appoints the individual identified in this Section as the Contract Administrator and the initial point of contact for matters relating to this Contract.

(Printed Name and Title) Shubham Sood

(Address) 2300 Olympia Dr #271349, Flower Mound, Texas, 75027

(Phone Number) / (Fax Number) 469-251-2899

(email address) gov@buzzclan.com

**CERTIFICATION AND SIGNATURE:** By signing below, or submitting documentation through wvOASIS, I certify that: I have reviewed this Solicitation/Contract in its entirety; that I understand the requirements, terms and conditions, and other information contained herein; that this bid, offer or proposal constitutes an offer to the State that cannot be unilaterally withdrawn; that the product or service proposed meets the mandatory requirements contained in the Solicitation/Contract for that product or service, unless otherwise stated herein; that the Vendor accepts the terms and conditions contained in the Solicitation, unless otherwise stated herein; that I am submitting this bid, offer or proposal for review and consideration; that this bid or offer was made without prior understanding, agreement, or connection with any entity submitting a bid or offer for the same material, supplies, equipment or services; that this bid or offer is in all respects fair and without collusion or fraud; that this Contract is accepted or entered into without any prior understanding, agreement, or connection to any other entity that could be considered a violation of law; that I am authorized by the Vendor to execute and submit this bid, offer, or proposal, or any documents related thereto on Vendor's behalf; that I am authorized to bind the vendor in a contractual relationship; and that to the best of my knowledge, the vendor has properly registered with any State agency that may require registration.

By signing below, I further certify that I understand this Contract is subject to the provisions of West Virginia Code § 5A-3-62, which automatically voids certain contract clauses that violate State law; and that pursuant to W. Va. Code 5A-3-63, the entity entering into this contract is prohibited from engaging in a boycott against Israel.

**BuzzClan, LLC**

(Company)

Signed by:

*Manish Sharma*

(Signature of Authorized Representative)

**Manish Sharma | Senior Manager - State & Federal Practices Apr 14, 2026**

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

**469-251-2899 | 469-251-2899**

(Phone Number) (Fax Number)

**presales@buzzclan.com**

(Email Address)

REQUEST FOR QUOTATION  
WVDOT Information Technology Temporary Staffing Services (81260081)

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**SPECIFICATIONS**

**1. PURPOSE AND SCOPE:** 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. This contract shall cover the following position classifications:

1. Senior Mainframe Application Analyst
2. Mainframe Application Analyst
3. Senior Application Oracle Database Administrator
4. Application Oracle Database Administrator
5. Senior Application DB2 Database Administrator
6. Application DB2 Database Administrator
7. PC Programmer Analyst
8. Senior PC Programmer Analyst
9. Application SQL Server Database Administrator
10. Senior Application SQL Server Database Administrator
11. GIS Database Administrator
12. Senior GIS Database Administrator
13. GIS Architect
14. GIS Application Developer
15. Senior GIS Application Developer

The position classifications listed above are to provide for the technical expertise to meet the contracted staffing needs for all entities within the West Virginia Department of Transportation for support of the department's IT efforts. These services would be used to develop modifications and enhancements to the computer systems for the end-user State agency, as well as mentor, provide technical training and support and provide "shadowing" opportunities for State analysts, among other tasks as defined by the end-user State agency on its Delivery Order for the services.

Though the majority of the requested services are likely to be for work in the metro-Charleston, WV area, during the life of the contract, the end-user Agency may be located in, and may request services be provided in the entire State of West Virginia.

**BACKGROUND & CURRENT OPERATING ENVIRONMENT:** The end-user Agencies manage many systems (some specifically designed for the Agencies) that support various applications for the State of West Virginia. These systems have varying platforms. Mainframe - DB2 and VSAM. Client server- Visual Studio, both Microsoft SQL Server and Oracle databases. At times, these Agencies require additional technical expertise and support to accomplish specific project goals for these systems.

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**2. DEFINITIONS:** The terms listed below shall have the meanings assigned to them below. Additional definitions can be found in section 2 of the General Terms and Conditions.

**2.1 “Contract Services”** means providing temporary staffing services for the list of classifications identified in Section 1 (above) and/or Section 4.1 (below) as more fully described in these specifications.

**2.2 “Pricing Page”** means the pages, contained wvOASIS or attached hereto as Exhibit A, upon which Vendor should list its proposed price for the Contract Services.

**2.3 “Solicitation”** means the official notice of an opportunity to supply the State with goods or services that is published by the Purchasing Division.

**2.4 “DB2”** means IBM’s DB2 database software.

**2.5 “Oracle”** is an object-relational database developed by Oracle Corporation.

**2.6 “Microsoft SQL Server”** is a relational database developed by Microsoft.

**2.7 “Visual Studio”** is a source code editor that runs on the Windows operating system for personal computers.

**2.8 “.NET”** means Microsoft’s .NET or .NET Framework software.

**2.9 “SDLC”** means Software or Systems Development Life Cycle, a standard term to describe the process of planning for, creating, testing, and deploying software or systems applications.

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**WVDOT Information Technology Temporary Staffing Services (81260081)**

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**3. QUALIFICATIONS:** Vendor, or Vendor's staff if requirements are inherently limited to individuals rather than corporate entities, shall have the following minimum qualifications:

3.1. Vendors shall have been in business a minimum of five (5) years, providing similar information technology services. Vendors must provide documentation to indicate that their company meets this requirement prior to award; however, bidders may include this documentation with their bid.

3.2. Vendors shall be able to demonstrate their potential to provide these services by providing documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications within the past five (5) years: documentation should include enough information to indicate that the Vendor provided an employee meeting the requirements of a specifically named classification from Section 1, above: the documentation should name the entity to whom the individual was supplied and provide contact information for that entity. Vendors must provide documentation to indicate that their company meets this requirement prior to award; however, bidders may include this documentation with their bid.

**4. MANDATORY REQUIREMENTS:**

**4.1 Mandatory Contract Services Requirements and Deliverables:** Contract Services must meet or exceed the mandatory requirements listed below.

**4.1.1 Senior Mainframe Application Analyst:**

**4.1.1.1** Senior Mainframe Application Analyst must have a minimum of a Bachelor's degree in Computer Science or a related field from an accredited institution, or a minimum of five (5) years of equivalent work experience as a substitution for the Bachelor's Degree.

**4.1.1.2** Senior Mainframe Application Analyst must have a minimum of five (5) years of Mainframe Application development experience using COBOL, CICS, and JCL.

**4.1.1.3** Senior Mainframe Application Analyst must have a minimum of five (5) years of Relational Database experience.

**4.1.1.4** Senior Mainframe Application Analyst must have a minimum of five (5) years of Analysis and Design experience.

**4.1.1.5** Senior Mainframe Application Analyst must have a minimum of three (3) years of experience as a lead analyst or in a senior analyst role.

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**WVDOT Information Technology Temporary Staffing Services (81260081)**

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- 4.1.1.6** Senior Mainframe Application Analyst should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.

**4.1.2 Mainframe Application Analyst:**

- 4.1.2.1** Mainframe Application Analyst must have a minimum of three (3) years of Mainframe Application development experience using COBOL, CICS, and JCL.
- 4.1.2.2** Mainframe Application Analyst must have a minimum of three (3) years of Relational Database experience.
- 4.1.2.3** Mainframe Application Analyst must have a minimum of three (3) years of Analysis and Design experience.
- 4.1.2.4** Mainframe Application Analyst should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.

**4.1.3 Senior Application Oracle Database Administrator:**

- 4.1.3.1** Senior Application Oracle Database Administrator must have a minimum of ten (10) years of experience with the maintenance and management of Oracle database systems.
- 4.1.3.2** Senior Application Oracle Database Administrator must have a minimum of a Bachelor's degree in Computer Science or a related field from an accredited institution, or a minimum of six (6) years of equivalent work experience as a substitution for the Bachelor's Degree.
- 4.1.3.3** Senior Application Oracle Database Administrator must have a minimum of five (5) years of experience in providing connectivity to an Oracle

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**WVDOT Information Technology Temporary Staffing Services (81260081)**

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database.

- 4.1.3.4** Senior Application Oracle Database Administrator must have a minimum of five (5) years providing assistance to programming staff in debugging triggers, procedures, functions, and packages (PL/SQL Code).
- 4.1.3.5** Senior Application Oracle Database Administrator must have a minimum of five (5) years of experience optimizing SQL execution for Oracle SQL procedures, functions, packages, and triggers.
- 4.1.3.6** Senior Application Oracle Database Administrator must have a minimum of five (5) years of experience writing and maintaining UNIX/LINUX shell scripts in HP UNIX and/or RedHat LINUX environment.
- 4.1.3.7** Senior Application Oracle Database Administrator must have a minimum of five (5) years of experience in Data Modeling.
- 4.1.3.8** Senior Application Oracle Database Administrator must have a minimum of five (5) years of experience in the utilization of Oracle RMAN backup to include full and incremental backups and cloning a database.
- 4.1.3.9** Senior Application Oracle Database Administrator must have a minimum of two (2) years of experience using and administering Oracle Warehouse Builder.
- 4.1.3.10** Senior Application Oracle Database Administrator must have a minimum of two (2) years in fine grain access control in an Oracle database.

**4.1.4 Application Oracle Database Administrator:**

- 4.1.4.1** Application Oracle Database Administrator must have a minimum of five (5) years of experience with the maintenance and management of Oracle database systems.
- 4.1.4.2** Application Oracle Database Administrator must have a minimum of a Bachelor's degree in Computer Science or a related field from an accredited institution, or a minimum of three (3) years of equivalent work experience as a substitution for the Bachelor's Degree.
- 4.1.4.3** Application Oracle Database Administrator must have a minimum of two (2) years of experience in providing connectivity to an Oracle Database.

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- 4.1.4.4** Application Oracle Database Administrator must have a minimum of two (2) years providing assistance to programming staff in debugging triggers, procedures, functions, and packages (PL/SQL Code).
- 4.1.4.5** Application Oracle Database Administrator must have a minimum of two (2) years in optimizing SQL execution for Oracle SQL procedures, functions, packages, and triggers.
- 4.1.4.6** Application Oracle Database Administrator must have a minimum of two (2) years of experience in writing and maintaining UNIX/LINUX shell scripts in HP UNIX and/or RedHat LINUX environment.
- 4.1.4.7** Application Oracle Database Administrator must have a minimum of two (2) years of experience in the utilization of Oracle RMAN backup to include full and incremental backups and cloning a database.

**4.1.5 Senior Application DB2 Database Administrator:**

- 4.1.5.1** Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience with the maintenance and management of DB2 database systems.
- 4.1.5.2** Senior Application DB2 Database Administrator must have a minimum of a Bachelor's degree in Computer Science or a related field from an accredited institution, or a minimum of five (5) years of equivalent work experience as a substitution for the Bachelor's Degree.
- 4.1.5.3** Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience in managing permissions for a DB2 database.
- 4.1.5.4** Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience providing assistance to programming staff in debugging triggers, procedures, functions, and packages.
- 4.1.5.5** Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience optimizing SQL execution for DB2 SQL procedures, functions, packages, and triggers.
- 4.1.5.6** Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience in Data Modeling.

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- 4.1.5.7** Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience developing and performing disaster recovery procedures.
- 4.1.5.8** Senior Application DB2 Database Administrator should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.

**4.1.6 Application DB2 Database Administrator:**

- 4.1.6.1** Application DB2 Database Administrator must have a minimum of a Bachelor's degree in Computer Science or a related field from an accredited institution or a minimum of six (6) years of equivalent work experience as a substitution for the Bachelor's Degree.
- 4.1.6.2** Application DB2 Database Administrator must have a minimum of four (4) years of experience with the maintenance and management of DB2 database systems.
- 4.1.6.3** Application DB2 Database Administrator must have a minimum of three (3) years of experience in managing permissions for a DB2 database.
- 4.1.6.4** Application DB2 Database Administrator must have a minimum of three (3) years of experience providing assistance to programming staff in debugging triggers, procedures, functions, and packages.
- 4.1.6.5** Application DB2 Database Administrator must have a minimum of three (3) years in optimizing SQL execution for DB2 SQL procedures, functions, packages, and triggers.
- 4.1.6.6** Application DB2 Database Administrator must have a minimum of three (3) years of experience in Data Modeling.
- 4.1.6.7** Application DB2 Database Administrator must have a minimum of three (3) years of experience developing and performing disaster recovery procedures.

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**WVDOT Information Technology Temporary Staffing Services (81260081)**

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**4.1.6.8** Application DB2 Database Administrator should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.

**4.1.7 PC Programmer Analyst:**

**4.1.7.1** PC Programmer Analyst must have a minimum of a Bachelor's degree from an accredited college or university in computer science or related field including but not limited to business data programming, business systems analysis, computer servicing technologies, information systems management, data processing or computer engineering, **OR** a minimum of an associate's degree and eighteen (18) months of equivalent work experience **OR** a minimum of three (3) years equivalent work experience.

**4.1.7.2** PC Programmer Analyst must have a minimum of three (3) years of experience with database management, documentation project control techniques, data processing concepts, and equipment usage.

**4.1.7.3** PC Programmer Analyst must have a minimum of three (3) years of experience developing and maintaining complex systems and evaluating and analyzing system requests to develop work plans for system development and maintenance.

**4.1.7.4** PC Programmer Analyst should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.

**4.1.8 Senior PC Programmer Analyst:**

**4.1.8.1** Senior Programmer Analyst must have a minimum of a Bachelor's degree from an accredited college or university in computer science or related field including but not limited to business data programming, business systems analysis, computer servicing technologies, information systems management, data processing or computer engineering, **OR** a minimum of an associate's degree and eighteen (18) months of equivalent work experience **OR** a minimum of five (5) years equivalent work experience.

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- 4.1.8.2** Senior PC Programmer Analyst must have a minimum of five (5) years of experience with database management, documentation project control techniques, data processing concepts, and equipment usage.
- 4.1.8.3** Senior PC Programmer Analyst must have a minimum of five (5) years of experience developing and maintaining complex systems and evaluating and analyzing system requests to develop work plans for system development and maintenance.
- 4.1.8.4** Senior PC Programmer Analyst should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.

**4.1.9 Application SQL Server Database Administrator:**

- 4.1.9.1** Application SQL Server Database Administrator must have a minimum of five (5) years of experience with the maintenance and management of SQL Server database systems
- 4.1.9.2** Application SQL Server Database Administrator must have a Bachelor's degree in Computer Science or a related field from an accredited institution, or a minimum of three (3) years of equivalent work experience.
- 4.1.9.3** Application SQL Server Database Administrator must have a minimum of two (2) years of experience in providing connectivity to a SQL Server database.
- 4.1.9.4** Application SQL Server Database Administrator must have a minimum of two (2) years of experience in providing assistance to programming staff in debugging triggers, procedures, functions, and packages (T-SQL Code).
- 4.1.9.5** Application SQL Server Database Administrator must have a minimum of two (2) years of experience in optimizing SQL execution for SQL Server procedures, functions, packages, and triggers.

**REQUEST FOR QUOTATION**  
**WV DOT Information Technology Temporary Staffing Services (81260081)**

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- 4.1.9.6** Application SQL Server Database Administrator must have a minimum of two (2) years of experience in writing and maintaining UNIX/LINUX shell scripts in HP UNIX and/or RedHat LINUX environment.
- 4.1.9.7** The SQL Server Database Administrator application requires a minimum of two (2) years of experience in utilizing SQL Server backup functionality, including full and incremental backups, as well as database cloning.

**4.1.10 Senior Application SQL Server Database Administrator:**

- 4.1.10.1** Senior Application SQL Server Database Administrator must have a minimum of ten (10) years of experience with the maintenance and management of SQL Server database systems.
- 4.1.10.2** Senior Application SQL Server Database Administrator must have a minimum of a Bachelor's degree in Computer Science or a related field from an accredited institution, or a minimum of six (6) years of equivalent work experience as a substitution for the Bachelor's Degree. (
- 4.1.10.3** Senior Application SQL Server Database Administrator must have a minimum of five (5) years of experience in providing connectivity to an SQL Server database.
- 4.1.10.4** Senior Application SQL Server Database Administrator must have a minimum of five (5) years providing assistance to programming staff in debugging triggers, procedures, functions, and packages (T-SQL Code).
- 4.1.10.5** Senior Application SQL Server Database Administrator must have a minimum of five (5) years of experience in optimizing SQL execution for SQL Server procedures, functions, packages, and triggers.
- 4.1.10.6** Senior Application SQL Server Database Administrator must have a minimum of five (5) years of experience writing and maintaining UNIX/LINUX shell scripts in HP UNIX and/or RedHat LINUX environment.
- 4.1.10.7** Senior Application SQL Server Database Administrator must have a minimum of five (5) years of experience in Data Modeling.
- 4.1.10.8** Senior Application SQL Server Database Administrator must have a minimum of five (5) years of experience in SQL Server backup

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functionality, including full and incremental backups, as well as database cloning.

**4.1.10.9** Senior Application SQL Server Database Administrator must have a minimum of two (2) years of experience using and administering SQL Server data warehouse building functionality.

**4.1.10.10** Senior Application SQL Server Database Administrator must have a minimum of two (2) years in fine grain access control in a SQL Server database.

**4.1.11 GIS Database Administrator:**

**4.1.11.1** GIS Database Administrator must have a minimum of three (3) years of experience with the maintenance and management of enterprise GIS database systems, including Esri ArcGIS Enterprise, ArcSDE, and relational database platforms such as Oracle, SQL Server, or PostgreSQL/PostGIS.

**4.1.11.2** GIS Database Administrator must have a Bachelor's degree in Computer Science, Geography, Geomatics, or a related field from an accredited institution, or a minimum of three (3) years of equivalent work experience.

**4.1.11.3** GIS Database Administrator must have a minimum of two (2) years of experience in providing connectivity between GIS applications and enterprise databases, including configuration of ArcGIS services, database connections, and integration with web-based GIS applications.

**4.1.11.4** GIS Database Administrator must have a minimum of two (2) years of experience in providing assistance to GIS analysts and programming staff in debugging stored procedures, spatial queries, geoprocessing scripts, and database functions.

**4.1.11.5** GIS Database Administrator must have a minimum of two (2) years of experience in optimizing spatial SQL execution for procedures, functions, packages, triggers, and geospatial queries to ensure high performance of GIS applications.

**4.1.11.6** GIS Database Administrator application requires a minimum of two (2) years of experience in utilizing enterprise database backup functionality, including full and incremental backups, spatial database replication, and database cloning for GIS environments.

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**4.1.12 Senior GIS Database Administrator**

- 4.1.12.1** Senior GIS Database Administrator must have a minimum of seven (7) years of experience with the maintenance, management, and optimization of enterprise GIS database systems, including Esri ArcGIS Enterprise, ArcSDE, and relational database platforms such as Oracle, SQL Server, or PostgreSQL/PostGIS.
- 4.1.12.2** Senior GIS Database Administrator must have a Bachelor's degree in Computer Science, Geography, Geomatics, or a related field from an accredited institution, or a minimum of five (5) years of equivalent work experience. A Master's degree is preferred.
- 4.1.12.3** Senior GIS Database Administrator must have a minimum of three (3) years of experience in providing connectivity between GIS applications and enterprise databases, including configuration of ArcGIS services, database connections, and integration with enterprise IT systems.
- 4.1.12.4** Senior GIS Database Administrator must have a minimum of three (3) years of experience in providing advanced assistance to GIS analysts and programming staff in debugging stored procedures, spatial queries, geoprocessing scripts, triggers, and database functions.
- 4.1.12.5** Senior GIS Database Administrator must have a minimum of three (3) years of experience in optimizing spatial SQL execution for procedures, functions, packages, triggers, and geospatial queries to ensure high performance and scalability of GIS applications.
- 4.1.12.6** Senior GIS Database Administrator application requires a minimum of three (3) years of experience in utilizing enterprise database backup functionality, including full and incremental backups, spatial database replication, disaster recovery planning, and database cloning for GIS environments.

**4.1.13 GIS Architect**

- 4.1.13.1** GIS Architect must have a minimum of ten (10) years of experience in the design, implementation, and management of enterprise GIS systems, including Esri ArcGIS Enterprise, ArcGIS Online, ArcSDE, and relational database platforms such as Oracle, SQL Server, or PostgreSQL/PostGIS.

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- 4.1.13.2** GIS Architect must have a Bachelor's degree in Computer Science, Geography, Geomatics, Information Systems, or a related field from an accredited institution, or a minimum of seven (7) years of equivalent work experience. A Master's degree is preferred.
- 4.1.13.3** GIS Architect must have a minimum of five (5) years of experience in designing enterprise GIS architectures, including system integration, scalability planning, cloud deployment (Azure/AWS), and high-availability configurations.
- 4.1.13.4** GIS Architect must have a minimum of five (5) years of experience in providing technical leadership and guidance to GIS database administrators, analysts, and developers, including establishing standards, best practices, and governance frameworks.
- 4.1.13.5** GIS Architect must have a minimum of five (5) years of experience in optimizing enterprise GIS performance, including spatial SQL tuning, service load balancing, and distributed geoprocessing workflows.
- 4.1.13.6** GIS Architect application requires a minimum of three (3) years of experience in enterprise-level disaster recovery planning, including backup and replication strategies, failover systems, and business continuity planning for GIS environments.
- 4.1.13.7** GIS Architect must have demonstrated experience in leading enterprise GIS modernization initiatives, including migration to cloud platforms, integration with enterprise IT systems, and adoption of emerging geospatial technologies.

**4.1.14 GIS Application Developer**

- 4.1.14.1** GIS Application Developer must have a minimum of five (5) years of experience in designing, developing, and maintaining GIS applications using Esri ArcGIS Enterprise, ArcGIS Online, ArcGIS Pro SDK, and web-based GIS frameworks.
- 4.1.14.2** GIS Application Developer must have a Bachelor's degree in Computer Science, Geography, Geomatics, Information Systems, or a related field from an accredited institution, or a minimum of three (3) years of equivalent work experience.

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- 4.1.14.3** GIS Application Developer must have a minimum of two (2) years of experience in developing web-based GIS applications using JavaScript, Python, .NET, or other programming languages, including use of Esri's ArcGIS API for JavaScript and REST services.
- 4.1.14.4** GIS Application Developer must have a minimum of two (2) years of experience in integrating GIS applications with enterprise databases such as SQL Server, Oracle, or PostgreSQL/PostGIS, including spatial query development and optimization.
- 4.1.14.5** GIS Application Developer must have a minimum of two (2) years of experience in providing assistance to GIS analysts and programming staff in debugging geoprocessing scripts, web services, and application workflows.
- 4.1.14.6** GIS Application Developer must have a minimum of two (2) years of experience in optimizing GIS application performance, including map service tuning, caching strategies, and efficient use of spatial data.
- 4.1.14.7** GIS Application Developer application requires a minimum of two (2) years of experience in utilizing version control systems such as Git, and in implementing software development best practices including Agile methodologies, unit testing, and continuous integration.

**4.1.15 Senior GIS Application Developer:**

- 4.1.15.1** Senior GIS Application Developer must have a minimum of seven (7) years of experience in designing, developing, and maintaining enterprise GIS applications using Esri ArcGIS Enterprise, ArcGIS Online, ArcGIS Pro SDK, and web-based GIS frameworks.
- 4.1.15.2** Senior GIS Application Developer must have a Bachelor's degree in Computer Science, Geography, Geomatics, Information Systems, or a related field from an accredited institution, or a minimum of five (5) years of equivalent work experience. A Master's degree is preferred.
- 4.1.15.3** Senior GIS Application Developer must have a minimum of three (3) years of experience in leading the development of web-based GIS applications, including use of Esri's ArcGIS API for JavaScript, Python, .NET, and REST services.
- 4.1.15.4** Senior GIS Application Developer must have a minimum of three (3) years of experience in integrating GIS applications with enterprise

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**WVDOT Information Technology Temporary Staffing Services (81260081)**

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databases such as SQL Server, Oracle, or PostgreSQL/PostGIS, including advanced spatial query development, optimization, and schema design.

- 4.1.15.5** Senior GIS Application Developer must have a minimum of three (3) years of experience in providing advanced assistance to GIS analysts and programming staff in debugging geoprocessing scripts, web services, and application workflows.
- 4.1.15.6** Senior GIS Application Developer must have a minimum of three (3) years of experience in optimizing GIS application performance, including map service tuning, caching strategies, distributed geoprocessing, and enterprise-level scalability planning.
- 4.1.15.7** Senior GIS Application Developer must have a minimum of three (3) years of experience in writing and maintaining automation scripts in Python, UNIX/LINUX shell scripting, or similar environments for GIS application deployment, monitoring, and maintenance.
- 4.1.15.8** Senior GIS Application Developer application requires a minimum of three (3) years of experience in utilizing version control systems such as Git, and in implementing software development best practices including Agile methodologies, unit testing, and continuous integration/continuous deployment (CI/CD).

## **4.2 VENDOR RESPONSIBILITIES**

- 4.2.1** Bidders must provide an hourly rate for each position they expect to submit qualifications for proposed candidates when the need arises. When presenting candidates for review by the Agency, Vendor shall provide the qualifications of proposed candidates who meet all requirements of the RFQ.
- 4.2.2** Successful vendors must provide staffing as requested by the Agency. Assignments also may be for a specified period of time and quantity of hours as indicated on each delivery order. Consistent failure on the part of a successful vendor to fulfill requests from the Agency, or consistently being unresponsive to Agency's requests for staffing services, may be grounds for cancellation of the vendor's entire contract.
- 4.2.3** Successful vendors must provide hourly rates that are inclusive of all costs including, but not limited to, federal, state and local withholding taxes, social

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security & Medicare taxes as well as all unemployment compensation, workers compensation, general and professional liability premiums. All overhead for the vendor and fringe for the candidate must be included in the successful vendor's hourly rates. All travel expenses must be included in the vendor's hourly rates.

- 4.2.4** Successful vendors shall provide the Agency with information on each staffing candidate according to the state and federal standards, including applications. Vendors must include a current resume and a completed qualification documentation for each candidate with their responses. Resumes will identify the candidate's qualifications listed in the requirements section above and will include copies as verification of degrees and certifications. Resume pages will be numbered (ex: 1 of 2, 2 of 2 etc...). These must be sent to the Agency along with the listing of possible candidates to interview.
- 4.2.5** Successful Vendor must provide (as requested) the legal documentation to support proof that their candidate is a U.S. citizen or eligible to work in the United States.
- 4.2.6** Successful vendor having the first priority contract for any classification required by the Agency will be contacted first and will have 48 hours (2 business days) to **acknowledge the initial contact request for staffing** (in writing, by a means dictated by the Agency on the initial contact request, but likely by email or fax), and **must inform the Agency if they are able or unable to fulfill the request**. If unable to supply a candidate at the time, Vendor must provide a written waiver to the Agency within this same 48 hours (2 business days) timeframe. Failure to provide a written waiver will serve as a waiver as it pertains to the Agency's ability to proceed to contacting lower priority vendors. However, repeated failure to provide a written waiver may be grounds for cancellation of a vendor's entire contract (ie, all awarded classifications).

If able to supply candidate(s), Vendor must provide to the Agency a list of potential candidates for staffing needs within 2 weeks (10 business days) of the initial notification of need. Vendors must provide all documentation for every candidate who indicates they meet the requirements for the classification, including a qualifications document, template supplied by the agency, and resumes. Vendors may send multiple resumes so the agency may choose the most appropriate candidate.

Should a vendor not respond within the allowed number of days from the original notice of the Agency need (eg, 2 days to confirm/waiver a request; 10 business days to provide a list of candidates), the vendor with the second priority contract and other priority vendors for the classification will be contacted and given the opportunity to provide needed staffing. Evaluation will be completed in order of priority.

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This second vendor will follow the same process as the first vendor; then the third vendor, and so on, until either a vendor successfully provides a staffing candidate, or all vendors qualifying for award of a contract for that classification are contacted. No second opportunity to meet the need will be given to any vendor until all vendors have been contacted in order of award.

The Vendor's provided candidate must consistently perform the contracted duties as outlined in these specifications or in the project-specific scope included within any Delivery Order. The Agency will notify the awarded vendor if a Vendor's employee fails to consistently perform the contracted duties. The Agency may, as part of this notification, request the Vendor replace the candidate; if so, the Vendor has 2 weeks (10 business days) from this notification to provide the qualifications for a replacement. If the vendor provided a candidate under false documentation, that will be grounds for cancellation of the Delivery Order.

- 4.2.7** The successful candidate(s) will be required to present a timesheet for approval on a regular basis not less than a one (1) week period and not more than monthly.
- 4.2.8** If during the term of the Delivery Order the candidate placed by the vendor leaves the company and/or has to be replaced; the vendor must give written notice to the Agency within one (1) business day, explaining the circumstances of departure, and must replace the candidate with another candidate meeting or surpassing all the requirements for the filled classification listed in Section 4.1 of this contract to maintain continuity of services. Vendor must provide to the Agency a list of potential candidates for the replacement staffing needs within 2 weeks (10 business days) of the notification of replacement. Vendors must provide documentation and resumes for every candidate which indicates their meeting the requirements for the classification. Vendors may send multiple resumes so that the agency may choose. Any interruption of service greater than ten (10) business days will be grounds for cancellation of the Delivery Order. If the Agency needs to issue a secondary Delivery Order to cover any cancelled Delivery Order, they are not required to contact or acquire waivers from any vendor for which they had previously contacted to fill the classification (copies of the original waivers and documentation regarding the cancellation should be kept in the files for both the original the replacement Delivery Order(s)).
- 4.2.9** Successful Vendors and candidates must comply with all Agency policies and procedures. Any access or user accounts issued to a candidate to permit work in the State computing environment are subject to revocation without notice, and random or periodic audit of user activity may be conducted by the Agency.

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**4.3 DUTIES AND RESPONSIBILITIES OF THE AGENCY**

**4.3.1 Ordering Procedure:** Agency will notify (in writing) the successful Vendor with the current priority for any classification of the number of candidates needed, the total number of hours required for the assignment/project, the proposed length of the assignment, the basic description of the project for which the candidate will be used, and any assignment/project-specific requirements. Agency may issue multiple notifications to the same vendor to simultaneously request the same or different classifications, for the same or different assignments; the Agency has full discretion on how they wish to organize and issue notifications to the Vendor with current priority; the Vendor may confirm or waive any individual notification in its entirety, but may not partially confirm or waive a notification without express written approval of the Agency (ie, the Agency should indicate on its notification for more than a single quantity of any classification whether or not it is willing to allow the Vendor to partially confirm or waive.) For example, the Agency requires two Mainframe Application Analyst for an assignment. If they are willing to allow the first priority Vendor to provide one while waiving the other, they should indicate this in the notification.

Upon receipt of required documents, interviews will be conducted, and review of qualifications will be performed by the Agency in order to verify the candidate meets the requirements for the requested classification.

After the Agency has chosen the candidate from those provided by the Vendor, the Agency will notify the vendor for a signed, dated quote (see Vendor Responsibilities, above), then complete a Delivery Order noting the Candidate, the Hourly Rate, the Quantity of Hours required for the project, start and end dates for the Delivery Order/Project, and any other information or requirements pertinent to the project for each classification requested.

Delivery Orders in excess of \$250,000.00 shall require processing as Centralized Delivery Orders through the WV State Purchasing Division. Orders of \$250,000.00 or under will be processed as Agency Delivery Orders. Signed, dated vendor quote shall be included with each Delivery Order (ie, scanned and electronically attached in wvOASIS).

**4.3.2** Successful Vendor(s)' candidate shall work under Agency supervision. The Agency shall be solely responsible to provide each candidate with day-to-day guidance in the execution of responsibilities at the Agency.

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**4.3.3** Agency reserves the right to terminate the candidate selected for a position providing services to the Agency without cause if it is determined to be in the best interest and well-being of the Agency. Termination would occur by cancellation of the remainder of the Delivery Order and does not require prior notification to the Vendor.

**4.3.4** Independent Contractor Status: The purpose of this contract is to obtain temporary services that are provided by individuals or entities as independent contractors and not as employees of the State of West Virginia. The distinction between an independent contractor and an employee is complex and can require an analysis of 20 or more factors relating to the circumstances of each contract. The Internal Revenue Service and the U.S. Department of Labor have provided guidance on this issue at:

IRS – <http://www.irs.gov/pub/irs-pdf/p15a.pdf>

IRS – <http://www.irs.gov/Businesses/Small-Businesses-&-Self-Employed/Independent-Contractor-Self-Employed-or-Employee>

DOL – <http://www.dol.gov/elaws/esa/flsa/docs/contractors.asp>

Prior to utilizing the services available under this contract, each agency must ensure that factors relating to the broad categories of behavioral control, financial control, and the type of relationship between the state and the temporary worker will not cause the independent contractor relationship to be construed as an employee/employer relationship. Items that must be considered include but are not limited to, the degree of control exercised by the State over the temporary worker relating to performance of the job and the degree to which the temporary worker is integrated into the State's system. The Purchasing Division recommends that each agency review the IRS and DOL publications found at the links above and obtain further assurance from their respective internal legal counsel to maintain the independent contractor status of individuals and entities hired under this contract.

**4.3.5** It is the sole responsibility of the Agency to insure that they are notifying the appropriately prioritized vendor for each classification; the Vendor is not responsible for determining if the Agency has acquired the necessary waiver from, or documented the non-responsiveness of, any other vendor in order for them to be appropriately contacting the current Vendor.

**5. CONTRACT AWARD:**

**5.1 Contract Award:** The Contract is intended to provide the Agency with a purchase price for all of the Contract Services, and it is the State's intent to award multiple contracts to ensure that every classification can be adequately supplied during the life

**REQUEST FOR QUOTATION**  
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of the Contract. Each classification will be considered separately for award purposes. The qualified bidder providing the lowest Total Price on the Pricing Page for a classification will be awarded the First Priority Contract for that classification. The qualified bidder providing the second lowest Classification Total Hourly Rate for a classification will be awarded the Second Priority Contract for that classification, and so on, until such time that at most five (5) Contracts are awarded for that classification. Bidders may be awarded none, any or all classifications, as is necessary to award for each classification.

Upon award of the resulting Contract(s), a spreadsheet will be included with each Contract indicating the priority each vendor has for each awarded classification. An indicator of "1" on the spreadsheet contract Pricing Synopsis shall indicate First Priority; "2" shall indicate Second Priority, etc.

**5.2 Pricing Page:** Vendor should complete the Pricing Page by providing the all-inclusive hourly rate to provide a candidate meeting the requirements for each classification. Vendor should complete the Pricing Page in full as failure to complete the Pricing Page in its entirety may result in Vendor's bid being disqualified. However, Vendors may opt to bid only certain classifications. If not bidding a classification/commodity line, bidders should clearly note a "no bid" or "N/A" on their bid. Vendors may opt to bid different hourly rates for each renewal year.

Vendor should type or electronically enter the information into the Pricing Pages through wvOASIS, if available, or as an electronic document. In most cases, the Vendor can request an electronic copy of the Pricing Pages for bid purposes by sending an email request to the following address: [John.W.Estep@wv.gov](mailto:John.W.Estep@wv.gov).

- 6. PERFORMANCE:** Vendor and Agency shall agree upon a schedule for performance of Contract Services and Contract Services Deliverables, unless such a schedule is already included herein by Agency. In the event that this Contract is designated as an open-end contract, Vendor shall perform in accordance with the release orders that may be issued against this Contract.
- 7. PAYMENT:** Agency shall pay only the hourly rate as shown on the Pricing Pages, for all Contract Services performed and accepted under this Contract. Vendor shall accept payment in accordance with the payment procedures of the State of West Virginia.
- 8. TRAVEL:** Vendor shall be responsible for all mileage and travel costs, including travel time, associated with performance of this Contract. Any anticipated mileage or travel costs may be included in the flat fee or hourly rate listed on Vendor's bid, but such costs will not be paid by the Agency separately.

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**9. FACILITIES ACCESS:** Performance of Contract Services may require access cards and/or keys to gain entrance to Agency's facilities. In the event that access cards and/or keys are required:

- 9.1.** Vendor must identify principal service personnel which will be issued access cards and/or keys to perform service.
- 9.2.** Vendor will be responsible for controlling cards and keys and will pay replacement fee, if the cards or keys become lost or stolen.
- 9.3.** Vendor shall notify Agency immediately of any lost, stolen, or missing card or key.
- 9.4.** Anyone performing under this Contract will be subject to Agency's security protocol and procedures.
- 9.5.** Vendor shall inform all staff of Agency's security protocol and procedures.

**10. VENDOR DEFAULT:**

**10.1.** The following shall be considered a vendor default under this Contract.

- 10.1.1.** Failure to perform Contract Services in accordance with the requirements contained herein.
- 10.1.2.** Failure to comply with other specifications and requirements contained herein.
- 10.1.3.** Failure to comply with any laws, rules, and ordinances applicable to the Contract Services provided under this Contract.
- 10.1.4.** Failure to remedy deficient performance upon request.

**10.2.** The following remedies shall be available to Agency upon default.

- 10.2.1.** Immediate cancellation of the Contract.
- 10.2.2.** Immediate cancellation of one or more release orders issued under this Contract.
- 10.2.3.** Any other remedies available in law or equity.

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**11. MISCELLANEOUS:**

**11.1. Contract Manager:** During its performance of this Contract, Vendor must designate and maintain a primary contract manager responsible for overseeing Vendor's responsibilities under this Contract. The Contract manager must be available during normal business hours to address any customer service or other issues related to this Contract. Vendor should list its Contract manager and his or her contact information below.

**Contract Manager:** . Shubham Sood  
**Telephone Number:** . 469-251-2899  
**Fax Number:** . 469-251-2899  
**Email Address:** . gov@buzzclan.com



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**

<b>Proc Folder:</b> 1886131		<b>Reason for Modification:</b>	
<b>Doc Description:</b> WVDOT IT Temporary Staffing Services (81260081)		ADDENDUM NO_2 Vendor Questions and Responses	
<b>Proc Type:</b> Central Master Agreement			
<b>Date Issued</b>	<b>Solicitation Closes</b>	<b>Solicitation No</b>	<b>Version</b>
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:**  
**Vendor Name :** BuzzClan, LLC  
**Address :**  
**Street :** 2300 Olympia Dr., #271349  
**City :** Flower Mound  
**State :** Texas **Country :** USA **Zip :** 75027  
**Principal Contact :** Manish Sharma  
**Vendor Contact Phone:** 469-251-2899 **Extension:**

**FOR INFORMATION CONTACT THE BUYER**

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

**Vendor Signature X**

Signed by:  
  
 60F8D14819594C8...

**FEIN# 46-2327694**

**DATE Apr 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	1	per hour	\$90.30	\$90.30

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	1	per hour	\$70.95	\$70.95

Comm Code	Manufacturer	Specification	Model #
80111609			

**Extended Description:**  
Mainframe Application Analyst

<b>INVOICE TO</b>	<b>SHIP TO</b>
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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
3	Senior Application Oracle Database Administrator	1	per hour	\$87.72	\$87.72

Comm Code	Manufacturer	Specification	Model #
80111609			

**Extended Description:**  
 Senior Application Oracle Database Administrator

<b>INVOICE TO</b>	<b>SHIP TO</b>
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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
4	Application Oracle Database Administrator	1	per hour	\$83.85	\$83.85

Comm Code	Manufacturer	Specification	Model #
80111609			

**Extended Description:**  
 Application Oracle Database Administrator

<b>INVOICE TO</b>	<b>SHIP TO</b>
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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
5	Senior Application DB2 Database Administrator	1	per hour	\$96.75	\$96.75

Comm Code	Manufacturer	Specification	Model #
80111609			

**Extended Description:**  
 Senior Application DB2 Database Administrator

<b>INVOICE TO</b>	<b>SHIP TO</b>
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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
6	Application DB2 Database Administrator	1	per hour	\$90.30	\$90.30

Comm Code	Manufacturer	Specification	Model #
80111609			

**Extended Description:**  
 Application DB2 Database Administrator

<b>INVOICE TO</b>	<b>SHIP TO</b>
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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
7	PC Programmer Analyst	1	per hour	\$83.85	\$83.85

Comm Code	Manufacturer	Specification	Model #
80111609			

**Extended Description:**  
PC Programmer Analyst

<b>INVOICE TO</b>	<b>SHIP TO</b>
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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
8	Senior PC Programmer Analyst	1	per head	\$79.98	\$79.98

Comm Code	Manufacturer	Specification	Model #
80111609			

**Extended Description:**  
Senior PC Programmer Analyst

<b>INVOICE TO</b>	<b>SHIP TO</b>
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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
9	Application SQL Server Database Administrator	1	per head	\$70.95	\$70.95

Comm Code	Manufacturer	Specification	Model #
80111609			

**Extended Description:**  
 Application SQL Server Database Administrator

<b>INVOICE TO</b>	<b>SHIP TO</b>
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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
10	Senior Application Oracle Server Database Administrator	1	per head	\$90.30	\$90.30

Comm Code	Manufacturer	Specification	Model #
80111609			

**Extended Description:**  
 Senior Application Oracle Server Database Administrator

**\* The total price provided above is for Senior Application SQL Server Database Administrator**

<b>INVOICE TO</b>	<b>SHIP TO</b>
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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
11	GIS Database Administrator	1	per head	\$103.20	\$103.20

Comm Code	Manufacturer	Specification	Model #
80111609			

**Extended Description:**  
GIS Database Administrator

<b>INVOICE TO</b>	<b>SHIP TO</b>
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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
12	Senior GIS Database Administrator	1	per head	\$118.80	\$118.80

Comm Code	Manufacturer	Specification	Model #
80111609			

**Extended Description:**  
Senior GIS Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	GIS Architect	1	per head	\$116.10	\$116.10

Comm Code	Manufacturer	Specification	Model #
80111609			

**Extended Description:**  
GIS Architect

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
14	GIS Application Developer	1	per head	\$90.30	\$90.30

Comm Code	Manufacturer	Specification	Model #
80111609			

**Extended Description:**  
GIS Application Developer

**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  
US

CHARLESTON WV  
US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	Senior GIS Application Developer	1	per head	\$103.20	\$103.20

Comm Code	Manufacturer	Specification	Model #
80111609			

**Extended Description:**  
Senior GIS Application Developer

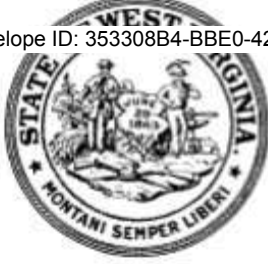
**SCHEDULE OF EVENTS**

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

DocuSign Envelope ID: 353308B4-BBE0-42B7-BB66-887F6B5D3278			
	Document Phase	Document Description	Page
DOT2600000079	Final	WVDOT IT Temporary Staffing Services (81260081)	10

**ADDITIONAL TERMS AND CONDITIONS**

See attached document(s) for additional Terms and Conditions



Centralized Request for Quote #0803

DOT2600000079

# WVDOT IT Temporary Staffing Services



**RFP DUE DATE: APRIL 14, 2026 BY 1:30 PM EDT**

## PREPARED FOR:

West Virginia Purchasing Division, WV  
Attn: John W Estep  
Phone: 304-558-2566  
Email: [john.w.estep@wv.gov](mailto:john.w.estep@wv.gov)  
2019 Washington Street East  
Post Office Box 50130  
Charleston, WV 25305-0130

## SUBMITTED BY:

BuzzClan, LLC  
Manish Sharma | Senior Manager  
- State & Federal Practices  
2300 Olympia Dr #271349,  
Flower Mound, Texas 75027  
Phone: 469-251-2899  
Email: [presales@buzzclan.com](mailto:presales@buzzclan.com)



**PROPRIETARY INFORMATION:**

**RESTRICTION ON USE AND DISCLOSURE**

This response and/or quotation includes data that shall not be disclosed outside the requesting agency and shall not be duplicated, used, or disclosed, in whole or in part, for any purpose other than to evaluate this quotation.

If a resulting contract is awarded to BuzzClan in connection with the submission of this data, the requesting agency shall have the right to duplicate, use, or disclose the data only to the extent expressly provided in that resulting contract.

This restriction does not limit the requesting agency's right to use information contained in this data if it is obtained from another source without restriction.

**Client:** West Virginia Purchasing Division, WV  
**RFP:** CRFQ 0803 DOT260000079  
**Title:** WVDOT IT Temporary Staffing Services (81260081)



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**Client:** West Virginia Purchasing Division, WV  
**RFP:** CRFQ 0803 DOT260000079  
**Title:** WVDOT IT Temporary Staffing Services (81260081)

## Cover Letter

West Virginia Department of Transportation (WVDOT)  
**Attn:** John W Estep  
**Phone:** 304-558-2566  
**Email:** john.w.estep@wv.gov

**Date:** Apr 14, 2026

**Subject:** Response to Request For Proposals **RFP #CRFQ 0803 DOT260000079 - WVDOT IT Temporary Staffing Services (81260081).**

BuzzClan, LLC (“BuzzClan”) submits its response to CRFQ No. DOT260000079 issued by the West Virginia Department of Transportation (WVDOT). Founded in 2013, BuzzClan is a Texas-certified Small, Minority, and Women-Owned Business Enterprise (S/M/WBE) providing staffing and workforce solutions to public-sector clients nationwide.

West Virginia Department of Transportation (WVDOT) operates within a complex, mission-critical environment that relies on stable and efficient IT systems to support transportation operations, infrastructure management, and statewide services. These operations require highly skilled technical resources capable of supporting legacy mainframe systems, database platforms, and modern application environments while ensuring continuity, reliability, and performance.

BuzzClan has successfully supported similar IT staffing requirements for multiple public-sector clients, providing resources across roles aligned with the classifications outlined in this CRFQ, including **Mainframe Application Analysts, PC Programmer/Analysts, and Database Administrators.** Through these engagements, BuzzClan has developed strong expertise in supporting complex, mission-critical environments, delivering qualified IT professionals who meet technical, operational, and compliance expectations.

BuzzClan has supported IT staffing services within the State of West Virginia, demonstrating familiarity with State processes, technical environments, and performance expectations, and positioning us as a reliable, low-risk partner for WVDOT.

<b>Contract Number</b>	CRFQ DOT2200000122
<b>Contract Title</b>	IT Temporary Staffing Services

BuzzClan understands the WVDOT’s requirement for timely submission of qualified candidates aligned with the technical classifications and experience criteria outlined in this CRFQ. We respond to task orders in a prompt and structured manner, delivering candidates for roles such as **Senior Mainframe Application Analyst, GIS Database Administrator, Application Database Administrator,** and other specified classifications, while ensuring full compliance with qualification and performance requirements.

In accordance with the CRFQ, BuzzClan has included the proposed candidate’s resume and supporting documentation demonstrating similar placements. Our approach ensures responsive, compliant, and consistent IT staffing support aligned with WVDOT’s requirements, Terms and Conditions, and service expectations.

CONTACT INFORMATION	
<b>Company Name</b>	BuzzClan, LLC
<b>Address</b>	<b>Mailing Address:</b> 2300 Olympia Dr., #271349, Flower Mound, TX 75027.



**Client:** West Virginia Purchasing Division, WV  
**RFP:** CRFQ 0803 DOT2600000079  
**Title:** WV DOT IT Temporary Staffing Services (81260081)


	<b>Physical Address:</b> 5 Cowboys Way, Suite 300, Frisco, TX 75034.
<b>Incorporated State</b>	Texas
<b>Telephone / Fax</b>	469-251-2899
<b>Federal Tax ID</b>	46-2327694
<b>Contact Person</b>	<b>Name:</b> Manish Sharma   Senior Manager - State & Federal Practices <b>Email address:</b> <a href="mailto:presales@buzzclan.com">presales@buzzclan.com</a> <b>Telephone number:</b> 469-251-2899

**BuzzClan hereby acknowledges and agrees to the following:**

1. BuzzClan has reviewed and understands all requirements of the **CRFQ**, including the Specifications, Instructions to Vendors, and Revised Terms and Conditions.
2. BuzzClan acknowledges receipt of **Addendum No. 1** and **Addendum No. 2** and confirms that all updates, including revised terms and vendor clarifications, have been incorporated into this response.
3. BuzzClan confirms that pricing has been submitted separately in the required **Exhibit A – Pricing Sheet**, in the prescribed format without modification, and that it reflects fully burdened rates by labor category.
4. BuzzClan ensures responsive service delivery, including candidate submission **within 48 hours of Agency request**.
5. BuzzClan certifies that all information provided in this response is **true, accurate, and complete** to the best of its knowledge.
6. BuzzClan agrees to comply with all applicable State procurement requirements, rules, and regulations as outlined in the CRFQ and any resulting contract.
7. BuzzClan confirms that all required **CRFQ forms, certifications, and declarations** have been completed, signed, and submitted as part of this response.
8. BuzzClan acknowledges compliance with all required certifications regarding eligibility, non-collusion, and vendor responsibility as included in the submitted **CRFQ forms**.

We appreciate the opportunity to submit this response and look forward to supporting the West Virginia Department of Transportation. Should any questions or requests for clarification arise, BuzzClan remains available at the State’s convenience.

Sincerely,

Signed by:  
  
60F8D14819594C8...

**Manish Sharma | Senior Manager - State & Federal Practices**  
**Phone:** 469-251-2899  
**Email:** [presales@buzzclan.com](mailto:presales@buzzclan.com)

**Client:** West Virginia Purchasing Division, WV  
**RFP:** CRFQ 0803 DOT260000079  
**Title:** WVDOT IT Temporary Staffing Services (81260081)



## Company Overview

### Company's Organizational Characteristics

BuzzClan is a Texas-certified Small, Minority-Owned, and Women-Owned Business Enterprise (S/M/WBE) with over a decade of experience supporting public-sector clients since 2013. We provide IT staffing and workforce support services across **state, local, and transportation** agencies, delivering qualified professionals aligned with defined role classifications and operational requirements. Our experience includes supporting positions such as *Senior Mainframe Application Analysts, Mainframe Application Analysts, Oracle Database Administrators (Senior and Mid-level), DB2 Database Administrators, SQL Server Database Administrators, GIS Architects, GIS Developers, GIS Database Administrators, and PC Programmer/Analysts*, consistent with the classifications outlined in this CRFQ.

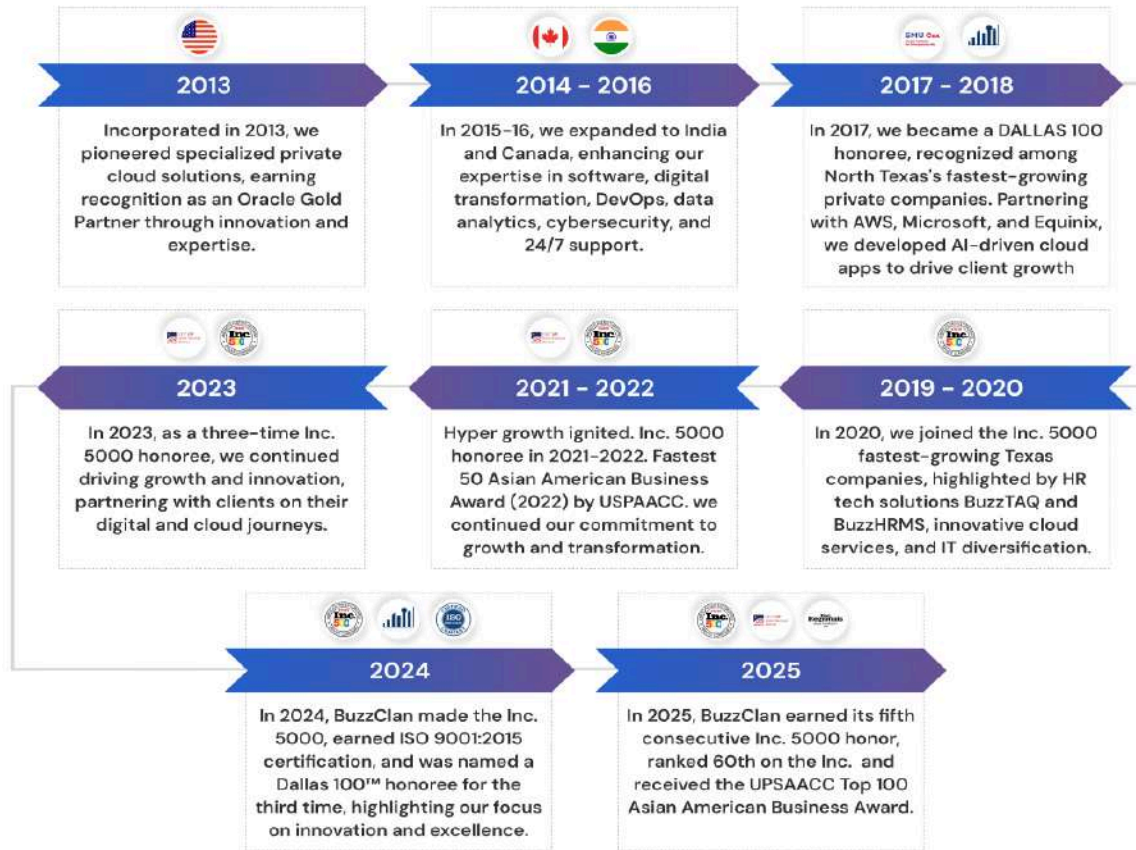


BuzzClan utilizes structured recruitment, technical screening, and compliance-driven processes to ensure candidates meet minimum qualifications and role-specific requirements. We focus on timely and responsive candidate submission, adherence to contractual and regulatory standards, and consistent delivery of qualified IT resources aligned with WVDOT’s operational and technical needs.

BuzzClan has established experience supporting county, municipal, state, and other public-sector organizations and is familiar with the operational and compliance requirements of government environments. BuzzClan has supported public institutions such as *Texas Department of Information Resources (DIR), State of West Virginia, State of Delaware, State of Maryland, State of Virginia, District of Columbia, Metropolitan Washington Council of Governments, Allegheny County, Washington County, Minnesota Department of Information Technology and Virginia Community College System.*, delivering staffing services in alignment with applicable workforce regulations, background screening requirements, employment eligibility verification, and data protection standards.

BuzzClan employs more than **500 staff** and maintains a national professional network, supported by formal process and governance certifications including **CMMI Level 3, ISO 9001:2015, and SOC 2 Type II**. With over **13 years of operating experience**, BuzzClan applies documented staffing and compliance processes to support government operations through qualified IT Temporary Staffing Services while maintaining audit readiness and service continuity across departments.

**Client:** West Virginia Purchasing Division, WV  
**RFP:** CRFQ 0803 DOT260000079  
**Title:** WVDOT IT Temporary Staffing Services (81260081)



**Exhibit #1:** Milestones achieved in the last thirteen years.

Over the past 13 years, BuzzClan has provided IT staffing and workforce support services to state, transportation, and other public-sector organizations, delivering qualified technical personnel in alignment with defined role classifications and experience requirements. In support of government and transportation environments, BuzzClan has successfully provided resources across roles such as **Mainframe Application Analysts, Database Administrators, GIS professionals, and Programmer/Analysts**, consistent with the classifications outlined in this CRFQ. Proposed candidate qualifications are aligned with the education, experience, and technical requirements specified in the solicitation, as demonstrated through the submitted resume.

BuzzClan follows a structured recruitment, technical screening, and verification process to ensure candidates meet the minimum qualifications and role-specific requirements defined in the CRFQ and are submitted in response to task orders in a timely and responsive manner. All services are delivered in accordance with the Terms and Conditions of the solicitation, including employment eligibility verification, background screening, and compliance with applicable State policies. This approach ensures BuzzClan’s ability to provide consistent, qualified, and compliant IT staffing support aligned with WVDOT’s operational and technical requirements.

**Client:** West Virginia Purchasing Division, WV  
**RFP:** CRFQ 0803 DOT260000079  
**Title:** WV DOT IT Temporary Staffing Services (81260081)



 <b>13+ Years in Operation</b>	 <b>500+ Employees</b>	 <b>Headquartered in Texas</b>	 <b>US, Canada, India</b>	 <b>Serving 200+ Clients</b>
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<b>Awards</b>	<b>Certifications &amp; Partners</b>
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**BuzzClan's Primary Business Offerings**

 <b>AI-Powered Cloud Transformation</b>	 <b>Data Engineering Services</b>	 <b>Quality Assurance Solutions</b>	 <b>Digital Transformation Solutions</b>	 <b>AI-Enhanced Talent Solutions</b>
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- USPAACC Recognition (2022–2025)**
- Recognized by the US Pan Asian American Chamber of Commerce
  - Honored for outstanding business growth
- Inc. 5000 List (2021–2025)**
- Included in Inc. 5000 list of fastest-growing private companies in the U.S.
  - Recognized for rapid and sustained business growth

- Dallas Fast100 Honoree (2017, 2023, 2024)**
- Named among Dallas’s fastest-growing companies
  - Recognized for consistent year-over-year growth
- Inc. Regionals Southwest Ranking (2021–2025)**
- Ranked among the fastest-growing businesses in the Southwest region
  - Climbed significantly from #184 in 2021 to #60 in 2025

**Exhibit #2: BuzzClan at a Glance: Growth, Services, Awards & Certifications**

BuzzClan’s organizational capacity is supported by a nationwide delivery team and established recruiting network, enabling the firm to support State requirements with timely and reliable staffing services. This structure allows BuzzClan to respond efficiently to staffing requests and provide qualified candidates aligned with the position requirements outlined in the CRFQ. Our recruiting approach focuses on identifying candidates who meet the required qualifications and can effectively support agency operations.

BuzzClan follows structured processes for candidate sourcing, screening, and verification to ensure quality and compliance with applicable requirements. This approach supports timely candidate submissions, consistent service delivery, and adherence to State standards, including employment eligibility verification and, as applicable, background screening. BuzzClan’s experience supporting public-sector organizations demonstrates its ability to operate in regulated environments and meet defined service expectations.

**Client:** West Virginia Purchasing Division, WV  
**RFP:** CRFQ 0803 DOT260000079  
**Title:** WV DOT IT Temporary Staffing Services (81260081)



## BuzzClan’s Experience and Qualifications

**Vendors shall have been in business a minimum of five (5) years, providing similar information technology services. Vendors must provide documentation to indicate that their company meets this requirement prior to award; however, bidders may include this documentation with their bid.**

BuzzClan currently supports more than 150 public-sector clients nationwide, including state agencies, county and municipal governments, educational institutions, transportation and transit authorities. Our public-sector footprint includes organizations such as the *Texas Department of Information Resources (DIR)*, *State of West Virginia*, *State of Delaware*, *State of Maryland*, *State of Virginia*, *District of Columbia*, *Metropolitan Washington Council of Governments*, *Allegheny County*, *Washington County* as well as numerous other **state, local, and education agencies** across multiple jurisdictions. BuzzClan’s customer base reflects experience supporting government programs at the state and local levels, enabling agencies to maintain service continuity, workforce flexibility, and operational efficiency.

BuzzClan’s Served Department	
Department / Function	Description
<b>Transportation</b>	Roadway operations, infrastructure maintenance, traffic systems, and transportation services
<b>Public Works</b>	Facilities management, utilities, maintenance, engineering, and construction services
<b>Finance</b>	Accounting, budgeting, procurement, payroll, and financial operations
<b>Human Resources</b>	Recruitment, onboarding, benefits administration, labor relations, and workforce management
<b>Administrative Support</b>	Clerical services, office coordination, data entry, document management, and general administrative functions
<b>Professional Services</b>	Specialized roles requiring domain knowledge, analysis, reporting, and program support
<b>Technical Support</b>	IT-related services, including systems support, application support, and technical operations
<b>Program &amp; Operational Support</b>	Assistance in day-to-day agency operations, coordination activities, and workflow support
<b>Data &amp; Information Management</b>	Data entry, validation, reporting support, and information handling in compliance with State requirements



**Exhibit #3:** BuzzClan’s Served Departments

**Client:** West Virginia Purchasing Division, WV  
**RFP:** CRFQ 0803 DOT260000079  
**Title:** WVDOT IT Temporary Staffing Services (81260081)



Here we have attached the list of our public clients to whom we have provided similar services with identical resources in the past few years:

County Government Client Names			
Client Type	Client Name	Contract Type	Departments / Functions
County Government	Allegheny County, PA	Temporary Staffing Services	IT, Finance, HR, Public Services
	Broward County, FL	Temporary Staffing Services	Finance, HR, Public Works, IT
	Clark County, NV	Workforce Management Services	HR, Finance, IT, Courts
	Douglas County, CO	Staffing / HR Services	HR, Finance, Administration
	Hennepin County, MN	Temporary Employment Services	IT, Finance, Public Services
	Jefferson County, CO	IT Temporary Staffing	Information Technology
	Leon County, FL	Temporary Staffing Services	HR, Finance, Courts
	Macomb County, MI	Temporary Employment Services	Finance, HR, Public Works
	Maricopa County, AZ	Staffing Services	IT, HR, Courts, Sheriff
	Montgomery County, MD	Temporary Staffing	HR, Finance, Public Services
	Oakland County, MI	Temporary Staffing Services	IT, Finance, Public Services
	Okaloosa County, FL	Temporary Nursing Services	Health Services
	Pasco County, FL	Temporary Staffing Services	HR, Finance, Public Works
	Ramsey County, MN	Temporary Staffing Services	IT, Finance, Courts
	San Bernardino County, CA	Professional Services Contract	IT, Public Works, Health Services
	San Mateo County, CA	IT Professional Services	Information Technology
Spartanburg County, SC	IT Staffing Support	Information Technology	
Washington County, MN	IT Staffing Services	Information Technology	
City Government Client Names			
Client Type	Client Name	Contract Type	Departments / Functions
City Government	City of Austin, TX	Temporary IT Staffing	Information Technology
	City of Boise, ID	IT Professional Services	Information Technology
	City of Clermont, FL	Temporary IT Staffing	Information Technology
	City of Dearborn, MI	Temporary Personnel Services	HR, Finance, Public Works
	City of Denton, TX	Temporary Staffing	HR, Finance, Administration
	City of Eugene, OR	IT Staffing Services	Information Technology
	City of Henderson, NV	Temporary Staffing	HR, Finance, Public Services
	City of Long Beach, CA	Temporary Staffing	Public Works, Finance, HR
	City of New Braunfels, TX	Healthcare QVL	Health Services
	City of Phoenix, AZ	Professional Placement	IT, Finance, HR
	City of Portland, ME	Temporary Labor	Public Works, Transportation
	City of Santa Maria, CA	IT Professional Services	Information Technology



**Client:** West Virginia Purchasing Division, WV  
**RFP:** CRFQ 0803 DOT260000079  
**Title:** WV DOT IT Temporary Staffing Services (81260081)

	City of Tampa, FL	IT Staff Augmentation	Information Technology
<b>State Government Client Names</b>			
<b>Client Type</b>	<b>Client Name</b>	<b>Contract Type</b>	<b>Departments / Functions</b>
<b>State Government</b>	State of California	Temporary IT Staffing	Information Technology
	State of Florida	Healthcare QVL	Health Services
	State of Texas	Temporary Labor Services	Transportation, Public Works
	Texas DIR	Temporary Staffing	Information Technology
	State of Minnesota	Temporary Staffing	IT, Finance, HR
	State of Missouri	IT Staff Augmentation	Information Technology
	State of Georgia	Professional Placement	IT, Finance, HR
	State of Kansas	IT Staff Augmentation	Information Technology
	State of Oregon	IT Staff Augmentation	Information Technology
	State of South Carolina	Temporary Staffing	HR, Finance, Administration
	State of Utah	Temporary Staffing	HR, Finance, Public Services
	State of West Virginia	Temporary Staffing	HR, Finance, Public Services
<b>Housing, Healthcare &amp; Public Authority Client Names</b>			
<b>Client Type</b>	<b>Client Name</b>	<b>Contract Type</b>	<b>Departments / Functions</b>
<b>Public Authority</b>	Detroit Water & Sewerage Dept, MI	Temporary Labor	Public Works, Utilities
	CareOregon, Inc	IT Services	Information Technology
	Detroit Water & Sewerage Dept, MI	Temporary Labor	Public Works, Utilities
<b>Housing Authority Housing</b>	San Diego Housing Commission	Temporary Staffing	Housing, Public Services
	Housing Authority of Hartford, CT	IT Staffing	Information Technology
	Housing Authority of Savannah, GA	Personnel Services	HR, Administration
	San Diego Housing Commission	Temporary Staffing	Housing, Public Services
<b>Healthcare Authority</b>	UW Medicine, WA	Temporary Staffing	Health Services

BuzzClan has continuously supported federal, state, county, and municipal government agencies through multiple IT Temporary Staffing Services contracts for more than a decade. **Exhibit #4** provides a representative snapshot of Statewide and Cooperative Staffing Contract clients for whom BuzzClan has delivered temporary staffing and workforce augmentation services in support of multi-departmental government operations.

**Client:** West Virginia Purchasing Division, WV  
**RFP:** CRFQ 0803 DOT260000079  
**Title:** WV DOT IT Temporary Staffing Services (81260081)



## Statewide And Cooperative Contracts



**Exhibit #4:** BuzzClan’s Statewide and Cooperative Staffing Contract Awards

We support local government, transportation agencies, and educational institutions with efficient, scalable workforce solutions. Since 2013, BuzzClan has delivered IT and temporary staffing services across public-sector environments, supporting roles such as **Senior/Mainframe Application Analysts, Oracle/DB2/SQL Server Database Administrators, GIS Architects, GIS Developers, GIS Database Administrators, PC Programmer/Analysts,** and other enterprise IT positions aligned with transportation and infrastructure systems.

BuzzClan has successfully executed **150+ public-sector** and education contracts, delivering administrative, technical, professional, and certified resources. **Exhibit #5** highlights representative local government, transportation, and education clients where BuzzClan has provided reliable, compliant, and high-quality staffing services.

**Client:** West Virginia Purchasing Division, WV  
**RFP:** CRFQ 0803 DOT260000079  
**Title:** WVDOT IT Temporary Staffing Services (81260081)



## Local Government and Education Agency Contracts





**Exhibit#5:** BuzzClan Clients in the Local Government and Educational Clients

BuzzClan has supported public-sector organizations in real-world operational environments by delivering reliable, cost-effective, and easy-to-deploy administrative and professional staffing services. Our ability to service large government clients across broad geographic regions has resulted in BuzzClan being awarded multiple cooperative and statewide staffing contracts, including *DIR (Texas)*, *TIPS*, *EPIC6 Cooperative Purchasing*, and other public-sector cooperative programs.

### **BuzzClan’s Government IT Staffing Experience**

- State of North Carolina:** BuzzClan delivered statewide IT temporary staffing services to the State of North Carolina under a multi-year staff augmentation program, supporting critical technology and operational initiatives across multiple agencies. Services covered information systems support, application development, database administration, GIS, and data reporting, with resources provided for roles such as Senior Mainframe Application Analysts, Mainframe Application Analysts, and GIS Architects. Through a centralized delivery model and dedicated Account Manager, BuzzClan ensured coordinated service delivery, consistently submitting qualified candidates within 2–3 business days and maintaining a fill rate above 95%, while compliant onboarding, secure timekeeping, and proactive replacement support ensured operational continuity and accurate invoicing.


- State of Michigan, MI:** BuzzClan delivered statewide IT temporary staffing services to the State of Michigan, supporting multiple departments and technology initiatives while managing high-volume requisitions annually. Leveraging a centralized delivery model, BuzzClan streamlined task order management, candidate sourcing, and stakeholder coordination, placing qualified professionals in roles such as *GIS Database Administrator* and *Senior Application DB2 Database Administrator* roles to support enterprise systems



**Client:** West Virginia Purchasing Division, WV  
**RFP:** CRFQ 0803 DOT260000079  
**Title:** WVDOT IT Temporary Staffing Services (81260081)



<p>and infrastructure operations. By maintaining a fill rate <b>above 94%</b> and submitting candidates <b>within 2–3 business days</b>, with onboarding typically completed within <b>3–5 business days</b>, BuzzClan ensured timely and effective workforce delivery. Comprehensive compliance processes, secure timekeeping, accurate invoicing, and proactive replacement support enabled uninterrupted operations, regulatory adherence, and consistent client satisfaction across the statewide program.</p>	
<ul style="list-style-type: none"> <li> <p><b>TX DIR:</b> BuzzClan delivered IT temporary staffing services under the TX DIR cooperative program, supporting public-sector agencies with technology and operational requirements through a centralized coordination model with a dedicated point of contact and integrated recruitment, onboarding, compliance, and finance teams. BuzzClan provided qualified IT professionals in roles such as <i>Mainframe Application Analysts, Oracle/ DB2 Database Administrators, GIS Database Administrators, and PC Programmer/Analysts</i>, supporting application development, system maintenance, and data management initiatives. Leveraging targeted sourcing strategies and a strong talent pipeline, BuzzClan consistently submitted candidates <b>within 2–3 business days</b> and maintained a <b>fill rate above 93%</b>. Comprehensive compliance processes, including background verification and employment eligibility checks, along with secure timekeeping, accurate invoicing, and proactive replacement support, ensured uninterrupted service delivery, regulatory adherence, and high client satisfaction.</p> </li> </ul>	
<ul style="list-style-type: none"> <li> <p><b>State of Virginia, VA:</b> BuzzClan delivered IT temporary staffing services to the State of Virginia, supporting multiple agencies with technology and operational needs through a centralized delivery model led by a dedicated Contract Manager. The engagement focused on placing qualified professionals in key roles such as <i>Mainframe Application Analysts and SQL Server Database Administrators</i> to support application maintenance, system enhancements, and data management initiatives. BuzzClan utilized targeted sourcing strategies to identify candidates with relevant public-sector experience, while a compliance-driven onboarding process, <b>including background verification and I-9/E-Verify</b>, ensured adherence to State requirements. Secure cloud-based timekeeping, ongoing performance monitoring, and a ready bench of pre-qualified candidates enabled consistent service delivery, operational continuity, and strong client satisfaction.</p> </li> </ul>	

**Vendors shall be able to demonstrate their potential to provide these services by providing documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications within the past five (5) years. Documentation should include enough information to indicate that the Vendor provided an employee meeting the requirements of a specifically named classification from Section 1 above. The documentation should name the entity to whom the individual was supplied and provide contact information for that entity. Vendors must provide documentation to indicate that their company meets this requirement prior to award; however, bidders may include this documentation with their bid.**

BuzzClan demonstrates its capability to meet the requirements outlined in this CRFQ by providing qualified staffing resources across multiple engagements over the **last thirteen years**. As part of this response, BuzzClan has included documentation and candidate information reflecting experience in providing personnel for roles aligned with the classifications identified in the CRFQ, including positions such as *Senior/Mainframe Application Analysts, Oracle/DB2/SQL Server Database Administrators, GIS Architects, GIS Developers, GIS Database Administrators, PC Programmer/Analysts*, . These examples illustrate BuzzClan’s ability to consistently deliver candidates who meet defined qualification and performance requirements.

To further substantiate this experience, BuzzClan is providing references for engagements in which these positions were successfully filled. Each reference includes the client entity and relevant contact information, demonstrating our proven track record in delivering qualified personnel in similar roles.

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This approach ensures full alignment with the CRFQ requirements and provides the State with confidence in BuzzClan’s ability to deliver responsive, compliant, and high-quality staffing support.

SIMILAR PAST PROJECT EXPERIENCE 1	
<b>Project Title</b>	IT Temporary Staffing Services
<b>Dates of the service</b>	Apr 2019 - Ongoing
<b>Specific Contact Information:</b>	<b>Organization:</b> State of North Carolina <b>POC Name:</b> Arun Kumar Patil <b>Title:</b> Senior Program Project Manager <b>Address:</b> 2005 Harris Hall, Campus Box 7213, Raleigh, NC 27695-7213. <b>Email:</b> <a href="mailto:Arun.Patil@dhhs.nc.gov">Arun.Patil@dhhs.nc.gov</a> <b>Telephone Number:</b> 205-310-9397
Description of Services Performed	
BuzzClan has provided temporary professional staffing services aligned with requirements similar to those outlined in this CRFQ. Our experience includes supplying qualified professionals for positions such as <i>Senior Mainframe Application Analyst, Mainframe Application Analyst, and GIS Architect</i> , ensuring that personnel meet the required technical skills and experience to support system development, maintenance, and operational needs. These engagements demonstrate BuzzClan’s ability to deliver resources aligned with defined classifications and performance expectations, supporting ongoing projects and critical agency functions.	

SIMILAR PAST PROJECT EXPERIENCE 2	
<b>Project Title</b>	IT Staff augmentation
<b>Dates of the service</b>	Apr 2019 - Ongoing
<b>Specific Contact Information:</b>	<b>Organization:</b> State of Michigan <b>POC Name:</b> Sindhu Vegiraju <b>Title:</b> Business Analyst 5 <b>Address:</b> 220 Trowbridge Rd, East Lansing, Michigan 48824. <b>Email:</b> <a href="mailto:vegirajus@michigan.gov">vegirajus@michigan.gov</a> <b>Telephone Number:</b> 405-294-2334
Description of Services Performed	
BuzzClan has provided IT Staff augmentation supporting operational and program initiatives aligned with the defined areas of work. BuzzClan supported the organization by identifying, screening, and submitting qualified personnel, including <i>GIS Database Administrator and Senior Application DB2 Database Administrator roles</i> , ensuring that professionals with the required technical expertise and experience were available to support system operations, database management, and project activities.	

SIMILAR PAST PROJECT EXPERIENCE 3	
<b>Project Title</b>	IT Temporary Staffing Services
<b>Dates of the service</b>	Oct 2020 - Ongoing
<b>Specific Contact Information:</b>	<b>Organization:</b> TX DIR <b>POC Name:</b> Sharron Wallerstein <b>Title:</b> Contract Specialist IV, CTCM <b>Address:</b> 300 West 15th St., Suite 1300, Austin, TX 78701. <b>Email:</b> <a href="mailto:Sharron.Wallerstein@hhs.texas.gov">Sharron.Wallerstein@hhs.texas.gov</a> <b>Telephone Number:</b> 512-776-2021
Description of Services Performed	
BuzzClan provided IT temporary staffing services under cooperative programs such as TX DIR, supporting public-sector operational and technical initiatives. Services included identifying, screening, and submitting qualified professionals to support information systems operations, application development, database management, and technical support functions. BuzzClan supplied skilled personnel such as <i>Mainframe Application Analysts, Oracle/DB2 Database Administrators, GIS Database Administrators, and PC Programmer/Analysts</i> , ensuring resources met defined technical requirements and supported mission-critical systems.s.	

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## BuzzClan's Proposed Approach to the WVDOT'S Service

BuzzClan provides continuous operational support throughout the contract period. Our **Contract Manager, Shubham Sood**, will serve as the primary liaison with the WVDOT, responsible for coordinating staffing requests, overseeing service delivery, monitoring SLA performance, and ensuring compliance with WVDOT workforce requirements. Shubham Sood will work closely with WVDOT representatives to ensure a timely response to staffing needs, effective cross-departmental communication, and consistent service delivery.

BuzzClan will also ensure dependable operational support through:

- Dedicated Contract Manager: Shubham Sood serving as the primary point of contact
- Extended operational availability to support urgent staffing requests
- After-hours contact support for time-sensitive staffing coordination
- Proactive service monitoring and issue resolution to maintain workforce continuity

Below, we outline our staffing approach and methods for meeting and delivering the services:

### Phase I: Streamlined Kick-Off Meeting

- 1. Kickoff & Governance Setup:** BuzzClan initiates each engagement with a structured kickoff meeting led by the **Contract Manager**, establishing governance, defining roles and responsibilities, and confirming communication protocols, reporting cadence, and service-level expectations. This session ensures alignment with WVDOT's operational objectives, workforce policies, flexwork arrangements, and compliance standards, enabling a seamless transition into service delivery.
- 2. Requirements & Role Alignment:** BuzzClan collaborates closely with the WVDOT's Hiring Manager and staff to validate job classifications, required qualifications, work locations, and assignment durations. During this phase, we also confirm WVDOT-directed compliance requirements, including **background screenings, security access protocols, employment eligibility, and onboarding documentation**, ensuring that only fully qualified and compliant candidates are submitted for consideration.
- 3. Request for Service & Broadcast Workflow Configuration:** BuzzClan aligns its internal recruitment workflows with the WVDOT's requisition and approval processes by confirming intake procedures, candidate submission formats, evaluation timelines, and communication protocols. All staffing requests are documented and tracked through our proprietary **BuzzTAQ Applicant Tracking System**, providing real-time visibility, transparency, and audit-ready documentation from requisition through candidate placement.
- 4. Onboarding & Compliance Readiness:** BuzzClan establishes onboarding procedures fully aligned with WVDOT policies and regulatory requirements, including I-9 and E-Verify verification, background and reference checks, payroll enrollment, confidentiality agreements, and adherence to workplace and data security standards.
- 5. Communication & Escalation Framework:** To ensure responsive and effective service delivery, BuzzClan implements a clear communication and escalation framework. Our **Contract Manager** serves as the WVDOT's primary point of contact, supported by a dedicated recruitment and operations team. Regular status updates, performance reviews, and defined escalation procedures facilitate prompt issue resolution and continuous service improvement, ensuring consistent, high-quality staffing support throughout the contract lifecycle.

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**Exhibit #6: Project Initiation & Requirement Gathering**

**Phase II: Customizing Recruitment Plans**

Following the kickoff meeting, BuzzClan’s recruitment leadership team develops a targeted recruitment strategy aligned with the WVDOT’s Request for Service requirements.

The recruitment team consists of:

- Contract Manager
- Recruitment Manager
- Technical Recruiters
- Subject Matter Experts (SMEs)

Using insights gathered during the kickoff session, BuzzClan prepares a custom recruitment plan outlining sourcing channels, candidate evaluation criteria, and submission timelines.

**Phase III: Execution**

As per the developed recruitment plan, BuzzClan will begin filling the requirements, running the background checks, and placing the consultants with the WVDOT’s facility at the desired location while ensuring our assigned consultants are performing the best services according to the quality, quantity, objectives, timeframes, and manner specified within the Request for Service.

**Here are the steps involved in the process of execution:**

BuzzClan is notified via a Request for Service to provide temporary consultants through the WVDOT’s preferred mode, which specifies the job title, level, and minimum objective qualifications required for the consultant, as well as the minimum objective qualifications, location of services, and other relevant details.

**1. Requisition Processing**

BuzzClan receives Request for Service through the WVDOT’s designated requisition process, which typically includes position title, classification, required qualifications, work location, and assignment details. Our Contract Manager reviews the requisition and coordinates with WVDOT representatives to clarify requirements if necessary. An acknowledgment email will be sent within the **2 hours** of receiving request. BuzzClan confirm that it will acknowledge the request in no more than **48 hours (2 business days)**.



**2. Candidate Sourcing and Screening**

Once the requisition is entered into BuzzClan’s ATS platform (BuzzTAQ), the recruitment team begins sourcing candidates using:

- BuzzClan’s internal candidate database
- LinkedIn Recruiter
- Indeed and Dice
- Government workforce boards



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- Professional networks

BuzzClan maintains access to millions of candidate profiles and an actively managed talent pool, enabling rapid identification of qualified personnel.

### 3. Candidate Evaluation and Verification

Each candidate undergoes structured screening, including:

- Resume qualification review
- Skills and experience validation
- Technical or functional assessment (where applicable)
- Reference verification for previous assignments
- Verification of certifications, licenses, and education



These steps ensure candidates meet the WVDOT’S minimum qualifications and operational requirements.

### 4. Candidate Submission and Interview Coordination

Qualified candidates are submitted to the WVDOT in accordance with the required submission format and timelines, typically within **5 business days** exceeding **WVDOT’s 10 business days** timeframe. BuzzClan ensures that the Candidate resumes are submitted as per the WVDOT’s preferred format( *identified qualifications, copies of degrees/ certifications, and numbered pages*). If the WVDOT elects to interview candidates, BuzzClan’s recruitment team coordinates interview scheduling and logistics.



Interview reminders and communication are managed through BuzzTAQ, including automated reminders to candidates to ensure interview readiness.

*BuzzClan will provide multiple qualified candidates per request, along with complete qualification documentation, to support Agency evaluation and selection.*

**Note: If BuzzClan is unable to supply a candidate at the time, BuzzClan will provide a written waiver to the WVDOT within 48 hours (2 business days) acknowledgement timeframe.**

### 5. Background Screening & Onboarding

Once a candidate is selected, BuzzClan conducts all required background checks and employment verifications in accordance with WVDOT requirements.

Only candidates who successfully complete all pre-employment checks are scheduled for onboarding.

BuzzClan’s onboarding team coordinates:

- Employment eligibility verification (I-9 / E-Verify)
- Payroll enrollment
- Policy acknowledgements
- Assignment confirmation



## Phase IV: Management, Compliance & Reviews

BuzzClan provides continuous support throughout the contract period. The assigned Contract Manager serves as the primary liaison with the WVDOT, overseeing staffing coordination, service delivery, and issue resolution.

### 1. Program Management & Oversight:

BuzzClan provides continuous support throughout the contract term, with the Contract Manager serving as the WVDOT’s primary point of contact. The Contract Manager oversees staffing coordination, service delivery, and issue resolution, ensuring alignment with WVDOT expectations across all departments.

### 2. Workforce Monitoring & Reporting

BuzzClan tracks workforce engagement and service performance through internal reporting systems.



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Key reporting may include:

Active assignments reports	Weekly Timesheet reporting (no more than 1 month)
Workforce utilization tracking	Candidate disengagement reporting
Quarterly compliance reports	Quarterly & Monthly Payroll reports

Time reporting is managed through electronic timesheet systems integrated with payroll platforms to ensure accurate workforce tracking and invoicing.

**2. Timekeeping & Invoicing Compliance:**

BuzzClan provides the WVDOT reports of all weekly timesheets and will compute the actual hours worked for each temporary staff member and submit weekly invoices, with WVDOT-approved timesheets attached to each invoice. All invoices will be submitted directly to the respective hiring manager to ensure transparency, accuracy, and compliance with WVDOT financial procedures.

**3. Rapid Replacement Support**

If assigned personnel do not meet performance expectations or are unable to continue the assignment, BuzzClan will immediately notify WVDOT within one (1) business day, explaining the circumstances of departure, and Will replace the candidate with another candidate meeting or surpassing all the requirements for the filled classification with 5 business days exceeding the 10 business days requirement of WVDOT..

**4. Continuous Improvement & Performance Reviews**

BuzzClan conducts ongoing service monitoring and performance reviews to ensure staffing services remain aligned with WVDOT expectations.

These reviews focus on:

Staffing performance metrics	Candidate quality and retention
Recruitment cycle times	Process improvement opportunities

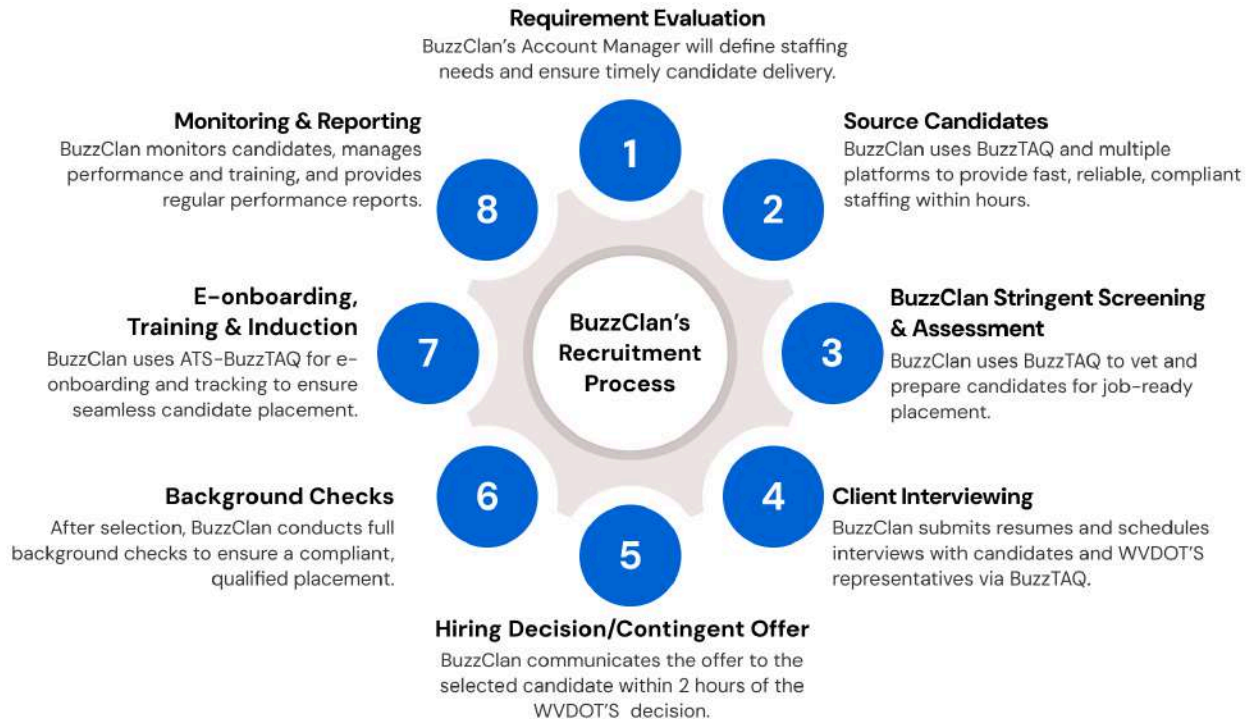
**5. Contract Close-Out & Records Management**

Upon completion of assignments or contract periods, BuzzClan performs structured close-out procedures, including documentation management, record retention, and final reporting to ensure full compliance with WVDOT contract requirements.

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## BuzzClan’s Methodology

BuzzClan follows a structured, technology-enabled recruitment lifecycle tailored for regulated, safety-sensitive public utility environments, ensuring clear requirements, rigorous candidate evaluation, compliance validation, and continuous performance oversight. Upon contract award, we conduct a formal kickoff with the WVDOT to align on scope, expectations, compliance, timelines, and communication protocols. Our end-to-end recruitment operations are managed through BuzzTAQ, our AI-enabled platform, enabling seamless requisition management, candidate tracking, screening, onboarding, and real-time reporting.



**Exhibit #7:** *BuzzClan’s Recruitment Process*

### Step 1: Requirement Evaluation

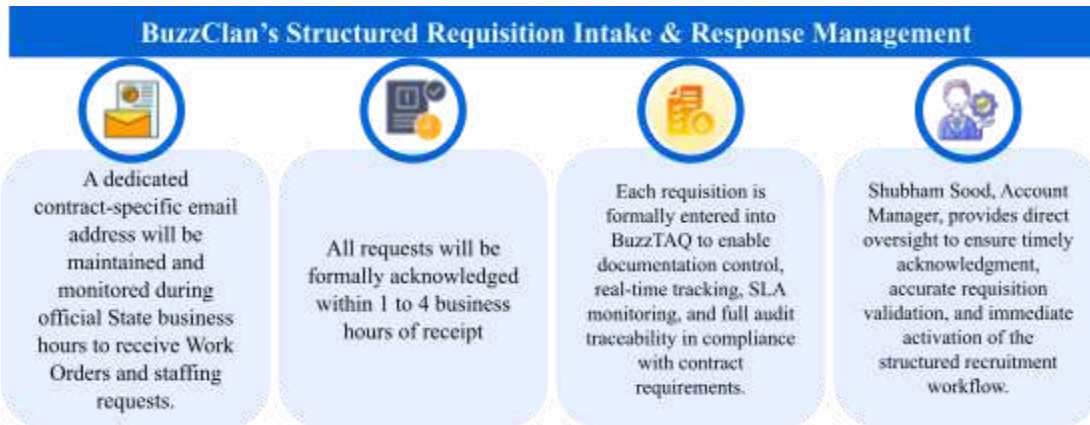
Following the contract award, BuzzClan holds a formal kickoff meeting with the WVDOT before processing requisitions. The kickoff meeting confirms communication protocols, designated points of contact, reporting structure, submission procedures, compliance requirements, SLA expectations, escalation paths, and documentation standards. This meeting establishes operational alignment and control parameters before active recruitment activities begin.

BuzzClan acknowledges all WVDOT staffing requisitions within the established service-level timelines to ensure consistent intake management and documentation control. Requisitions may be submitted through approved channels, including email, formal work-order notifications, contract-portal submissions, or direct communication with our assigned Contract Manager. Receipt of each request is formally acknowledged within a minimum of **one (1) hour** and no later than **48 hours** as required by WVDOT.

Prior to initiating sourcing, the following controls are applied:

- Confirmation of job classification and minimum qualification requirements.
- Development of a Minimum Qualification Matrix documenting required education, experience, certifications, technical competencies, location requirements, and background screening standards.
- Verification of approved bill rate parameters and defined submission timelines.

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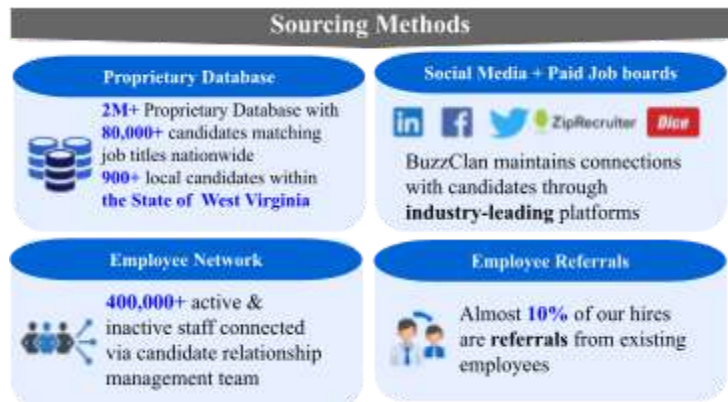


**Exhibit #8:** BuzzClan's Structured Requisition Intake

Upon final scope validation by the **Contract Manager, Ety Garg, Recruitment Manager**, will assign recruiting resources based on workload, complexity, and timeline requirements. Sourcing activities will begin only after all validation controls are completed and the requirement is documented in BuzzTAQ for tracking and audit purposes.

**Step 2: Source Candidates**

BuzzClan maintains immediate operational readiness through our proprietary talent ecosystem, ensuring seamless performance from day one. To secure the ideal match for the WVDOT's specific needs, our recruiters leverage **BuzzTAQ**, our expansive ATS containing over 2 million professional profiles. This includes a dedicated pipeline of **900+ qualified local candidates** within the **State of West Virginia**. This helps us save time and **ensures we respond to every WVDOT request within 5 business days, thereby enabling BuzzClan to deliver all required services to the WVDOT within the specified timeframe.**



BuzzClan has developed an **in-house job board** that attracts more than **12,000** visitors per month. This job board is available to anyone on the internet, and the viewership contributes to and complements our recruitment priorities and goals.

BuzzClan assigns role-aligned recruiters with experience supporting public sector, higher education, and operational workforce environments to source qualified temporary personnel **Senior Mainframe Application Analysts, Oracle/DB2/SQL Server Database Administrators, GIS Architects, GIS Developers, GIS Database Administrators, PC Programmer/Analysts**. Our structured sourcing approach includes targeted outreach to local and regional talent pools, community workforce networks, job boards, and industry-specific platforms, ensuring alignment with the WVDOT's staffing requests as needed. Recruiters utilize BuzzClan's proprietary BuzzTAQ platform to manage candidate pipelines, conduct database searches, and perform proactive outreach, ensuring that all candidates meet the job assignment requirements, minimum qualifications, and compliance standards outlined by the WVDOT.

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In addition to the In-House job board, BuzzClan offers multi-acquisition strategies to secure candidates for specific project requirements. This approach relies on a broad geographical reach and a diversified set of sourcing tools to ensure a high-volume, high-quality talent pool.



**Exhibit #9:** BuzzClan’s In-House Job Board

**Extended Sourcing Protocol:** Unlike standard recruitment cycles that end once a preliminary candidate is identified, BuzzClan maintains active sourcing across all channels throughout the requisition period. This parallel-path approach serves as a secondary validation layer, ensuring that every submission is benchmarked against the most qualified talent available in the local market or against WVDOT requirements.

**Step 3: BuzzClan’s Screening**

BuzzClan applies a structured, documented vetting process that evaluates each candidate against defined requirements for education, experience, certifications, and skills. This process is informed by our experience supporting federal, state, local, and utility clients operating in regulated, safety-sensitive environments, ensuring that personnel are qualified, compliant, and prepared to perform within the WVDOT’s operational framework.



**Initial Screening and Qualification Validation:** Following resume identification, BuzzClan’s recruitment team conducts an initial qualification review to confirm alignment with the WVDOT’s stated requirements. This review verifies education, certifications, work history, technical competencies, and availability. Screening is guided by a **Minimum Qualification Matrix** developed for each staffing request based on the defined role classification, required experience, regulatory considerations, and assignment parameters.

Candidates must meet all mandatory qualifications and essential criteria to advance in the evaluation process. Those who do not satisfy the established requirements are removed from consideration to ensure consistency, objectivity, and compliance with contract standards.

MINIMUM QUALIFICATION – SENIOR MAINFRAME APPLICATION ANALYSTS SR.	
<b>Education</b>	<ul style="list-style-type: none"> <li>Bachelor’s degree in Computer Science, Information Systems, Engineering, or related technical field from an accredited university</li> <li>Relevant technical certifications preferred (e.g., AWS, Azure, PMP, Scrum, etc., as applicable to role)</li> </ul>
<b>Employment Eligibility</b>	<ul style="list-style-type: none"> <li>Completed Form I-9 (E-Verification); Legally authorized to work in the United States</li> </ul>
<b>Years of Experience</b>	<ul style="list-style-type: none"> <li>Minimum 7+ years of professional IT experience.</li> </ul>



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MINIMUM QUALIFICATION – SENIOR MAINFRAME APPLICATION ANALYSTS SR.	
	<ul style="list-style-type: none"> <li>At least 3+ years in a similar senior-level development role; Experience in public-sector or large enterprise environments preferred</li> </ul>
<b>Technical Requirements</b>	<ul style="list-style-type: none"> <li>Proficiency in modern programming languages (e.g., Java, .NET, Python, or role-specific stack)</li> <li>Experience with SDLC methodologies (Agile/Scrum preferred); Knowledge of cloud platforms and DevOps practices (as applicable)</li> </ul>
<b>Client Specific Requirement</b>	<ul style="list-style-type: none"> <li>Ability to work onsite, hybrid, or remote as required by the WVDOT</li> <li>Compliance with background check requirements</li> <li>Adherence to WVDOT timekeeping, reporting, and security standards</li> </ul>

BuzzClan recruiters contact candidates identified through the Qualification Matrix to verify experience, domain expertise, availability, and interest. Candidates are screened against defined qualification standards, and only fully qualified applicants are shortlisted. Our Contract Manager conducts a final review to confirm alignment before submitting to the WVDOT.

**Technical Screening**

To ensure the quality of personnel, we conduct job- and client-specific tests. We test candidates' abilities before submitting them to the client. Each candidate goes through **3 rounds of interviews:**

<p><b>1. <u>Aptitude &amp; Behavior Assessment:</u></b> With Recruitment Manager</p> <ol style="list-style-type: none"> <li>Resume Screening</li> <li>Review of the candidate’s work history</li> <li>Aptitude Assessment</li> <li>Behavioral Skills Assessment</li> </ol>	<p><b>2. <u>Knowledge Base Assessment:</u></b> With domain Subject Matter experts, having 15+ years of experience within the related domain.</p> <ol style="list-style-type: none"> <li>Domain Knowledge Assessment</li> <li>Experience Verification (Through Domain-specific questionnaires)</li> <li>Software/ Tools Application Assessment (Knowledge-based)</li> </ol>
<p><b>3. <u>Final Interview before submission</u></b> - Our Contract Manager conducts his assessment of the candidate’s fit vis-à-vis a client requirement, taking into consideration the feedback (documented in prescribed formats at all levels) he receives from the Recruiter, the Recruitment Manager, and the Subject Matter Experts.</p>	

**Testing the Tools application skills:**

We have a Technical Assessment Centre within our ATS- **BuzzTAQ** designed to measure specific types of domain skills (including Contracting, administration, finance, customer service, Technical, etc.) and abilities **with the help of inbuilt tool and competencies tests** which are generally used within the industry to assess the technical skills, interpersonal skills, communication skills, planning and organizing, and analytical skills.

**BuzzClan’s Skill Assessment**

BuzzClan implements a structured, multi-level skill assessment process aligned with all staffing categories to ensure candidates are job-ready, reliable, and compliant before submission. In addition to SME-led technical evaluations, we assess behavioral, functional, and job-specific competencies using standardized methods and role-based testing. This ensures accurate skill-to-role alignment, improves placement success, and reduces operational risk across all categories.

<ul style="list-style-type: none"> <li>Behavioral and Service-Oriented Assessment</li> </ul>	<ul style="list-style-type: none"> <li>Basic Arithmetic and Financial Skills Assessment</li> </ul>	<ul style="list-style-type: none"> <li>Problem-Solving and Critical Thinking Assessment</li> </ul>
<ul style="list-style-type: none"> <li>Role-Based Skills Assessment</li> </ul>	<ul style="list-style-type: none"> <li>Technical and Functional Skills Validation</li> </ul>	<ul style="list-style-type: none"> <li>Communication Skills Evaluation (Verbal)</li> </ul>
<ul style="list-style-type: none"> <li>Administrative and Clerical Testing</li> </ul>	<ul style="list-style-type: none"> <li>Structured Experience-Based Interview</li> </ul>	<ul style="list-style-type: none"> <li>Communication Skills Evaluation (Written)</li> </ul>

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- 
- Typing and Data Entry Evaluation
  - Scenario-Based Evaluation (Job Readiness)
- 

#### Step 4: Client Interviewing

Our interview process begins with a recruiter-led **preliminary screening** to validate employment status, role alignment with WVDOT classifications, relevant experience, availability, and communication skills. Candidates who meet baseline criteria progress to a multi-tiered evaluation conducted by **Subject Matter Experts**, which includes experience-based discussions, case-based assessments, and problem-solving evaluations aligned with the assignment scope. All evaluations are documented to ensure consistency, objectivity, and traceability within a controlled recruitment framework.

Following the technical assessment, candidates undergo a final internal review to confirm readiness, including verification of assignment expectations, availability, and agreed terms. Feedback is shared, and any additional discussions are coordinated as needed to ensure full alignment. Only candidates who successfully complete all internal stages are shortlisted for submission. Our Contact Manager then submits qualified profiles to the WVDOT and coordinates final interviews in accordance with WVDOT preferences. This streamlined and process-driven approach ensures that only fully vetted, qualified, and assignment-ready candidates are presented, supporting efficient selection and high-quality workforce delivery.

#### Step 5: Hiring Decision/Contingent Offer

The hiring decision will be made by the committee based on the candidate's selection during the interview process. BuzzClan will then communicate the offer to the candidate within 2 hours of the client interview.

#### Step 6: Background Checks

BuzzClan follows a structured and compliant background screening process to ensure that all personnel assigned to the WVDOT meet pre-employment and contractual requirements. In accordance with contract specifications, all selected candidates undergo a comprehensive **seven (7) year criminal background investigation**. Any background check older than **three (3) months** at the time of selection is updated prior to placement. Screening is conducted through certified, nationally recognized verification partners to ensure accuracy, consistency, and adherence to WVDOT standards. Background verification is completed, reviewed, and validated before any individual begins an assignment.

#### Comprehensive Background Screening and Compliance Workflow

- **Candidate Notification:** Selected candidates are notified by the Contact Manager within hours of WVDOT selection and receive instructions on required background checks and documentation.
- **Consent and Authorization:** Candidates must review all required disclosures and sign the necessary authorization forms that permit BuzzClan and its verification partners to conduct all background investigations.
- **Verification Initiation:** BuzzClan authorizes the background screening provider to begin the verification process, which includes reviewing state and federal felony and misdemeanor convictions, as well as pending deferred adjudications, from the past seven years.
- **Certified Background Screening Partners:** BuzzClan works with nationally recognized screening firms, including Info Cubics, GoodHire, HireRight, IntelliCorp, and JustiFacts, to conduct required checks in compliance with WVDOT standards.
- **Processing & Turnaround:** Background screening typically takes **2–3 business days**, depending on jurisdictional response times. All results are transmitted securely to BuzzClan.
- **Review & Clearance:** BuzzClan reviews the completed background report to verify compliance with WVDOT requirements. Only candidates who meet all screening criteria are advanced for consideration.
- **Client Notification:** The WVDOT is notified promptly when a candidate is successfully cleared or

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when disqualifying information is identified.

- **Pre-Placement Requirement:** Background checks are completed and validated **before any individual begins an assignment** with the WVDOT.

*Additional screenings, such as driving record, financial/credit check, or drug screening, are conducted only when specified by role or work order requirements.*

BuzzClan recognizes that validated background screenings are essential to ensuring safety, reliability, and accountability in temporary staffing. We require all proposed personnel to complete the necessary **criminal background checks, skill assessments, and drug screenings** relevant to their roles. All results are documented and securely retained, ensuring that the WVDOT receives personnel with **verified qualifications, proven work history, and full compliance with WVDOT policies and legal requirements.**

We have partnered with multiple leading background verification firms in the industry, including, but not limited to, the following: InfoCubic, **GoodHire, HireRight, IntelliCorp, JustiFacts & Quest Diagnostics.** Each candidate, before joining any assignment, needs to go through a background check to validate the following:

Verification Step	Detailed Requirements
<b>Identity Verification and Work Authorization</b>	Verification of government-issued identification and completion of <b>Form I-9</b> and <b>E-Verify</b> processes to confirm legal authorization to work in the United States prior to assignment start.
<b>Seven (7)-Year Criminal Background Investigation</b>	Comprehensive review of <b>local, state, and federal</b> criminal records covering at least the previous seven years, including felony and misdemeanor convictions, as well as deferred adjudications, in accordance with applicable laws. Background reports older than three months are refreshed prior to placement.
<b>State Criminal Records Check</b>	Detailed criminal database searches were conducted across all Virginia jurisdictions, based on the candidate’s residency and assignment location, to ensure thorough vetting.
<b>Federal Criminal Records Review (FBI/CJIS, if required)</b>	Federal criminal record searches are conducted for positions that require enhanced security or access to sensitive information, consistent with WVDOT or departmental requirements.
<b>Sex Offender Registry Check</b>	Verification against <b>national and state sex offender registries</b> to ensure workplace safety, particularly for roles involving interaction with vulnerable populations.
<b>Social Security Number (SSN) Verification and Trace</b>	Validation of the candidate’s SSN and residency history to confirm identity and identify jurisdictions for comprehensive criminal searches.
<b>Employment History Verification</b>	Confirmation of up to <b>ten (10) years of employment history</b> , including employer names, positions held, and dates of service, to validate relevant experience and reliability.
<b>Education Verification</b>	Validation of academic degrees, diplomas, or certifications when required by WVDOT job classifications or minimum qualification standards.
<b>Professional Reference Checks</b>	Supervisor-based reference checks to assess prior job performance, reliability, and professional conduct.
<b>License and Credential Verification</b>	Confirmation of all required <b>professional licenses or certifications</b> , including verification of active status and good standing with the issuing authority.
<b>Debarment and Exclusion Screening</b>	Screening against applicable <b>federal and state exclusion or debarment lists</b> (such as SAM.gov) to ensure eligibility for government contract assignments.
<b>Processing Timeline</b>	Background screenings are typically completed within <b>two to three business days</b> , subject to jurisdictional response times and any role-specific requirements.
<b>Pre-Start Authorization Control</b>	BuzzClan ensures that <b>no candidate begins an assignment</b> until all required background checks have been successfully completed, reviewed, and cleared in accordance with WVDOT policies.



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Verification Step	Detailed Requirements
<b>Periodic Re-Verification (If Required)</b>	BuzzClan supports <b>periodic or annual background re-verification</b> , as required by the WVDOT or specific departmental policies, during the contract term.

All background reports are less than **three (3) months old at the time of placement** and are securely retained by BuzzClan for WVDOT audit or review upon request.

**BuzzClan’s Drug Screening**

BuzzClan has trusted vendors such as **InfoCubics and Quest Diagnostics for drug testing in accordance with** the Client’s requirements. BuzzClan will conduct a drug test as per the WVDOT’s requirements, which will include, but not be limited to:

BuzzClan’s Drug Test		
● Amphetamines	● Barbiturates	● Cocaine
● Cannabinoids	● Methaqualone	● Opiates
● Phencyclidine	● Benzodiazepines	● Methadone
	● Propoxyphene	

**BuzzClan Validating Work Experience and Education (Professional reference check):**

At BuzzClan, we conduct three to five professional reference verifications for each candidate to validate at least 18 months of relevant work experience. Only immediate supervisors are contacted, and all verification is completed through official corporate phone numbers and email addresses to ensure accuracy and authenticity; peer references are not accepted. Education credentials are confirmed directly through accredited institutions or certified verification databases. All findings are securely documented within the BuzzTAQ Talent Acquisition Platform, providing a transparent, compliant, and fully auditable record for every candidate submitted to the WVDOT.

*Below is our sample reference form.*

Reference Form		Reference Form																															
<p><b>Instructions</b></p> <ul style="list-style-type: none"> <li>Verify That The Candidate Has Provided Permission Before Conducting Reference Check.</li> <li>Complete One Telephone Reference Check Form For Each Reference Provided By The Applicant.</li> </ul> <p><b>Telephone Reference Check Form</b></p> <p style="text-align: center; background-color: #e6f2ff; margin: 5px 0;"><b>Candidate Information</b></p> <p>Candidate Name: _____                  Date: _____                  Position Applied For: _____                  References Checked By: _____</p> <p style="text-align: center; background-color: #e6f2ff; margin: 5px 0;"><b>Reference Information</b></p> <p>Name Of Contact: _____                  Company / Organization: _____                  Title: _____                  Phone: _____                  Company Address: _____</p> <p style="text-align: center; background-color: #e6f2ff; margin: 5px 0;"><b>Reference Comments</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">• Was the candidate an employee at your organization?</td> <td>Yes _____ No _____</td> </tr> <tr> <td>• When?</td> <td>Start Date: _____ End Date: _____</td> </tr> <tr> <td>• What was the candidate's position on the last day of employment?</td> <td>_____</td> </tr> <tr> <td>• What were the candidate's job responsibilities?</td> <td>_____</td> </tr> <tr> <td>• Did the candidate hold any other positions at your organization?</td> <td>_____</td> </tr> </table>		• Was the candidate an employee at your organization?	Yes _____ No _____	• When?	Start Date: _____ End Date: _____	• What was the candidate's position on the last day of employment?	_____	• What were the candidate's job responsibilities?	_____	• Did the candidate hold any other positions at your organization?	_____	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">1. What are the candidate's strengths?</td> <td>_____</td> </tr> <tr> <td>2. Weaknesses?</td> <td>_____</td> </tr> <tr> <td>3. How would you describe the candidate's quantity and quality of work?</td> <td>_____</td> </tr> <tr> <td>4. How would you characterize the candidate's problem-solving skills?</td> <td>_____</td> </tr> <tr> <td>5. How would you characterize the candidate's technical/ computer skills?</td> <td>_____</td> </tr> <tr> <td>6. Did the candidate work on multiple projects at once? If so, how did he/she handle prioritization?</td> <td>_____</td> </tr> <tr> <td>7. How would you describe the candidate's relationships with her coworkers, subordinates (if applicable), and with superiors?</td> <td>_____</td> </tr> <tr> <td>8. What was the candidate's reason for leaving your employ?</td> <td>_____</td> </tr> <tr> <td>9. Would You Rehire This Candidate?</td> <td>Yes _____ No _____</td> </tr> <tr> <td>9. Is there anything else you would like to add?</td> <td>_____</td> </tr> </table>		1. What are the candidate's strengths?	_____	2. Weaknesses?	_____	3. How would you describe the candidate's quantity and quality of work?	_____	4. How would you characterize the candidate's problem-solving skills?	_____	5. How would you characterize the candidate's technical/ computer skills?	_____	6. Did the candidate work on multiple projects at once? If so, how did he/she handle prioritization?	_____	7. How would you describe the candidate's relationships with her coworkers, subordinates (if applicable), and with superiors?	_____	8. What was the candidate's reason for leaving your employ?	_____	9. Would You Rehire This Candidate?	Yes _____ No _____	9. Is there anything else you would like to add?	_____
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**Exhibit #10: BuzzClan’s Sample Reference Form**

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**Step 7: E-onboarding, Training & Induction**

Following successful background clearance and prior to start authorization, BuzzClan initiates a structured e-onboarding and induction process to ensure personnel assigned to the WVDOT are fully compliant, informed, and prepared to perform in an educational environment. The onboarding process is managed through BuzzClan’s Applicant Tracking System (BuzzTAQ), which provides centralized documentation control, workflow tracking, and secure record retention. No candidate is authorized to begin the assignment until all onboarding requirements are completed and validated.

**E-Onboarding Process & Controls**

BuzzClan’s onboarding process includes the following structured steps:

- Execution of required employment documentation, including Non-Disclosure Agreement (NDA).
- Review and electronic acknowledgment of BuzzClan employment policies, including non-discrimination and workplace conduct standards.
- Confirmation of safety and health policies, including emergency procedures and worksite safety expectations.
- Review of payroll procedures, timesheet submission requirements, travel policies (if applicable), and administrative reporting processes.
- Confirmation of designated points of contact for HR, payroll, and assignment coordination.
- Review and acknowledgment of WVDOT policies relevant to the assignment, including work hours, communication protocols, confidentiality expectations, and professional conduct standards.

**Employment Eligibility Verification**

BuzzClan utilizes the federal **E-Verify** system, an Internet-based employment eligibility verification program that compares information provided on a candidate’s Form I-9 against records maintained by the U.S. Department of Homeland Security (**DHS**) and the Social Security Administration (**SSA**) to confirm authorization to work in the United States. Our structured E-Verify process includes the following steps:



<b>Step 1: Offer Acceptance &amp; I-9 Completion</b>
The process begins once a candidate formally accepts an employment offer. The candidate completes <b>Form I-9</b> and uploads all required supporting documentation through our secure electronic onboarding portal within our Applicant Tracking System ( <b>ATS - BuzzTAQ</b> ).
<b>Step 2: Onboarding Team Review &amp; Data Entry</b>
BuzzClan’s <b>Onboarding Manager, Prachi Pathak, and HR Director, Nidhi R., along with the Compliance Team</b> , review the submitted Form I-9 for completeness and accuracy. The verified information is then securely entered into the federal E-Verify portal in accordance with prescribed timelines
<b>Step 3: Electronic Verification with DHS &amp; SSA</b>
E-Verify electronically compares the candidate’s submitted information with <b>DHS</b> and <b>SSA</b> records. A case result is typically generated promptly to indicate whether the information matches federal records.
<b>Step 4: Confirmation of Work Authorization</b>
If the information matches government records, the system confirms that the individual is authorized to work in the United States. Our <b>Onboarding Manager, Prachi Pathak &amp; Onboarding Team</b> document the verification result within our ATS, update the candidate’s status to “Employment Authorized,” and retain the E-Verify confirmation documentation for audit purposes.
<b>Step 5: Tentative Non-Confirmation (TNC) Handling</b>
If the system returns a Tentative Non-Confirmation ( <b>TNC</b> ) or mismatch result, the candidate is promptly notified in accordance with <b>federal E-Verify procedures</b> . The candidate is provided the opportunity to resolve the discrepancy within the allowed timeframe.
If a <b>Final Non-Confirmation</b> is issued or the candidate is unable to resolve the discrepancy, BuzzClan immediately discontinues onboarding. Both the candidate and the client are formally notified that employment

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eligibility requirements were not met. Following this, BuzzClan will coordinate with the WVDOT on the next steps.

**Training & Induction**

BuzzClan’s onboarding and training program is coordinated by Employee Care and Onboarding Specialists under the supervision of Prachi Pathak, Onboarding Manager. Training is delivered at the start of the assignment, upon documented performance feedback, or upon request from the WVDOT. The program ensures that personnel assigned under the contract understand compliance requirements, assignment scope, reporting expectations, and professional conduct standards, both prior to and during deployment.

Core Training Areas	
Training Category	Training Scope & Content
<b>BuzzClan Employment Policies</b>	Review of company policies, code of conduct, non-discrimination standards, and workplace professionalism expectations.
<b>WVDOT Policies &amp; Assignment Scope</b>	Orientation to WVDOT-specific policies applicable to the assignment, including operational protocols, reporting structure, and work expectations.
<b>Timesheet &amp; Administrative Procedures</b>	Instruction on timesheet submission, payroll processing timelines, documentation standards, and communication channels.
<b>Confidentiality &amp; Information Protection</b>	Review of Non-Disclosure Agreement obligations, data privacy standards, and protection of sensitive information within government IT environments.
<b>Regulatory &amp; Compliance Requirements</b>	Overview of applicable state regulations and contract compliance obligations relevant to the assigned role.
<b>Conflict of Interest Standards</b>	Education on ethical conduct requirements and avoidance of conflicts in government assignments.
<b>Drug-Free Workplace Policy</b>	Confirmation of compliance with workplace conduct and substance-free policies, where applicable.
<b>Professional Conduct &amp; Workplace Protocols</b>	Expectations for professional attire, workplace behavior, communication standards, and facility protocols.
<b>Role-Specific Responsibilities</b>	Review of job duties, technical expectations, performance standards, and deliverables aligned to the WVDOT job classification.

**Step 8: Monitoring & Reporting**

We apply a rigorous Contract Management and Quality Assurance framework to ensure consistent oversight and service delivery throughout each placement. After a candidate is selected, BuzzClan remains fully engaged with the WVDOT’s designated representatives for the duration of the assignment. Our team maintains ongoing communication with both temporary staff and their supervisors to monitor performance, assess alignment with job requirements, address training needs, and facilitate timely replacements.

To support transparency and data-driven decision-making, our National Project Director provides weekly, monthly, and quarterly performance reporting. These reports include:

- **Candidate Reports**, offering details such as candidate name, start date, work location, role, and associated costs;
- **New Engagement Reports**, summarizing all new assignments initiated within the reporting period;
- **Billing/Invoice Reports**: provide a clear overview of all billing and cost activity for the specified period. BuzzClan will submit a quarterly compliance report and certified copies of quarterly payroll reports for each employee, including via the eComply website.
- **Weekly/ Monthly Timecard Reports**, detailing all hours logged by each worker during the reporting cycle.



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To further measure service quality and client satisfaction, BuzzClan conducts customer satisfaction surveys on a quarterly, annual, and ad hoc basis. Surveys are delivered on-site, by phone, and via email, using a combination of multiple-choice questions, rating scales, and open-ended feedback to capture comprehensive insights. This structured approach ensures continuous service improvement and complete alignment with the WVDOT's expectations.

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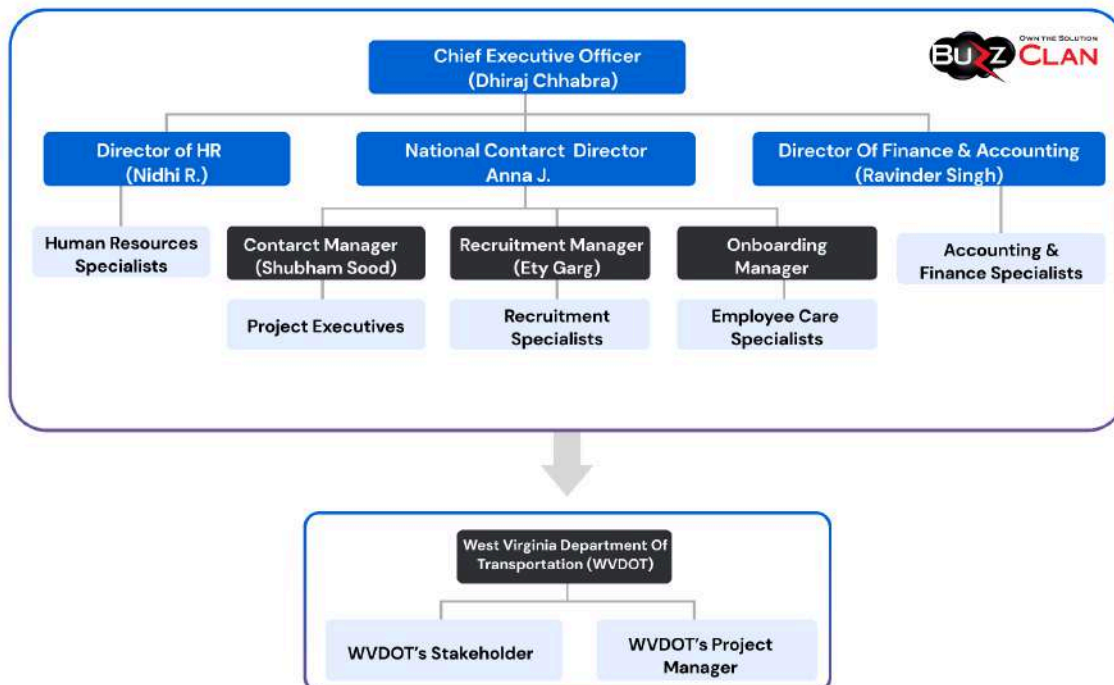
## BuzzClan Contract Management Team

BuzzClan will deploy a structured organizational model supported by a dedicated Contract management and IT staffing delivery team to support the West Virginia Department of Transportation (WVDOT) under this Central Master Agreement. The proposed organizational structure is aligned to a multi-vendor, task order-based environment and includes clearly defined roles, reporting hierarchy, and tiered engagement across executive leadership (Tier 3), contract oversight (Tier 2), and day-to-day service delivery (Tier 1).

Each team member is assigned targeted responsibilities across contract governance, task order intake, candidate sourcing for specialized IT roles (including Mainframe, Database Administration, and Programmer Analyst positions), technical screening, onboarding, compliance, and billing coordination. This structure ensures responsiveness to WVDOT’s as-needed staffing requests, adherence to mandatory qualification requirements, and timely submission of qualified candidates based on priority ranking and category-specific needs.

Key Personnel Name	Title/Professional Designation	Total Number of Years of Experience
Anna J.	National Contract Director	15+ Years
Shubham Sood	Contract Manager	13+ years
Ety Garg	Recruitment Manager	19+ Years
Prachi Pathak	Onboarding Manager	20+ Years
Ravinder Singh	Director of Accounts and Finance	18+ Years
Nidhi R.	Director of HR	15+ Years

### BuzzClan’s Organizational Structure:



**Exhibit #11:** BuzzClan’s Organizational Chart

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**BuzzClan’s Account Management Qualifications, Capabilities, and Relevant Experience:**

Key Personnel Name, Title	Qualifications, Capabilities, and Relevant Experience
<p><b>Anna J. National Contract Director</b></p>	<p><b>Statement of Qualifications and Capabilities</b></p> <ul style="list-style-type: none"> <li>• <b>Certified Contingent Workforce Professional (CCWP), LinkedIn Diversity, Inclusion &amp; Belonging (DIB)</b> with over 15 years of experience managing contingent workforce programs and government staffing engagements. Skilled in workforce program governance, stakeholder coordination, and structured staffing workflows. Certified in LinkedIn Diversity, Inclusion, and Belonging (DIB) and Six Sigma process improvement.</li> </ul> <p><b>Relevant Experience</b></p> <ul style="list-style-type: none"> <li>• Provides senior oversight for public-sector staffing programs supporting state, county, transportation and municipal agencies. Experienced in managing staffing programs across multiple departments, including administrative services, finance, infrastructure, and public service operations. Supports contract governance, escalation management, and performance monitoring to ensure service delivery aligns with client requirements.</li> </ul>
<p><b>Shubham Sood Contract Manager</b></p>	<p><b>Professional Qualifications and Capabilities</b></p> <ul style="list-style-type: none"> <li>• <b>ITIL Foundation (Service Management); Certified Staffing Professional (CSP – Fundamentals); LinkedIn Learning – Project Management &amp; Communication; Customer Service Excellence Certification, Diversity, Equity &amp; Inclusion in the Workplace Certificate.</b> Over 15 years of experience managing public-sector staffing engagements across federal, state, and local government agencies. Strong expertise in contract operations, service-level monitoring, workforce coordination, and client relationship management. Experienced in managing staffing requests, issue resolution, and performance tracking.</li> </ul> <p><b>Relevant Experience</b></p> <ul style="list-style-type: none"> <li>• Serves as the primary point of contact responsible for coordinating staffing requests, monitoring workforce performance, and ensuring compliance with client service expectations. Experienced in managing high-volume contingent workforce programs and ensuring timely candidate submissions, onboarding coordination, and replacement management when required.</li> </ul>
<p><b>Ety Garg Recruitment Manager</b></p>	<p><b>Professional Qualifications and Capabilities</b></p> <ul style="list-style-type: none"> <li>• <b>PMP (Project Management Professional); Certified Internet Recruiter (CIR); LinkedIn Talent Sourcing Certification; Diversity Recruiting Certification, Diversity Recruiting Certification (LinkedIn / AIRS-aligned); Inclusive Hiring Practices Certification (Coursera / edX)</b> recruitment leader with more than 19 years of experience delivering full-cycle recruitment services for government and enterprise clients. Skilled in workforce planning, sourcing strategy development, candidate evaluation, and recruitment process management.</li> </ul> <p><b>Relevant Experience</b></p> <ul style="list-style-type: none"> <li>• Leads BuzzClan’s recruitment operations, supporting public-sector staffing engagements. Responsible for managing recruiter teams, maintaining candidate pipelines, and ensuring the timely submission of qualified candidates aligned with job classification requirements. Experienced in supporting large government workforce programs with high fill-rate performance.</li> </ul>
<p><b>Prachi Pathak Onboarding Manager</b></p>	<p><b>Professional Qualifications and Capabilities</b></p> <ul style="list-style-type: none"> <li>• <b>SHRM Essentials of HR Management; HR Compliance Certification; I-9 &amp; E-Verify Compliance Training; LinkedIn Learning – HR Operations, Diversity &amp; Inclusion for HR Professionals Certification (LinkedIn Learning).</b> Over 20 years of experience managing workforce onboarding and HR administration. Experienced in compliance-driven onboarding workflows, documentation management, and workforce readiness coordination.</li> </ul> <p><b>Relevant Experience</b></p>

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Key Personnel Name, Title	Qualifications, Capabilities, and Relevant Experience
	<ul style="list-style-type: none"> <li>Oversees onboarding operations, including employment eligibility verification, documentation validation, and assignment readiness for temporary personnel. Experienced in coordinating onboarding activities across multiple government programs and ensuring compliance with client workforce documentation standards.</li> </ul>
<p><b>Ravinder Singh</b>                      Director of Finance and Accounting</p>	<p><b>Professional Qualifications and Capabilities</b></p> <ul style="list-style-type: none"> <li><b>Certified Accounting Technician (CAT); QuickBooks Certification; Payroll Compliance Practitioner (PCP – Fundamentals); Financial Management Certification, Ethics, Compliance &amp; Diversity Awareness Training (Corporate Compliance Programs).</b> More than 18 years of experience in financial management, payroll administration, and accounting operations supporting staffing and consulting organizations. Certified Accounting Technician with a Bachelor’s degree in Business/Commerce.</li> </ul>
	<p><b>Relevant Experience</b></p> <ul style="list-style-type: none"> <li>Oversees payroll administration, invoicing management, and financial compliance for public-sector staffing programs. Ensures adherence to federal, state, and local payroll regulations and supports financial reporting and contract governance requirements.</li> </ul>
<p><b>Nidhi R</b>                      Director of HR</p>	<p><b>Professional Qualifications and Capabilities</b></p> <ul style="list-style-type: none"> <li><b>SHRM Certified Professional (SHRM-CP – or equivalent training); HR Compliance &amp; Employment Law Certification; Diversity &amp; Inclusion Certification; HRIS Systems Certification, Diversity, Equity &amp; Inclusion Certificate.</b> Experienced HR leader with over 20 years of expertise in workforce administration, HR compliance, employee lifecycle management, and HR technology platforms, including HRIS and workforce management systems.</li> </ul>
	<p><b>Relevant Experience</b></p> <ul style="list-style-type: none"> <li>Oversees HR governance and workforce compliance, including background screening coordination, employment documentation management, and workforce policy enforcement. Supports onboarding readiness, employee relations, and compliance with public-sector workforce standards for staffing engagements.</li> </ul>

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## Resumes

For this engagement, BuzzClan has established a structured approach to identifying and delivering highly qualified IT professionals who bring the expertise, experience, and reliability required to support the WVDOT. We recognize the critical role that positions such as **Mainframe Application Analysts, Database Administrators, and Programmer Analysts** play in maintaining and enhancing WVDOT’s systems, and we ensure that all proposed candidates are thoroughly evaluated for both technical proficiency and role-specific requirements.

Our candidates are selected not only for their technical capabilities but also for their communication skills, adaptability, and ability to work effectively within complex, mission-critical environments. BuzzClan is committed to providing high-quality IT talent aligned with WVDOT’s technical landscape and operational expectations, ensuring consistent performance, seamless integration, and measurable support across all task orders issued under this contract.

Resource Name	Role	Years of Experience
Ravishankar Mangalampalli	Senior Mainframe Application Analyst	20+ years
Bryan Lefew	Mainframe Application Analyst	15+ years
Sireesha Gadiparthi	Senior Application Oracle Database Administrator	20+ years
Srinath Boja	Application Oracle Database Administrator	18+ years
Michael S. Harri	Senior Application DB2 Database Administrator	20+ years
Sivaji Arunachalam	Application DB2 Database Administrator	15+ years
Christopher Ryan Hill	PC Programmer Analyst	15+ years
Kwadwo Owusu-Ansah	Senior PC Programmer Analyst	17+ years
Solomon Melaku	Application SQL Server Database Administrator	8+ year
Chandana Nuthalapati	Senior Application SQL Server Database Administrator	14+ years
Bekim Kajtazi	GIS Database Administrator	7+ years
Michael Ross Mcallen	Senior GIS Database Administrator	18+ years
Peter Kessler	GIS Architect	20+ years
Neha Chudiwale	GIS Application Developer	8+ years
Addisalem Abera	Senior GIS Application Developer	15 + years

<b>Ravishankar Mangalampalli, Senior Mainframe Application Analyst</b>
<p><b>Professional Summary</b></p> <p>Ravishankar Mangalampalli is a <b>Senior IBM Mainframe Application Analyst</b> with <b>over 20+ years of extensive experience in COBOL, CICS, JCL, and relational databases (DB2/SQL)</b>, consistently exceeding the required <b>5+ years of development and database expertise</b>. He has equivalent experience that exceeds the formal degree requirement and demonstrates deep proficiency across the <b>full Software Development Life Cycle (SDLC)</b>, including <b>analysis, design, development, testing, implementation, and production support</b>. Ravishankar has successfully delivered mission-critical applications within large-scale <b>government and enterprise environments</b>, ensuring <b>high availability, compliance, and performance optimization</b>. He has strong experience in <b>requirements gathering, impact analysis, system design</b>, and translating business needs into robust technical solutions.</p> <p>He has served as a <b>Team Lead/Senior Analyst for 7+ years, demonstrating leadership in task management, code reviews, mentoring, and stakeholder collaboration</b>, and aligning with client requirements for senior-level experience. Ravishankar has supported multiple <b>government clients, including West Virginia, Wisconsin, Missouri, Oregon, and New Hampshire</b>, delivering solutions in <b>healthcare, welfare, and public assistance systems</b>. He possesses <b>excellent verbal and written communication skills</b> and works closely with <b>project managers, business analysts, DBAs, QA teams, and policy stakeholders</b> to deliver high-quality outcomes. His expertise in <b>production support, incident resolution, root cause analysis, and system modernization ensures reliable, scalable solutions</b> in high-volume environments.</p> <p><b>Government Experiences</b></p>



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**Ravishankar Mangalampalli, Senior Mainframe Application Analyst**

- State of West Virginia
- State of Wisconsin
- State of Missouri
- State of Oregon
- State of New Hampshire

**Core Competencies**

- **Mainframe Application Development Expertise** using **COBOL, CICS, JCL** in large-scale enterprise environments.
- Relational Database Proficiency with **DB2, SQL, Stored Procedures**, and complex data handling.
- Advanced Analysis & Design Skills, including **requirements gathering, impact analysis, and system architecture design.**
- **Full SDLC Execution** across Agile, Waterfall, and CMMI methodologies.
- Senior-Level Leadership Experience with **team mentoring, task allocation, and code review governance (7+ years).**
- Enterprise Application Modernization, including integration with **ETL, XML, Web Services, and reporting tools.**
- Production Support & Incident Management, including **root cause analysis and high-priority issue resolution.**
- Stakeholder Communication & Collaboration, engaging with **PMs, BAs, DBAs, QA teams, and business policy staff.**
- High-Volume System Performance Optimization and scalability improvements.
- Data Extraction, Reporting & Ad-hoc Analysis using **SPUFI, SQL queries, and reporting tools.**
- **Change & Release Management** using tools such as **Endevor, Changeman, and Control-M.**
- **Quality Assurance & Testing Support**, including **unit testing, system testing, and regression validation.**
- **Compliance-Driven Development** is aligned with **government regulations and enterprise standards.**
- **Cross-Functional Team Coordination**, ensuring seamless delivery across distributed teams.
- Strong Documentation & Technical Specification Development, including **Business Logic Diagrams (BLDs).**

**Technical Experience**

<b>Mainframe Technologies</b>	COBOL, CICS, JCL, VSAM, IMS DB/DC, z/OS, TSO/ISPF
<b>Databases</b>	DB2, SQL, Stored Procedures, SPUFI, QMF
<b>Programming &amp; Scripting</b>	COBOL, Easytrieve, JavaScript, VB.NET, ASP.NET
<b>Tools &amp; Utilities</b>	Endevor, Changeman, File-Aid, Control-M, ServiceNow, JIRA, PANVALET, XPEDITER, IBM Debugger
<b>Scheduling &amp; Job Control</b>	CA-7, Control-M, SDSF
<b>Reporting &amp; Data Tools</b>	WebFOCUS, DB2 Platinum, TOAD, DB Visualizer
<b>Integration &amp; Middleware</b>	MQ Series, XML, FTP, Connect Direct (NDM)
<b>Development Methodologies</b>	SDLC, Agile, Waterfall, CMMI
<b>Testing &amp; QA Tools</b>	Test Director, Quality Center
<b>Collaboration &amp; Documentation</b>	MS Project, Visio, MS Word, Excel, Lotus Notes
<b>Operating Environment</b>	IBM z/OS Mainframe Environment

**Work Experience**

**DHHR RAPIDS – State of West Virginia, Charleston, WV, Jul 2019 – Present**  
**Sr. Programmer Analyst / Team Lead**

- Lead requirements gathering and translate business needs into detailed technical and functional specifications.
- Perform impact analysis and design solutions for system enhancements within the RAPIDS eligibility system.
- Develop and maintain mainframe applications using COBOL, JCL, DB2, and CICS in a z/OS environment.
- Coordinate with cross-functional teams, including business analysts, QA, and support teams, to deliver enhancements.
- Provide leadership in task assignment, code reviews, and ensuring adherence to development standards.
- Support production systems by resolving incidents, troubleshooting defects, and performing root cause analysis.
- Collaborate with Adobe and ETL teams to modernize reporting and client notice generation processes.



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<b>Ravishankar Mangalampalli, Senior Mainframe Application Analyst</b>	
<ul style="list-style-type: none"> <li>• Create and execute SQL queries for data extraction, reporting, and ad-hoc business requests.</li> <li>• Manage ticket resolution and change deployments across multiple environments to ensure smooth releases.</li> <li>• Deliver technical guidance and recommendations to stakeholders to improve system performance and efficiency.</li> </ul>	
<b>Land's End – Dodgeville, WI, Sr. Programmer Analyst</b>	<b>Jan 2019 – Jun 2019</b>
<ul style="list-style-type: none"> <li>• Gathered and analyzed business requirements and translated them into technical specifications.</li> <li>• Performed impact analysis for system enhancements and production changes.</li> <li>• Designed, developed, and maintained mainframe applications using COBOL, JCL, DB2, and CICS.</li> <li>• Participated in full SDLC including design, coding, testing, and deployment.</li> <li>• Developed and executed unit and system test cases to ensure quality deliverables.</li> <li>• Provided production support by troubleshooting issues, resolving defects, and ensuring system stability.</li> <li>• Conducted root cause analysis and implemented permanent fixes for recurring issues.</li> <li>• Generated ad-hoc reports and performed data extraction using SQL and DB2 tools.</li> <li>• Reviewed code and supported QA processes to maintain coding standards and application quality.</li> <li>• Collaborated with cross-functional teams and stakeholders to deliver timely and efficient solutions.</li> </ul>	
<b>DHHR RAPIDS – State of West Virginia, Charleston, WV, Sr. Programmer Analyst / Team Lead</b>	<b>May 2016 – Jan 2019</b>
<ul style="list-style-type: none"> <li>• Led requirements gathering sessions and translated business needs into detailed technical specifications.</li> <li>• Performed impact analysis and solution design for system enhancements within the RAPIDS eligibility system.</li> <li>• Developed and maintained mainframe applications using COBOL, JCL, DB2, and CICS in z/OS environment.</li> <li>• Prepared Business Logic Diagrams (BLDs) to support system design and functional understanding.</li> <li>• Coordinated with cross-functional teams including business analysts, QA, and support teams for delivery.</li> <li>• Provided leadership in task allocation, code reviews, and ensuring adherence to development standards.</li> <li>• Supported production systems by resolving incidents, troubleshooting defects, and managing ticket queues.</li> <li>• Conducted root cause analysis and implemented permanent fixes for recurring production issues.</li> <li>• Collaborated with Adobe and ETL teams to enhance client notices and reporting functionalities.</li> <li>• Developed SQL queries and reports for data extraction and ad-hoc business requests.</li> <li>• Managed migration of code and changes across multiple environments ensuring smooth deployments.</li> <li>• Reviewed application code and test cases to ensure quality, performance, and compliance with standards.</li> <li>• Delivered technical guidance and recommendations to improve system performance and meet business objectives.</li> </ul>	
<b>Prior Work Experience</b>	
<b>Thomson Reuters, Brookfield, WI, Programmer Analyst</b>	<b>Feb 2016 – Apr 2016</b>
<b>FAMIS/FACES, DSS, Jefferson City, MO Sr. Programmer Analyst</b>	<b>Jul 2014 – Feb 2016</b>
<b>CARES, DHS (State of Wisconsin), Madison, WI, Sr. Programmer Analyst</b>	<b>May 2010 – May 2014</b>
<b>SPD, DHS (State of Oregon), OR, Sr. Programmer Analyst</b>	<b>Jan 2010 – Apr 2010</b>
<b>Kaiser Permanente, Portland, OR, Sr. Programmer Analyst</b>	<b>Mar 2008 – Nov 2009</b>
<b>New HEIGHTS, DHHS (State of New Hampshire), Concord, NH, Sr. Programmer Analyst</b>	<b>May 2006 – Mar 2008</b>
<b>Enterprise COBOL Conversion (CSX) – Jacksonville, FL, Sr. Programmer Analyst</b>	<b>Jan 2006 – Apr 2006</b>

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Bryan LeFew, Mainframe Application Analyst	
Professional Summary	
<p>Bryan LeFew is a Mainframe Application Analyst with <b>over 15 years</b> of experience delivering robust, enterprise-scale mainframe solutions across complex business environments. He brings strong expertise in <b>COBOL, CICS, and JCL</b>, with a solid foundation in both batch and online processing systems. Bryan has a proven ability to analyze business requirements and translate them into efficient technical designs, ensuring high performance, system stability, and reliability for mission-critical applications.</p> <p>He has extensive experience in production support, including resolving job failures, coordinating releases, and managing batch workflows, while ensuring compliance with standards such as <b>SOX</b>. His proficiency with databases such as <b>IDMS, IMS, DB2, and VSAM</b>, along with hands-on experience in testing, debugging, and documentation, enables him to support the full lifecycle of development and maintenance. Bryan is highly collaborative, working effectively with cross-functional teams and stakeholders to deliver consistent, high-quality results in fast-paced environments.</p>	
Core Competencies	
<ul style="list-style-type: none"> <li>● Skilled in Mainframe Application Development using <b>COBOL, CICS, and JCL</b> across batch and online processing environments.</li> <li>● Proficient in analyzing business requirements and translating them into technical design and system solutions.</li> <li>● Experienced in integrating database operations using embedded <b>SQL</b> with <b>COBOL</b> programs.</li> <li>● Strong expertise in relational and legacy databases including <b>IDMS, IMS, DB2, and VSAM</b>.</li> <li>● Worked extensively in production support environments, resolving job failures and ensuring system stability.</li> <li>● Skilled in designing, scheduling, and maintaining batch job workflows using <b>JCL and CA7</b> scheduler.</li> <li>● Proficient in application debugging and testing using tools such as <b>Endevor, Xpediter, and Fileaid</b>.</li> <li>● Experienced in coordinating releases, managing migrations, and supporting deployment activities.</li> <li>● Strong knowledge of compliance standards including <b>SOX</b>, ensuring adherence to testing and documentation protocols.</li> <li>● Skilled in designing and executing test plans, regression testing, and defect tracking.</li> <li>● Experienced in maintaining detailed technical documentation including system flows, job processes, and file layouts.</li> <li>● Proficient in supporting and maintaining <b>CICS</b> transactions and <b>VSAM</b> datasets for real-time processing.</li> <li>● Strong collaboration skills working with cross-functional teams, developers, and business stakeholders.</li> <li>● Experienced in system monitoring, troubleshooting, and root cause analysis in high-pressure environments.</li> </ul>	
Technical Experience	
<b>Mainframe Technologies</b>	IBM Mainframe, z/OS, JES2, ISPF, SDSF
<b>Programming Languages</b>	COBOL, JCL, Easytrieve, REXX, SQL, JAVA, C++, VB, RPG
<b>Online &amp; Batch Processing</b>	CICS, Batch Processing, Job Scheduling, CA7 Scheduler
<b>Databases</b>	IDMS, IMS, DB2, VSAM, Datacom/DB
<b>Development &amp; Debugging Tools</b>	Endevor, Xpediter, Fileaid, Changeman, Panvalet
<b>Operating Systems</b>	z/OS, UNIX
<b>Testing &amp; QA</b>	Regression Testing, Test Planning, Defect Tracking, Test Data Preparation
<b>Middleware &amp; Integration</b>	Databus, FTP, API/Data Integration
<b>Monitoring &amp; Support Tools</b>	Remedy, XMatters, NetCool, MyServices
<b>Data &amp; Reporting Tools</b>	SAS, Syncsort, Excel, SharePoint
Work Experience	
<b>Fannie Mae, Herndon, VA</b>	<b>Sep 2011 – Feb 2026</b>
<b>Mainframe Consultant</b>	
<ul style="list-style-type: none"> <li>● Developed, enhanced, and debugged COBOL, Easytrieve, and ADSO programs using tools such as Endevor, Xpediter, and FileAid.</li> <li>● Designed and implemented interactive transaction programs using CICS, ensuring efficient real-time data processing.</li> </ul>	



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<b>Bryan LeFew, Mainframe Application Analyst</b>	
<ul style="list-style-type: none"> <li>● Integrated relational database operations with COBOL programs using embedded SQL.</li> <li>● Performed detailed system analysis to understand business requirements and translate them into technical design specifications.</li> <li>● Responded to all job failures, user requests and developer needs by coordinating the required tickets, ensuring process completion and providing the data required by the user.</li> <li>● Designed and executed test plans and test cases, exercising all executable parts of a process using regression testing and providing documentation of the results, including tracking defects.</li> <li>● Created and maintained batch job workflows using JCL for scheduling, execution, and monitoring of critical jobs.</li> <li>● Worked with the IBM team to test any updates to the mainframe security, utilities, or software.</li> <li>● Coordinated all releases by setting up the required work tickets, migration of modules, executing initialization and setting up jobs while scheduling new jobs and changes to the CA7 scheduler.</li> <li>● Responsible for knowing everything that is happening within our space, coordinating all efforts for shakeouts and testing of all upgrades and modifications and supporting anything production-related involving the mainframe.</li> <li>● Supported and maintained CICS transactions, VSAM datasets, and JCL batch jobs, ensuring successful execution and recovery in case of failures.</li> </ul>	
<b>Fannie Mae, Herndon, VA</b>	<b>Jul 2001 – Feb 2009</b>
<b>Sr Production Support Analyst</b>	
<ul style="list-style-type: none"> <li>● Designed a process providing preliminary information, allowing the removal of bad loans before delivering them to investors, saving thousands of dollars monthly.</li> <li>● Managed and directed monthly database modification processes by coordinating efforts involving three to five developers and the business community.</li> <li>● Liaison between IT and business partners, gathering systems requirements to develop applications through data mapping, report layout specifications and presentations.</li> <li>● Conducted monthly migration of system upgrades using Endeavor, while ensuring Sarbanes-Oxley (SOX) compliance of test results and procedures.</li> <li>● Designed and executed test plans and test cases, exercising all executable parts of a process using regression testing and providing documentation of the results, including tracking defects. Mocked up test data to satisfy test scenarios as required.</li> <li>● Documented all system flowcharts, job processes, file layouts and technical specifications for the preliminary loan disclosures using VISIO.</li> </ul>	

<b>Sireesha Gadiparthi - Senior Application Oracle Database Administrator</b>	
<b>Professional Summary</b>	
<p>Sireesha Gadiparthi is a highly accomplished <b>Senior Application Oracle Database Administrator</b> and Tableau Administrator with over <b>20+ years of experience in the maintenance and management of Oracle database systems</b> and enterprise-scale database environments. She is an <b>Oracle Certified Professional (10g/11g/12c)</b>, bringing validated expertise in Oracle technologies alongside deep proficiency in <b>MongoDB, MySQL, PostgreSQL, and Informix</b>. She holds a <b>Bachelor’s degree in Engineering (Computer Science-related field equivalent)</b> and has extensive experience across the full lifecycle of database management, including installation, configuration, upgrades, <b>performance tuning, backup and recovery</b>, and high availability solutions. She is also well-versed in <b>Oracle RAC, GoldenGate, WebLogic, and Tableau Server administration</b>, with strong capabilities in cloud platforms such as AWS, Azure, and Oracle Cloud Infrastructure, enabling efficient database migrations and hybrid cloud deployments.</p> <p>She has a proven track record of supporting mission-critical systems across federal and enterprise environments, delivering secure, scalable, and high-performing database solutions. Her expertise includes <b>providing connectivity to Oracle databases, optimizing SQL execution for procedures, functions, packages, and triggers, and writing and maintaining UNIX/Linux shell scripts in Red Hat Linux environments</b>. She demonstrates strong experience in <b>data modeling, Oracle RMAN backup (full, incremental, and database cloning)</b>, and implementing advanced database security including <b>fine-grained access control in Oracle databases</b>. She has successfully contributed to government projects by ensuring compliance, strengthening</p>	



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**Sireesha Gadiparthi - Senior Application Oracle Database Administrator**

database security, and supporting large-scale data initiatives. Additionally, her experience in Tableau Server administration enables her to effectively support business intelligence and analytics teams. With a strong foundation in SQL, PL/SQL, and scripting, she consistently delivers reliable and optimized database solutions aligned with organizational goals.

**Government Experience**

1. Department of Energy (DOE) / GDIT.
2. US Courts / GOVCIO (Federal Client).
3. Environmental Protection Agency (EPA).
4. Minority Business Development Agency (MBDA).

**Core Competencies:**

- Skilled in administering and managing enterprise-level Oracle database systems, including installation, configuration, upgrades, and ongoing maintenance in complex production environments.
- Extensive experience with database performance tuning, query optimization, and resolving SQL performance issues using tools such as **AWR, ADDM, and Explain Plan**.
- Proficient in implementing backup and recovery strategies using **Oracle RMAN, Data Pump (EXPDP/IMPDP)**, and native utilities across **Oracle, MongoDB, MySQL, and PostgreSQL** platforms.
- Hands-on expertise in high availability and disaster recovery solutions, including **Oracle RAC, Data Guard, replication, and failover configurations**.
- Strong experience in cloud-based database deployments and migrations using **AWS (RDS, EC2), Azure, and Oracle Cloud Infrastructure (OCI)**.
- Skilled in database security management, including encryption, access control, database hardening, and compliance with federal and enterprise security standards.
- Proficient in **UNIX/Linux** shell scripting (**Bash, Python**) for automation of database administration, monitoring, and maintenance tasks.
- Experienced in data modeling, database design, and enterprise data warehouse (**EDW**) environments, supporting large-scale reporting and analytics solutions.
- Hands-on experience with **Oracle GoldenGate** and replication technologies for real-time data integration and migration.
- Expertise in Tableau Server administration, including installation, configuration, performance monitoring, and user access management to support BI and analytics teams.
- Strong knowledge of **ETL tools** such as **Informatica, DataStage, IBM CDC**, and for data integration and transformation processes.
- Proficient in managing multi-database environments, including **Oracle, MongoDB, MySQL, PostgreSQL, and Informix** across diverse operating systems.
- Experienced in database upgrades, patching, and environment migrations, ensuring system stability and minimal downtime.
- Adept at troubleshooting complex database issues, optimizing system performance, and ensuring high system availability in mission-critical environments.
- Strong collaboration and communication skills with the ability to support cross-functional teams, including developers, analysts, and business stakeholders.

**Technical Experience**

<b>Database Technologies</b>	Oracle (10g, 11g, 12c, 18c, 19c), Oracle RAC, MongoDB (4.x–6.x), MySQL (5.7, 8.0), PostgreSQL (11–15), Informix
<b>Database Administration</b>	Installation, Configuration, Upgrades, Patch Management, Performance Tuning, Backup & Recovery, High Availability, Disaster Recovery, Database Cloning
<b>Oracle Technologies &amp; Tools</b>	RMAN, Data Guard, Oracle GoldenGate, Oracle Enterprise Manager (OEM), ASM, AWR, ADDM, Explain Plan, Oracle Grid Infrastructure, Oracle Database Vault
<b>Cloud Platforms</b>	AWS (RDS, EC2, DMS, S3), Microsoft Azure, Oracle Cloud Infrastructure (OCI)
<b>Programming &amp; Scripting</b>	SQL, PL/SQL, Shell Scripting (Bash), Python, C, VBScript, HTML, XML



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Sireesha Gadiparthi - Senior Application Oracle Database Administrator	
<b>Operating Systems</b>	Linux (RHEL 5/6/7/8), UNIX (Solaris, HP-UX), Windows Server (2000–2019)
<b>ETL &amp; Data Integration</b>	Informatica, IBM DataStage, IBM CDC, Erwin, Data Junction
<b>Reporting &amp; BI Tools</b>	Tableau Server, Tableau Prep, Business Objects, Crystal Reports, Oracle Reports
Work Experience	
<b>Department of Energy (DOE)/GDIT</b>	<b>Mar 2024 - Present</b>
<b>Senior Database Administrator</b>	
<ul style="list-style-type: none"> <li>• Administer Oracle.MongoDB, MySQL, and PostgreSQL databases.</li> <li>• Manage Tableau Server environments.</li> <li>• Perform database performance tuning.</li> <li>• Automate backup and maintenance tasks.</li> <li>• Support BI teams with Tableau dashboards.</li> <li>• Install and configure MongoDB standalone and replica set environments</li> <li>• Manage backup and recovery using mongodump and mongorestore</li> <li>• Implement high availability and replication</li> <li>• Install and configure MySQL servers</li> <li>• Implement replication and backup strategies</li> <li>• Perform performance tuning and troubleshooting.</li> <li>• Install and configure PostgreSQL databases.</li> <li>• Manage streaming replication.</li> <li>• Perform backup and recovery using pg_dump.</li> <li>• Manage Oracle 19c CDB and PDB environments</li> <li>• Performed database upgrades, patching, and refresh activities</li> </ul> <p><b>Environment:</b> Oracle 12c/18c/19c/, Toad, Linux RHEL 6/7/8 Update 4, PROD deployments, Network Encryption, Oracle 13c Grid, Oracle 12c/18c/19c RAC, OBIEE, Windows NT, Business Objects, Oracle APEX, Erwin, ASM, Oracle APEX 4/5, MySQL 5.1, Oracle Golden Gate 12.2/11.2, MongoDB (5.x, 6.x), MySQL (5.7, 8.0), PostgreSQL (11, 12, 13, 14, 15) Tableau Server 2023.x, 2024.x, Azure Database Services, OCI.</p>	
<b>US Courts, Washington, DC</b>	<b>Jun 2017 – Feb 2024</b>
<b>(Senior Database Administrator/GOVCIO)Federal Client</b>	
<ul style="list-style-type: none"> <li>• Designing, implementing, operating, and maintaining databases for application and enterprise data warehouse (EDW) solutions on UNIX platforms using Oracle and Informix. complex databases with respect to access methods, access time, device allocation, validation checks, and also performed health checks using OEM 12C.</li> <li>• Installed OEM 13.2 and 13.5. Moved all monitoring templates, incident rules, and Groups from 12c to 13c OEM. Schedule archive backups and full backups in OEM 13.5. We have upgraded Golden Gate from classic integrated to 20c microservices.</li> <li>• Enterprise-wide protection and security investigations, implementation, and database monitoring through DOD security scans, performed database hardening, successfully upgraded database encryption conformity, secured data loading, and created documentation.</li> <li>• Evaluated developer solutions and made recommendations related to available Oracle DBMS products that supported the business requirements.</li> <li>• Performance tuning was essential to implementing a dimensional model for ad hoc reporting that met the user community's performance criteria.</li> <li>• Building dimensional databases supporting a large Enterprise Data Warehouse. Involved in Golden Gate Replicate Setup from Oracle to Oracle. Upgraded Oracle Golden Gate from 10 to Latest Version 11. Upgraded IBM CDC from Version 10 to 11.3.3, both event server and Access Server. Upgraded Apache MQ from version 4 to 5.</li> <li>• Applied the latest PSU patches to all EDW Database Environments and also supported OS monthly maintenance. Upgraded the Databases from 11g(11.2.0.4) to 12C R2.</li> <li>• Resolved the SQL query performance issues and supported the developers in defining the table partitions.</li> <li>• Upgraded RAC databases from 11g to 18c and 18c to 19c versions.</li> <li>• Worked on Golden Gate Replicate Abending Issue. Reviewed the trail file using Log Dump.</li> <li>• Upgraded the Oracle Golden Gate from 11 to 12.2. Worked with Oracle to resolve the Replicate abending issue. Changed the REPLICATES from classic replicates to integrated replicates.</li> </ul>	



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<b>Sireesha Gadiparthi - Senior Application Oracle Database Administrator</b>	
<ul style="list-style-type: none"> <li>● Worked on installing the Oracle Cloud Control. Involved in the configuration of Oracle Database Vault.21.</li> <li>● Manually created snapshots, which are point-in-time backups stored in Amazon S3. Implemented the Amazon RDS for Oracle EE Database. Configure SSL/TLS-encrypted connections between your applications and the database. Configured various database parameters using parameter groups. Customized performance and behavior settings according to your application's needs. Involved in database migration using AWS Database Migration Service (DMS).</li> <li>● Upgraded Oracle RAC databases and grid software from 11g to 18c, and 18c to 19c. Worked on golden gate microservice.</li> <li>● Worked as an SME for Oracle DB design and was also involved in Oracle performance tuning.</li> </ul> <p><b>Environment:</b> Oracle Database Vault, Oracle 12c/11g/12c/18c/19c/20c, Toad, Linux RHEL AS 3/4/5/6 Update 4, XML-RPC, Oracle Label Security, PROD deployments, Network Encryption, Oracle 10g/11g/12c/13c Grid, Oracle 11G R1 RAC, Oracle 11g R2 RAC, OBIEE, Windows NT, Business Objects, Lotus Notes, Oracle APEX, Erwin, Oracle 11g R2 RAC, ASM, Informix, IBM CDC 10.2/11.3.3, AAMQ 4/5 Oracle APEX 4/5, MySQL 5.1, Oracle Golden Gate 12.2/11.2, Oracle Cloud Control.. Oracle 13.2c, Oracle 13,5 C enterprise cloud control. Oracle Golden Gate 20c Micro services, Oracle 18d/19c RAC, AWS RDS, AWS DMS, AWS Glue.</p>	
<b>EPA (Environmental Protection Agency)</b>	<b>Feb 2007 – Jun 2017</b>
<b>Lead Database Administrator -Arlington, VA-Federal Client</b>	
<ul style="list-style-type: none"> <li>● Installed, configured, migrated, upgraded and conducted troubleshooting of various Oracle products, including Oracle database servers and Oracle application servers. Installed and administered 4- node Oracle10g RAC architecture in Linux.</li> <li>● Upgraded an Oracle 10g RAC database 4 Node RAC OCFS2 file system to Oracle 11g RAC 4 Node ASM file system. Removed 2 Nodes from 4 Nodes PROD RAC. Recovered the database when the databases were down due to being full or some other hardware-related issues.</li> <li>● Configured Oracle APEX 4.2.1 in a Linux environment by using APEX listener and Embedded PL/SQL gateway. Upgraded Oracle APEX from 4.2.0 to 4.2.1 and Oracle APEX from 4.2.1 to 4.2.2.</li> <li>● Implemented Oracle 11g Streams in the OPP environment. Resolved Oracle Streams apply and capture process errors. Involved in upgrading SAN (hardware). Supporting the developers with any deployment or database-related issues.</li> <li>● Upgraded Oracle 10g Grid to 11g Grid. Installed Oracle 12c GRID to monitor the databases. Upgraded the Oracle 1g Agents to 12c agents in all monitoring databases.</li> <li>● Applied SPU and PSU patches to all OPP environments. Resolved OPP security-related vulnerabilities in all OPP databases. Upgraded Oracle 11g RAC database from 11.2.0.1 to 11.2.0.3 11g RAC.</li> <li>● Upgraded Oracle 10g Application Servers to Oracle 11g WebLogic servers. Deployed all applications from Oracle 10g Application Server to Oracle 11g WebLogic servers. Supported to the development team in tuning the SQL statements and resolving performance issues.</li> <li>● Administered database security, user schemas, and database development processes. Installed and administered two Oracle9iAS (Portal) production sites and one Oracle9iAS (Portal) development/test site on Windows NT, and upgraded them to OracleAS10g.</li> <li>● Installed, configured, migrated, upgraded and conducted troubleshooting of various Oracle products, including Oracle database servers and Oracle application servers. Installed and administered a 4-node Oracle 10 g RAC architecture in Linux.</li> <li>● Administered database security, user schemas, and database development processes. Installed and administered two servers of Oracle9iAS (Portal) production sites and one Oracle9iAS (Portal) development/test site on Windows NT, and upgraded them to OracleAS10g.</li> <li>● Provided technical support for all application administrators and users. Applied critical patches to Oracle databases and application servers. Installed Oracle Clusterware Software to set up 4-nodes in a production environment. Upgraded an Oracle 10g RAC Release 1 4-node setup to an Oracle 10g RAC Release 2 database and PROD releases.</li> </ul> <p><b>Environment:</b> Oracle 12c/11g/10g/9i, ODA X4-2, ODA Bundle Patch, Toad, Linux RHEL AS 3/4/5/6 Update 4, PVCS, Version Tracker, Oracle 9i/10g/11g AS, Oracle 10g AS(R2/R3), XML-RPC, Oracle Label Security, PROD deployments, Oracle 10g/11g/12c/13c Grid, Oracle 10G R1 RAC, Oracle 10g R2 RAC, Maven, OBIEE, Windows</p>	



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<b>Sireesha Gadiparthi - Senior Application Oracle Database Administrator</b>	
NT, Business Objects, Documentum, J2EE, OID, Apache, Portal, Power Builder, OC4J, Lotus Notes, Oracle APEX, Erwin, Oracle 11g R2 RAC, ASM, WEB logic Server, Oracle APEX 4.0.2, MySQL 5.1.	
<b>MBDA (Minority Business Development Agency)</b>	<b>Jul 2006 – Jan 2007</b>
<b>Database Administrator-Federal Client-Washington, DC</b>	
<ul style="list-style-type: none"> <li>Created and maintained all databases required for development, testing, and production usage. Administered all database objects, including tables, clusters, indexes, views, sequences, packages, and procedures. Provided technical support to application development teams.</li> <li>Created several procedures, functions, triggers, and packages to implement functionality in PL/SQL. Created database indexes, integrity constraints, and triggers. Participated in creating a database, a model, and normalized and documented using Erwin. Migrated the database from Oracle 8i to Oracle 10g, and created backups by using RMAN. Created user &amp; table spaces, indexes, and database links. Conducted performance tuning, disk space monitoring, and file transferring using FTP.</li> <li>Database management includes physical storage management such as data files, control files, and redo log files in DEV and UAT environments. Good understanding of database cloning using either the Oracle export utility or a cold backup.</li> <li>Performance Tuning for long-running queries using STATSPACK, AWR reports, analyze, DBMS_STATS, SQL trace, and explain plan. Re-designing of tables into partitioning tables. Analyzing existing table structures and fine-tuning if required.</li> <li>Implemented automatic database backup procedures on the Windows platform using a cold backup strategy as well as using the Oracle Export utility. Daily monitoring of Oracle trace files for any Oracle errors, checking and resolving database locks</li> </ul>	
<b>Environment:</b> Oracle 8i/9i/10g, TOAD, Linux, Erwin, SQL * Loader, PL/SQL, KSH Script, SQL Server 2000, WS FTP, Windows.	
<b>Education</b>	
<ul style="list-style-type: none"> <li><b>B. Tech in Engineering</b> – JNT University, India</li> </ul>	
<b>Certifications</b>	
<ul style="list-style-type: none"> <li>Oracle 10G/11G/12c Certified Professional.</li> </ul>	

<b>Srinath Boja, Application Oracle Database Administrator</b>
<b>Professional Summary</b>
<p>Srinath Boja is a <b>Certified AWS Solutions Architect Associate, Oracle Cloud Database Migration Certified Professional, and Oracle Cloud Infrastructure AI Foundations Associate</b>, and a <b>highly experienced Application Oracle Database Administrator with over 18 years of proven expertise in Oracle database administration, maintenance, and management</b> across complex, business-critical environments. He holds a Master of Science in Computer Applications and demonstrates deep proficiency in <b>Oracle EBS, Oracle RAC, Data Guard, and RMAN backup strategies</b>, consistently ensuring high availability, performance optimization, and system reliability. His extensive experience far exceeds the <b>minimum five (5) years requirement</b>, with a strong foundation in <b>Oracle database connectivity, administration, and enterprise-level support</b>.</p> <p>Srinath has extensive hands-on experience in providing <b>Oracle database connectivity, supporting development teams in debugging PL/SQL code (triggers, procedures, functions, and packages), and optimizing SQL execution for high-performance database operations</b>. He is highly skilled in <b>UNIX/Linux shell scripting (HP-UX and Red Hat Linux) and has significant experience with Oracle RMAN backup and recovery</b>, including full and incremental backups and database cloning. His ability to lead database upgrades, implement automation, and ensure data integrity and security makes him a strong fit for roles requiring advanced Oracle DBA capabilities aligned with client requirements.</p>
<b>Core Competencies</b>
<ul style="list-style-type: none"> <li>Extensive experience in <b>Oracle Database Administration</b>, exceeding required <b>5+ years</b>.</li> <li>Strong expertise in <b>Oracle Database connectivity setup, configuration, and troubleshooting</b>.</li> <li>Proven ability to <b>support development teams in debugging PL/SQL code</b> (triggers, procedures, functions,</li> </ul>



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**Srinath Boja, Application Oracle Database Administrator**

- packages).
- Advanced skills in **SQL performance tuning and execution optimization.**
- Hands-on experience in **UNIX/Linux shell scripting** across **HP-UX and Red Hat Linux environments.**
- Deep knowledge of **Oracle RMAN backup and recovery strategies**, including: Full backups, Incremental backups, Database cloning.
- Expertise in **Oracle E-Business Suite (EBS) administration and upgrades (11i, R12, 12.2.x).**
- Experience implementing and managing **Oracle RAC (Real Application Clusters)** for high availability.
- Strong background in **Oracle Data Guard** for disaster recovery and failover environments.
- Experience with **database upgrades (10g, 11g, 12c, 19c)** and migration projects.
- Proficiency in **performance monitoring, troubleshooting, and root cause analysis (RCA).**
- Experience in **middleware administration** (WebLogic, Fusion Middleware).
- Ability to automate database and application processes using shell scripting.
- Strong understanding of **database security, data integrity, and compliance standards.**
- Experience working in **production support environments with mission-critical systems.**
- Skilled in collaborating with cross-functional teams, including developers and infrastructure teams.
- Experience in **cloud environments** (AWS, Oracle Cloud Infrastructure) supporting database workloads.
- Strong documentation skills, including **technical design and operational documentation.**

**Technical Experience**

<b>Database Administration</b>	Oracle 9i, 10g, 11g, 12c, 19c, Database Installation, Configuration, Maintenance
<b>Oracle Technologies</b>	Oracle EBS (11i, R12, 12.2.x), Oracle RAC, Data Guard, Oracle Grid Control, OEM
<b>Backup &amp; Recovery</b>	RMAN (Full, Incremental Backups), Database Cloning, Data Pump, Export/Import
<b>Programming &amp; Querying</b>	PL/SQL, SQL, Stored Procedures, Functions, Triggers, Packages
<b>Performance Optimization</b>	SQL Tuning, Query Optimization, Execution Plan Analysis
<b>Scripting &amp; Automation</b>	UNIX Shell Scripting, HP-UX, Red Hat Linux
<b>Middleware &amp; Tools</b>	WebLogic Server, Oracle Fusion Middleware, Informatica, ODI
<b>Cloud Technologies</b>	AWS (EC2, S3, RDS, Lambda, IAM, CloudWatch), Oracle Cloud Infrastructure
<b>Development &amp; Integration</b>	REST APIs, Oracle Apex, JSON, XML
<b>Monitoring &amp; Troubleshooting</b>	Root Cause Analysis (RCA), Performance Monitoring, Incident Resolution
<b>Operating Systems</b>	HP-UX, Red Hat Linux, UNIX
<b>Other Tools</b>	TOAD, SQL Developer, PL/SQL Developer, SQL Analyzer

**Work Experience**

**Denovo LLC, Denver, CO, Feb 2013 – Feb 2026**  
**Lead Application Oracle Database Administrator**

- Performed multiple upgrades of Oracle E-Business Suite 12.1.3 to 12.2.x (including 12.2.10) across Windows and Linux environments.
- Implemented Oracle EBS 12.2.5 with Endeca and REST-based application services on Oracle Enterprise Linux 6/7.
- Deployed and administered Oracle 19c two-node RAC databases on Exadata infrastructure supporting Oracle EBS 12.2 production environments.
- Designed and implemented high-availability architecture for EBS 12.2 with Oracle RAC two-node databases, ensuring improved performance, scalability, and failover capabilities.
- Integrated EBS with Oracle Integration Cloud (OIC) using REST services and EBS Adapter.
- Implemented TLS 1.2 security compliance across EBS application and database tiers.
- Integrated EBS Payment Tech processes with SnapPay/CardConnect tokenization solutions.
- Enabled multi-language support for global Oracle EBS deployments.
- Automated EBS application and database clone processes using UNIX/Linux shell scripts in HP-UX and Red Hat Linux environments, reducing environment provisioning time significantly.
- Designed and developed database solutions using Oracle PL/SQL.
- Develop/Enhance forms and reports using Apex



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**Srinath Boja, Application Oracle Database Administrator**

- Built, optimized, and debugged complex SQL queries, stored procedures, functions, triggers, and packages; provided direct assistance to programming staff in troubleshooting and resolving PL/SQL code issues.
- Conducted SQL execution optimization for Oracle procedures, functions, packages, and triggers, significantly improving system throughput and database response times.
- Partnered with development teams to gather requirements and implement scalable solutions.
- Maintained database security standards and ensured data integrity.
- Authored technical design and operational documentation
- Executed multiple database upgrades, including 11g, 12c, and 19c.
- Designed and implemented 2-node RAC (11g) with EBS 12.1.3, including full installation and configuration.
- Led large-scale performance tuning initiatives across production EBS and database environments.
- Designed and managed Oracle RMAN backup strategies, including full backups, incremental backups, and database cloning for non-production environments, ensuring data integrity and minimal recovery time.
- Developed monitoring and automation tools using Shell scripting and RMAN utilities in HP-UX and Red Hat Linux.
- Troubleshot critical production outages and authored detailed Root Cause Analysis (RCA) documentation.
- Installed, configured, patched, and monitored Oracle WebLogic Server.
- Performed advanced WebLogic troubleshooting and performance tuning.
- Implemented Oracle EBS and OBIEE virtual machine templates to accelerate new customer onboarding.

**Mercury Technology Group Inc., Reston, VA,  
 Lead Applications DBA**

**Oct 2007- Oct 2013**

- Performed various Oracle EBS applications upgrades, new installations of 11i and R12, and implementations and support.
- Acquired hands-on experience on Fusion Middleware 11g installation with supported components like Oracle Discoverer, Portal, and OID.
- Implemented Data Guard for the failover environment for all the customers to minimize downtime and to use the source backup for cloning non-prod environments.
- Performed user acceptance test for the failover environment of the EBS application, which uses Data Guard for the backend database.
- Installation of Oracle SSO, Portal, and OID, and integration with EBS applications.
- Expertise in interpreting and Debugging JAVA and D2K forms and compiling application code.
- Performance assessments, UNIX environment sizing, coordination with the customer on new projects and outstanding issues, and planned maintenance.
- Performed various platform migration projects, implementations, and execution of production cutovers.
- Extensively worked on troubleshooting and performance tuning of the EBS applications and supporting tools.
- Involved in RAC implementation and support.
- Implemented shell scripts to automate jobs, housekeeping, and day-to-day support tasks.
- Acquired hands-on experience with database and Discoverer upgrades.

**Education**

- Master of Science: Computer Applications, Kakatiya University - Telangana, India, Mar 1997 - Jan 2000.
- Bachelor of Science: Mathematics, Physics And Chemistry, Osmania University – Hyderabad, Mar 1992 - Mar 1995.

**Michael S. Harris, Senior Application DB2 Database Administrator**

**Professional Summary**

Michael S. Harris holds a **Programming Certificate from the Computer Learning Center** and has completed **Business Administration studies at Penn State University**, providing **equivalent professional experience in lieu of a Bachelor’s degree**. He is a **Senior Application DB2 Database Administrator with 20+ years of experience** in the maintenance, administration, and optimization of DB2 database systems within federal, state, and enterprise environments. Michael brings deep expertise in **DB2 z/OS (V8–V13), IMS DB/DC, SQL performance tuning, and database security management**, including **permissions administration using RACF, ACF2, and Top Secret**. His extensive background ensures full alignment with client requirements in **database management, performance optimization, and secure data handling**.



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**Michael S. Harris, Senior Application DB2 Database Administrator**

Michael S. Harris has consistently supported **government clients, including SSA and PA Labor & Industry**, delivering high-value solutions in **SQL optimization, data modeling, and disaster recovery implementation**. He has over 5 years of hands-on experience assisting programming teams with debugging DB2 triggers, stored procedures, functions, and packages, as well as optimizing SQL execution paths for high-performance applications. His expertise extends to **developing and executing disaster recovery strategies** to ensure **system resilience and business continuity**. Additionally, Michael demonstrates **strong communication skills**, collaborating effectively with **project managers, business analysts, developers, and technical stakeholders** to deliver stable, scalable database solutions.

**Government Experience**

1. SSA
2. PA Labor & Industry

**Core Competencies:**

- Extensive experience exceeding the required **5+ years in managing DB2 z/OS systems**.
- Administration of user access and security controls using **RACF, ACF2, and Top Secret**.
- Advanced tuning of SQL procedures, functions, packages, and triggers for optimal execution.
- Strong experience assisting developers in **debugging DgB2 triggers, stored procedures, UDFs, and packages**.
- Logical and physical data modeling aligned with **business and application requirements**.
- Development, testing, and implementation of **backup/recovery and DR strategies**.
- Deep experience in **z/OS and IMS DB/DC environments** supporting mission-critical applications.
- Hands-on experience with **OMEGAMON, DB2 Query Monitor, and BMC utilities**.
- 24/7 operational support ensuring system uptime and performance stability.
- Experience in data center migrations and tablespace conversions (UTS).
- **DASD management and forecasting** for enterprise database environments.
- Effective communication with project managers, developers, analysts, and business stakeholders.
- Proven track record in federal and state government environments.
- Ensuring **secure, compliant, and accurate data management practices**.

**Technical Experience**

<b>DB2 Database Administration</b>	DB2 z/OS (V8–V13), Database Maintenance, Performance Management
<b>IMS Database Systems</b>	IMS DB/DC, Transaction Processing
<b>SQL &amp; Performance Optimization</b>	SQL Tuning, Query Optimization, Access Path Analysis
<b>Debugging &amp; Application Support</b>	Triggers, Stored Procedures, Functions, Packages
<b>Security &amp; Permissions</b>	RACF, ACF2, Top Secret
<b>Data Modeling</b>	Logical & Physical Data Modeling, Schema Design
<b>Disaster Recovery</b>	Backup & Recovery, DR Planning, High Availability
<b>Monitoring &amp; Tools</b>	OMEGAMON, BMC, DB2 Query Monitor, FileAid
<b>Mainframe Environment</b>	z/OS, DASD Management
<b>Job Scheduling</b>	CA7, Tivoli Workload Scheduler (TWS)
<b>Infrastructure &amp; Migration</b>	Data Center Migration, Tablespace Conversion
<b>Industry Domains</b>	Government, Banking, Healthcare, Telecommunications

**Work Experience**

**Care IT Services (IBM Project)** **May 2025 – Present**  
**Senior DB2 DBA**

- Build and support a new data center (Brightspeed) using DB2 z/OS & IMS.
- Manage database performance, storage, and capacity planning.
- Migrate data from Lumen to Brightspeed.
- Provide 24/7 production support and optimization.

**Tata Consultancy Services** **Aug 2022 – Nov 2024**



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<b>Michael S. Harris, Senior Application DB2 Database Administrator</b>	
<b>Senior DB2/IMS DBA</b>	
<ul style="list-style-type: none"> <li>Managed DB2 and IMS databases for enterprise systems.</li> <li>Performed performance tuning, recovery, and troubleshooting.</li> <li>Supported disaster recovery and high availability.</li> </ul>	
<b>DXC Technology (Freddie Mac)</b>	<b>Jun 2021 – Nov 2023</b>
<b>Senior DB2 DBA</b>	
<ul style="list-style-type: none"> <li>Maintained DB2/IMS databases in the financial domain.</li> <li>Handled SQL tuning, debugging, and database recovery.</li> </ul>	
<b>Cambay Consulting (PA Labor &amp; Industry – State Govt)</b>	<b>Jul 2020 – Feb 2021</b>
<b>Senior DB2 DBA</b>	
<ul style="list-style-type: none"> <li>Worked as a Senior DBA for a State Government project</li> <li>Converted tablespaces to universal tablespaces</li> </ul>	
<b>Prior Experience</b>	
<b>HCL America (Entergy)</b>	<b>Nov 2014 – May 2020</b>
<b>Senior DB2 DBA</b>	
<b>INADEV / Lockheed Martin (SSA Project)</b>	<b>Jul 2014 – Sep 2014</b>
<b>DB2 DBA</b>	
<b>Independence Blue Cross,</b>	<b>Jan 1998 – Mar 2014</b>
<b>DB2 DBA</b>	
<b>Education</b>	
<ul style="list-style-type: none"> <li>Business Administration Studies, Penn State University.</li> </ul>	
<b>Certifications</b>	
<ul style="list-style-type: none"> <li>Computer Learning Center – Programming Certificate</li> </ul>	

<b>Sivaji Arunachalam, Application DB2 Database Administrator</b>	
<b>Professional Summary</b>	
<p>Sivaji Arunachalam is a <b>professionally trained and highly experienced DB2 Database Administrator</b> with <b>over 15 years of proven expertise</b> in <b>DB2 z/OS and DB2 LUW (AIX/Linux)</b> environments, supporting large-scale enterprise systems. He demonstrates strong capabilities in <b>database maintenance, administration, and management</b>, aligning directly with client requirements for <b>DB2 system operations, security management, and performance optimization</b>. Sivaji has extensive hands-on experience managing <b>database permissions, access controls, and roles</b>, ensuring secure and compliant data environments. He also provides critical support to development teams by <b>debugging triggers, stored procedures, functions, and packages</b>, enabling seamless application performance and issue resolution.</p> <p>In his role supporting <b>Cleveland-Cliffs and RDX</b> clients, <b>Sivaji Arunachalam</b> has led initiatives in <b>SQL performance tuning, disaster recovery planning, and high-availability (HADR) implementations</b>, consistently delivering high-performance, resilient database systems. He has demonstrated expertise in <b>optimizing SQL execution for DB2 procedures, functions, and packages</b>, as well as executing <b>backup, recovery, and disaster-recovery strategies</b> to ensure business continuity. His experience also includes <b>database design and structural optimization (tablespaces, indexing, and schema support)</b>, aligning with <b>data modeling practices</b>. Sivaji is recognized for his ability to collaborate effectively with <b>project managers, developers, analysts, and business stakeholders</b>, as well as his strong verbal and written communication skills.</p> <p><b>Core Competencies:</b></p> <ul style="list-style-type: none"> <li>Extensive experience in <b>installation, configuration, monitoring, and ongoing management</b> of DB2 environments across z/OS and LUW platforms.</li> <li>Proven ability to <b>manage user roles, privileges, authentication, and access controls</b> in compliance with enterprise standards.</li> <li>Advanced expertise in <b>SQL tuning, query optimization, explain plan analysis, and performance enhancement</b></li> </ul>	



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Sivaji Arunachalam, Application DB2 Database Administrator	
<p>for procedures, <b>functions, packages, and triggers.</b></p> <ul style="list-style-type: none"> <li>• Strong experience assisting development teams with <b>debugging database objects</b>, including triggers, stored procedures, functions, and packages.</li> <li>• Hands-on experience in designing, implementing, and testing DR strategies, including backup/recovery processes and <b>HADR configurations.</b></li> <li>• Expertise in DB2 HADR, failover strategies, and uptime optimization for mission-critical systems.</li> <li>• Practical experience in <b>schema design, tablespace management, indexing strategies,</b> and data structure optimization.</li> <li>• Proficient in InfoSphere <b>CDC replication for real-time data synchronization</b> and integration across platforms.</li> <li>• Skilled in using <b>OMEGAMON, BMC, CA Platinum, and DB2TOP</b> for database monitoring and capacity forecasting.</li> <li>• Experience managing <b>DB2</b> across z/OS, AIX, Linux, and Windows environments.</li> <li>• Expertise in data backup strategies, restore processes, and point-in-time recovery.</li> <li>• Proven track record in <b>24x7 production support, incident resolution, and root cause analysis.</b></li> <li>• Strong ability to communicate with <b>technical teams, project managers, business analysts, and policy stakeholders.</b></li> <li>• Experience leading <b>DBA teams, ensuring delivery quality, mentoring, and adherence</b> to SLAs.</li> <li>• Adherence to enterprise <b>database standards, security policies, and operational procedures.</b></li> </ul>	
Technical Experience	
<b>Database Platforms</b>	DB2 z/OS, DB2 LUW
<b>Operating Systems</b>	z/OS, AIX, Linux, Windows
<b>DB2 Administration</b>	Database maintenance, configuration, upgrades, and monitoring
<b>SQL &amp; Performance Tuning</b>	Query optimization, explain plans, index tuning, buffer pool tuning
<b>Security &amp; Permissions</b>	Roles, privileges, access control, and user management
<b>High Availability &amp; DR</b>	HADR, failover, disaster recovery planning, DR testing
<b>Backup &amp; Recovery</b>	Backup strategies, restore, point-in-time recovery
<b>Replication Tools</b>	InfoSphere CDC
<b>Monitoring Tools</b>	OMEGAMON, BMC, CA Platinum, DB2TOP
<b>Database Objects</b>	Tablespaces, indexes, triggers, stored procedures, packages
Work Experience	
<b>AK Steel / Cleveland-Cliffs</b>	<b>Sep 2019 – Nov 2025</b>
<b>Lead DB2 DBA</b>	
<ul style="list-style-type: none"> <li>• Managed DB2 z/OS and LUW environments (AIX/Linux).</li> <li>• Performed SQL tuning, performance optimization, and explain analysis.</li> <li>• Administered triggers, procedures, packages, tablespaces, and indexes.</li> <li>• Managed backup, recovery, and disaster recovery testing.</li> <li>• Implemented and supported InfoSphere CDC replication.</li> <li>• Handled security, permissions, and access control.</li> <li>• Provided 24/7 production support for mission-critical systems.</li> </ul>	
<b>RDX (Remote Database Experts)</b>	<b>Sep 2010 – Aug 2019</b>
<b>Lead DB2 DBA / Manager</b>	
<ul style="list-style-type: none"> <li>• Managed DBA team supporting global enterprise clients.</li> <li>• Led DB2 upgrades, migrations, and performance tuning initiatives.</li> <li>• Implemented disaster recovery, backup, and replication solutions.</li> <li>• Delivered SQL optimization and database health checks.</li> <li>• Supported environments across z/OS, AIX, and Linux platforms.</li> </ul>	
Education	
<ul style="list-style-type: none"> <li>• Master’s Degree, Computer Science Engineering.</li> <li>• Bachelor’s Degree, Production Engineering.</li> </ul>	



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**Christopher Ryan Hill - PC Programmer Analyst**

**Professional Summary**

Christopher Ryan Hill is a highly accomplished **Senior Programmer Analyst and Software Engineer** with over **15+ years** of experience in designing, developing, and maintaining enterprise-scale applications and database systems across government and commercial environments. He holds a **Bachelor's degree in Computer Information Systems** and brings strong expertise in **C#/.NET, Java, and SQL (SQL Server, Oracle, MySQL)**, along with deep proficiency in full-stack development, backend systems, and database management. He has extensive experience across the full **Software Development Lifecycle (SDLC)**, including system analysis, development, testing, deployment, and ongoing maintenance in both **Agile** and **Waterfall** methodologies.

He has a proven track record of delivering secure, scalable, and high-performing software solutions supporting mission-critical systems. His expertise includes legacy system modernization, performance optimization, and development of complex SQL queries, stored procedures, and data models to ensure data integrity and system reliability. He is highly experienced in cloud and **DevOps** environments, including **AWS, Azure, Docker, Kubernetes, Kafka, and CI/CD** pipelines, enabling efficient and resilient application delivery. Additionally, he demonstrates strong collaboration and leadership skills, working closely with cross-functional teams and stakeholders to translate business requirements into technical solutions and consistently deliver high-quality, reliable applications.

**Government Experience**

1. ManTech International Corporation
2. Lockheed Martin
3. West Virginia Interactive (State Government Projects)
4. Harmonia Inc. (Federal Projects Support)

**Core Competencies:**

- Skilled in designing, developing, and maintaining enterprise applications using **C#/.NET, Java, and modern web technologies**.
- Proficient in database development and administration using **SQL Server, Oracle, and MySQL**, including complex queries, stored procedures, and data modeling.
- Experienced in full **Software Development Lifecycle (SDLC)**, including requirements analysis, design, **development, testing, deployment, and support**.
- Expert in legacy system modernization, including migration from legacy platforms to modern architectures such as **ASP.NET Core** and **MVC** frameworks.
- Proficient in building and optimizing backend services, APIs, and data processing systems for high performance and scalability.
- Skilled in developing full-stack applications using technologies such as **Angular, React, ASP.NET Core, and RESTful** services.
- Experienced in implementing and managing **CI/CD** pipelines using tools such as **Jenkins, TFS, and Git** for streamlined deployments.
- Strong expertise in cloud platforms, including **AWS** and **Azure**, supporting scalable and resilient application architectures.
- Proficient in containerization and orchestration using **Docker** and **Kubernetes** for modern application deployment.
- Experienced in real-time data processing and messaging systems, including **Kafka** for high-volume data ingestion.
- Skilled in performance tuning, **troubleshooting, and optimizing** application and database performance.
- Strong experience in collaborating with cross-functional teams, translating business requirements into technical solutions, and delivering high-quality systems.
- Experienced in working within **Agile (Scrum, Kanban)** and Waterfall environments, ensuring timely and efficient project delivery.

**Technical Experience**

<b>Programming Languages</b>	C#, .NET, Java, JavaScript, TypeScript, SQL, T-SQL, HTML5, CSS3, XML, JSON, C++, PHP, VB.NET, Pascal
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<b>Christopher Ryan Hill - PC Programmer Analyst</b>	
<b>Frameworks &amp; Libraries</b>	ASP.NET (Core, MVC, .NET 6/7/8), Angular, React, Entity Framework, Spring, Hibernate, jQuery, Bootstrap
<b>Databases</b>	Microsoft SQL Server, Oracle, MySQL, PostgreSQL
<b>Web &amp; Application Servers</b>	IIS, Apache, Tomcat, Node.js
<b>Cloud &amp; DevOps</b>	AWS, Azure, Docker, Kubernetes, Jenkins, TFS, Git, Harness, OpenShift, Quay
<b>Messaging &amp; Streaming</b>	Apache Kafka, Real-Time Data Processing
<b>Web &amp; API Development</b>	RESTful Services, SOAP, Web APIs, Full-Stack Development
<b>Development Tools &amp; IDEs</b>	Visual Studio, Eclipse, IntelliJ IDEA, NetBeans, WebStorm
<b>Methodologies</b>	Agile (Scrum, Kanban), Waterfall, SDLC
<b>Work Experience</b>	
<b>CVS Health (Contract via Insight Global) <span style="float: right;">Dec 2025 – Present</span></b>	
<b>Senior Software Engineer//Programmer</b>	
<ul style="list-style-type: none"> <li>• Application Maintenance: Managing the maintenance and feature enhancements of a business-critical ASP.NET application, ensuring stability and operational efficiency.</li> <li>• System Analysis &amp; Onboarding: Performing a technical deep-dive into legacy codebases and internal documentation to ensure a comprehensive understanding of complex business logic and SQL Server data flows.</li> <li>• Prepare and maintain technical documentation, system design documents, and process workflows</li> <li>• Follow structured project control techniques and SDLC methodologies</li> </ul>	
<b>Verint Systems Inc. <span style="float: right;">Jan 2025 – Nov 2025</span></b>	
<b>Senior Software Engineer//Programmer</b>	
<ul style="list-style-type: none"> <li>• Full-Stack Development: Developed and implemented critical enhancements for a financial sector application hosted on AWS, leveraging a React frontend, ASP.NET Core Web APIs, and SQL Server.</li> <li>• Data Streaming: Engineered a Kafka consumer service to ingest real-time data streams, implementing the logic to process and store high-volume data into a PostgreSQL database.</li> <li>• Data Modeling: Utilized Entity Framework (EF Core) for data modeling and ORM management, optimizing the communication between backend services and the database layer.</li> <li>• Developed and maintained complex SQL queries, stored procedures, and data models</li> <li>• Performance Optimization: Optimized scheduling and forecasting functionalities by refining React components and streamlining backend Web APIs to ensure optimal performance.</li> <li>• Evaluated change requests and created work plans for system enhancements and maintenance</li> <li>• Collaborated with stakeholders to define functional and technical specifications</li> </ul>	
<b>Hannover Re <span style="float: right;">Mar 2024 – Dec 2024</span></b>	
<b>Senior Application Developer II</b>	
<ul style="list-style-type: none"> <li>• Cloud Application Dev: Engineered and enhanced an Angular application utilizing ASP.NET Web APIs and SQL Server within an Azure cloud environment.</li> <li>• Asynchronous Processing: Optimized and improved an existing Background Service responsible for reading and processing asynchronous messages to facilitate the mass importation of data files.</li> <li>• Backend Optimization: Enhanced data processing efficiency by refining backend API logic and performing SQL Server stored procedure optimizations to resolve performance bottlenecks.</li> <li>• UI/UX Refinement: Developed and refined frontend Angular components to ensure a seamless and responsive user experience during complex data validation and mapping workflows.</li> </ul>	
<b>ManTech International Corporation <span style="float: right;">May 2016 – Mar 2024</span></b>	
<b>Senior Software Developer</b>	
<ul style="list-style-type: none"> <li>• Application Modernization &amp; Lifecycle: Led the multi-year architectural evolution of a business-critical evaluation tool, successfully migrating the codebase from Classic ASP to ASP.NET MVC, and ultimately to ASP.NET Core 6.</li> <li>• Multi-tenant Engineering: Re-architected the system into a modern, multi-tenant application with SQL Server, ensuring robust data isolation and improved performance for diverse client requirements.</li> <li>• Full-Stack Development: Built a departmental license management application from the ground up using Angular and ASP.NET Core Web APIs, streamlining compliance and asset tracking.</li> <li>• Legacy System Support: Maintained and delivered critical bug fixes for a C# WinForms financial application,</li> </ul>	



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<b>Christopher Ryan Hill - PC Programmer Analyst</b>	
ensuring 100% data integrity for core operations. <ul style="list-style-type: none"> <li>• <b>Cross-Platform Maintenance:</b> Managed a Java/Spring HR application with Hibernate, providing continuous operational support and feature enhancements.</li> <li>• <b>DevOps Transition:</b> Assisted in the modernization of the development pipeline by migrating build servers from TFS to Jenkins, establishing more efficient CI/CD workflows.</li> </ul>	
<b>Prior Experience</b>	
<b>West Virginia School of Osteopathic Medicine Lewisburg, WV</b> SQL Developer	<b>Oct 2015 – May 2016</b>
<b>ManTech International Corporation</b> Senior Software Engineer // Programmer	<b>Aug 2014 – Oct 2015</b>
<b>West Virginia Interactive</b> Software Engineer	<b>Jul 2014 – Aug 2015</b>
<b>1901 Group LLC</b> Senior Software Developer	<b>Apr 2014 – Oct 2014</b>
<b>TEK Systems</b> Lead Application Developer	<b>Jan 2014 – Apr 2014</b>
<b>West Virginia Interactive</b> Software Engineer	<b>Feb 2013 – Jan 2014</b>
<b>Lockheed Martin</b> Application Software Developer Analyst Senior	<b>Mar 2012 – Feb 2013</b>
<b>Aprimo, a Division of Teradata Corp.</b> Client Relationship Technical Consultant	<b>Oct 2011 – Mar 2012</b>
<b>Harmonia Inc. Blacksburg, VA</b> Software Engineer	<b>Jan 2011 – Oct 2011</b>
<b>ManTech International Corporation, Hinton, WV</b> Software Developer	<b>May 2004 – Dec 2010</b>
<b>Education</b>	
<ul style="list-style-type: none"> <li>• <b>B.S., Computer Information Systems with Minor in Computer Science 2004</b>   Concord University - Athens, WV.</li> </ul>	

<b>Kwadwo Owusu-Ansah, Senior PC Programmer Analyst</b>
<b>Professional Summary</b>
<p><b>Kwadwo Owusu-Ansah, Certified in Database Administration, is a Senior Programmer Analyst with 17+ years of experience in database management, system analysis, and enterprise application development, aligning strongly with the requirements of a Senior PC Programmer Analyst. He holds a BSc in Computer Science and advanced academic training in Software Engineering, meeting and exceeding the educational criteria. Kwadwo demonstrates deep expertise in SQL Server, T-SQL, ETL (SSIS), and complex data processing environments, with a proven ability to design, develop, and maintain large-scale, high-performance systems. His experience includes evaluating system requests, translating business requirements into technical solutions, and developing structured work plans for system enhancements and maintenance, ensuring efficiency, scalability, and compliance.</b></p> <p>Kwadwo has extensive hands-on experience across the <b>full Software Development Life Cycle (SDLC)</b>, including <b>documentation, testing, deployment, and support</b>, and excels in both <b>Agile and structured project</b></p>



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**Kwadwo Owusu-Ansah, Senior PC Programmer Analyst**

**control environments.** He has successfully collaborated with **project managers, business analysts, database administrators, and cross-functional stakeholders,** demonstrating **excellent verbal and written communication skills.** His work in **government environments** has strengthened his ability to deliver **secure, compliant, and mission-critical applications.** He is highly skilled in **performance tuning, database optimization, legacy system modernization, and enterprise application integration,** consistently delivering **high-quality, reliable, and scalable solutions.**

**Government Experience**

1. Ohio Department of Mental Health and Addiction Services (OMHAS)
2. Ohio Department of Agriculture

**Core Competencies:**

- Expertise in managing large-scale databases, indexing strategies, query optimization, and performance tuning across **SQL Server environments.**
- Strong capability in evaluating system requests, defining scope, and creating structured development and maintenance work plans.
- Proven experience in building, enhancing, and supporting **enterprise-grade, high-volume applications.**
- Extensive experience in **SSIS, data migration, transformation, and integration** across multiple systems.
- Skilled in maintaining technical documentation, adhering to **SDLC standards,** and **supporting project governance.**
- Effective engagement with **PMs, BAs, DBAs, and policy teams** to align IT solutions with business needs.
- Expertise in migrating **VB6/MS Access/Classic ASP** systems to modern .NET and SQL Server platforms.
- Strong background in **root cause analysis, production support, and system reliability improvements.**
- Experience in database roles, permissions, and secure data handling practices.
- Hands-on experience with **Scrum, backlog prioritization, sprint planning, and iterative delivery models.**
- Development of **SSRS reports, Crystal Reports, and automated reporting solutions.**
- Experience mentoring **developers and contributing** to best practices and standards.

**Technical Experience**

<b>Programming Languages</b>	VB.NET, C#.NET, ASP.NET, VB6/VBA, C++, T-SQL, PSQL, Java, Talend
<b>Database Technologies</b>	MS SQL Server (2000–2022), Oracle, MySQL, IBM DB2, MS Access
<b>ETL &amp; Data Integration</b>	SSIS, Data Migration, ETL Workflows, Data Transformation
<b>Reporting Tools</b>	SSRS, Crystal Reports
<b>Frameworks &amp; Technologies</b>	.NET Framework, ADO.NET, WinForms, WPF, WCF, ASP.NET MVC
<b>Development Tools</b>	Visual Studio, SQL Server Management Studio, and InstallShield
<b>Source Control</b>	TFS, Git, SVN, VSS
<b>Project &amp; ALM Tools</b>	HP ALM, VersionOne, Azure DevOps, Jira, Confluence
<b>Operating Systems</b>	Windows (NT–10/Server), Linux (Red Hat)
<b>Web &amp; Integration</b>	XML, Web Services, API Integration, Classic ASP (VBScript)
<b>Methodologies</b>	Agile, Scrum, SDLC, Backlog Prioritization
<b>Other Tools &amp; Technologies</b>	Citrix, MS Office Suite, MS Visio, TCP/IP, Windows Sockets

**Work Experience**

**Schindler Elevators & Escalators, Morristown, NJ** **Jul 2022 – Present**  
**Senior SQL/Application Developer/Programmer**

- Direct the product backlog development and prioritization process, ensuring all team deliverables were aligned with strategic business goals and regulatory compliance.
- Collaborate with cross-functional teams to initiate and complete several key data management projects that significantly improved operational efficiency and regulatory compliance.
- Develop and optimize complex T-SQL queries used in financial transaction reporting and compliance systems.
- Rewrite inefficient stored procedures to reduce execution time by 40-60% through index redesign and execution plan analysis.
- Develop and maintain data-centric .NET applications using VB.NET and services with Agile/SCRUM methodology.
- Design and develop VB.NET components to implement business logic in 3-tier applications that interact with



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<b>Kwadwo Owusu-Ansah, Senior PC Programmer Analyst</b>	
<p>SQL Server databases using the managed provider and ADO.NET.</p> <ul style="list-style-type: none"> <li>● Participate in the redesign and migration of legacy applications to current technology using VB.NET/C#.NET, Thunderhead, and Lotus Notes.</li> <li>● Perform deep performance tuning using SQL Profiler and execution plan analysis.</li> <li>● Maintenance and migration of Crystal Reports to SSRS reports.</li> <li>● Create and maintain simple to complex SSRS reports as business needs.</li> <li>● Involved in hands-on design and modification of Winforms/WPF/WCF and ASP.NET applications using VB.NET/C#.NET.</li> <li>● Optimize API response time by about 30% to contribute to a more efficient and responsive system.</li> <li>● Maintenance of existing legacy applications using VB6, MS Excel (VBA), and MS Access.</li> <li>● Built and deployed SSIS packages to move data from different sources for further utilization by the business.</li> <li>● Create and manage the cluster indexes and non-cluster indexes, and optimize queries using the execution plan.</li> <li>● Maintain and enhance Classic ASP (VBScript) web modules.</li> <li>● Migration of VB6 and MS Access applications to .NET applications and SQL Server database, respectively</li> </ul> <p><b>Environment:</b> VB.NET/ C#.NET, VB6, MS SQL Server, SSRS/SSIS, Thunderhead, SmartCom, MS SQL Management Studio, Visual Studio 2022 (VB.NET/C#.NET), GitHub, Azure DevOps, MS Access, Team Foundation Server (TFS), ServiceNow, MS Windows, MS Office.</p>	
<b>Ohio Dept. of Mental Health and Addiction Service, Columbus, OH</b>	<b>Apr 2021 - Jun 2022</b>
<b>Consultant (.NET/Database Developer/Programmer)</b>	
<ul style="list-style-type: none"> <li>● Made suggestions on Application Development and translation of business requirements to application &amp; database design .</li> <li>● Involved in hands-on design and modification of ASP.NET/MVC applications using VB.NET/C#.NET.</li> <li>● Designed and developed various abstract classes, interfaces, and classes to implement various business logics.</li> <li>● Created and revised logical and physical database. Built the entire database for the CapacityPlanner software application.</li> <li>● Created the database objects - schemas, tables, indexes, views, user-defined functions, cursors, triggers, complex stored procedures for application data access, constraints, and roles.</li> <li>● Database deployment using Visual Studio SQL Server Data Tools</li> <li>● Enhanced ADO database connections and improved session management logic.</li> <li>● Analysis and execution of data migrations from legacy applications</li> <li>● Built and deployed SSIS packages to move data from different sources for further utilization by the business.</li> <li>● Created and managed the clustered and non-clustered indexes and optimized queries using the execution plan.</li> <li>● Created and managed database login, user permissions, and was involved in database performance tuning/monitoring</li> <li>● Involved in ETL, SQL job creation, and SSRS Report creation and maintenance as per business requirements.</li> <li>● Contributed to DBA team standards and best practices.</li> </ul> <p><b>Environment:</b> MS SQL Server, SSRS/SSIS, MS SQL Management Studio, Visual Studio 2019 (VB.NET/C#.NET/ASP.NET), GitHub, Azure DevOps, Team Foundation Server (TFS), ServiceNow, MS Windows, MS Office, VB.</p>	
<b>BMW Financial Service, Dublin, OH</b>	<b>Aug 2020 – Dec 2020</b>
<b>Consultant (Software Development Engineer/Programmer)</b>	



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<b>Kwadwo Owusu-Ansah, Senior PC Programmer Analyst</b>	
<ul style="list-style-type: none"> <li>• Designed and developed various abstract classes, interfaces and classes to implement the business logic.</li> <li>• Worked in a Scrum/Agile environment to plan and estimate work at different levels (story, sprint, release).</li> <li>• Worked with the development team to define tasks and test plans.</li> <li>• Designed and developed applets using .NET (Winforms/Webforms/WPF/ASP.NET).</li> <li>• Worked on integrating and consuming web service by the clients (Winforms/ASP.NET).</li> <li>• Modified complex stored procedures as per requirements.</li> <li>• Maintenance and modification of .NET components as per requirement changes.</li> <li>• Worked on integrating and consuming APIs by the different applets.</li> <li>• Worked with the business to identify and fix production issues (production support troubleshooting).</li> <li>• Designed and developed a new normalized SQL database for the system.</li> </ul>	
<b>Environment:</b> C#.NET/VB.NET, Jira, Confluence, ADO.NET, WinForms/WPF/Webforms, MS SQL Server, SSIS, MS SQL Management Studio, XML, Web Service, MS Excel, Team Foundation Server (TFS).	
<b>Ohio Department of Agriculture, Reynoldsburg, OH</b>	<b>Jul 2018 – Mar 2020</b>
<b>Consultant (SQL/Software Development Engineer)</b>	
<ul style="list-style-type: none"> <li>• Gathered requirements and analyzed the existing system to determine the scope and limitations of the project.</li> <li>• Designed and developed DILS using C#.NET (WinForms/WPF/WebForms), MS SQL Server and Telerik UI Controls.</li> <li>• Wrote a Windows Service to import lab results from different sources (LIMS, Excel, SQL Server, etc.) across a network.</li> <li>• Developed custom controls, modules &amp; interfaces in .NET.</li> <li>• Developed advanced T-SQL scripts for reporting, auditing, and reconciliation processes.</li> <li>• Optimized queries using execution plans, reducing CPU utilization by 35%.</li> <li>• Created and maintained SSIS packages for ETL workflows.</li> <li>• Investigated production outages and performed root cause analysis.</li> <li>• Supported Classic ASP internal web portals.</li> <li>• Improved error logging and exception handling within legacy applications.</li> <li>• Assisted in IIS configuration and deployment validation.</li> <li>• Designed and developed a new normalized SQL database for the system.</li> <li>• Created indexes on tables for faster retrieval of the data to enhance database performance.</li> <li>• Wrote a service to autogenerate Telerik reports, convert them to PDF format, and automatically email them to interested parties based on email distribution code.</li> <li>• Wrote scripts to analyze and expose existing bad and orphaned data.</li> <li>• Migrated data from old to new system using migration scripts and ETL.</li> <li>• Maintenance of legacy VB6/MS Access/SQL Server and Crystal Reports application.</li> <li>• Supervised and mentored less experienced developers.</li> </ul>	
<b>Environment:</b> C#.NET/VB.NET, ADO.NET, WinForms/WPF, MS SQL Server, SSRS, MS SQL Management Studio, Telerik Winforms/Controls, Telerik Reporting R1 2020 SP1 (14.0.20.219), XML, Windows Service, MS Excel, ASP/VB6/VBA, MS Access, DevOps, Team Foundation Server (TFS).	
<b>Prior Experience</b>	
<b>RCIS (Zurich NA, formally owned by Wells Fargo), Anoka, MN,</b>	<b>Mar 2014 – Mar 2018</b>
<b>Database/Applications Systems Engineer</b>	
<b>The Vanguard Group, Malvern, PA,</b>	<b>Oct 2013 – Dec 2013</b>
<b>Senior Software Developer/Programmer</b>	
<b>Education</b>	
<ul style="list-style-type: none"> <li>• MSc. Software Engineering (Credits), University of Illinois, Urbana-Champaign, IL, Sept 2010</li> <li>• BSc. Computer Science, Drexel University, Philadelphia, PA, June 2006.</li> <li>• University of Science &amp; Technology, Ghana (Degree is evaluated to USA Equivalent by World Evaluation Service, New York, USA).</li> </ul>	
<b>Certifications</b>	
<ul style="list-style-type: none"> <li>• Certificate in Database Administration, Oct 2015.</li> </ul>	

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**Solomon Melaku - Application SQL Server Database Administrator**

**Professional Summary**

Solomon Melaku is a SQL Server Database Administrator with **over 8 years** of experience managing and optimizing SQL Server environments across on-premises and cloud platforms including **Azure SQL Database and AWS RDS**. He specializes in high availability and disaster recovery solutions including Always On Availability Groups, Failover Cluster Instances (FCI), and Replication, along with performance tuning using **Query Store, DMVs, execution plans, and index optimization**. He has implemented backup and recovery strategies including Full, Differential, Transaction Log, and Point-in-Time Recovery (PITR), and has led SQL Server migrations and upgrades across environments while ensuring high availability, data integrity, and system reliability in 24/7 mission-critical systems. He has automated database administration tasks using **T-SQL, PowerShell, and UNIX/Linux shell scripting**, and has worked extensively with monitoring tools such as Extended Events and SolarWinds DPA.

He holds certifications including CompTIA Security+ (SY0-701), AWS Certified Cloud Practitioner, Microsoft Azure Database Administrator Associate (DP-300), and MCSA & MCSE – SQL Server 2012/2014. His experience includes implementing database security measures such as **RBAC, TDE, SSL/TLS, auditing, and compliance with DISA STIG, FedRAMP, and HIPAA standards**. He has supported SQL Server environments on Windows Server and Linux (Ubuntu, CentOS, RedHat), managed AWS RDS and Azure SQL Database environments, and utilized tools such as **SSMS, Redgate, Jira, ServiceNow, and Remedy** while providing 24/7 on-call DBA support and maintaining documentation including runbooks, SOPs, and architecture diagrams.

**Core Competencies:**

- Extensive experience managing and optimizing SQL Server environments (2012–2022) across on-premises and cloud platforms including Azure SQL Database and AWS RDS, supporting production, staging, test, and development environments.
- Proven expertise in implementing High Availability and Disaster Recovery (HA/DR) solutions including Always On Availability Groups, Failover Cluster Instances (FCI), Replication, and Log Shipping to support 24/7 mission-critical operations.
- Strong background in backup and recovery strategies including Full, Differential, Transaction Log backups, and Point-in-Time Recovery (PITR), with consistent restore validation to ensure data integrity.
- Hands-on experience in database performance tuning using Query Store, Dynamic Management Views (DMVs), execution plans, index optimization, Extended Events, and SolarWinds DPA to improve query performance and system stability.
- Experience leading SQL Server migrations and upgrades across versions and environments, including on-premises to cloud transitions, ensuring minimal downtime and seamless workload migration.
- Skilled in automation of database administration tasks using T-SQL, PowerShell, and UNIX/Linux shell scripting (Bash/Korn), reducing manual effort and improving operational efficiency.
- Strong expertise in database security and compliance, including implementation of RBAC, Transparent Data Encryption (TDE), SSL/TLS, auditing, and adherence to DISA STIG, FedRAMP, and HIPAA standards.
- Hands-on experience managing cloud database environments including AWS RDS for SQL Server and Azure SQL Database, improving scalability, performance, and reliability.
- Proficient in monitoring, troubleshooting, and providing 24/7 on-call DBA support, utilizing tools such as SSMS, Redgate, Jira, ServiceNow, and Remedy, along with maintaining documentation including runbooks, SOPs, and architecture diagrams.

**Technical Experience**

<b>Cloud Platforms &amp; Environments</b>	Azure SQL Database, AWS RDS, On-Premises SQL Server Environments
<b>Databases</b>	SQL Server
<b>High Availability &amp; Disaster Recovery</b>	Always On Availability Groups, Failover Cluster Instances (FCI), Replication, Log Shipping
<b>Backup &amp; Recovery</b>	Full Backups, Differential Backups, Transaction Log Backups, Point-in-Time Recovery (PITR)



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<b>Solomon Melaku - Application SQL Server Database Administrator</b>	
<b>Performance &amp; Monitoring</b>	Query Store, Dynamic Management Views (DMVs), Execution Plans, Extended Events, SolarWinds DPA
<b>Security &amp; Compliance</b>	RBAC, Transparent Data Encryption (TDE), SSL/TLS, Auditing, DISA STIG, FedRAMP, HIPAA
<b>Automation &amp; Scripting</b>	T-SQL, PowerShell, UNIX/Linux Shell Scripting (Bash/Korn)
<b>Tools &amp; Technologies</b>	SQL Server Management Studio (SSMS), Redgate, SSIS, SSRS
<b>Operating Systems &amp; Platforms</b>	Windows Server (2012–2022), Linux (Ubuntu, CentOS, RedHat), VMware
<b>Ticketing &amp; Collaboration Tools</b>	Jira, ServiceNow, Remedy
<b>Documentation &amp; Collaboration</b>	Runbooks, SOPs, Architecture Diagrams, Cross-functional Support
<b>Work Experience</b>	
<b>Vidoori Inc, Hyattsville, MD</b>	<b>Sep 2021 – Present</b>
<b>SQL Server Database Administrator</b>	
<ul style="list-style-type: none"> <li>• Install, configure, and upgrade SQL Server environments (2016 → 2019 → 2022) across 50+ production, staging, test, and development instances, improving deployment consistency and reducing errors.</li> <li>• Manage patching cycles (CUs/SUs) and service pack implementations, ensuring high system availability and compliance across critical environments.</li> <li>• Design, implement, and maintain High Availability and Disaster Recovery (HA/DR) solutions including Always On Availability Groups, Failover Cluster Instances (FCI), and Replication to support 24/7 mission-critical operations.</li> <li>• Optimize database performance through advanced query tuning, indexing strategies, and execution plan analysis, significantly reducing query response times and improving application stability.</li> <li>• Develop and maintain robust backup and recovery strategies (Full, Differential, Transaction Log, Point-in-Time Recovery), with consistent restore validation to ensure data integrity.</li> <li>• Lead SQL Server migrations and upgrades (On-Premises to Cloud and cross-version), minimizing downtime and ensuring seamless transition of production workloads.</li> <li>• Automate routine DBA tasks, monitoring, and maintenance using T-SQL and PowerShell, reducing manual effort by 25+ hours per month.</li> <li>• Collaborate with cross-functional teams to troubleshoot and resolve database issues, improving SLA adherence and system reliability.</li> <li>• Create and maintain comprehensive documentation including runbooks, SOPs, and architecture diagrams to support operational excellence and knowledge sharing.</li> <li>• Execute decommissioning of 10+ legacy databases and servers, ensuring proper data migration, archival, and compliance with lifecycle policies.</li> <li>• Direct SQL Server patch management processes, maintaining compliance with security standards such as DISA STIG and FedRAMP.</li> <li>• Design and optimize database objects (tables, indexes, stored procedures), enhancing data accessibility and system performance.</li> <li>• Manage AWS RDS for SQL Server, improving database performance, scalability, and reliability in cloud environments.</li> <li>• Implement robust security measures including logins, roles, RBAC, encryption (TDE), and MFA, ensuring data protection and regulatory compliance.</li> <li>• Stabilize high-traffic SQL Server environments through memory optimization, proactive monitoring, and performance tuning using DMVs, Extended Events, and Query Store, reducing unplanned outages.</li> </ul>	
<b>Medisolv Inc, Columbia, MD</b>	<b>Feb 2018 – Sep 2021</b>
<b>SQL Server Database Administrator</b>	
<ul style="list-style-type: none"> <li>• Deployed, configured, and upgraded SQL Server environments (2012–2019) across 30+ production, test, and development instances, ensuring high availability with zero downtime for critical applications.</li> <li>• Optimized database performance using DMVs, Query Store, and SQL Profiler, significantly reducing query execution times and improving system efficiency.</li> <li>• Developed, tuned, and maintained T-SQL stored procedures, functions, and indexes to enhance application</li> </ul>	



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<p><b>Solomon Melaku - Application SQL Server Database Administrator</b></p> <p>performance and data processing.</p> <ul style="list-style-type: none"> <li>Supported Azure SQL Database operations, improving provisioning, backup efficiency, and overall cloud database performance.</li> <li>Developed and maintained UNIX/Linux shell scripts (Bash) in RedHat Linux environments to support database monitoring, job automation, and batch processing tasks.</li> <li>Assisted in maintaining SQL Server environments on Linux (RedHat, CentOS) platforms, supporting monitoring, batch processing, and system reliability.</li> <li>Collaborated with cross-functional teams to troubleshoot database issues and maintained SOPs and documentation to enhance knowledge sharing and operational consistency.</li> <li>Managed Azure Identity and Access solutions (Entra ID, Conditional Access, MFA, RBAC, Bastion, Key Vault, PIM), ensuring secure access to enterprise applications and databases.</li> <li>Executed database and server decommissioning activities in alignment with organizational lifecycle and compliance standards.</li> </ul>
<p><b>Education</b></p> <ul style="list-style-type: none"> <li>Bachelor of Science (B.S) in Information Technology, Strayer University, Washington, DC</li> </ul>
<p><b>Certification</b></p> <ul style="list-style-type: none"> <li>CompTIA Security+ (SY0-701) – CompTIA</li> <li>AWS Certified Cloud Practitioner</li> <li>Microsoft Azure Database Administrator Associate (DP-300)</li> <li>MCSA &amp; MCSE – SQL Server 2012/2014</li> </ul>

<p><b>Chandana Nuthalapati - Senior Application SQL Server Database Administrator</b></p>
<p><b>Professional Summary</b></p> <p>Chandana Nuthalapati is a Senior SQL Server DBA with <b>over 14 years</b> of experience in database administration, performance tuning, and data warehouse support across enterprise environments. She specializes in <b>SQL Server (2000–2017), T-SQL, ETL tools including SSIS, SSRS, and SSAS, and high availability solutions such as AlwaysOn, clustering, log shipping, and mirroring.</b> She has extensive experience in backup and recovery strategies, database migration and consolidation, data modeling, and implementing database security using Transparent Data Encryption (TDE). She has supported large-scale data warehouse environments and mission-critical applications, ensuring reliability, scalability, and performance.</p> <p>She holds certifications including Microsoft Certified Professional (SQL Server 2005 – Implementation &amp; Maintenance) and Microsoft Certified: Azure Fundamentals. Her experience includes <b>SQL Server installation, configuration, and upgrades, performance tuning and query optimization using tools such as SQL Profiler and SentryOne, ETL development and data integration using SSIS and DTS, and database monitoring and troubleshooting.</b> She has worked across Windows and UNIX/Linux environments, performed capacity planning and automation, and maintained database standards, documentation, and operational procedures while providing 24x7 production support in enterprise environments.</p>
<p><b>Government Experience</b></p> <p>1- Jacksonville Aviation Authority                  2- Fannie Mae</p>
<p><b>Core Competencies:</b></p> <ul style="list-style-type: none"> <li>Extensive experience in database administration, performance tuning, and data warehouse support across enterprise environments using SQL Server (2000–2017), Oracle (9i, 10g, 11g), and T-SQL.</li> <li>Proven expertise in SQL Server installation, configuration, upgrades, and database migration and consolidation across development, test, and production environments.</li> <li>Strong background in High Availability and Disaster Recovery solutions including AlwaysOn, clustering, log shipping, and mirroring, ensuring reliability of mission-critical systems.</li> <li>Hands-on experience in backup, restore, and disaster recovery strategies, ensuring data integrity and business continuity across large-scale environments.</li> </ul>



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Chandana Nuthalapati - Senior Application SQL Server Database Administrator	
<ul style="list-style-type: none"> <li>• Expertise in performance tuning and query optimization using SQL Profiler, Performance Monitor, SentryOne, and indexing strategies to improve system performance.</li> <li>• Experience in ETL development and data integration using DTS, SSIS, BIDS, SSRS, and SSAS, supporting data warehouse environments and reporting solutions.</li> <li>• Strong knowledge of database security and encryption, including implementation of Transparent Data Encryption (TDE) and access control mechanisms.</li> <li>• Proficient in database monitoring, troubleshooting, and capacity planning, along with automation to improve system efficiency and uptime.</li> <li>• Experience working across Windows, AIX, and UNIX/Linux environments, utilizing shell scripting (Bash) for database operations and support.</li> </ul>	
Technical Experience	
<b>Databases</b>	MS SQL Server (2000–2017), Oracle (9i, 10g, 11g)
<b>Database Tools</b>	SQL Profiler, Performance Monitor, SQL Server Management Studio (SSMS), DB Artisan, Performance Center, Data Architect, SentryOne
<b>ETL &amp; Data Warehousing</b>	DTS, SSIS, BIDS, SSRS, SSAS
<b>High Availability &amp; Disaster Recovery</b>	AlwaysOn, Clustering, Log Shipping, Mirroring
<b>Backup &amp; Recovery</b>	Backup, Restore, Disaster Recovery
<b>Programming &amp; Scripting Languages</b>	T-SQL, PL/SQL, UNIX/Linux Shell Scripting (Bash)
<b>Operating Systems &amp; Platforms</b>	Windows (98–2019), AIX, Red Hat Linux, UNIX/Linux
<b>Data Security</b>	Transparent Data Encryption (TDE), Role-based Access Controls, Permission Management
<b>Monitoring &amp; Performance Tuning</b>	Performance Tuning, Query Optimization, Database Monitoring, Troubleshooting
Work Experience	
<b>Altera Digital Health (Formerly Allscripts), Raleigh, NC</b>	
<b>Senior SQL Server DBA</b>	<b>Mar 2016 – Feb 2026</b>
<ul style="list-style-type: none"> <li>• Administered and supported SQL Server 2008–2017 databases across standalone and clustered environments, ensuring high availability, reliability, and performance.</li> <li>• Installed, configured, and maintained SQL Server Failover Clusters and implemented AlwaysOn Availability Groups for mission-critical systems.</li> <li>• Managed large-scale Data Warehouse environments across Development, UAT, and Production, supporting high-volume healthcare data processing.</li> <li>• Designed and supported data models (logical and physical), including tables, relationships, and indexing strategies to optimize data warehouse performance and ensure data integrity.</li> <li>• Led database migration and upgrade initiatives, including decommissioning legacy systems and optimizing newer environments.</li> <li>• Designed and maintained backup and recovery strategies (full, differential, transactional), utilizing Native, NetApp, and Commvault tools to ensure data integrity and disaster recovery readiness.</li> <li>• Configured and automated database maintenance plans, including integrity checks, index optimization, and statistics updates.</li> <li>• Performed advanced SQL performance tuning, query optimization, and index analysis using tools like SQL Profiler and SentryOne.</li> <li>• Collaborated with development teams to debug and optimize T-SQL code (stored procedures, triggers, functions), improving application performance.</li> <li>• Implemented database security best practices, including Transparent Data Encryption (TDE), role-based access, and fine-grained permission controls for sensitive healthcare data.</li> <li>• Supported application connectivity and deployments, working closely with application and DevOps teams to ensure seamless integration.</li> <li>• Handled incident and service requests (ServiceNow/SNOW) while strictly adhering to SLAs and operational standards.</li> </ul>	



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<b>Chandana Nuthalapati - Senior Application SQL Server Database Administrator</b>	
<ul style="list-style-type: none"> <li>• Conducted capacity planning and storage monitoring to proactively prevent performance bottlenecks and outages.</li> <li>• Automated database health checks and monitoring processes, reducing manual effort and improving system uptime.</li> <li>• Developed and maintained database standards, documentation, and operational procedures for governance and compliance.</li> <li>• Provided 24x7 production support, including on-call rotations and weekend maintenance activities.</li> </ul> <p><b>Environment:</b> SQL Server (2008/2008R2/2012/2014/2016/2017), SSIS, SSRS, Windows Server (2008–2016), Failover Cluster Manager, SQL Server Management Studio (SSMS), Central Management Server, SQL Profiler, Performance Monitor, Event Viewer, SentryOne, NetApp, Commvault</p>	
<b>Jacksonville Aviation Authority, FL</b>	<b>Mar 2015 – Oct 2015</b>
<b>Senior SQL Server DBA</b>	
<ul style="list-style-type: none"> <li>• Administered and supported SQL Server 2005–2014 databases along with SSIS, SSRS, and SSAS across multiple enterprise environments.</li> <li>• Installed, configured, monitored, and maintained SQL Server instances, ensuring high availability, performance, and reliability.</li> <li>• Designed and implemented database standards, governance policies, and operational procedures to ensure consistency and compliance.</li> <li>• Led database migration and upgrade activities, including decommissioning legacy systems and optimizing upgraded environments.</li> <li>• Created and managed database maintenance plans, including backups, index optimization, and integrity checks.</li> <li>• Configured and maintained SQL Server Failover Clustering and implemented Disaster Recovery solutions using clustering and Availability Groups.</li> <li>• Performed database backup and recovery operations, ensuring data integrity and business continuity.</li> <li>• Troubleshoot complex database performance and connectivity issues, collaborating closely with application teams for resolution.</li> <li>• Consolidated and optimized database environments across development, QA, and production, improving resource utilization.</li> <li>• Conducted daily health checks, including disk space monitoring, job failures, and system performance analysis.</li> <li>• Planned and executed database installations and configurations to support new business applications.</li> <li>• Implemented robust database security controls, including user roles, permissions, and access management for sensitive data.</li> <li>• Developed and maintained technical documentation, including database configurations, processes, and operational runbooks.</li> <li>• Provided application backend support, ensuring seamless integration and performance of database-dependent applications.</li> <li>• Designed and developed SSIS packages for data movement and automated notification processes.</li> <li>• Built and deployed SSRS reports to support business reporting and operational insights.</li> <li>• Worked with UNIX/Linux environments to support database operations, including basic scripting, system monitoring, and coordination with infrastructure teams for performance and issue resolution.</li> </ul> <p><b>Environment:</b> SQL Server (2000/2005/2008/2008R2/2012/2014), SSIS, SSRS, SSAS, Windows Server (2000–2014), SQL Server Management Studio (SSMS), SQL Profiler, Performance Monitor, Event Viewer, Database Engine Tuning Advisor, Index Tuning Wizard, BIDS, Enterprise Manager, Query Analyzer</p>	
<b>Prior Experience</b>	
<b>Fannie Mae, VA</b> <b>SQL Server DBA</b>	<b>Nov 2013 – May 2014</b>
<b>AARP, MD</b> <b>SQL Server DBA</b>	<b>Oct 2007 – Nov 2013</b>
<b>Education</b>	



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<b>Chandana Nuthalapati - Senior Application SQL Server Database Administrator</b>
<ul style="list-style-type: none"> <li>• Master’s in Management Information Systems, Fairleigh Dickinson University, NJ</li> <li>• MBA, Kasturba Gandhi College, Secunderabad, India</li> </ul>
<b>Certification</b>
<ul style="list-style-type: none"> <li>• Microsoft Certified Professional (SQL Server 2005 – Implementation &amp; Maintenance)</li> <li>• Microsoft Certified: Azure Fundamentals</li> </ul>

<b>Bekim Kajtazi - GIS Database Administrator</b>
<b>Professional Summary</b>

**Bekim Kajtazi** is a highly accomplished **GIS Database Administrator** with **over 7+ years** of experience in designing, deploying, and managing enterprise-scale GIS database systems. He holds a **Master of Science degree in Geo-Information Science & Earth Observation** and brings strong expertise in **ArcGIS Enterprise, ArcSDE, and PostgreSQL/PostGIS**, as well as advanced proficiency in spatial database architecture and performance optimization. He has extensive experience across the full lifecycle of GIS database management, including installation, configuration, data modeling, backup and recovery, replication, and high-availability solutions.

He has a proven track record of delivering secure, scalable, and high-performing geospatial database solutions in global, multi-partner environments. His expertise includes establishing connectivity between spatial databases and **web GIS applications**, optimizing complex **SQL** and spatial queries, and developing automated **ETL** pipelines using **Python** and **SQL** to streamline data workflows. He is highly experienced in implementing data governance, database security, and disaster recovery strategies to ensure data integrity and system reliability. Additionally, he demonstrates strong leadership in managing distributed GIS environments, supporting large-scale international programs, and translating complex spatial data into actionable insights that drive strategic decision-making.

**Government Experience**

1. UNHCR, | USA (Remote)
2. John Snow Inc., Rosslyn, VA, USA

**Core Competencies:**

- Skilled in designing, deploying, and administering enterprise **GIS database** systems using **ArcGIS Enterprise, ArcSDE, and PostgreSQL/PostGIS**.
- Proficient in optimizing complex **SQL** and spatial queries, improving performance for large-scale geospatial data processing.
- Experienced in managing full database lifecycle activities, including installation, configuration, **backup, recovery, replication, and cloning**.
- Expert in establishing secure connectivity between **GIS databases** and **web GIS applications**, dashboards, and **REST** services.
- Proficient in developing and automating **ETL** pipelines using **Python** and **SQL** for data ingestion, transformation, and validation.
- Skilled in implementing high-availability and disaster recovery solutions, including failover strategies and standby systems.
- Experienced in **database schema design, spatial indexing, and performance** tuning for high-volume, multi-user environments.
- Strong expertise in database security, including role-based access control, permissions management, and data governance practices.
- Proficient in administering **ArcGIS Enterprise environments**, including **Portal, Server, and Data Store** in distributed systems.
- Experienced in monitoring **database performance, troubleshooting issues**, and proactively resolving system bottlenecks.
- Skilled in supporting global **GIS operations** and managing data across multi-country and cloud-integrated environments.
- Strong leadership and collaboration **skills**, including mentoring **teams** and **supporting** cross-functional stakeholders.



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<b>Bekim Kajtazi - GIS Database Administrator</b>	
<b>Technical Experience</b>	
<b>GIS Platforms &amp; Tools</b>	ArcGIS Enterprise, ArcGIS Server, ArcGIS Portal, ArcGIS Data Store, ArcSDE.
<b>Spatial Databases</b>	PostgreSQL/PostGIS, SQL Server, Spatial Data Management, Geodatabases.
<b>Database Administration</b>	Backup & Recovery, Replication, Cloning, Versioning, Schema Management.
<b>Query &amp; Performance Tuning</b>	SQL Optimization, Stored Procedures, Execution Plans, Indexing Strategies, Spatial Indexing (GiST).
<b>Programming &amp; Scripting</b>	Python, SQL, Automation Scripts.
<b>ETL &amp; Data Integration</b>	ETL Pipelines, Data Ingestion, Data Transformation, Data Validation.
<b>Web GIS &amp; Integration</b>	REST Services, Web GIS Applications, Dashboard Integration, API Connectivity.
<b>System Architecture</b>	High Availability (HA), Failover Strategies, Distributed Systems.
<b>Data Governance &amp; Security</b>	Role-Based Access Control, Permissions Management, Data Integrity, Compliance.
<b>Work Experience</b>	
<b>UNHCR,   USA (Remote)</b>	<b>May 2018 – Nov 2025</b>
<b>Senior Manager, Geospatial Data &amp; Information Systems</b>	
<ul style="list-style-type: none"> <li>Architected and administered enterprise GIS database systems, including ArcGIS Enterprise, ArcSDE, and PostgreSQL/PostGIS, supporting a €200M/year multi-partner program.</li> <li>Managed enterprise database backup functionality, including full and incremental backups, database replication, and cloning, ensuring high availability and disaster recovery.</li> <li>Optimized SQL execution, stored procedures, and spatial queries, reducing large-scale data processing time from 24 hours to 2 hours.</li> <li>Provided technical support to GIS analysts and developers by debugging stored procedures, spatial queries, triggers, and database functions.</li> <li>Configured and published ArcGIS services, establishing secure database connections and enabling integration with web GIS applications and dashboards across 28+ countries.</li> <li>Designed and maintained high-availability environments, including standby systems and failover strategies for mission-critical GIS operations</li> </ul>	
<b>John Snow Inc., Rosslyn, VA, USA</b>	<b>Apr 2017 – Apr 2018</b>
<b>GIS Team Lead</b>	
<ul style="list-style-type: none"> <li>Leveraged ArcGIS geospatial analysis tools to enhance decision-making through analytical product development.</li> <li>Developed and maintained dashboards, improving data standards and collection processes for more accurate and efficient data management.</li> <li>Streamlined and automated data management workflows, reducing manual effort and optimizing operations.</li> <li>Ensured high data integrity by validating, conditioning, and standardizing metadata for customer data layers.</li> <li>Coordinated with data owners to maintain current and concise dashboard data layers, improving data relevance and accessibility.</li> <li>Created comprehensive program documentation, including user guides and training materials, to facilitate effective use of geospatial tools and dashboards.</li> </ul>	
<b>Education</b>	
<ul style="list-style-type: none"> <li><b>MSc, Geo-Information Science &amp; Earth Observation</b> (Urban Planning &amp; Management) University of Twente (ITC), Enschede, The Netherlands</li> <li><b>Bachelor of Architecture / Architectural Studies</b> University of Prishtina, Prishtina, Kosovo</li> </ul>	
<b>Certifications</b>	
<ul style="list-style-type: none"> <li>Oracle 10G/11G/12c Certified Professional.</li> </ul>	

<b>Michael Ross McAllen, Senior GIS Database Administrator</b>	
<b>Professional Summary</b>	
Michael Ross McAllen is a Certified AWS Solutions Architect Associate, Oracle Cloud Database Migration	



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**Michael Ross McAllen, Senior GIS Database Administrator**

Certified Professional, and Oracle Cloud Infrastructure AI Foundations Associate, and an accomplished Oracle Database Administrator with **over 18 years** of extensive experience in managing, maintaining, and optimizing enterprise-grade Oracle database environments. He holds a **Master of Science in Computer Applications** and brings deep technical expertise in Oracle E-Business Suite (**EBS**), Oracle RAC, Data Guard, and RMAN backup and recovery, consistently ensuring high availability, performance optimization, and system reliability across mission-critical systems.

He has strong hands-on experience in Oracle database connectivity, supporting development teams with PL/SQL debugging (**triggers, procedures, functions, and packages**), and optimizing SQL queries for high-performance operations. Srinath is highly proficient in UNIX/Linux shell scripting (**HP-UX and Red Hat Linux**) and has led multiple database upgrade and migration initiatives across versions, including **10g, 11g, 12c, and 19c**. His expertise in implementing automation, managing disaster-recovery environments, and ensuring data integrity and security aligns well with enterprise- and client-specific requirements.

**Core Competencies**

- Skilled in Oracle Database Administration with over 18 years of experience supporting large-scale, business-critical environments.
- Expertise in Oracle database connectivity setup, configuration, and troubleshooting across complex infrastructures.
- Proficient in debugging and supporting **PL/SQL code**, including triggers, procedures, functions, and packages.
- Advanced knowledge of **SQL performance** tuning and query optimization for high-efficiency database operations.
- Experienced in **UNIX/Linux** shell scripting (**HP-UX and Red Hat Linux**) for automation and system management.
- Strong expertise in Oracle RMAN backup and recovery strategies, including full, incremental backups, and database cloning.
- Worked extensively on **Oracle E-Business Suite (EBS)** administration and upgrades (**11i, R12, 12.2.x**).
- Expert in implementing and managing Oracle RAC for high availability and scalability.
- Proficient in Oracle Data Guard for disaster recovery and failover solutions.
- Experienced in database upgrades and migration projects across multiple Oracle versions.
- Skilled in performance monitoring, troubleshooting, and root cause analysis (**RCA**).
- Worked on middleware technologies, including WebLogic and Oracle Fusion Middleware.

**Technical Experience**

<b>Database Technologies</b>	Oracle Database (10g, 11g, 12c, 19c), Oracle E-Business Suite (11i, R12, 12.2.x), Oracle RAC, Oracle Data Guard.
<b>Backup &amp; Recovery</b>	Oracle RMAN (Full & Incremental Backups), Database Cloning, Backup & Recovery Strategies.
<b>Programming &amp; Scripting</b>	PL/SQL (Triggers, Procedures, Functions, Packages), SQL, UNIX/Linux Shell Scripting.
<b>Operating Systems</b>	HP-UX, Red Hat Linux (RHEL), UNIX/Linux Environments.
<b>Performance Tuning</b>	SQL Optimization, Query Tuning, Performance Monitoring, Root Cause Analysis (RCA).
<b>Middleware Technologies</b>	Oracle WebLogic, Oracle Fusion Middleware.
<b>Database Administration</b>	Installation, Configuration, Upgrades, Migration, Patching, Troubleshooting.
<b>High Availability &amp; DR</b>	Oracle RAC, Data Guard, Failover & Disaster Recovery Planning.
<b>Cloud Platforms</b>	Amazon Web Services (AWS), Oracle Cloud Infrastructure (OCI).
<b>Automation &amp; Tools</b>	Shell Scripting, Automation of Database & Application Processes.
<b>Security &amp; Compliance</b>	Database Security, Data Integrity, Access Control, Compliance Standards.

**Work Experience**

<b>DHS (GovCIO Contractor)</b>	<b>May 2024 – Jun 2025</b>
<b>GIS Administrator / Developer (SME)</b>	
<ul style="list-style-type: none"> <li>• Built an Enterprise GIS environment from scratch (SQL Server, ArcGIS Server, Portal, Web Adaptor)</li> <li>• Published and managed GIS feature/map services</li> </ul>	



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<b>Michael Ross McAllen, Senior GIS Database Administrator</b>	
<ul style="list-style-type: none"> <li>• Integrated GIS with ServiceNow using ArcGIS Maps SDK for JavaScript</li> <li>• Developed API and middleware solutions for enterprise data exchange</li> <li>• Optimized spatial SQL queries and geodatabase performance to support high-volume transactional workflows</li> <li>• Configured database backup, recovery strategies, and system monitoring to ensure data integrity and uptime</li> <li>• Troubleshoot ArcGIS service failures, database connection issues, and performance bottlenecks across environments</li> </ul>	
<b>NASA (ASRC Contractor)</b>	<b>Oct 2023 – Jan 2024</b>
<b>GIS Specialist / Utility Locator</b>	
<ul style="list-style-type: none"> <li>• Conducted subsurface utility mapping using GPR and locator tools</li> <li>• Updated GIS datasets from field surveys</li> <li>• Integrated GIS services with facility management systems</li> <li>• Validated spatial data accuracy and resolved inconsistencies between field data and enterprise geodatabases</li> <li>• Assisted in optimizing feature services for improved performance in internal GIS applications</li> <li>• Supported database updates and version control processes within ArcGIS Enterprise</li> </ul>	
<b>Washington Gas &amp; Light (Kforce Contractor)</b>	<b>Jan 2023 – Sep 2023</b>
<b>GIS Lead</b>	
<ul style="list-style-type: none"> <li>• Led migration from Smallworld GIS to the Esri environment.</li> <li>• Designed enterprise GIS data models and ETL workflows.</li> <li>• Built integrations between GIS and asset management systems.</li> <li>• Delivered spatial analysis for risk, infrastructure, and operations.</li> <li>• Developed automation scripts using Python.</li> <li>• Optimized spatial SQL queries and indexing strategies for improved system performance post-migration.</li> <li>• Implemented database backup, replication, and disaster recovery strategies for enterprise GIS systems.</li> <li>• Provided advanced debugging support for stored procedures, ETL scripts, and geospatial queries.</li> </ul>	
<b>Exelon</b>	<b>Mar 2020 – Dec</b>
<b>2022</b>	
<b>Geographic Information Specialist</b>	
<ul style="list-style-type: none"> <li>• Managed GIS data for gas/electric infrastructure systems</li> <li>• Integrated GIS services with dashboards via REST APIs</li> <li>• Supported ETL pipelines and enterprise reporting systems</li> <li>• Performed vector/raster data processing for asset management</li> <li>• Enhanced performance of GIS queries and services through SQL tuning and database optimization techniques</li> <li>• Troubleshoot data discrepancies and resolved database-level issues affecting operational dashboards</li> <li>• Maintained database backup routines and supported disaster recovery planning for GIS environments</li> </ul>	
<b>Joint Base Andrews (Innovate Inc.)</b>	<b>Sep 2019 – Mar 2020</b>
<b>Geo-Integration Officer (GIO)</b>	
<ul style="list-style-type: none"> <li>• Developed GIS web applications and ArcGIS Server services</li> <li>• Administered ArcSDE environments and versioned datasets</li> <li>• Built integrations using ArcGIS REST APIs</li> <li>• Delivered training for GIS tools and systems</li> <li>• Optimized ArcSDE database performance through indexing, query tuning, and version management</li> <li>• Debugged stored procedures, Python scripts, and spatial queries supporting enterprise applications</li> <li>• Maintained secure database connections and ensured high availability of GIS services</li> </ul>	
<b>TSG Solutions Inc.</b>	<b>Jan 2019 – Apr 2019</b>
<b>GIS Manager / Data Warehouse Administrator</b>	
<ul style="list-style-type: none"> <li>• Led GIS operations for Air National Guard clients</li> <li>• Managed multi-server ArcGIS environments</li> <li>• Designed SQL Server and Oracle databases</li> <li>• Developed KPIs, data governance, and asset lifecycle strategies</li> <li>• Implemented enterprise backup strategies and disaster recovery plans for GIS databases</li> <li>• Optimized database performance and query execution for large-scale geospatial datasets</li> <li>• Provided technical oversight for database security, roles, and permissions management</li> </ul>	
<b>City of Salisbury, MD</b>	<b>Sep 2018 – Dec 2018</b>



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<b>Michael Ross McAllen, Senior GIS Database Administrator</b>	
<b>Data Specialist / GIS SME</b>	
<ul style="list-style-type: none"> <li>• Performed machine learning and predictive analytics</li> <li>• Integrated GIS with dashboards and SQL-based systems</li> <li>• Developed and optimized SQL queries for large datasets to support predictive modeling</li> <li>• Assisted in database tuning and performance improvements for reporting systems</li> <li>• Validated and cleaned spatial datasets to ensure high data quality and consistency</li> </ul>	
<b>Prior Experience</b>	
<b>Liberty IT Solutions</b> GIS SME / Database Administrator	<b>Jan 2017 – Aug 2017</b>
<b>Capgemini Government Solutions</b> Senior Consultant / GIS SME	<b>Sep 2013 – Aug 2016</b>
<b>NASA Wallops Flight Facility</b> GIS SME	<b>May 2009 – Sep 2013</b>
<b>Education</b>	
<ul style="list-style-type: none"> <li>• M.S., Geographic Information Systems Management   Salisbury University, Salisbury, MD, 2013</li> <li>• B.S., Geography (GIS, Earth &amp; Atmospheric Science)   Salisbury University, Salisbury, MD, 2009</li> </ul>	

<b>Peter Kessler - GIS Architect</b>
<b>Professional Summary</b>
<p>Peter Kessler is a multi-platform cloud data architect, geospatial subject matter expert, and technical manager with over 20 years of experience in <b>designing secure data pipelines and architectures across hybrid and multi-cloud environments</b>. He specializes in data architecture, enterprise geospatial data analytics, ArcGIS Enterprise administration, geodatabase design, and cloud architecture, with extensive experience supporting mission-critical infrastructure and applications. He has designed and implemented data architectures for <b>SQL and NoSQL pipelines, enabling scalable, interoperable, and flexible systems integrated with field operations</b>, while applying Well-Architected Framework and Site Reliability Engineering (SRE) principles.</p> <p>He holds certifications including CISSP, CompTIA Security+, and AWS Certified Solutions Architect. His experience includes <b>DevSecOps, DataOps, CI/CD, governance, observability, and cybersecurity frameworks such as STIG, ATO, SOC 2, FedRamp, NIST FISMA, and ISO 2700</b>. He has worked extensively with technologies including ArcGIS Enterprise, Apache Sedona, Databricks, Kubernetes, Docker, Terraform, CloudFormation, and multiple database platforms such as <b>Oracle, PostgreSQL, Microsoft SQL Server, and MongoDB</b>. He has supported enterprise cloud environments across AWS, Azure, and Google Cloud, contributing to data architecture design, infrastructure as code, and integration of AI/ML-driven data solutions while leading teams and coordinating with stakeholders in Agile SAFe environments.</p>
<p><b>Government Experience</b></p> <ol style="list-style-type: none"> <li>1- USPTO</li> <li>2- FEMA</li> <li>3- United States Army Corps of Engineers</li> <li>4- City of Washington DC</li> </ol>
<p><b>Core Competencies:</b></p> <ul style="list-style-type: none"> <li>• Extensive experience in data architecture design and development of secure data pipelines across hybrid and multi-cloud environments, supporting mission-critical infrastructure and applications using SQL and NoSQL technologies.</li> <li>• Proven expertise in enterprise geospatial data analytics, ArcGIS Enterprise administration, geodatabase design, mobile mapping deployments, and operational data intelligence across large-scale environments.</li> <li>• Strong background in cloud architecture and multi-cloud deployments, including design, governance, and observability of infrastructure as code (IaaS, SaaS) integrated with field operations.</li> </ul>



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- Hands-on experience in DevSecOps, DataOps, and CI/CD practices, supporting Agile SAFe methodologies, governance, and continuous delivery of data-driven solutions.
- Expertise in designing and implementing scalable data pipelines and architectures, including data-lakehouse design patterns and integration of analytics-ready data assets.
- Experience applying Well-Architected Framework and Site Reliability Engineering (SRE) principles to ensure reliability, scalability, and performance of data platforms.
- Strong knowledge of cybersecurity and compliance frameworks including STIG, ATO, SOC 2, FedRamp, NIST FISMA, and ISO 2700, supporting secure enterprise environments.
- Hands-on experience with programming and scripting languages including Python, PL/SQL, and Ruby for data processing, automation, and system integration.
- Proficient in working across multiple operating systems including Linux (Debian, RedHat), Unix (AIX, Solaris), Windows, and MacOS in enterprise environments.
- Experience leading technical teams, gathering requirements, coordinating with stakeholders, and supporting data architecture initiatives in Agile environments.

**Technical Experience**

<b>Cloud Platforms &amp; Infrastructure</b>	AWS, Azure, Google Cloud Platform (GCP), Google Anthos
<b>Databases &amp; Data Platforms</b>	Oracle (8–19c), PostgreSQL, Microsoft SQL Server, MongoDB
<b>Geospatial &amp; GIS Technologies</b>	ArcGIS Enterprise, ArcGIS Pro, Survey123, ArcGIS Field Maps, ArcGIS Workforce, ArcGIS Story Maps, QGIS, Cesium, GDAL, GeoAnalytics Engine
<b>Big Data &amp; Distributed Processing</b>	Apache Sedona (GeoSpark), Kafka, Flink, Databricks
<b>Programming &amp; Scripting Languages</b>	Python, PL/SQL, Ruby, SQL, SPARQL, XQuery
<b>DevSecOps &amp; CI/CD Tools</b>	Terraform, CloudFormation, Helm, Kubernetes, Docker, Jenkins, Jenkins X, Git, Jira, Confluence
<b>Frameworks &amp; Compliance</b>	STIG, ATO, SOC 2, FedRamp, NIST FISMA, ISO 2700
<b>Operating Systems</b>	Linux (Debian, Redhat), Unix (AIX, Solaris), Windows, MacOS
<b>Data &amp; Analytics Tools</b>	RStudio Pro, Shiny Server, Tidiverse, Markdown, Hugo, Jupyter
<b>Technologies</b>	Splunk, Nagios, Java, Java EE, REST

**Work Experience**

**Silver Spring, MD** **May 2025 - Present**  
**Self-Employed - AI-Driven Data Architect Research**

- Collaborated with a non-disclosable startup specializing in accurate AI/ML-driven data management.
- Worked on an innovative AI-driven ETL/ELT tool that automatically normalized, generated, and adapted data transformation logic from source to target schemas.
- Designed data workflows using AI-driven tools to build and maintain resilient data pipelines with reduced manual coding and maintenance.
- Incorporated Spatial RDDs and DataFrames capable of distributed spatial joins.

**Booz Allen Hamilton - FT Meade, MD** **Jun 2024 – May 2025**  
**Lead Engineer**

- Served as a Data Architect on DISA programs, developing data aggregation and analysis strategies to support network sensor telemetry across geographically dispersed DoDIN environments.
- Designed a layered data-lakehouse architecture that structured raw data into progressively refined, trustworthy, and analytics-ready assets managed within Databricks.
- Integrated observability and AI-driven analytics into sensor data pipeline monitoring and alerting to proactively detect anomaly indicators such as data currency, latency, and failure.
- Developed proof-of-concept map-oriented dashboards for a user experience portal to demonstrate data observability.
- Integrated the Booz Allen Thunderdome Databricks Cluster with cloud-native, Spark-compatible ESRI Geoanalytics Engine.
- Led data management efforts, supporting day-to-day data operations to build a next-generation automated malware analysis system.



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<ul style="list-style-type: none"> <li>• Gathered requirements from multiple internal and external stakeholders.</li> <li>• Coordinated STIX data standards to meet specific program requirements.</li> <li>• Designed databases with document-level security and access control mechanisms.</li> <li>• Participated in SAFe Agile sprint planning for Program Increments (PI), coordinating data activities with multiple RK development teams.</li> </ul>
<p><b>SAIC, Alexandria, VA</b> <span style="float: right;"><b>Nov 2023 – Jun 2024</b></span>  <b>Principal DevSecOps Engineer</b></p>
<ul style="list-style-type: none"> <li>• Led a team of USPTO DevSecOps engineers providing O&amp;M support for Infrastructure as Code (IaC) of an end-to-end pipeline hosting a comprehensive CI/CD stack implemented using GitLab Pipelines.</li> <li>• Performed weekly backlog grooming of ADP Platform user stories and collaborated with product owners to define detailed acceptance criteria.</li> <li>• Implemented automated testing to improve deployment cadence and researched cloud-native tools to deliver CI/CD best practices, continuously enhancing pipeline delivery efficiency across multiple teams.</li> </ul>
<p><b>Reinventing Geospatial, Fairfax, VA</b> <span style="float: right;"><b>Mar 2023 – Nov 2023</b></span>  <b>Senior DevSecOps Engineer</b></p>
<ul style="list-style-type: none"> <li>• Provided infrastructure support on OpenStack, AWS, Azure, and GCP to meet mission requirements.</li> <li>• Supported a Joint NGA and SOCOM mission as a subcontractor to MAXAR, serving as line manager and technical lead for 6 direct reports.</li> <li>• Performed spatial data discovery using AWS EMR, incorporating AWS Glue Data Catalog and ArcGIS Geoanalytics.</li> <li>• Participated in SAFe Agile scrum technical planning to support rapidly evolving customer mission requirements.</li> <li>• Supported automated deployments of Kubernetes-managed, containerized applications across AWS cloud, OpenStack, and Linux hosts using Terraform, Helm Charts, Helm Files, and Ansible.</li> <li>• Integrated massive spatial data pipelines within a hybrid cloud environment consisting of on-premises OpenStack and AWS-hosted infrastructure.</li> <li>• Conducted initial planning for high availability and disaster recovery of critical workloads and data connectivity between environments.</li> <li>• Designed StatefulSets to ensure predictable pod startup, unique network identities, and reliable mapping of persistent storage across environments.</li> <li>• Collaborated with multiple stakeholders in a rapidly changing environment to define operational goals and achieve them efficiently across OpenStack, AWS, and standalone Linux hosting environments.</li> <li>• Configured persistent volumes (PVs) and persistent volume claims (PVCs) to enable pods to request and utilize storage resources effectively.</li> <li>• Set up ConfigMaps and Secrets to securely manage configuration data and environment variables for stateful applications.</li> <li>• Used container images to deploy applications across different Kubernetes clusters, ensuring consistent and agnostic deployments across environments.</li> </ul>
<p><b>Pantheon Platform</b> <span style="float: right;"><b>Oct 2022 – Mar 2023</b></span>  <b>Principal Data Architect</b></p>
<ul style="list-style-type: none"> <li>• Developed a Pantheon Data Lake Vault 2.0 solution to support Pantheon Revenue Operations.</li> <li>• Established a data-lakehouse architecture supporting medallion architecture for raw IoT feeds, API pulls, SaaS and CDC, including deduplication, PII masking, and KPI tables.</li> <li>• Benchmarked and evaluated technology options to align technical architecture with business architecture across multiple SaaS applications supporting analytics, sales, marketing, customer service, product telemetry, and executive dashboards.</li> <li>• Coordinated with DevSecOps engineering teams supporting Pantheon’s WebOps Solution across hundreds of thousands of customer website development environments.</li> </ul>
<p><b>HIA Technologies/KeyLogic</b> <span style="float: right;"><b>Jun 2019 – Nov 2023</b></span>  <b>USPTO Google Cloud Services (UGCS)</b></p>
<ul style="list-style-type: none"> <li>• Served as a Cloud and Data Architect for the Office of Infrastructure Engineering and Operations (OIEO), leading the design of the USPTO Google Cloud Services (UGCS) Software Support Branch (SSB) development environment, including secure hub-spoke network architecture for hybrid on-premises and Google Cloud environments.</li> <li>• Conducted architecture design, research, and recommendations to meet SSB requirements, including COTS</li> </ul>



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tool selection for FISMA compliance and ATO attainment, and planning high availability (HA) architecture within scope and budget.

- Developed detailed system architecture artifacts, including network topology diagrams, system interface designs, data flow mappings, authentication and access control mechanisms, and end-to-end workflow and sequence diagrams.
- Collaborated with teams to support business capture activities by aligning technical solutions with RFI/RFP requirements, applying innovation, gap analysis, and risk mitigation strategies to address cost, schedule, and technical challenges.
- Identified and applied modern technologies and methodologies including DevSecOps, CI/CD, containerization, Agile SAFe, and AI/ML to deliver scalable, low-risk, and cost-effective solutions aligned with customer requirements.
- Developed a proof of concept in collaboration with Maxar Technologies for real-time vehicle identification and tracking using supervised deep learning, satellite imagery, and geospatial integration with ground-based image recognition systems.
- Integrated ArcGIS Field Operations applications with ArcGIS Enterprise, enabling shared identities, maps, and feature services within an Apache Sedona/Cesium-based web mapping architecture.
- Contributed to technical proposals and white papers covering topics such as IaaS, DaaS, ERP, ITSM, GIS with AI/ML, distributed knowledge systems, and TinyML, while supporting leadership and operations in an Agile software development environment.
- Deployed, secured, and managed AWS and GCP cloud assets within a DevSecOps framework, including decoupled data integration with CI/CD pipelines and development of serverless machine learning and computer vision workbench solutions.
- Led development and deployment of cloud-based solutions across AWS, Azure, Oracle Cloud, and GCP, incorporating technologies such as Node.js, Rekognition, DeepLens, Lambda Functions, Cloud Functions, and BigQuery.
- Administered and supported DevSecOps tools and platforms including Jenkins, Jira, Confluence, and OpenShift, and managed Kubernetes-based microservices deployments across hybrid environments.
- Managed data center and cloud migrations for geospatial platforms integrating GeoServer, Cesium JS, Databricks, Apache Spark, and Apache Sedona, ensuring scalable and containerized deployment architectures.
- Deployed and managed data science and analytics platforms including Hopsworks and Databricks, integrating with tools such as Tableau and RStudio Pro for advanced analytics.
- Implemented geospatial data ETL pipelines using AWS S3 and Google Cloud Storage, and deployed data tools including PostgreSQL, Apache Sedona, ArcGIS Pro, QGIS, and BigQuery.
- Provided mentorship and leadership in GIS and cloud DevSecOps practices, supporting data science and AI/ML teams and leading the IIA Innovation GIS and Cloud DevSecOps Technical Guild.

**Prior Experience**

**FEMA Office of Response and Recovery (ORR) / United States Army Corps of Engineers (USACE),  
 Arlington & Fairfax** **Sep 2015 – Jun 2019**

**eGlobaltech and USmax Contractor**

**City of Washington DC, Washington, DC** **May 2014 – Sep 2015**  
**Independent Contractor, Architect Consultant**

**SDK Corp, Olney, MD** **Dec 2013 – May 2014**  
**Vice President, Consulting**

**MarkLogic, Tysons, VA** **Jul 2013 – Dec 2013**  
**Senior Solutions Engineer**

**TASC, Chantilly, VA** **Oct 2012 – Jul 2013**  
**Senior GIS Database Administrator**

**ORACLE USA, Reston, VA** **Nov 2009 – Oct 2012**  
**Senior Principal GIS Consultant**

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<b>LOCKHEED IS&amp;GS, Arlington, VA</b> <b>Senior Spatial Database Administrator</b>	<b>Jan 2007 – Nov 2009</b>
<b>THE NATURE CONSERVANCY</b> <b>Senior Technical Architect</b>	<b>Feb 2004 – Jan 2007</b>
<b>ESRI</b> <b>Software Instructor</b>	<b>Feb 2002 – Dec 2003</b>
<b>Education</b>	
<ul style="list-style-type: none"> <li>• Master of Planning, University of Virginia, Charlottesville, VA</li> <li>• Bachelor of Psychology, Old Dominion University, Norfolk, VA</li> </ul>	
<b>Certification</b>	
<ul style="list-style-type: none"> <li>• CISSP</li> <li>• CompTIA Security</li> <li>• AWS Certified Solutions Architect</li> </ul>	

<b>Neha Chudiwale - GIS Application Developer</b>
<b>Professional Summary</b>
<p>Neha Chudiwale is a highly accomplished GIS Application Developer with <b>over 8+ years</b> of experience in designing, developing, and maintaining enterprise-scale geospatial applications and systems. She holds a Master’s degree in Computer Applications and brings strong expertise in Esri ArcGIS Enterprise, ArcGIS Online, and ArcGIS Pro, as well as advanced proficiency in JavaScript, React, TypeScript, Python, and .NET. She has extensive experience across the full lifecycle of GIS application development, including system architecture, configuration, deployment, integration, and ongoing maintenance in cloud and enterprise environments.</p> <p>She has a proven track record of delivering scalable, secure, and high-performing GIS solutions across government and enterprise environments. Her expertise includes building and integrating web-based GIS applications, developing and consuming REST services, automating geoprocessing workflows using Python, and managing spatial databases such as PostgreSQL/PostGIS and Oracle. She is highly experienced in configuring ArcGIS Enterprise environments, implementing ETL workflows, and ensuring data integrity and system reliability. Additionally, she demonstrates strong collaboration and technical leadership skills, working with cross-functional teams to deliver innovative geospatial solutions that support data-driven decision-making and operational efficiency.</p>
<b>Core Competencies:</b>
<ul style="list-style-type: none"> <li>• Skilled in designing, developing, and maintaining enterprise GIS applications using <b>ArcGIS Enterprise, ArcGIS Online, and ArcGIS Pro.</b></li> <li>• Proficient in building web-based GIS applications using JavaScript, React, TypeScript, and .NET technologies.</li> <li>• Experienced in configuring and administering ArcGIS Enterprise environments, including Portal, Server, Data Store, and Web Adaptor.</li> <li>• Expert in developing and consuming RESTful services and integrating GIS applications with enterprise systems and APIs.</li> <li>• Proficient in managing spatial databases, including PostgreSQL/PostGIS, Oracle, and SDE geodatabases.</li> <li>• Skilled in automating geoprocessing workflows and ETL pipelines using Python, ArcPy, and FME.</li> <li>• Experienced in developing real-time GIS solutions using GeoEvent Server and integrating live data streams.</li> <li>• Strong expertise in data visualization and dashboard development using ArcGIS Dashboards, Experience Builder, and Web AppBuilder.</li> <li>• Proficient in implementing data security, access control, and governance within GIS platforms.</li> <li>• Experienced in containerization and deployment using Docker and cloud platforms such as AWS and Azure.</li> <li>• Skilled in version control and collaboration using GitHub, Bitbucket, and Agile tools like Jira and Confluence.</li> <li>• Strong troubleshooting and performance optimization skills for GIS applications, databases, and services.</li> <li>• Experienced in full Software Development Lifecycle (SDLC), including analysis, development, testing, deployment, and support.</li> </ul>



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Technical Experience	
<b>Programming Languages</b>	C#, .NET, Java, JavaScript, TypeScript, SQL, T-SQL, HTML5, CSS3, XML, JSON, C++, PHP, VB.NET, Pascal
<b>Frameworks &amp; Libraries</b>	ASP.NET (Core, MVC, .NET 6/7/8), Angular, React, Entity Framework, Spring, Hibernate, jQuery, Bootstrap
<b>Databases</b>	Microsoft SQL Server, Oracle, MySQL, PostgreSQL
<b>Web &amp; Application Servers</b>	IIS, Apache, Tomcat, Node.js
<b>Cloud &amp; DevOps</b>	AWS, Azure, Docker, Kubernetes, Jenkins, TFS, Git, Harness, OpenShift, Quay
<b>Messaging &amp; Streaming</b>	Apache Kafka, Real-Time Data Processing
<b>Web &amp; API Development</b>	RESTful Services, SOAP, Web APIs, Full-Stack Development
<b>Development Tools &amp; IDEs</b>	Visual Studio, Eclipse, IntelliJ IDEA, NetBeans, WebStorm
<b>Methodologies</b>	Agile (Scrum, Kanban), Waterfall, SDLC
Work Experience	
<b>SBA, U.S. Small Business Administration <span style="float: right;">Apr 2024 – Present</span></b>	
<b>GIS Developer</b>	
<ul style="list-style-type: none"> <li>• Install and configure open-source GIS tools to establish custom geospatial application environments.</li> <li>• Automate Census and TIGER/Line data ingestion workflows to support HUBZone identification and regulatory compliance.</li> <li>• Designe and maintain PostgreSQL/PostGIS databases, creating advanced SQL queries and materialized views.</li> <li>• Integrate data services into GeoServer to enable dynamic web mapping interfaces.</li> <li>• Developed and deploy Docker container solutions for efficient application scaling and smooth environment transitions.</li> <li>• Lead code deployment and update processes using CLI and Docker.</li> <li>• Collaborate cross-functionally to deliver custom mapping, analytics, and spatial data management solutions.</li> </ul>	
<b>Environment:</b> GeoServer, QGIS, PgAdmin, PostgreSQL, SQL, Docker, Node.js, Python, GitHub, AWS	
<b>FDNY, New York City, NY, (Contractor) <span style="float: right;">Jan 2022 – Feb 2024</span></b>	
<b>GIS Developer</b>	
<ul style="list-style-type: none"> <li>• Involved in back-end geodatabase maintenance as well as front-end mobile and web development for display and maintenance of spatial data.</li> <li>• Involved in most of the GIS-related work (Server administration, database management, application development, and user guide)</li> <li>• Responsible for the Configuration and design of the ArcGIS Portal Web Map and Web Apps. Creation and deployment of custom widgets and customizations.</li> <li>• Involved in server architecture to set the Enterprise GIS environment for Development, Test/Staging, and Production environments</li> <li>• Customized various applications like DOT tracker applications, Verizon Reveal applications, Guardrail strike, field maps, EO Reporting Survey123, AGOL Photo attachment Viewer. In addition to working on real-time data using the Geoevent server, I created the input/output connector to fetch data from the API, created a field mapper, and connected to the referencing feature service so that data would be stored in the SDE database.</li> </ul>	
<b>Kaiser Permanente, Fairfax, VA (Contractor) <span style="float: right;">Mar 2021 - Jan 2022</span></b>	
<b>GIS Developer</b>	
<ul style="list-style-type: none"> <li>• Responsible for maintaining and organizing the ArcGIS Portal, ArcGIS Server, Data Store, Web adaptor, and secure hosted feature services.</li> <li>• Wrote several Python scripts for Geoprocessing, automation process, and health monitoring check successfully working ArcGIS portal, ArcGIS server, and Database connections on daily schedule tasks.</li> <li>• Involved in various web applications by creating new ones and deploying on the IIS server, and modifying existing applications to do Analysis of Health Care network providers.</li> <li>• Used Experience Builder, which involves React, Typescript, and JavaScript code.</li> <li>• Responsible for securing the Dashboard at 7 levels of security access based on credentials, secured by regional-wise distribution, or globally secured, or Patient information restricted secured. 7 security groups have been added to all embedded applications and secured, so people can view the Dashboard and applications</li> </ul>	



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<p>according to their access level, as provided.</p> <ul style="list-style-type: none"> <li>• Optimal Provider Finder Drive Time Routing Application:</li> <li>• Calculated the drivetime polygon for all in-network clinics at a 30-minute distance. The purpose of this application is to show where the health coverage gaps are in-network and to identify external providers to contract with to help fill those gaps.</li> <li>• Network Impact Custom tool- To find the gap and connection between the Provider and potential gap members. Basically, the Gap analysis tool shows the impact on members in the event of a provider's loss.</li> </ul>	
<p><b>Department of Defense- Bio-Surveillance Health, Silver Spring</b> <span style="float: right;"><b>Mar 2020 - Feb 2021</b></span></p> <p><b>GIS Admin &amp; Developer</b></p>	
<ul style="list-style-type: none"> <li>• As an Admin of ArcGIS Enterprise, Responsible for migrating AGOL to ArcGIS Portal, installing, deploying, and configuring ArcGIS tools and components in multiple cloud environments 10.9.1. I was also responsible for enhancements, upgrades, and Patches. I was responsible for working with Esri for licenses and troubleshooting issues. I handled a large set of SDE databases and automated the ETL process using Model Builder and Python Script.</li> <li>• Responsible for updating world outbreak disease data daily by using secure Intel links. Create update DHA COVID-19 Surveillance Dashboard with MHS DOD cumulative and Daily cases of COVID-19. Add trajectory maps of the Army, Air Force, influenza-like illness, and other maps in one Dashboard. This Dashboard has been presented at the White House by the policymakers and has received widespread recognition. Wrote a Python script to extract the data from an Excel file and convert it into another format to perform tasks.</li> <li>• Web Applications and custom tools to identify and analyze global health diseases such as COVID, Ebola, Influenza, and other outbreaks. Update the COVID-19 Dashboard with DOD MHS cases daily with an automation script. Work with the NGA Portal. Create Story Maps of all Health disease Web Maps on one page with different disease tabs. Correct the Projection of the Ebola disease map and digitize it using Geoprocessing tools to fix the polygon and update the data in the feature layer.</li> <li>• Proposed the JMeter tool to check the performance of running Web applications, including various MOH, Pest management, CIA Factbooks, and WHO links by creating test cases in JMeter and the Spider tool.</li> <li>• Python script to create the CSV file to generate the COVID-19 time series graph of daily cases for all states and 33 countries, and convert it into a PDF. Time Graph has also been added to the Dashboard.</li> </ul>	
<p><b>Prior Experience</b></p>	
<p><b>National Oceanic And Atmospheric Administration (NOAA), Silver Spring</b> <span style="float: right;"><b>Jul 2019 - Feb 2020</b></span></p> <p><b>Aerospace Aviation, GIS Software Programmer</b></p>	
<p><b>GEOVED LLC., Maryland,</b> <span style="float: right;"><b>Feb 2017 - May 2019</b></span></p> <p><b>Montgomery County, GIS Application Developer</b></p>	
<p><b>Education</b></p>	
<ul style="list-style-type: none"> <li>• <b>Master's in Computer Applications (MCA)</b>, Guru Jambheshwar University, Hisar, India, 2006</li> <li>• <b>Bachelor's in Computer Application (BCA)</b>, MCRPV University, Bhopal, India, 2003</li> </ul>	

<p><b>Addisalem Abera- Senior GIS Application Developer</b></p>	
<p><b>Professional Summary</b></p>	
<p>Addisalem Abera is a highly accomplished <b>Senior Geospatial Engineer and Technical Product Leader</b> with <b>over 15 years</b> of experience in designing, implementing, and managing enterprise-scale <b>geospatial systems and infrastructure</b>. He holds a <b>Master of Science degree in Geomatics</b> and brings deep expertise in <b>GeoServer, PostgreSQL/PostGIS, and OGC-compliant services</b>, as well as strong proficiency in <b>ArcGIS</b> technologies, <b>Python</b>, and <b>spatial</b> data processing frameworks. He has extensive experience across the full lifecycle of geospatial platform development, including system architecture, deployment, performance optimization, data integration, and high-availability solutions.</p> <p>He has a proven track record of delivering secure, scalable, and high-performance geospatial solutions across enterprise, utility, and government environments. His expertise includes building and optimizing spatial databases, developing automated ETL pipelines using <b>Python, FME, and GDAL</b>, and implementing robust metadata governance frameworks using <b>GeoNetwork</b> and <b>CKAN</b>. He is highly experienced in cloud and infrastructure environments, including <b>AWS, containerization, and CI/CD</b> pipelines, enabling efficient and resilient</p>	



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deployments. Additionally, he demonstrates strong leadership in cross-functional collaboration, translating complex business requirements into innovative geospatial products, and driving data-driven decision-making through advanced analytics, dashboards, and spatial modeling solutions.

**Government Experience**

**Core Competencies:**

- Skilled in designing, deploying, and managing enterprise geospatial platforms using GeoServer, ArcGIS, and OGC-compliant services (WMS, WFS, WCS, WMTS).
- Proficient in building and optimizing spatial databases using PostgreSQL/PostGIS, including schema design, indexing, query tuning, and large-scale data ingestion.
- Experienced in developing and automating spatial ETL pipelines using Python, FME, and GDAL for efficient data processing and integration.
- Expert in implementing high-availability and scalable geospatial infrastructures with load balancing, clustering, and performance tuning.
- Proficient in cloud-based deployments and infrastructure management using AWS services, Docker, Kubernetes, and CI/CD pipelines.
- Skilled in metadata management and governance using GeoNetwork, CKAN, and ISO/FGDC standards to ensure data integrity and discoverability.
- Experienced in developing GIS applications, dashboards, and geoprocessing services using ArcGIS Enterprise, JavaScript APIs, and REST services.
- Strong expertise in troubleshooting and optimizing geospatial systems, including service performance, ETL workflows, and database operations.
- Proficient in scripting and automation using Python, SQL, and Linux shell scripting for system administration and workflow optimization.
- Experienced in ensuring data quality through validation, standardization, and implementation of automated quality control processes.
- Skilled in leading cross-functional teams, translating business requirements into technical solutions, and delivering scalable geospatial products.
- Strong documentation and communication skills, including creating technical documentation, user guides, and training materials.

Technical Experience	
<b>Geospatial Platforms &amp; Tools</b>	GeoServer, ArcGIS Enterprise, ArcGIS Server, ArcGIS Pro, GeoNode, Geocortex Essentials
<b>OGC Services &amp; Standards</b>	WMS, WFS, WCS, WMTS, SLD Styling, OGC Compliance, GeoServer REST API
<b>Databases &amp; Spatial Data</b>	PostgreSQL/PostGIS, SQL Server, Oracle, Spatial Indexing, Query Optimization, Raster Processing
<b>Programming &amp; Scripting</b>	Python (OOP), SQL, JavaScript, PL/pgSQL, Shell Scripting (Linux/Unix)
<b>ETL &amp; Data Processing</b>	FME Desktop/Server, GDAL/OGR, Spatial ETL Pipelines, Data Transformation, Data Harmonization
<b>Cloud &amp; Infrastructure</b>	AWS (EC2, S3, Lambda, CloudFront, Step Functions, DynamoDB), Docker, Kubernetes, CI/CD Pipelines
<b>Web &amp; API Development</b>	REST Services, ArcGIS JavaScript API, Web Mapping Applications, API Integration
<b>Metadata &amp; Data Governance</b>	GeoNetwork, CKAN, GeoNode, FGDC/ISO 19139 Standards, Data Cataloging, Lineage Tracking
<b>System Architecture &amp; DevOps</b>	High Availability (HA), Load Balancing, Clustering, Performance Tuning, GitHub Actions
<b>GIS &amp; Spatial Analysis</b>	Raster & Vector Analysis, Geoprocessing Services, Spatial Modeling, Data Visualization

Work Experience	
<b>Technical Program Product Manager</b> Amazon AWS Data Center Supply Solutions	Dec 2024 - Present



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<ul style="list-style-type: none"> <li>• Lead the development of scalable spatial and land analytics tools that support AWS’s global infrastructure expansion and data-center site selection.</li> <li>• Collaborate with software engineering and infrastructure teams to design secure, scalable spatial services supporting simulations, analytics, and high-volume API usage.</li> <li>• Translate complex business requirements into geospatial product specifications that drive usability, performance and accessibility across GIS dashboards and web tools.</li> <li>• Develop a geospatial due diligence module within the land analytics platform, integrating custom GIS applications and data-processing workflows to support site-selection projects and enhance decision-maker visibility.</li> <li>• Develop and maintain real-time dashboards that standardize spatial data, support analytics and improve visibility into infrastructure-planning metrics.</li> <li>• Validate, clean and standardize geospatial metadata to ensure high data integrity across customer-facing and internal data layers.</li> <li>• Coordinate with data stakeholders to maintain current and actionable datasets within the geospatial platform.</li> </ul>
<p><b>USCIS</b> <span style="float: right;"><b>Jan 2024 - Dec 2024</b></span>  <b>GIS Developer</b></p>
<ul style="list-style-type: none"> <li>• Leveraged ArcGIS geospatial analysis tools to enhance decision-making through analytical product development.</li> <li>• Developed and maintained dashboards, improving data standards and collection processes for more accurate and efficient data management.</li> <li>• Streamlined and automated data management workflows, reducing manual effort and optimizing operations.</li> <li>• Ensured high data integrity by validating, conditioning, and standardizing metadata for customer data layers.</li> <li>• Coordinated with data owners to maintain current and concise dashboard data layers, improving data relevance and accessibility.</li> <li>• Created comprehensive program documentation, including user guides and training materials, to facilitate effective use of geospatial tools and dashboards.</li> </ul>
<p><b>GIS Developer/Tech Lead</b> <span style="float: right;"><b>Jan 2021 - Jan 2024</b></span>  <b>Pacific Gas and Electric Company</b></p>
<ul style="list-style-type: none"> <li>• Develop, test, and automate GIS software, tools, and ETL workflows using Python and ArcGIS Enterprise and FME.</li> <li>• Configure and maintain enterprise GIS databases, supporting data modeling, schema design, SQL queries, and indexing.</li> <li>• Implement automated attribute rules to enforce data integrity and streamline quality control.</li> <li>• Deploy ArcGIS Field Maps solutions, enabling real-time mobile data capture for gas distribution assets.</li> <li>• Create and publish web maps and geoprocessing services to support analysis, reporting, and field operations.</li> <li>• Conduct troubleshooting of GIS database scripts, ETL jobs, workflow failures, schema issues, and service performance.</li> <li>• Migrate datasets between geodatabases and platforms using scripted ETL processes with logging and error handling.</li> </ul>
<p><b>Cisco, San Jose, CA</b> <span style="float: right;"><b>Oct 2019 - Jan 2021</b></span>  <b>GIS Lead Software Developer</b></p>
<ul style="list-style-type: none"> <li>• Led deployment and administration of Linux-based geospatial infrastructure, including multi-tier ArcGIS Enterprise systems optimized for high availability, security, and load-balanced service delivery.</li> <li>• Configured and optimized Tomcat, reverse proxies, and load balancers (GSLB/SLB) to ensure scalable, fault-tolerant delivery of geospatial services.</li> <li>• Implemented HA architectures with clustered services, shared storage, automated failover routines, and performance tuning across Linux systems hosting spatial APIs and map services.</li> <li>• Engineered backend service optimization for heavy raster/vector workloads, improving response times for map layers, geoprocessing tasks, and REST API endpoints.</li> <li>• Developed secure automation frameworks for service deployment, configuration updates, certificate rotation, and environment hardening on Linux servers.</li> <li>• Collaborated with network, security, and platform teams to align geospatial infrastructure with enterprise standards for authentication, encryption, and monitoring.</li> <li>• Supported migration and modernization of legacy systems, redesigning geospatial backend components to improve reliability, scalability, and interoperability with open-source and cloud architecture patterns.</li> </ul>



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<b>Prior Experience</b>	
<b>Texas Department of Transportation /NTT DATA Services, Austin, TX</b> GIS Software Development Specialist	<b>Apr 2019 - Sep 2019</b>
<b>Kansas City Board of Public Utilities, Kansas City, Kansas</b> GIS Developer	<b>May 2015 - Apr 2019</b>
GIS Developer/Analyst,	<b>Dec 2013 - May 2015</b>
<b>Highway Engineers and Consultants (HEC), Addis Ababa, Ethiopia</b> GIS Developer/Specialist	<b>Jul 2012 - Nov 2013</b>
<b>Oromia Water Works Design and Supervision Enterprise (OWWDSE)</b> GIS Analyst	<b>Jul 2010 - Jul 2012</b>
<b>Education</b>	
<ul style="list-style-type: none"> <li>● <b>Master of Science Degree in Geomatics (GIS, RS, Cartography)</b> - University of Florence.</li> <li>● <b>Bachelor of Science in Soil and Water Resource Engineering and Management</b> - Mekelle University.</li> <li>● <b>Data Analytics &amp; Visualization Certificate</b> - Kansas University.</li> </ul>	
<b>Certifications</b>	
<ul style="list-style-type: none"> <li>● Oracle 10G/11G/12c Certified Professional.</li> </ul>	