



West Virginia Purchasing Division

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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 2

List View

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

Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID:

Legal Name: Prisa Consulting Services LLC

Alias/DBA: Prisa Consulting Services LLC

Total Bid: \$0.00

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

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Close Time: 13:30

Status: Closed

Solicitation Description:

Total of Header Attachments: 2

Total of All Attachments: 2



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

**State of West Virginia
 Solicitation Response**

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

Solicitation Closes	Solicitation Response	Version
2026-04-14 13:30	SR 0803 ESR04142600000007163	1

VENDOR
 VS0000048867
 Prisa Consulting Services LLC

Solicitation Number: CRFQ 0803 DOT2600000079
Total Bid: 0
Response Date: 2026-04-14
Response Time: 12:58:53
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				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Senior Application Oracle Database Administrator				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Application Oracle Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
4	Application Oracle Database Administrator				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Application Oracle Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
5	Senior Application DB2 Database Administrator				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
6	Application DB2 Database Administrator				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Senior PC Programmer Analyst				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
9	Application SQL Server Database Administrator				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Application SQL Server Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
10	Senior Application Oracle Server Database Administrator				0.00

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				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Senior GIS Database Administrator				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	GIS Architect				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

GIS Architect

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
14	GIS Application Developer				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

GIS Application Developer

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
15	Senior GIS Application Developer				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior GIS Application Developer

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Response to:

CRFQ No. – CRFQ-0803-DOT2600000079

WVDOT Information Technology
Temporary Staffing Services

Submitted to:

Attn: John Estep
West Virginia Purchasing Division,
2019 Washington Street East,
Charleston, WV 25305



Submitted by:

Scott Cox, Director Government Services

1001 W Eules Blvd, Suite # 411,

Eules, TX – 76040

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E-mail: supplier@prisallc.com

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Transmittal Letter

Date: April 14, 2026

Attn: John Estep

West Virginia Purchasing Division,
2019 Washington Street East,
Charleston, WV 25305

Prisa Consulting Services LLC is pleased to submit this proposal in response to **CRFQ DOT2600000079** to provide **Information Technology Temporary Staffing Services** in support of the **West Virginia Department of Transportation (WVDOT)**. We appreciate the opportunity to be considered as a staffing partner for the **West Virginia Department of Transportation**.

For over **7 years**, **Prisa Consulting Services LLC** has helped public-sector and enterprise organizations quickly secure skilled IT professionals who can step in, contribute immediately, and operate effectively within structured and security-conscious environments. **Prisa Consulting Services LLC** is a **Small Diverse, Small and Minority-Owned Business enterprise-certified** company and a reliable ally in strategic consulting, staffing, and technology services, dedicated to aiding companies in achieving sustained growth and success. We understand the importance of reliability, responsiveness, and trust when supporting department's IT operations, and we take that responsibility seriously.

We have carefully reviewed the CRFQ and fully understand the Department's need for a dependable partner who can supplement existing IT staff with qualified, thoroughly screened professionals on demand and without disruption. We are confident that our recruiting approach, talent network, and hands-on account management model position us well to meet and exceed these expectations. Some of the advantages of our processes are as under, but not limited to:



At PCS, our first aim and priority would be to help our customers with a flexible supply of the best technical and professional talents, aligning with business requirements. We combine industry best practices with our customer-centric approach to deliver a best-in-class talent acquisition experience for our global clients. The heart of PCS lies in our dynamic and passionate team of technology experts. Comprising seasoned professionals, administrative Professionals, data scientists, AI Engineers, Software engineers, UI/UX designers, and project managers, our team is united by a shared commitment to excellence and innovation.

We have included a response document outlining our approach, methodology, processes, and pricing. This proposal will remain valid for 120 days from the date of submission. In case of any questions, please do not hesitate to contact us. We are looking forward to working as your partner and achieving success together. Thank you for your time and consideration.

Regards,

Scott Cox

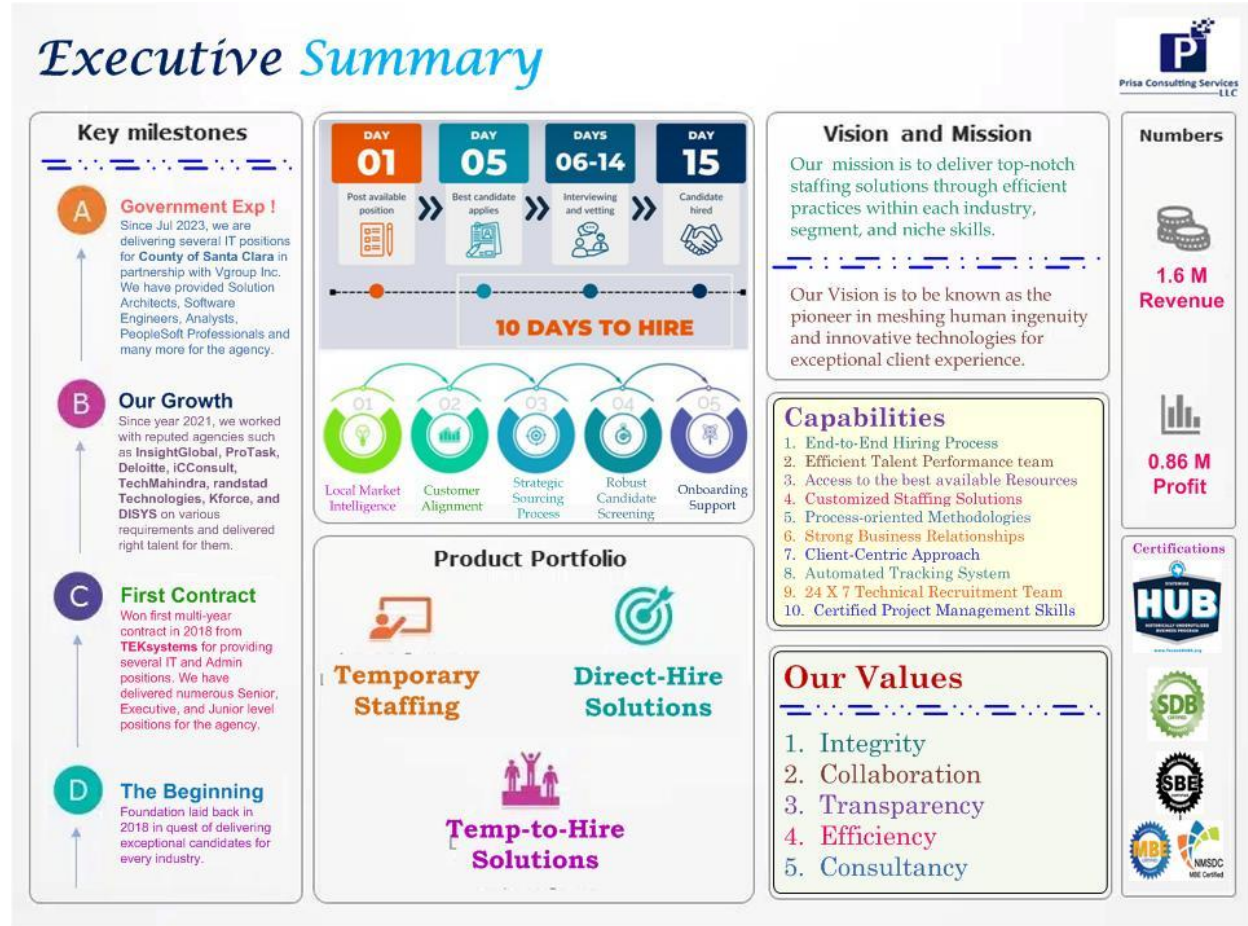
Scott Cox, Director Government Services
Prisa Consulting Services LLC(PCS)
1001 W Eules Blvd, Suite # 411,
Eules, TX – 76040



Phone: 817-541-1801, Email: supplier@prisallc.com

1. Executive Summary

For the past 7+ years, Prisa Consulting Services has been recognized as a solutions firm specializing in **Information Technology, Finance, Administration, Professional Staffing** services. Our knowledge and recruitment force empowers top companies to achieve their goals. Our curated teams of technical experts deliver solutions custom-tailored to each client’s needs, shaped by deep market knowledge, thought leadership, and our multi-industry expertise.



Executive Summary

Key milestones

- A Government Exp !**
Since Jul 2023, we are delivering several IT positions for County of Santa Clara in partnership with Vgroup Inc. We have provided Solution Architects, Software Engineers, Analysts, PeopleSoft Professionals and many more for the agency.
- B Our Growth**
Since year 2021, we worked with reputed agencies such as InsightGlobal, ProTask, Deloitte, ICConsult, TechMahindra, randstad Technologies, Kforce, and DISYS on various requirements and delivered right talent for them.
- C First Contract**
Won first multi-year contract in 2018 from **TEKsystems** for providing several IT and Admin positions. We have delivered numerous Senior, Executive, and Junior level positions for the agency.
- D The Beginning**
Foundation laid back in 2018 in quest of delivering exceptional candidates for every industry.

10 DAYS TO HIRE

DAY 01 Post available position

DAY 05 Best candidate applies

DAYS 06-14 Interviewing and vetting

DAY 15 Candidate hired

Product Portfolio

- Temporary Staffing
- Direct-Hire Solutions
- Temp-to-Hire Solutions

Capabilities

- End-to-End Hiring Process
- Efficient Talent Performance team
- Access to the best available Resources
- Customized Staffing Solutions
- Process-oriented Methodologies
- Strong Business Relationships
- Client-Centric Approach
- Automated Tracking System
- 24 X 7 Technical Recruitment Team
- Certified Project Management Skills

Our Values

- Integrity
- Collaboration
- Transparency
- Efficiency
- Consultancy

Numbers

1.6 M Revenue

0.86 M Profit

Certifications

- HUB
- SDB
- SBE
- MABE
- NMSDC WBE Certified

1.1 Company Overview

Prisa Consulting Services (PCS) is a specialist IT staffing and consulting company committed to offering government and business clients top-notch technical resources. Since its founding, PCS has concentrated on creating a staffing strategy that is responsive and scalable so that businesses can address both short-term and long-term IT requirements. Numerous technical tasks, such as **cloud technologies, infrastructure management, application development, and end-user support**, are supported by our services.

Our company delivers people who are not only technically competent but also compatible with the client's operational environment by combining industry knowledge with cutting-edge recruitment tools. PCS has made a name for itself as a reliable partner for IT staffing solutions by continuing to place a high priority on quality, responsibility, and continual progress.

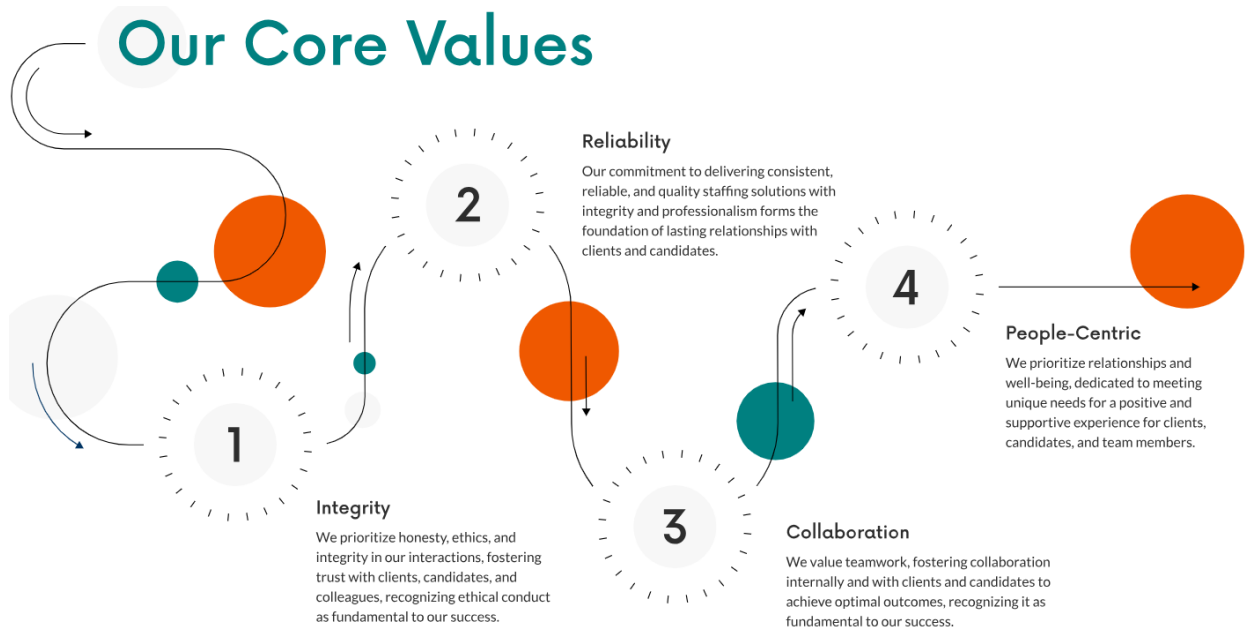
Company Information

Company Information	
Name	Prisa Consulting Services LLC (PCS)
Principal Place of Business	1001 W Eules Blvd Suite, 411, Eules TX – 76040
Length of Existence	7+ Years
Total Number of Employees	35-40
Federal Tax ID	83-1636224
Contact Person	Scott Cox
Contact Number / Fax	(817)242-8503 / (866)654-3270
Summary	At Prisa Consulting Services, we specialize in connecting companies with top-tier professionals in IT, HR, Marketing, Accounting, Customer Service, and administrative resources. Our pre-vetted database and rigorous recruitment process ensure you get skilled candidates who seamlessly integrate into your team, whether for a short-term project, seasonal demand, or unexpected vacancy. With a focus on speed, precision, and exceptional service, we provide the right blend of expert and skilled professionals at the right time, keeping your business moving forward without disruption.

With our qualified experience in “Talent Management”, we take a dynamic approach to adopt the best recruitment practices and strategies for delivering quality resources at every level from “Entry-level” to “C-Suite” candidacy. Our goal is to completely satisfy our clients' staffing needs while simultaneously creating full-time employment for our workforce. This dual approach allows us to provide each of our clients with dependable staffing services that deliver trained and qualified personnel who are dedicated to their jobs from start to finish.

1.2 Core Values

PCS Staffing's difference lies in our hybrid recruiting approach, proven methodologies, and blending digital sophistication with conventional insights to effectively identify and engage top talent. From local firms to global corporations, we don't just fill positions; we fuel organizational growth and individual career success. Our mission and vision are rooted in a commitment to uplift businesses and individuals alike, fostering a culture where continuous improvement, strong relationships, and a people-focused approach are the keystones of every success story.



✓ **Mission**

Our mission at PCS is centered around a people-first approach, empowering both businesses and individuals to reach their full potential. We are committed to carefully matching the right talent with the right opportunities, enabling our clients to efficiently execute their plans and manage their processes. Through this commitment, we cultivate an environment of continuous innovation and improvement, driving success for everyone involved.

✓ **Vision**

Our vision is to revolutionize the staffing industry by fostering enduring partnerships rooted in trust, shared values, and mutual growth. We envision a future where PCS Staffing is recognized as the leading connector of talent and opportunity, fuelling success across communities and businesses of every scale. We strive to build relationships founded on faith, family values, and enduring friendships, creating a network where every individual and business thrives.

1.3 Key Differentiator

PCS sets itself apart from other staffing companies with a blend of cutting-edge capabilities, tried-and-true techniques, and a strong dedication to client success. Our capacity to respond quickly without sacrificing quality is one of our main differentiators. Even for specialist tasks, we can quickly find and present appropriate individuals thanks to our recruitment infrastructure, which is backed by a sizable and actively managed talent pool.

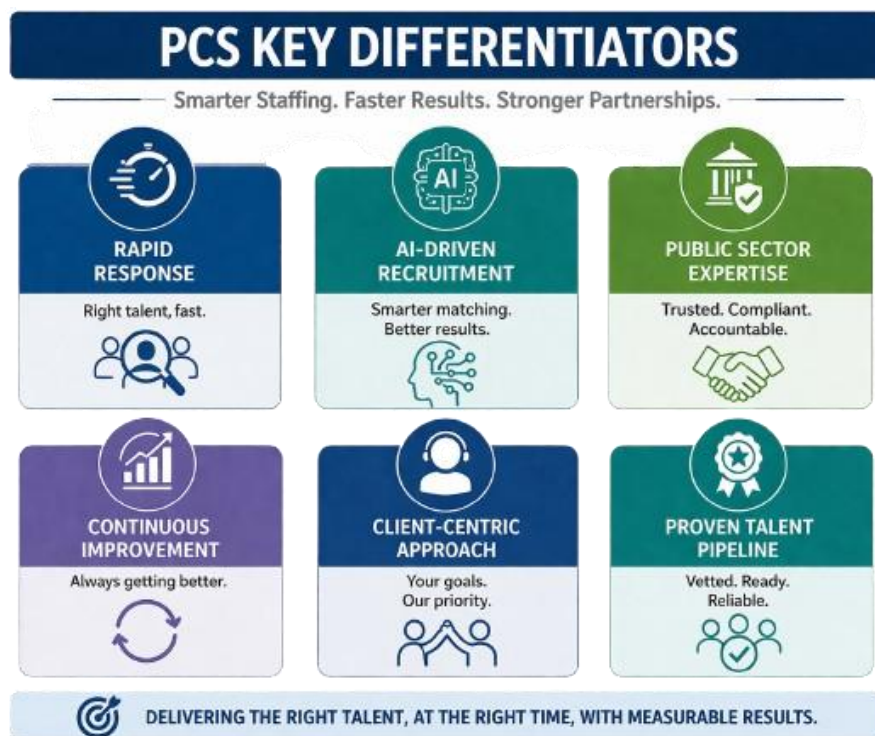
Our use of technology to improve the hiring process is another important differentiation. We can increase matching accuracy, expedite applicant sourcing, and keep thorough records of candidate performance and credentials thanks to our AI-enabled tools. As a result, the staffing process becomes more effective and efficient, cutting down on time-to-fill and enhancing overall performance.

Additionally, PCS is notable for its background in assisting clients in the public and government sectors. We are aware of the particular difficulties these environments present, such as the necessity of adhering to regulatory standards, security requirements, and the significance of accountability and transparency.

Because of this knowledge, we are able to anticipate customer demands and provide solutions that complement corporate goals.

Furthermore, PCS prioritizes ongoing development. To increase performance, we routinely assess our procedures, get input from candidates and clients, and make improvements. Our services will continue to be effective, efficient, and in line with industry best practices thanks to our dedication to continuous improvement.

Lastly, what makes us unique is our client-centric approach. PCS is committed to creating enduring connections based on dependability, trust, and steady performance. We see every interaction as a chance to show off our skills and help our clients succeed. Our organization's emphasis on collaboration and outcomes is a defining feature and a major contributor to our ongoing success.



1.4 Responsiveness and Service Commitment

Prisa Consulting Services LLC (PCS) is unwaveringly dedicated to offering the **West Virginia Department of Transportation (WVDOT)** prompt, reliable, and excellent employment services. We understand that timely access to competent staff is critical to maintaining project timetables and achieving favourable outcomes in the public sector. PCS has developed a streamlined and proactive staffing strategy that reflects the operational urgency of the WVDOT in order to ensure both speed and accuracy in candidate delivery for the 15 specific IT classifications requested, ranging from **Senior Mainframe Application Analysts** to **GIS Application Developers**.

Quick Sourcing and Delivery Schedules

As soon as a delivery order or personnel request is received, PCS will begin its specialised sourcing and

screening procedure. We offer the following delivery commitments by utilising our "360-degree" recruitment engine and our active internal bench of over 472 IT professionals:

- **Standard Requests:** Within 24 to 72 hours, we guarantee to produce qualified, well vetted applicant resumes.
- **Urgent Needs:** PCS can expedite this process to provide eligible applicants within 24 hours for time-sensitive or essential infrastructure needs, ensuring that important WVDOT projects proceed without delay.

Service Continuity and Quick Replacement

PCS is aware that staffing needs may alter or unanticipated openings may arise during a technical engagement. We uphold a stringent policy to reduce operational disruption in accordance with the Vendor Default and remedial clauses of CRFQ DOT2600000079:

- **48-Hour Replacement Guarantee:** PCS will provide suitable replacement candidates within 48 hours if a candidate does not satisfy technical requirements, becomes unavailable, or needs to be replaced for any reason.
- **Knowledge Retention:** To ensure that the mentorship and "shadowing" goals of the WVDOT are not jeopardised during personnel changes, our replacement procedure includes a brief transition time during which institutional knowledge is transferred.

Active Participation and Performance Evaluation

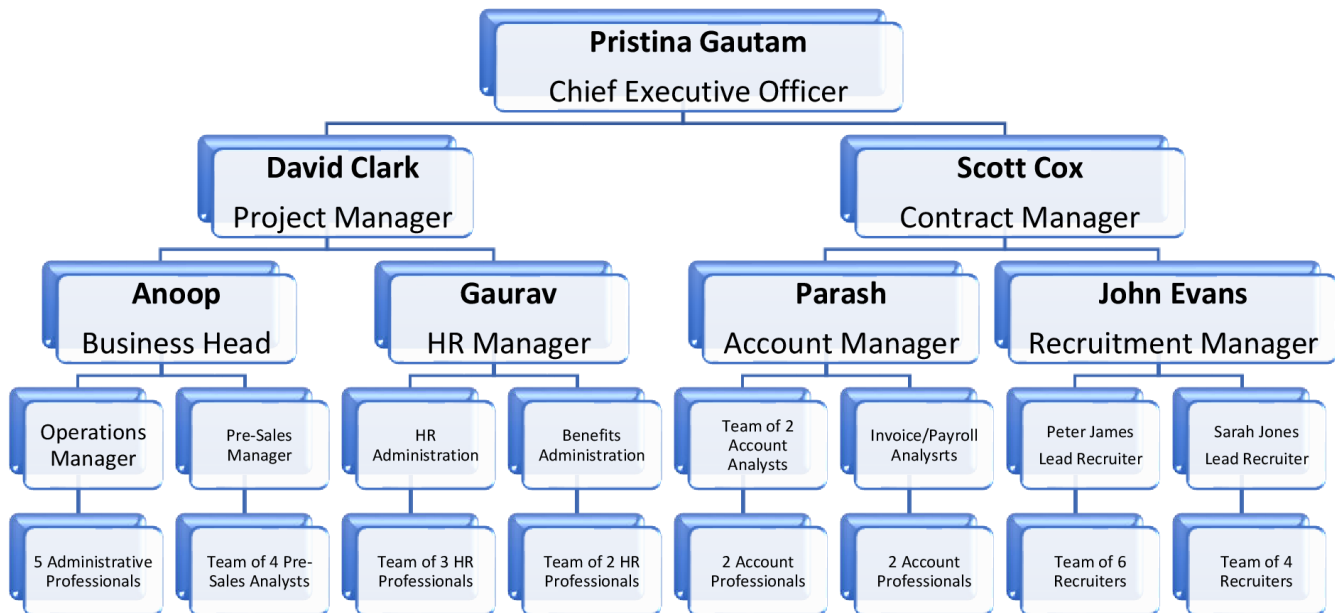
Throughout the staffing lifecycle, PCS is in close communication with WVDOT. During regular business hours, Scott Cox, our primary contract manager, is still available to handle any customer service issues or performance modifications. Through frequent feedback loops with State supervisors, our staff closely monitors applicants' performance, enabling us to quickly adapt to changing technological requirements and consistently meet WVDOT service standards.

By employing this rigorous, responsive, and customer-focused approach, PCS demonstrates its strong commitment to service excellence and ensures that the WVDOT gets the right staff at the right time with the least amount of operational disruption.

1.5 Organization Structure

Our proposed team of key personnel includes a Project Manager, a Contract Manager, a Business Head, an Account Manager, and a Recruitment Manager. Our Project Manager, with the support of all responsible personnel, handles multi-value projects from the initial phases through to completion. They spent more than a decade transforming the workforce for several agencies.

We assign Scott Cox as our dedicated Contract Manager, who will remain committed to this project. We have a backup team to manage the workload of our key members or dedicated resources. With the help of our backup strategy, our key members will remain focused on the city’s requirements and handle them quite effectively. Our organizational structure is as follows:



2. Compliance Statement

2.1 General Compliance

Our company has thoroughly examined the specifications in this Request for Quotation and certifies that we fully comprehend the terms, conditions, and scope established by the Agency. We so attest to our ability to fulfil and adhere to all general requirements, specifications, and expectations outlined in the solicitation.

We understand that the purpose of this contract is to offer temporary IT staffing services in a variety of functional areas and classifications. Our team has the operational procedures, technological know-how, and organisational capacity required to produce qualified employees who either meet or beyond the minimal standards for each position. We are dedicated to making sure that every applicant put forward under this contract will meet the requirements for performance, experience, and qualifications.

We also recognise the significance of meeting all operational, administrative, and performance-related standards, such as response and candidate submission deadlines and continuing service delivery. Our internal procedures are set up to guarantee accountability, responsiveness, and constant compliance over the course of the contract.

We additionally declare that all services will be rendered in compliance with all applicable federal, state, and local laws as well as all Agency-established policies, procedures, and standards. Our company is dedicated to carrying out this contract with the utmost professionalism, integrity, and quality.

2.2 Addenda Acknowledgement

We understand that any addenda provided in relation to this Request for Quotation are regarded as essential components of the request and must be properly integrated into the proposal and any subsequent contract performance.

Our organization certifies that we have examined every addendum that has been released thus far and have considered them when preparing our response. To guarantee complete compliance with the revised solicitation requirements, any clarifications, changes, or extra requirements included in such addenda have been thoroughly considered and integrated.

We have put in place internal review processes to make sure that all updates are appropriately monitored, communicated, and represented in our submission because we are aware that failing to acknowledge or follow addenda may result in disqualification.

In order to ensure that our proposal fully complies with the Agency's requirements, we pledge to swiftly examine and incorporate any additional addenda that are released before the submission date.

2.3 Communication Compliance

Throughout the procurement process and during contract performance, our firm recognises the significance of maintaining timely, professional, and clear communication.

We commit to adhering to all communication guidelines set forth by the Agency, including limitations on unapproved contact with Agency employees during the solicitation period. The designated points of contact listed in the solicitation will be used for all questions, requests for clarification, and official correspondence.

Following contract award, we will make sure that all correspondence pertaining to delivery orders, staffing requests, candidate submissions, and performance concerns is handled quickly and in compliance with the Agency's regulations. We have set up internal processes to guarantee compliance because we understand how important response timings are, especially the need to acknowledge staffing requests within the allotted period.

We will also appoint a specific Contract Manager to operate as the Agency's main point of contact. This person will be in charge of managing all contractual correspondence, organising hiring procedures, and making sure that any problems or complaints are promptly and successfully resolved.

Our strategy places a strong emphasis on openness, responsiveness, and teamwork to guarantee that the Agency is continuously informed and assisted over the term of the contract.

2.4 Submission Compliance

We certify that the guidelines and specifications listed in the Request for Quotation were followed in the preparation and submission of this proposal.

All necessary paperwork, pricing details, and forms have been filled out completely and precisely. We have taken care to make sure that every component of our response satisfies the standards because we are aware that incomplete submissions or failing to adhere to the format and submission rules may result in disqualification.

In compliance with the solicitation requirements, our pricing has been presented as all-inclusive hourly rates that include all relevant costs, including labour, overhead, taxes, benefits, and travel expenditures. Additionally, where appropriate, we have made it clear which classifications we are not offering a bid for.

Additionally, we certify that, to the best of our knowledge, every representation made in this proposal is true and accurate. In order to support our submission, we are ready to offer any more information or documents that the Agency requests.

We are fully prepared to engage into a contract and carry out the necessary services in compliance with the terms and conditions specified in the request, and we acknowledge and accept that submitting this proposal constitutes a binding offer.

3. Technical Approach and Methodology

3.1 Understanding of Requirement

Comprehensive Project Vision

The West Virginia Department of Transportation (WVDOT) is looking to establish many open-ended contracts for high-level information technology temporary technical staffing services, and Prisa Consulting Services, LLC (PCS) is aware of this. After reviewing CRFQ DOT2600000079, we have concluded that it is a strategic initiative to source specialised technical skills that will drive the modernisation and upkeep of WVDOT's vital computer systems, rather than just a request for general labour or body-shopping.

We are aware that the scope includes fifteen different job categories, from contemporary GIS architects and SQL Server database administrators to traditional Mainframe Application Analysts. PCS is ready to supply the expertise needed to create changes, improve current architectures, and guarantee the end-user State agency' operational integrity.

Compliance with Agency Goals

The need for knowledge transfer is a crucial part of this RFP that PCS is particularly familiar with. In addition to carrying out technical duties, our designated staff members are expected to:

- **Mentor and Train:** Give State analysts hands-on technical training.
- **Opportunities for Shadowing:** Arrange "shadowing" sessions where State employees can watch and learn advanced programming and system architecture techniques.
- **Support End-User Agencies:** Make sure that the technology solutions provided are sustainable by State employees after the contract duration by adjusting to the unique requirements specified by different WVDOT entities.

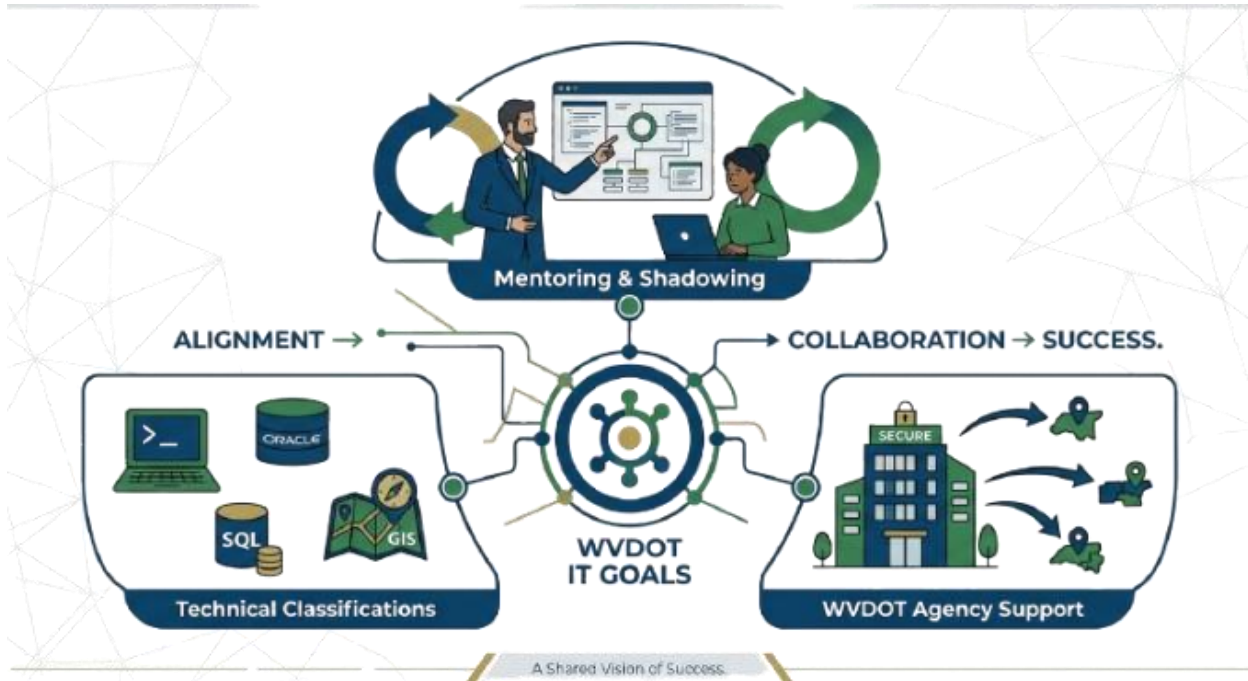
Technical and Operational Needs

PCS is aware of the significant risks associated with DOT operations. The following primary operational mandates have guided the way we have organized our response:

- **Expertise Across Platforms:** Proficiency in Mainframe, Oracle, DB2, and SQL Server settings, as well as the specialised GIS (Geographic Information Systems) suite, is required.
- **Security and Compliance:** We are aware that WVDOT's strict security procedures will apply to every employee. Before any resource enters the site or has access to the network, PCS takes full responsibility for educating employees about these protocols and making sure that background checks and safety regulations are rigorously adhered to.
- **Contract Management and Availability:** In accordance with Section 11.1 of the requirements, we recognise the need for a Primary Contract Manager who acts as a single point of responsibility and is accessible during regular business hours to promptly address any service or performance issues.

Strategic Sourcing for West Virginia

We are aware that most of these services will take place at the WVDOT headquarters in Charleston, West Virginia, or other nearby locations. In order to prevent workforce shortages from causing the Department to miss project deadlines, PCS is ready to use its "360-degree" recruitment engine to find professionals who are either local to the area or ready to migrate. According to what we gather, WVDOT needs a partner who is technically adept, flexible, and dedicated to the long-term professional growth of the State's internal IT staff.



3.2 Recruitment Methodology and Sourcing Strategies

The high-velocity recruitment engine run by Prisa Consulting Services, LLC (PCS) is intended to close the gap between the highly competitive technological talent market and the intricate governmental IT requirements. The "Continuously Active Pipeline" architecture that underpins our approach guarantees that WVDOT does not begin at zero when a Delivery Order is issued. PCS keeps "warm" relationships with pre-qualified individuals in each of the 15 needed classifications, in contrast to standard staffing companies that start sourcing immediately after a requirement is received. A sophisticated digital infrastructure and a stringent human vetting procedure that ensures both technical excellence and cultural alignment with the West Virginia Department of Transportation enable this proactive approach.

Advanced AI Integration and Digital Sourcing

Our Applicant Tracking System (ATS), a unique AI-powered system that acts as the key intelligence center for our hiring operations, is the cornerstone of our sourcing approach. With the use of this system, which contains over **92,460 pre-screened candidate profiles**, our team can quickly conduct intricate Boolean searches to find specialised skill sets, like **Natural/Adabas** experience for Mainframe roles or particular **ESRI ArcGIS** certifications for GIS positions.

In addition to our own database, we make use of automated scraping technologies that keep an eye on technical repositories like **GitHub** and **Stack Overflow**, as well as paid licenses for **LinkedIn Recruiter, Dice, and Monster**. This enables us to find "passive" candidates, which are highly qualified developers and architects who may be drawn to the steady, significant work that the WVDOT offers but are not actively searching job boards. PCS has complete market coverage for every position because to our dual-track strategy, which combines extensive internal data with focused external headhunting.

Capacity and Expert Recruitment Team

A strong organisational structure made up of four committed data miners and more than twelve senior technical recruiters supports the WVDOT account. Instead of being generalists, our recruiters are experts arranged by "Technical Towers." We have a Modern Web & Geospatial Team that focuses on SQL

Server, PC programming, and GIS, and a specialised Legacy Systems Team that focuses on Mainframe and DB2. Because of this specialisation, our recruiters can communicate with prospects in their native tongue, which improves screening and increases retention rates.

With the help of our Data Miners, who take care of the first "first-pass" screening and contact information verification, each recruiter can handle several high-priority requisitions at once. Because of this team structure, PCS can grow quickly. If WVDOT needs 20 consultants at once, we may activate our whole recruitment floor to accommodate the demand without sacrificing the calibre of individual submittals.

Extensive Mentorship Vetting and Multi-Stage Screening

Our screening procedure includes a special "Communication and Pedagogy" examination since CRFQ DOT2600000079 expressly requires employees to offer "shadowing" and mentoring possibilities. Our screening process adheres to a rigorous four-stage gate:

- **Initial Discovery:** A recruiter-led interview to confirm basic technical history, availability, and salary alignment.
- **SME Panel Interview:** A Subject Matter Expert (SME) will conduct a 30-minute technical interview with candidates. For example, they are tested on particular API integrations and geographical database optimisation for a Senior GIS Application Developer position.
- **Proprietary Testing:** More than 3,000 domain-specific tests are available on our cloud-based testing platform. To proceed, candidates must score at least in the 80th percentile.
- **Reference and Background Integrity:** To make sure a candidate is a good fit for the WVDOT's training objectives, we perform "360-degree" reference checks, specifically asking past supervisors about the candidate's ability to document their code and explain complicated ideas to non-experts.

Local Reach and Strategic Alliances

Despite PCS's nationwide reach, we recognise the importance of diversity and local presence. We take use of Absolute Staffing & Consulting Solutions' (ASCS) more than eighteen years of experience negotiating local talent ecosystems and state-level procurement through our relationship. Through this collaboration, we can access regional networks in West Virginia and the adjacent Mid-Atlantic region, making on-site deployment in Charleston simpler. Our dedication to diversity is further demonstrated by our designation as a **Small Business Enterprise, Small Diverse Business** and **Minority-Owned Business**, which guarantees that WVDOT obtains a wide range of viewpoints and expertise while fulfilling any relevant diversity participation objectives. This all-encompassing strategy guarantees that the experts we offer are strategic assets to the State of West Virginia rather than merely temporary contractors.



3.3 Rigorous Screening and Quality Assurance

Prisa Consulting Services, LLC (PCS) understands that the West Virginia Department of Transportation's (WVDOT) IT modernisation efforts depend primarily on the calibre of technical staff. We use a rigorous, multi-layered screening and quality assurance structure to make sure that any resource submitted under CRFQ DOT2600000079 is able to carry out intricate technical improvements while also offering the necessary "shadowing" and mentorship for State analysts. In order to ensure that they have the technical proficiency, security compliance, and pedagogical skills required by the Agency, this approach is intended to weed out all but the most exceptional individuals.

SME and Multilayered Technical Validation

The first step in our screening procedure is a thorough technical analysis designed especially for the desired classification, such as GIS Architect or Senior Mainframe Application Analyst.

- **Recruiter-Level Technical Quick-Fires:** "Technical Quick-Fire" questions are used in the first screening process to confirm immediate domain expertise and technical deliverables relevant to the particular position.
- **SME-Led Peer Reviews:** Subject Matter Experts (SMEs) with more than 15 years of experience in the particular technology stack (such as Oracle, DB2, or SQL Server) interview candidates who make it through the first screening. These experts evaluate a candidate's level of competence through video interviews and domain-specific questions.
- **Standardised Competency Testing:** PCS administers assessments of cognitive capacity and job knowledge using premium assessment platforms such as IBM Kenexa and IKM. We assess competency in complex software settings using tools such as Criteriacorp for administrative and technical literacy.
- **Comprehensive Question Bank:** To make sure a candidate's skills are exactly matched to WVDOT's particular criteria, our recruiters use a proprietary Question Bank with thousands of items covering a variety of IT technologies and domains.

Assessment of Mentorship and "Shadowing" Readiness

The requirement for knowledge transfer is specific to WVDOT. PCS has incorporated particular "soft skill" gates into our quality assurance procedure to guarantee that resources can efficiently support State employees:

- **Pedagogical Evaluation:** In structured interviews, we evaluate a candidate's capacity to effectively communicate intricate technical concepts and persuade or instruct others.
- **Communication & Logic Testing:** To make sure the resource can successfully lead State analysts through system adjustments, we assess general aptitude, inventiveness, and analytical thinking.
- **Behavioural and Personality Assessment:** To make sure candidates have the temperament needed for a cooperative, mentor-driven atmosphere, we use instruments such as the Predictive Index Workforce Assessment.

Quality Control, Security, and Compliance

Any candidate must pass a stringent final validation process to guarantee complete adherence to Agency security procedures before being presented to the WVDOT:

- **360-Degree Reference Checks:** To confirm the veracity of a candidate's resume and their prior work in comparable government settings, we run comprehensive H.R. evaluations and reference checks.
- **Credential Integrity:** All claimed training, licenses, and technical certificates (such as ESRI for GIS or Oracle Database certifications) are verified by a specialised Quality Control procedure.
- **Security Protocol Adherence:** PCS takes full responsibility for performing drug tests and criminal background checks in compliance with the RFP. Before starting any assignment, we make sure that every employee is informed on the unique security policies and procedures of WVDOT.
- **Performance Monitoring and Quick Fix:** Through frequent performance evaluations, quality control is maintained after installation. PCS ensures that State IT initiatives are not disrupted in the case of a deficiency by providing a replacement within 24 to 48 hours.

3.4 Training, Mentoring and Shadowing Support

Our proactive approach to knowledge transfer is one of Prisa Consulting Services, LLC's (PCS) key differentiators. We acknowledge that the CRFQ DOT2600000079 specifically calls for more than simply technical execution; it requires providers to give West Virginia State analysts technical training, assistance, and "shadowing" opportunities. Our objective is to make sure that, in addition to offering prompt technical assistance, our consultants enable WVDOT's internal team to sustain and improve these systems over time.

Pedagogical Perspective on Knowledge Transfer

Staff augmentation is not seen by PCS as a stand-alone task. Our consultants have received "Working-Teacher" type training. This implies that every technical change is viewed as a possible training session, whether it is an upgrade to an old DB2 database or the creation of a new GIS application.

- **Structured Shadowing:** We have been told to let State analysts "shadow" important stages of the development lifecycle. This covers system troubleshooting, sophisticated code deployments, and architectural planning sessions.
- **Documentation as Training:** We require our consultants to keep thorough records. We give WVDOT analysts a permanent reference library that functions as a self-paced training tool by developing concise, detailed technical instructions for each change and improvement.

Official Guidance and Technical Assistance

PCS specialists are ready to offer structured mentorship aimed at upskilling State employees in certain contemporary technologies in addition to daily shadowing.

- **Skill-Gap Bridging:** Our senior-level consultants, such as the Senior GIS Architect or Senior PC Programmer Analyst, will conduct informal "brown bag" sessions or technical workshops if the

WVDOT internal team is moving from antiquated settings to contemporary SQL Server or GIS platforms.

- **Collaborative Problem Solving:** We promote a "pair programming" setting in which a State analyst and a PCS consultant collaborate on a single project. The best method for transferring specialised technical reasoning and domain-specific knowledge is this kind of intense cooperation.

Choosing Resources to Prepare for Mentoring

PCS incorporates "Educational Capability" into our hiring screening procedure in order to satisfy WVDOT's strict mentorship requirements.

- **Communication Vetting:** In the SME evaluation phase, we assess a candidate's ability to explain their code in addition to their coding skills. We seek advisors who can deconstruct intricate architectural ideas into components that State employees can comprehend.
- **Previous Training Performance:** We give preference to applicants with a track record of spearheading training programs or coaching junior employees.

Maintaining Sustainability Over Time

Reducing WVDOT's long-term reliance on outside vendors is the ultimate objective of our 3.4 technique. PCS makes sure that the "Institutional Knowledge" stays with the West Virginia Department of Transportation once a Delivery Order is finished by effectively incorporating State analysts into our workflows. Our consultants are actively enhancing the technical capabilities of the State's workforce rather than merely filling a position.

3.5 Project Management and Operational Oversight

Prisa Consulting Services, LLC (PCS) is aware that effective project management is the link between finding talent and producing outcomes for a contract as complicated as the WVDOT IT Staffing Services. Our management system is intended to give WVDOT a single point of contact, quick problem solving, and rigorous adherence to the operating requirements outlined in CRFQ DOT2600000079.

Availability and Dedicated Contract Management

PCS will appoint a Primary Contract Manager to oversee all vendor tasks in compliance with Section 11.1 of the RFP specifications.

- **Single Point of Contact:** Director of Government Services Scott Cox will be the main point of contact for WVDOT. He will be ready to handle any administrative needs, performance issues, or customer support needs during regular business hours.
- **Escalation Path:** Our organisational structure guarantees that WVDOT leadership has direct access to PCS executive management in the event that an issue needs to be elevated immediately, guaranteeing prompt and efficient decision-making.

Quality Assurance (QA) and performance monitoring

A "set-and-forget" approach is not used by PCS. We start a continuous performance monitoring cycle as soon as a professional is assigned to a WVDOT facility, such the Charleston headquarters:

- **Service Level Agreement (SLA) Tracking:** We keep an eye on important indicators including retention rates, candidate quality, and time-to-fill.
- **Performance Feedback Loops:** To make sure that the designated staff members are effectively completing the contract's mentorship and shadowing requirements as well as satisfying technical goals, our Contract Manager will check in with WVDOT supervisors once a month.
- **Proactive Course Correction:** PCS will collaborate with the Agency to offer further training or modify the workforce mix as necessary if a consultant's performance is determined to be inadequate or if a Delivery Order's technical requirements change.

Preventing Vendor Defaults and Quick Replacement

The RFP's "Vendor Default" clauses are acknowledged by PCS. We have developed a Rapid Replacement Protocol to reduce the risk of contract cancellation or release order termination:

- **48–72 Hour substitute:** Our recruitment team, which keeps an active bench of 472+ IT professionals, will give priority to a substitute submittal within 48–72 hours if a resource is judged inadequate or becomes unavailable.
- **Knowledge Retention:** To guarantee that WVDOT's IT operations are not disrupted during any personnel transition, PCS makes sure that all work-in-progress, system documentation, and training materials are transferred to the incoming resource or State analysts.

Integrity in Administration and Finance

The administrative precision necessary for State auditing and compliance is covered by our operational oversight:

- **Oversight of Security Compliance:** As stated in the RFP, the Contract Manager is in charge of making sure that all employees adhere to the Agency's security policies and procedures, including handling any misplaced or pilfered ID cards or keys.
- **Billing Accuracy:** PCS uses a systematic invoicing procedure in which all hours billed are compared to timesheets that have been approved by the agency. To ensure administrative openness, we keep a resolution window of five to seven business days for any billing issues.

While we handle the intricacies of the technical workforce, PCS provides this high level of operational control, freeing up WVDOT leadership to concentrate on their primary goal of modernising West Virginia's transportation infrastructure.

4. Pricing Proposal

Prisa Consulting Services, LLC (PCS) offers a comprehensive, all-inclusive pricing model for the WVDOT. Our proposed hourly rates are fully burdened and firm-fixed, ensuring total budget predictability without hidden fees or administrative surcharges.

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	\$84.75	\$84.75	\$84.75	\$84.75	\$705,120.00
4.1.2	Mainframe Application Analyst	2080	EA	\$73.45	\$73.45	\$73.45	\$73.45	\$611,104.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$79.12	\$79.12	\$79.12	\$79.12	\$658,278.40
4.1.4	Application Oracle Database Administrator	2080	EA	\$74.63	\$74.63	\$74.63	\$74.63	\$620,921.60
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$80.25	\$80.25	\$80.25	\$80.25	\$667,680.00
4.1.6	Application DB2 Database Administrator	2080	EA	\$72.97	\$72.97	\$72.97	\$72.97	\$607,110.40
4.1.7	PC Programmer Analyst	2080	EA	\$80.17	\$80.17	\$80.17	\$80.17	\$667,014.40
4.1.8	Senior PC Programmer Analyst	2080	EA	\$90.56	\$90.56	\$90.56	\$90.56	\$753,459.20
4.1.9	Application SQL Server Database Administrator	2080	EA	\$71.19	\$71.19	\$71.19	\$71.19	\$592,300.80
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$78.72	\$78.72	\$78.72	\$78.72	\$654,950.40
4.1.11	GIS Database Administrator	2080	EA	\$81.19	\$81.19	\$81.19	\$81.19	\$675,500.80
4.1.12	Senior GIS Database Administrator	2080	EA	\$101.72	\$101.72	\$101.72	\$101.72	\$846,310.40
4.1.13	GIS Architect	2080	EA	\$83.79	\$83.79	\$83.79	\$83.79	\$697,132.80
4.1.14	GIS Application Developer	2080	EA	\$75.59	\$75.59	\$75.59	\$75.59	\$628,908.80
4.1.15	Senior GIS Application Developer	2080	EA	\$80.89	\$80.89	\$80.89	\$80.89	\$673,004.80
Grand Total								#####

5. Key Personnel & Resumes

Our proposed team of key personnel includes a Project Manager, Contract Manager, Business Head, Account Manager, and Recruitment Manager. Our Project Manager, with the support of all the responsible personnel, handles multi-value projects from the initial phases till the completion of the project. They spent more than a decade transforming the workforce for several agencies. We assign Scott Cox as our dedicated Contract Manager who will remain committed to the WVDOT. We have a backup team to manage the workload of our key members or dedicated resources. With the help of our backup strategy, our key members will remain focused on the WVDOT’s requirements and handle them quite effectively. Anoop will lead our business sales unit and manage all communications with WVDOT. Peter James will serve as a Lead Recruiter and handle a team of 8+ recruiters. The mentioned personnel will be responsible for providing services to the agency.

Name	Job Title	Experience
Pristina Gautam	Chief Executive Officer	20+ years in managing businesses
David Clark	Project Manager	16+ years managing Federal & State contracts
Scott Cox	Contract Manager	14+ years of managing several state accounts
Anoop Kumar	Business Head	12+ years of leading Business Management
John Evans	Recruitment Manager	11+ years of Recruitment Management
Parash Joshi	Account Manager	10+ years in Recruitment

Key Personnel Resumes

Name	Pristina Gautam
Education	MBA
Job Title	Chief Executive Officer
Experience	20+ Years
Key Responsibilities	<ul style="list-style-type: none"> • Provide enterprise-wide strategic leadership and executive governance for all business operations • Define and continuously refine the organization’s mission, vision, and long-term strategic objectives • Lead corporate growth strategy, including business expansion, diversification, and market penetration initiatives • Oversee all functional departments including operations, finance, human resources, compliance, and delivery • Establish corporate policies, governance frameworks, and operational standards to ensure consistency and accountability • Ensure full organizational compliance with federal, state, contractual, and regulatory requirements • Drive high-value client relationships, strategic alliances, and government partnerships at executive level

	<ul style="list-style-type: none"> • Provide final approval on major contracts, bids, pricing strategies, and high-risk business decisions • Lead enterprise risk management strategy, including identification, assessment, and mitigation of organizational risks • Oversee financial health of the organization including profitability, budgeting oversight, and cost optimization strategies • Guide organizational transformation initiatives and continuous improvement programs • Ensure business continuity planning, crisis management readiness, and operational resilience • Foster a performance-driven culture emphasizing accountability, innovation, and service excellence • Provide leadership oversight and mentorship to senior leadership and department heads
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Name	David Clark
Education	<ul style="list-style-type: none"> • MBA • PMP Certified
Job Title	Project Manager
Experience	16+ Years
Key Responsibilities	<ul style="list-style-type: none"> • Lead full lifecycle management of federal and state government projects from initiation through closure • Develop comprehensive project management plans including scope definition, scheduling, budgeting, staffing, and risk planning • Ensure project execution aligns with contractual requirements, client expectations, and regulatory compliance standards • Serve as primary liaison between client stakeholders and internal delivery teams to ensure seamless communication • Conduct detailed requirement analysis in coordination with clients and translate them into actionable project deliverables • Monitor project performance using KPIs, SLAs, milestones, and quality benchmarks • Identify project risks, issues, and dependencies and implement structured mitigation and escalation strategies • Manage allocation and utilization of project resources including technical staff, consultants, and support teams

	<ul style="list-style-type: none"> • Conduct regular governance meetings, status reviews, and executive reporting sessions with stakeholders • Ensure adherence to federal procurement regulations, state contracting rules, and organizational compliance policies • Maintain complete project documentation including schedules, reports, risk logs, and audit-ready records • Lead cross-functional coordination across technical, operational, HR, and vendor teams • Ensure high-quality deliverables through continuous monitoring and quality assurance practices • Manage change requests, scope adjustments, and contract modifications in alignment with client approvals • Ensure timely project delivery within defined scope, cost, and schedule constraints
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Name	Anoop Kumar
Education	BS (Computer Science)
Job Title	Business Head
Experience	12+ Years
Key Responsibilities	<ul style="list-style-type: none"> • Lead overall business strategy formulation and execution across multiple service lines and markets • Identify, evaluate, and pursue new business opportunities, partnerships, and revenue streams • Oversee end-to-end business development lifecycle including lead generation, proposal strategy, and deal closure • Manage key enterprise and government client relationships to ensure long-term engagement and satisfaction • Drive revenue growth initiatives and ensure achievement of organizational financial targets • Develop strategic business plans aligned with organizational objectives and market trends • Coordinate with delivery, recruitment, HR, and contract teams to ensure seamless execution of client commitments • Lead pricing strategy development and commercial structuring for bids and proposals

	<ul style="list-style-type: none"> • Analyze market intelligence, competitor activity, and industry trends to refine business positioning • Represent organization in high-level client meetings, negotiations, and industry engagements • Establish and maintain strategic partnerships and alliances to expand organizational footprint • Ensure consistent service delivery quality across all client engagements • Oversee forecasting, budgeting, and financial performance tracking for business units • Drive innovation in service offerings and operational models to enhance competitiveness
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Name	John Evans
Education	BBA
Job Title	Lead Recruiter
Experience	11+ Years
Key Responsibilities	<ul style="list-style-type: none"> • Lead end-to-end recruitment operations for technical, professional, and specialized roles across multiple domains • Develop and execute strategic sourcing plans to build strong and sustainable talent pipelines • Manage full recruitment lifecycle including job analysis, sourcing, screening, interviewing, and candidate selection • Collaborate closely with clients and account managers to understand detailed staffing requirements and expectations • Ensure rapid response recruitment delivery for urgent and high-priority client requirements • Maintain and optimize candidate databases, talent pools, and recruitment management systems • Utilize multiple sourcing channels including job boards, professional networks, referrals, and direct outreach • Ensure compliance with equal employment opportunity (EEO) standards and client-specific hiring policies • Conduct structured candidate assessments including technical evaluation, behavioral interviews, and skill validation

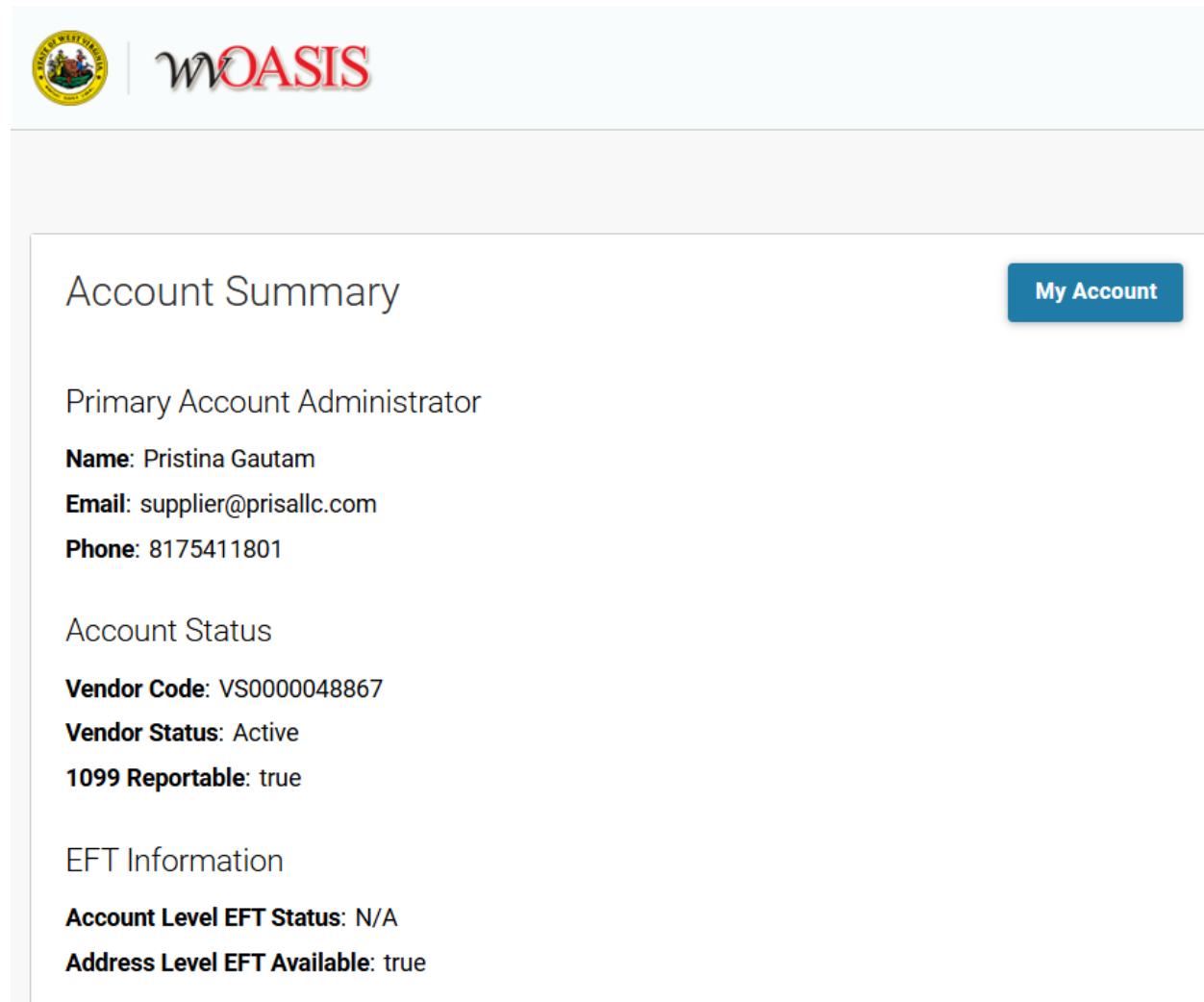
	<ul style="list-style-type: none"> • Monitor recruitment KPIs such as time-to-fill, quality-of-hire, and submission-to-placement ratios • Improve recruitment efficiency through process automation, tools, and best practices • Manage candidate engagement, communication, and relationship building throughout recruitment cycle • Coordinate onboarding processes in collaboration with HR and account management teams • Ensure consistent delivery of high-quality, pre-screened, and job-ready candidates
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Name	Parash Joshi
Education	MBA
Job Title	Account Manager
Experience	10+ Years
Key Responsibilities	<ul style="list-style-type: none"> • Serve as primary client relationship manager for assigned accounts across government and enterprise clients • Manage end-to-end client engagement lifecycle including requirement gathering, delivery coordination, and service execution • Translate client workforce requirements into structured recruitment instructions for internal delivery teams • Coordinate closely with recruitment and project teams to ensure timely submission of qualified candidates • Ensure adherence to contractual obligations including SLAs, timelines, and quality standards • Monitor service delivery performance and implement corrective actions where required • Maintain continuous communication with clients to ensure alignment, transparency, and satisfaction • Handle client escalations and resolve issues in a timely and professional manner • Support interview scheduling, feedback collection, and candidate selection processes • Ensure smooth onboarding and transition of selected candidates into client environments • Identify opportunities for account growth, expansion, and additional service offerings

	<ul style="list-style-type: none">• Support contract renewals, amendments, and commercial discussions in coordination with leadership• Maintain detailed account documentation, performance reports, and client communication records• Act as a bridge between client expectations and internal operational capabilities
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6. Business Registration

We certify that, in order to take part in solicitations and do business with state agencies, our organization is presently registered and active on the State of West Virginia's procurement platform. Although we actively participate in the portal, we are aware that our company is not yet officially registered in West Virginia. In order to guarantee complete adherence to state legislation and smooth contract execution, we are fully committed to fulfilling all state registration requirements, including company license and compliance formalities, as soon as the contract is awarded. The screenshot of portal is attached below for your reference:



The screenshot shows the 'Account Summary' page of the WV OASIS portal. At the top left is the West Virginia state seal, and next to it is the 'WV OASIS' logo. On the right side, there is a blue button labeled 'My Account'. The page content is organized into sections: 'Primary Account Administrator' with details for Pristina Gautam (Name, Email: supplier@prisallc.com, Phone: 8175411801); 'Account Status' with details for Vendor Code (VS0000048867), Vendor Status (Active), and 1099 Reportable (true); and 'EFT Information' with details for Account Level EFT Status (N/A) and Address Level EFT Available (true).

7. Exceptions and Clarifications

Prisa Consulting Services LLC attests to having thoroughly read the terms and conditions contained in this CRFQ. With no exceptions, deviations, or suggested changes, we hereby fully accept all of the terms, conditions, and requirements that have been mentioned.

8. Appendices

8.1 Addendum 1

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 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.

Prisa Consulting Services LLC

 Company


 Authorized Signature
 04/12/2026

 Date

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

8.2 Addendum 2

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

Instructions: Please acknowledge receipt of all addenda issued with this solicitation by completing this addendum acknowledgement 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.

Prisa Consulting Services LLC

Company

Scott Cox

Authorized Signature

04/12/2026

Date

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

8.3 Contact, Certification and Signature Form

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

(Printed Name and Title) Scott Cox / Contract Manager

(Address) 1001 W Eules Blvd Ste # 411 Eules, TX-76040

(Phone Number) / (Fax Number) (817)242-8503 / (866)654-3270

(email address) supplier@prisallc.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.

Prisa Consulting Services LLC

(Company) Scott Cox


(Signature of Authorized Representative) Scott Cox / Contract Manager (04/12/2026)

(Printed Name and Title of Authorized Representative) (Date) (817)242-8503 / (866)654-3270

(Phone Number) (Fax Number) supplier@prisallc.com

(Email Address)

8.4 Vendor Information Form

	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
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Proc Folder: 1886131 Doc Description: WVDOT IT Temporary Staffing Services (81260081) Proc Type: Central Master Agreement	Reason for Modification: ADDENDUM NO_1 Bid Opening Moves to April 14, 2026 Attach Revised Terms and Conditions								
<table border="1"> <thead> <tr> <th>Date Issued</th> <th>Solicitation Closes</th> <th>Solicitation No</th> <th>Version</th> </tr> </thead> <tbody> <tr> <td>2026-03-25</td> <td>2026-04-14 13:30</td> <td>CRFQ 0803 DOT2600000079</td> <td>2</td> </tr> </tbody> </table>	Date Issued	Solicitation Closes	Solicitation No	Version	2026-03-25	2026-04-14 13:30	CRFQ 0803 DOT2600000079	2	
Date Issued	Solicitation Closes	Solicitation No	Version						
2026-03-25	2026-04-14 13:30	CRFQ 0803 DOT2600000079	2						

BID RECEIVING LOCATION BID CLERK DEPARTMENT OF ADMINISTRATION PURCHASING DIVISION 2019 WASHINGTON ST E CHARLESTON WV 25305 US
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VENDOR Vendor Customer Code: VS0000048867 Vendor Name : Prisa Consulting Services LLC Address : 1001 W Eules Blvd Ste # 411 Eules, TX-76040 Street : 1001 W Eules Blvd Ste # 411 City : Eules State : Texas Country : Tarrant Zip : 76040 Principal Contact : Scott Cox / Contract Manager Vendor Contact Phone: (817)242-8503 Extension: 817

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

Vendor Signature X <i>Scott Cox</i>	FEIN# 83-1636224	DATE 04/12/2026
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9. Relevant Experience & References

We have successfully acquired, managed, and delivered many projects and provided thousands of resources on diverse platforms in a similar size and scope to the county. We have productively handled and completed projects and benefited agencies such as the U.S. Securities and Exchange Commission (SEC), State of Kansas, Nassau County, and County of Santa Clara by providing services with the skill sets per their requirements. For the last 7+ years, PCS has recruited and placed around 859+ Technical candidates and managed the payroll for more than 1,175 temporary staff across diversified domains for multiple states, local government, and commercial clients.

We support both public and private sector firms with the staffing of quality professionals. We execute and deliver on all staffing needs while adhering to ethical standards that focus on professionalism, transparency, and equal opportunity. As a Temporary Staffing Services partner, we traverse the status qualification and go beyond traditional sourcing, vetting, and validating the right temporary talent for our clients.

We have enriched experience in delivering top-notch professionals for various reputed agencies. We have delivered **Administrative Professionals, Finance Analysts, Project Managers, GIS Administrators and Architects, Database Administrators, SQL Developers, Helpdesk Professionals, IT Support Specialists, PeopleSoft, Technology Architects, Solution Architects, Mainframe Application Analysts, Software Engineers, and GIS analysts** at different levels and categories for Randstad Technologies, U.S. SEC, Velorona and State of Kansas.

We follow a unique and proven recruitment methodology that supports both global and local requirements. We leverage state-of-the-art AI technology and result-oriented methodologies and deploy project management teams with subject matter expertise in our clients’ market verticals. Our 360-degree recruiting solution – including candidate identification, assessment, screening, testing, technical interviewing, background verification, and review of rigorous assignments – helps us to deliver outstanding resources for our clients.

9.1 References

PCS holds good exposure and experience with a lot of reputed agencies, as mentioned below. PCS will handle those requirements and ensure that we can deliver quality resources for you.

Some of our prior experiences are as under, but not limited to:

U.S Securities and Exchange Commission (SEC), Washington (July 2023 – Ongoing)

Category	Response
Client Name	U.S Securities and Exchange Commission (SEC)
Project Name	Temporary Staffing Support Services
Contact Name	Nabin Lama
Contact Telephone	617-767-2459
Contact Email	lama@sec.gov
Project Duration	July 2023 - Ongoing
Project Description	PCS is providing comprehensive temporary staffing support services to the U.S. Securities and Exchange Commission, delivering highly qualified professionals across administrative, financial, and IT domains . Our support includes Administrative Specialists, GIS Developers, Database Administrators, IT Support personnel, Software Engineers, Full Stack

	Developers aligned with SEC’s operational and regulatory needs. Our services contribute to maintaining operational efficiency and supporting mission-critical initiatives to US SEC till the end of the project.
PCS Role	Prime
PCS Key Personnel	Scott Cox – Project Manager

OST Global, Inc., Virginia (August 2025 – Ongoing)

Category	Response
Client Name	OST Global, Inc.
Project Name	IT Staff Augmentation Services
Contact Name	Amy Gross
Contact Telephone	571-495-7431
Contact Email	AGross@ostglobal.com
Project Duration	Aug 2025 - Ongoing
Project Description	PCS is delivering IT staff augmentation services to OST Global, Inc., supporting a wide range of technical and analytical roles. Our services include providing Data Scientists, Business Analysts, IT Support Specialists, Programmer Analysts, Mainframe Analysts, Project Managers, Database Administrators, Software Engineers, Full Stack Developers tailored to client-specific project needs. PCS works closely with OST Global’s leadership to align resources with project timelines and deliverables. Our flexible staffing model ensures scalability and responsiveness for dynamic IT initiatives to provide on needed staffing to OST Global Inc.
PCS Role	Prime
PCS Key Personnel	Scott Cox – Project Manager

Velorona, Texas (Feb 2023 – Ongoing)

Category	Response
Client Name	Velorona
Project Name	Engineering Support
Contact Name	Shree Krishna Lamichhane
Contact Telephone	469-356-9800
Contact Email	shree@velorona.com
Project Duration	Feb 2023 - Ongoing
Project Description	Since February 2023, PCS has been delivering end-to-end engineering and IT staffing support to Velorona as a prime contractor. We specialize in sourcing and placing highly skilled professionals including Platform Engineers, Software Developers, Full Stack Developers, Network Engineers, Database Administrators, SQL

	Developers, Oracle Administrators, IT Administrators, Project Managers etc. Our approach combines targeted recruitment strategies with a strong talent pipeline to meet both immediate and long-term staffing needs of Velorona. Our continued partnership reflects our reliability and consistent delivery of quality talent.
PCS Role	Prime
PCS Key Personnel	Ankit Shah – Project Manager

State of Florida, Florida (Sep 2025 – Ongoing)

Category	Response
Client Name	State of Florida
Project Name	Temporary Staffing and Professional Recruitment Services
Contact Name	Frank Miller
Contact Telephone	850-488-8855
Contact Email	Frank.miller@dms.fl.gov
Project Duration	Oct 2022 - Ongoing
Project Description	PCS has been awarded a contract by the State of Florida, Department of Management Services, to provide temporary staffing and professional recruitment services across multiple functional areas. We support roles including Project Managers, Administrative Professionals, HR Analysts, Auditors, GIS Srchitects, PeopleSoft Specialists, Helpdesk Analysts, Finance Experts etc. Our team is focused on delivering qualified candidates who meet the state’s compliance, operational, and performance standards to the state. We are committed to supporting the State’s workforce needs with scalable and high-quality staffing solutions.
PCS Role	Prime
PCS Key Personnel	Anoop Kumar – Project Manager

9.2 Representative Staffing Engagements

Prisa Consulting Services, LLC (PCS) is aware that CRFQ DOT2600000079 requires vendors to show that they have successfully provided staffing services for at least six (6) people in the designated IT classes during the last five (5) years.

PCS completely satisfies and surpasses this requirement. PCS has continuously provided highly qualified IT specialists to numerous public sector and enterprise clients over the last seven (7) years, including positions that are closely related to the classes included in this request. We have expertise with GIS technologies, mainframe systems, database administration, and application development.

Examples of staffing engagements that show we can fulfil this mandatory requirement are shown in the table below. For verification, each example contains the client name, placed candidate name, and the client's contact details.

Client Name	Placed Candidate Name	Client Contact
Monument Consulting, LLC	Karan Singh Parmar	Morgan.Wilkins@monumentconsulting.com
Monument Consulting, LLC	Nishant Kuwar	Morgan.Wilkins@monumentconsulting.com
Monument Consulting, LLC	Nikhil Kuwar	Morgan.Wilkins@monumentconsulting.com
Monument Consulting, LLC	Bishal Sapkota	Morgan.Wilkins@monumentconsulting.com
Randstad Technologies, LLC	Aachal Shrestha	rd-tpvendorsupport@randstaddigital.com
IC Synergy International, LLC	Prayusha Siwakoti	ap-us@ic-consult.com

10. Additional Information

Prisa Consulting Services, LLC (PCS) is aware that in order to successfully complete a contract, supporting paperwork and explanations beyond the details stated in the Request for Quotation (CRFQ) and this proposal response are frequently needed.

PCS reaffirms its commitment to provide any additional information, documentation, or clarifications that the Agency deems necessary during the evaluation process or throughout the contract lifecycle, in accordance with the expectations of the West Virginia Department of Transportation (WVDOT) and the West Virginia Purchasing Division.

PCS is aware that the State of West Virginia may ask for certain needs that aren't stated in the CRFQ or that call for more information than what was provided in the proposal. We are ready to deliver this information as soon as possible in compliance with the State's procurement guidelines and deadlines.

Additionally, PCS will guarantee that all supplemental submissions are correct, comprehensive, and compliant with the CRFQ's criteria and intent, as well as responsive to any official requests made by the Agency.

11. Sample Resumes

The following sample resumes are provided to demonstrate the depth, diversity, and quality of talent available through our organization. These profiles represent a cross-section of highly qualified professionals with proven experience in delivering services across federal, state, and commercial environments. Each candidate has been carefully vetted to ensure they meet industry standards, possess relevant technical expertise, and are capable of delivering high-quality results aligned with client requirements.

11.1 Tomas Lozoya– Senior Mainframe Application Analyst

Tomas is a highly experienced Senior Mainframe Developer, COBOL/DB2/IMS and QA Engineer with 15+ years of expertise in delivering mission-critical solutions across financial, payroll, and government sectors. He is skilled in z/OS, COBOL, JCL, IMS, VSAM, CICS, and DB2, with strong capability in optimizing large-scale batch and online systems for performance, scalability, and compliance. He is experienced across full SDLC/STLC, including test planning, automation, defect management, and requirements analysis. He also combines deep technical expertise with a strong focus on quality, reliability, and secure enterprise application delivery.

Educational Credentials & Certifications

- B.S. Computer Information Systems, Instituto Politecnico Nacional (Mexico)
- Data Science Using Python, National Autonomous University of Mexico
- Project Management, Colorado State University

Skills & Expertise

- **Mainframe Development:** Z/OS, MVS/TPX (12 yrs), COBOL/COBOL II (12 yrs), JCL (12 yrs), PROCs (10 yrs), CICS, VSAM (7 yrs), REXX/CLIST (3 yrs), Endeavor (7 yrs), ChangeMan ZMF(6 yrs).
- **Databases & amp:** Data Management: DB2 v11–v13 (6 yrs), IBM IMS (DB/DC) (5 yrs), SQL (4 yrs), BMC/IBM Utilities (Load, Unload, Reorg, Copy, Recover, Rebuild), FTP/NDM, EFTP, data cloning & amp; sanitization n
- **QA & amp:** Testing: Test planning, manual/automation execution, regression testing, defect tracking, SDLC/STLC
- **Domain Expertise:** Financial systems (batch & amp; online) (10 yrs), payroll systems (3 yrs), high-volume environments
- **Methodologies & amp:** Tools: Scrum, Yourdon & amp; Waterfall, ServiceNow (ticketing & amp; dashboard automation), schema change versioning, SPUFI, SQL validation, performance tuning

Professional Experience

Leidous / Zolon	
Designation	Mainframe COBOL/DB2/IMS Developer
Duration	July 2022 – Nov 2025

Responsibilities:

- ✓ Transitioned from Zolon (Jun 2021 – Jul 2022) to Leidous in July 2022. Continued supporting the same SSA project, ensuring seamless delivery and continuity.

- ✓ Reduced ABEND occurrences by 35% and improved cloning cycle time by 20% by optimizing IBM DataStage ETL, SQL/JCL batch processing, and REXX automation, enabling faster and more reliable test data delivery across 50+ SSA datastores.
- ✓ Improved test data integrity and validation efficiency by automating extraction, sanitization, and load processes using REXX, DB2 v13, and IMS DB/DC, eliminating duplicates and ensuring production-quality datasets for enterprise consumers.
- ✓ Developed and supported IMS DB/DC database interactions and transaction validation, resolving recurring DL/I, SQL, and JCL abends within COBOL/DB2 and IMS environments, stabilizing cloning operations and preventing downstream reporting delays.
- ✓ Designed and maintained ISPF/TSO panels, Dialog Manager workflows, and REXX-driven utilities to streamline data cloning, recovery, and validation processes.
- ✓ Integrated ChangeMan ZMF build, compilation, promotion, and reporting activities with REXX automation, improving release reliability, traceability, and audit compliance across environments.
- ✓ Utilized IBM IDz / IDzEE for COBOL development, debugging, and IMS/DB2 program analysis, accelerating defect resolution and supporting enterprise stability.
- ✓ Stabilized and documented ZMF promotion workflows, IMS/DB2 dependencies, and batch execution controls, improving operational consistency across development, test, and production regions.
- ✓ Resolved recurring SQL and JCL abends in COBOL/DB2 and IMS (DB/DC) environments, stabilizing cloning operations and preventing downstream reporting delays.
- ✓ Delivered 100% accurate/on-time monthly metrics for three consecutive quarters by standardizing data collection, automating SharePoint reporting, and formalizing documentation as a TDMB-EC standard using Microsoft Excel a Power Point.
- ✓ Streamlined deployment workflows using Endeavor to manage module promotion and version control across multiple environments.
- ✓ Generate the Document of Understanding (DOU) and the test cases matrix for new requirements.

NIS Solutions (FDIC)	
Designation	Mainframe COBOL/DB2/IMS Developer
Duration	Oct 2019 – May 2021

Responsibilities:

- ✓ Boosted daily transaction reporting speed by 40% by redesigning COBOL/DB2/IMS(DB/DC) batch jobs, optimizing SQL queries, automating reports with REXX, and streamlining scheduling through Endeavor.
- ✓ Saved 10+ hours per week and improved incident visibility by creating a ServiceNow dashboard integrated with mainframe logs for real-time tracking and trend analysis.
- ✓ Enhanced application reliability and reduced defects by developing and reviewing test protocols and troubleshooting COBOL/DB2/IMS(DB/DC) application issues.
- ✓ Delivered successful mainframe application upgrades and migrations through design, development, and environment management using Endeavor.
- ✓ Analyzed complex business and technical requirements and translated them into efficient, secure mainframe solutions on z/OS.
- ✓ Strengthened project planning and execution by providing accurate task estimates and contributing to business technology roadmaps.
- ✓ Leveraged technical expertise in IBM COBOL, DB2v12, IMS(DB/DC), and SQL to drive high-quality, efficient development and reporting solutions.

Praxis (BMC Software)	
Designation	Mainframe COBOL/DB2 Developer
Duration	Jan 2016 – Apr 2019

Responsibilities:

- ✓ Delivered robust mainframe solutions by designing, developing, testing, and debugging COBOL/DB2 programs that enhanced system functionality and met complex business requirements.
- ✓ Improved data accuracy and reporting reliability by validating COBOL/DB2 reports against BMC tools and collaborating closely with QA teams.
- ✓ Accelerated defect resolution by researching, diagnosing, and remediating software issues with QA and development staff.
- ✓ Enhanced database testing and troubleshooting by generating test databases and using SQL/REXX to simulate customer scenarios and identify root causes.
- ✓ Strengthened technical expertise through IBM Badge Certifications and applied critical thinking across mainframe environments (TSO/ISPF, JCL, COBOL, DB2, REXX).

11.2 Nick Hussein – Mainframe Application Analyst

Nick has extensive experience in mainframe application systems, user’s requirements, analysis, development, maintenance, testing, and documentations (complete System Development Life Cycle).

Educational

- B.S. Computer Science, University of Maryland, December 1979.
- Sun Certified Programmer for the Java Platform, SE 6.0, July 2010.

Professional Experience

CSC	
Designation	Software Engineer Leader
Duration	Feb 2011 – Present

Responsibilities:

- ✓ Working on the Actuarial Information System (AIS) supporting the National Flood Insurance Program (NFIP)
- ✓ Analyzing NFIP historical data to evaluate insurance risk and generate actuarial loss projections
- ✓ Developing reports for subsidized rating vs. actuarial rating across multiple categories
- ✓ Working on large-scale IBM Mainframe environment using FOCUS, COBOL, JCL, ISPF, and IBM utilities
- ✓ Supporting data-driven decision systems for insurance risk assessment and financial modeling

TOP5 Inc.

Designation	Senior Mainframe Developer
Duration	Nov 2010 – Feb 2011

Responsibilities:

- ✓ Performed reverse engineering of Marriott Reservation Nightly Process (RNP) system
- ✓ Worked in IBM z/OS environment using DB2 v9.1, MVS, JCL, CA-7, CICS, COBOL, and ISPF
- ✓ Analyzed and documented existing legacy reservation processing workflows
- ✓ Supported system modernization and performance optimization efforts
- ✓ Ensured accurate job scheduling and batch processing using IBM utilities

Bart & Associates	
Designation	Senior Technical Specialist
Duration	Jul 2004 – Mar 2010

Responsibilities:

- ✓ Supported U.S. Customs and Border Protection (CBP) mission-critical systems
- ✓ Worked on General Order II (GO2) system enabling XML-based data exchange via IBM MQ
- ✓ Developed and tested COBOL and CICS programs for automated General Order processing
- ✓ Supported TECS system for border-crossing passenger processing under U.S. VISIT program
- ✓ Processed high-volume transactions using XML, MQ Series, DB2, and COBOL technologies
- ✓ Maintained SEACATS system, including production fixes, enhancements, and batch processing
- ✓ Performed SQL-based enhancements including “Add SQL Views for Incident Tables”
- ✓ Conducted unit testing, debugging, and production support for large-scale federal systems
- ✓ Worked extensively with IBM utilities, OMEGAMON, and DATACOMM database environments

Global Commerce & Information	
Designation	Senior Systems Analyst
Duration	Aug 2001 – Jun 2004

Responsibilities:

- ✓ Supported production systems for Sallie Mae student loan financial applications
- ✓ Responsible for production issue analysis, debugging, and system recovery support
- ✓ Developed and tested enhancements using COBOL, DB2, CICS, JCL, and SPUIFI
- ✓ Performed batch and online system maintenance and performance optimization
- ✓ Gathered user requirements and translated them into functional technical solutions
- ✓ Conducted full SDLC activities including analysis, design, development, and testing
- ✓ Used debugging and testing tools such as FileAide, FileMaster, Xpediter, and InterTest
- ✓ Ensured system stability and reliability for high-volume financial processing systems

Paducah Power Systems (PPS)

Designation	Network Engineer/Network Analyst
Duration	2007 – Aug 2014

Responsibilities:

- ✓ Operated as Network Manager for Muninet, a western Kentucky utility network fiber backbone provider.
- ✓ Solely responsible for day-to-day operations and maintenance for a Multi-Service Provider FTTU/FTTH network (PPS Fibernet).
- ✓ Network engineer for a bandwidth-intensive service provider transport network throughout Western KY and Central TN (Muninet), built on Juniper technology.
- ✓ Documented root cause analyses after resolving critical issues.
- ✓ Tested and evaluated new technology and issued RFPs for existing & future projects.
- ✓ Troubleshooted complex BGP/OSPF routed networks.
- ✓ Designed and ordered circuits from service providers (T1, DS3, GIGE, 10GBE).
- ✓ Provided support for PSP Fibernet and Muninet Cisco, Juniper, and Allied Telesis networks.
- ✓ Developed and documented disaster back-up & recovery procedures.
- ✓ Proactively monitored network activity for fault, bandwidth usage, type of traffic, unauthorized activity, and network threats.
- ✓ Conducted project cost analysis & third-party vendor negotiations.
- ✓ Oversaw outside plant engineering, design, build & implementation of fiber network.
- ✓ Managed company data centers, including evolving and implementing new design requirements, and working with both catalyst switch stacks and nexus routing fabric on virtual environments.
- ✓ Supervised implementation of systems as engineered.
- ✓ Provided built documentation.
- ✓ Met with service providers & clients for account development.
- ✓ Sole engineer maintaining Multi-location VoIP GENBAND & Meta Switch SIP Call Managers.
- ✓ Managed over 2000 endpoints, routers, and layer 3 switches.
- ✓ Trained end users on the process of lifecycle management.
- ✓ Provided 24-hour support of PPS SCADA Distribution Network.

Allied Telesis, Inc.	
Designation	Network Engineer
Duration	2005 – 2006

Responsibilities:

- ✓ Traveled to national customer sites for integration & implementation.
- ✓ Designed and built data centers based on customers’ needs, including switching equipment and virtual environments.
- ✓ Deployed VoIP residential networks with more than 20k subscribers.
- ✓ Performed diagnostics and development reporting.
- ✓ Reported directly to VP of Systems Engineering of global company.
- ✓ Detailed Network Design and Deployment with QOS for VoIP and Triple Play.
- ✓ Extensive use of Class 5 switching from multiple vendors.
- ✓ Deployed MGCP and SIP VoIP systems (GENBAND G6 C20, Cisco & Sphere).
- ✓ Knowledge of circuit switch telephony protocols (SS7, STP, PRI, etc.).
- ✓ Tested and designed new network designs.

- ✓ Implemented and isolated faults in dynamic routing protocols such as EIGRP and OSPF.
- ✓ Designed and deployed QoS mechanisms (Diff Serv, MPLS, RSVP, etc.).
- ✓ Configured and troubleshot Allied Telesis and multi-vendor networking equipment, including Cisco routing and catalyst switching equipment.
- ✓ Worked with NA ISDN, including BRI and PRI services, provisioning, configuration, and troubleshooting.
- ✓ Configured network security features such as protocol filters, firewalls, and virtual private networks (VPNs), including related security associations and encryption keys to interface with multi-vendor Cisco/ASA, Watchguard, Etc Security devices.
- ✓ Deployed, configured, and troubleshot WAN interfaces, such as DS3, DS1, DTM, and fractional T1, including Frame Relay Services.
- ✓ Provided pre-configuration services to prepare equipment for turn-key operation.
- ✓ Contributed technical answers to the Service’s Knowledge Base.
- ✓ Performed Customer Account Management as assigned.
- ✓ Provided 24 x 7 x 365 escalation back-up as required.

DSSI / SmartTel Co.	
Designation	Network Engineer
Duration	2002 – 2005

Responsibilities:

- ✓ IP Database Management
- ✓ Engineered Metropolitan Area Network Design
- ✓ Engineered FTTH (Fiber to The Home) Solutions
- ✓ Router and switch configuration management
- ✓ Wireless implementation manager.
- ✓ Provisioned Multicast routing for IPTV Headend
- ✓ Created and Tracked VLAN Management
- ✓ Field Level III Technical Support Calls. Tasks Included:
- ✓ Provisioned T-1’s, both Voice & Data, inside and out of network
- ✓ Configured Provision Sphere PBX VoIP Switch
- ✓ Troubleshooting and Analyzing all network traffic and issues
- ✓ Troubleshooting Multicast IPTV issues on the network
- ✓ Maintained a Central office.
- ✓ Evaluated new network products & equipment from vendors

11.3 Kevin Tong – Senior Application Oracle Database Administrator

Kevin is a Oracle RAC Administrator Certified Expert with strong experience in Oracle Exadata Database Machine administration and advanced Oracle technologies. Skilled in RAC (8 years), Data Guard (10 years), Grid Control (8 years), Streams (8 years), Data Guard on RAC with Streams, and Oracle GoldenGate (5 years), along with 3 years of SQL Server experience in clustered environments. He is also Microsoft Certified IT Professional and Microsoft Certified Database Administrator with a Master’s degree in Information Management.

Education

- Bachelor’s degree in Computer Science (Nanjing University of aeronautics and astronautics)
- Master’s degree in information management (Strayer University)

Certifications

- ORACLE RAC Administrator Certified Expert
- ORACLE 11g Certified Professional (OCP)
- ORACLE 10g Certified Professional (OCP)
- ORACLE 9i Certified PL/SQL Associate (OCA)
- ORACLE Golden Gate Training
- ORACLE Certified Master Training
- ORACLE Certified Stream Expert Training
- ORACLE Data Guard on RAC

Professional Experience

GEICO	
Designation	Software Oracle DBA II
Duration	Dec 2012 – Present

Responsibilities:

- ✓ Set up, manage and maintain Data Guard on RAC, Oracle Streams and bi-directional Streams on RAC, Golden Gate on RAC, add and delete nodes on RAC database, upgrade RAC to 11R2 and 12C
- ✓ Use Grid Control to centralize database management, job scheduling and warning notification.
- ✓ Convert single instance database to RAC database.
- ✓ Rman backup and recovery strategy design for 30TB database on disk and tape using recover incremental database backup.
- ✓ Create and maintain partitions for big tables and ETL data to archive database for reporting, BI and big data purpose.
- ✓ Performance tuning using explain plan, AWR, ADDM, ASH report and SQLT, RAC database patch and upgrade, pre-production testing. Configure database and OS monitoring tool such as OS watcher and ORAchk.
- ✓ Write UNIX shell scripts to customize administrative tasks such as backing up the database, schedule cronjobs to save time and reduce errors.
- ✓ Involved extensively in the database analysis, design, development, implementation and schema creation activities and performance tuning.
- ✓ Optimizing code and query using Hints, TKProf, Explain Plan, Stats pack, V\$ dynamic views, trace files and SQLT to improve the performance in 10g, 11g and 12C environment and use
- ✓ AWR, ADDM, ASH and other advisors to proactively avoid potential database bottleneck and issues.

System and Information Services Corporation	
Designation	Oracle Team Lead / Technical Supervisor
Duration	Apr 2005 – Nov 2012

Responsibilities:

- ✓ As Oracle Team Lead, assigned to work with various clients including NOAA (RAC, Data Guard), Fannie Mae (Data Warehousing, partition), Freddie Mae (Oracle database, SAS report), HUD (migration), John Hopkins University(upgrade and performance tuning), Strayer University(RAC, Data Guard and data replication) and Department of Education(backup and recovery strategy design and implementation) etc.
- ✓ Supervise the daily activities of Oracle DBA team in order to meet different level of SLAs, project timelines and proper closure of service request issues.
- ✓ Recommend technical improvement to enhance monitoring strategy and proactively avoid potential issues.
- ✓ Interact with customers and promptly get feedback for support satisfaction and project timeline and adjust accordingly.
- ✓ Provides work level estimates for projects to establish work plans and coordinate among different teams for miscellaneous projects
- ✓ Looks for advances and opportunities in technology and procedure to allow the team to reduce complexity and increase automation level in the current environment and better position the team moving forward.
- ✓ Acts as a liaison among stakeholders in order to obtain, analyze, communicate and validate requirements for changes to business processes, policies and systems.
- ✓ Understands business problems and opportunities in the context of the requirements and recommends solutions that enable the organization to achieve its goals.
- ✓ Handles fundamental project management skills to coordinate tasks across database areas and manage small to mid-size projects.

BNA Inc.	
Designation	Oracle DBA
Duration	May 2003 – Mar 2005

Responsibilities:

- ✓ Write UNIX shell scripts to customize administrative tasks such as backing up the database, schedule cronjobs to save time and reduce errors.
- ✓ Setup and support for Oracle 10g HA solutions such as Data Guard (200G physical standby on Solaris 8) and perform switchover and monitor using Data Guard Broker.
- ✓ Use OEM (Oracle Enterprise Manager) and Grid control to monitor database.
- ✓ Involved extensively in the database analysis, design, development, implementation and schema creation activities.
- ✓ Optimizing code and query using Hints, TKProf, Explain Plan, Stats pack, V\$ dynamic views and trace files to improve the performance in 8i and 9i environment and AWR, ADDM and other advisors in 10g environment.
- ✓ Designed and developed scripts to monitor long running queries using v\$sqlarea and v\$db_cache_object, free space, listener, extents growth, etc.
- ✓ Meet the SLA on each database by maintaining high availability / uptime
- ✓ Involve in the Capacity Planning for databases based on the future business growth requirements

Verizon	
Designation	Oracle DBA

Duration	Apr 2002 – Apr 2003
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Responsibilities:

- ✓ Installation and maintenance of Oracle database software.
- ✓ Implement backup and recovery by using rman with stored scripts, in case of any corruption.
- ✓ Using Imp, Exp and Sqlldr to transport data between database and flat files.
- ✓ Implement transportable tablespace for flexible data movement
- ✓ Implement STATSPACK for performance tuning on 9i database (Solaris 8)
- ✓ Monitor daytime transactions to avoid wait and event using v\$dynamic view.
- ✓ Configure listener and set up trace for server and client.
- ✓ Provide database administration on production, testing and development database servers.
- ✓ Estimate Storage requirement, Creation of Tablespaces and other Database Primary Objects.
- ✓ Prepare backup strategy and disaster recovery management of the databases.
- ✓ Setting up replication to meet the high availability and load balancing needs.
- ✓ Clone/Refresh of Production databases to Testing and training environments.
- ✓ Develop/customize UNIX shell scripts to automate routine DBA tasks of taking backups,
- ✓ Exports and monitoring space availability and database performance.
- ✓ Creation of database objects like tables, indexes, stored procedures, snapshots and views etc.

11.4 William Watson – Application Oracle Database Administrator

William is as the Senior Database Administrator responsible for operational considerations of Oracle database versions 8 thru 19, SQL Server 2008 to SQL Server 2018 databases, RDS MySQL, RDS Postgres. I provided DBA support for the full SDLC of multiple Wolters Kluwer Health software products.

Technologies

Oracle RDBMS 8.1, Oracle RDBMS 11, Oracle RDBMS 19, Oracle Enterprise Manager 13, Amazon RDS SQL Server 2015 – 2018, MySQL 8.0, Amazon RDS Postgres 15, Oracle Goldengate, Quest TOAD, MS SSMS, MySQL WorkBench, pgAdmin4, Microsoft Office 365, AWS DB Admin Management Console, MS Azure, JIRA, Confluence, ServiceNow, OpsGenie, New Relic

Professional Experience

Telvent / Schneider Electric Inc.	
Designation	Senior Database Administrator
Duration	Nov 2013 – Oct 2014

Responsibilities:

- ✓ Provided PL/SQL development in support of product team deliveries.
- ✓ Provided SME functions for Talend ETL tool in support of product team deliveries.
- ✓ Provided development team database administration support for complete SDLC of product being released to Sydney and to Central Texas Regional Management Authority.
- ✓ Provided SQL and PL/SQL performance tuning solutions.

- ✓ Provided administrator responsibility for Microstrategy Web Intelligence Server deployed to development, test, and production environments as part of the deliverable product package.
- ✓ Provided problem resolution to any Oracle 11g instance within the Transportation Tolling Division.
- ✓ Provided SME role for Datawarehouse and Business Intelligence components of the deliverable product.
- ✓ Provided Data Guard standby solutions to deployed systems.

Cisco Systems	
Designation	Data Warehouse Engineering Consultant
Duration	Dec 2012 – Apr 2013

Responsibilities:

- ✓ Provided problem resolution to all instances of Oracle 11g and MySQL 5.1
- ✓ Provided evaluation and solutions to the Pentaho Data Integrator ETL process optimization
- ✓ Provided SQL & PL/SQL performance tuning to ETL and Aggregation loads.
- ✓ Assumed database administrator responsibility for all production, test, and development instances and databases utilizing Oracle OEM 12c, TOAD for Oracle, and TOAD for MySQL.
- ✓ Provided planning and tracking activity via Redmine.
- ✓ Provided documentation of system enhancements via WIKI documentation system
- ✓ Gathered requirements for new or modified objects or reports
- ✓ Utilized Subversion SVN as source code repository.

Verizon Business	
Designation	Lead Data Systems Engineer
Duration	Aug 2011 – Dec 2012

Responsibilities:

- ✓ Provided problem resolution to all versions of Oracle, Oracle RAC, Oracle ASM and MySQL 5.1
- ✓ Provided change management and patching to all deployed Oracle RDBMS technologies, versions 9i thru 11gR2.
- ✓ Provided performance troubleshooting for Oracle instances at both the physical deployment and and PL/SQL layers.
- ✓ Provided support for Oracle replication scenarios.
- ✓ Provided support and troubleshooting for various Oracle backup scenarios utilizing expdp or RMAN
- ✓ Provided feedback for process improvement of Verizon monitoring of client databases.
- ✓ Provided mentoring to Jr. and first line DBA's

State of Texas	
Designation	Oracle Performance Tuning Consultant
Duration	Dec 2010 – Aug 2011

Responsibilities:

- ✓ Provided records processing methodology improvements from 3rd party source.
- ✓ Provided performance enhancements to PL/SQL stored procedures.
- ✓ Provided Index and Partition Table restructuring to facilitate query retrieval.
- ✓ Provided tool recommendations for enhanced administration capabilities
- ✓ Provided database design and DBA staff augmentation for application deployment activities in the QA and production environments
- ✓ Provided database administration Best Practices enhancements to both the Production support and Development support DBA teams.
- ✓ Provided perl scripts to support record cleansing and transformation for inspection records delivered from Inspection Station inspection machines.

Quintiles Inc.	
Designation	Contract Data Architecture
Duration	Apr 2010 – Dec 2010

Responsibilities:

- ✓ Data Architect for application based on Oracle APEX technology
- ✓ Created a logical and physical data model based upon new business requirements
- ✓ Created data flow diagrams
- ✓ Provided technology recommendations
- ✓ Gathered end user requirements for data model design
- ✓ Provided database configuration requirements to enterprise DBA's
- ✓ Participated in development staff selection by performing interviews and interview assessments
- ✓ Created application objects
- ✓ Provided SDLC mentoring to Project Management
- ✓ Performed SQL tuning and index performance recommendations

11.5 Allen C. Jaques – Senior Application DB2 Database Administrator

Allen has experience working on a short-term contract at the United States Senate Data Center, where responsibilities included installing IBM DB2 Query Monitor V3.1 for z/OS and performing DB2 systems programming and database administration tasks. He has experience in DSNZPARM configuration changes, system tuning, applying maintenance via SMP/E, and managing application data structure changes and migrations using IBM DB2 Administration tools.

Education

- M.S. Information Systems Technology, The George Washington University, Washington, DC
- M.A. Computer and Information Resources Management, Webster University, St. Louis, MO
- B.S. Computer Science, University of South Carolina, Columbia, SC

Professional Experience

Vdart Corporation

Designation	Sr. Consultant / DB2 Systems Programmer
Duration	Feb 2014 – Present

Responsibilities:

- ✓ Working remotely from home on contract to Morgan Stanley in a 13- way DB2 for z/OS data sharing environment.
- ✓ Performing general DB2 systems programming and database administration tasks, including DSNZPARM changes, system tuning, and applying maintenance.

VariQ Corporation	
Designation	Sr. Consultant / DB2 Systems Programmer
Duration	Jul 2013 – Feb 2014

Responsibilities:

- ✓ Worked on short term contract to the United States Senate data center.
- ✓ Installed IBM DB2 Query Monitor V3.1 for z/OS.
- ✓ Performed general DB2 systems programming and database administration tasks, including DSNZPARM changes, system tuning, applying maintenance via SMP/E, application data structure changes and migration using IBM’s DB2 Administration tool, and system/application backup and recovery.
- ✓ Mentored Senate systems programmers with regard to DB2 industry best practices.

Navy Federal Credit Union	
Designation	Sr. DB2 Systems Programmer
Duration	Apr 2012 – Apr 2013

Responsibilities:

- ✓ Installed DB2 V10 and all latest maintenance via SMP/E.
- ✓ Migrated ten DB2 subsystems from V9.1 to V10 New Function Mode.
- ✓ Installed and configured latest releases of BMC DB2 Database Administration Tools, CA DB2 Performance Management Tools, File- Aid/DB2, Imperva DB2 auditing software.
- ✓ Installed and configured CA-MICS V12.07 performance management software.

Paragon Consulting Services	
Designation	Sr. Consultant / Systems Programmer
Duration	Mar 2008 – Apr 2012

Responsibilities:

- ✓ Worked on contract at US Customs and Border Protection from March 2009 – April 2012. Duties included general systems programming; maintenance and tuning of DB2 V8.1 and V9; installation via SMP/E of CA-Platinum DB2-related vendor tools; installation and tailoring of ASG’s TMON DB2; created project plan for DB2 V10 upgrade; capacity planning/performance analysis using MICS and MXG software.
- ✓ Worked on contract at the United States Senate data center. Installed and configured CA ACF2 and ACF2/DB2 security software in 3 a z/OS environment. Also performed ACF2 security health check on all mainframe LPARs.
- ✓ Worked on contract at AAMVA (American Association of Motor Vehicle Administrators) as a mainframe systems consultant. Provided support to management for data center migration; performed general z/OS, DB2 and CICS systems programming; CICS TS 3.1 tuning; general z/OS performance analysis and capacity planning.
- ✓ Obtained DB2 V9.1 and V10 System Administration certifications from IBM; obtained DB2 V9.1 and V19 Database Administration certifications from IBM.

Elite Technical Services Inc.	
Designation	Sr. Consultant / Systems Programmer
Duration	Oct 2007 – Feb 2008

Responsibilities:

- ✓ Worked on a short-term contract at the Federal Deposit Insurance Corporation (FDIC) as a DB2 systems programmer. Performed general DB2 and CICS systems programming and tuning; performed DB2 Version 7.1 to 8.1 upgrade; installation, tailoring, and tuning of DB2 version 8.1. Supported the BMC tool suite for DB2 (Change Manager, Catalog Manager, DASD Manager, Mainview, and Aptune) Also did a CCSID conversion for several DB2 subsystems to prepare for V7.1 to V8.1 migration.

11.6 Anthony Quan Pham – Application DB2 Database Administrator

Anthony has experience in developing and maintaining key technical documentation including Standard Operating Procedures, certification requirements, knowledge management articles, and database design assessments. He is also automating infrastructure and database delivery processes, reducing provisioning time from 2–3 weeks to just 2–3 days. Designed and supported database architectures, engineering assessments, and system design diagrams.

Education

- Bachelor of Science, Madison University, Harrisonburg, VA

Professional Experience

Freddie Mac	
Designation	Database Engineer

Duration	Aug 2016 – Present
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Responsibilities:

- ✓ Developed and kept track of documentation for: Standard Operating Procedures, Certification Requirements, Knowledge Management Articles, and database designs/assessments/requirements
- ✓ Developed automated scripts to enhance and decrease delivery time of database environments to business (brought delivery time down from a 2-3 weeks to 2-3 days)
- ✓ Database designs, assessments, and engineering diagrams
- ✓ Build automation: Spins out Linux server along with DB2 database with one click of a button
- ✓ Deployment automation: BDA tool; DDL Deployments Scripting automated jobs for database monitoring, database builds, restores, client installs/upgrades, RDBMS software installs/upgrades
- ✓ Capacity reports for upper management that generated metrics for every database (size, version, space allocation, server performance, etc)

Freddie MAC	
Designation	Associate Database Administrator
Duration	Jun 2015 – Jul 2016

Responsibilities:

- ✓ Saved company money by working on production failures by decreasing production downtime
- ✓ Accrued 348 hours of Professional Development within the first year as a new College Hire
- ✓ A member of the Freddie++ Intern Program team that is responsible for building out an entire internship program (Summer 2015)

The MITRE Corporation	
Designation	IT Services Intern
Duration	May 2013 – Aug 2013

Responsibilities:

- ✓ Kept track of company inventory for electronic devices (mobile devices, laptops and desktops, routers, etc).
- ✓ Troubleshoot company issued electronic devices and respond to incoming emails to the CCG IT inbox
- ✓ Assisted on the development of a model to improve the current Compliance Alerting
- ✓ Reimaged Mac OS and installed weekly patches to laptops
- ✓ Tend to MITRE Employee needs (device, network, and access issues)
- ✓ Generated monthly reports and analyses regarding Mobile Device Usage for CCG
- ✓ Assisted with the management process of the overhead budget for mobile devices

11.7 Ryan Nicholas – PC Programmer Analyst

Ryan manages the deployment and maintenance of 40+ Java EE applications within a VMware environment across multiple data centers and 500+ virtual machines. He ensures smooth operations, stability, and performance of enterprise applications in production environments. He also communicates directly with multiple client teams to provide application status updates and deployment coordination.

Education

- Bachelor of Science, George Mason University, Fairfax, VA

Certifications

- Certified Solutions Architect Associate – Amazon Web Services
- Certified Solutions Developer Associate – Amazon Web Services
- Security+ Certified CE – CompTIA
- ICAgile Certified Professional (ICP) – ICAgile

Professional Experience

Accenture	
Designation	System Developer Senior Analyst
Duration	Nov 2016 – Present

Responsibilities:

- ✓ Promoted from Analyst to Senior Analyst in May 2017
- ✓ Lead and manage a team of 3 application support specialists for a federal client
- ✓ Responsible for deploying 40+ Java EE applications and maintaining operations in VMware environment spread across multiple data centers on 500+ Virtual Machines
- ✓ Communicate directly with 13 client teams regarding application and deployment status
- ✓ Troubleshoot and resolve application issues under time constraints defined in SLAs and manage tickets with differing degrees of priority maintaining 24/7 availability

Fairfax County Government	
Designation	Information Technology Technician
Duration	Jun 2015 – Nov 2016

Responsibilities:

- ✓ Responsible for supporting and implementing technology for 150 users
- ✓ Image and deploy all PCs with Windows 7 and 8.1
- ✓ Install, troubleshoot, and resolve issues with software including AutoCAD, Citrix, and Office
- ✓ Manage software licenses, hardware inventory, and assist in maintaining Active Directory

Geek Squad

Designation	Advanced Repair Agent
Duration	Aug 2013 – May 2015

Responsibilities:

- ✓ Repaired and serviced client technology on platforms including Windows, Mac, Android, and iOS
- ✓ Setup and installed software for new client technology
- ✓ Replaced defective hardware in client devices
- ✓ Identified and removed malicious software on client devices

11.8 Joshua Ott – Senior PC Programmer Analyst

Joshua manages the installation, configuration, and maintenance of virtual environments, including ESXi, vCenter, vSphere, VMware Workstation, and Hyper-V. I oversee network storage platforms such as HP StoreVirtual SAN Appliance and VMware VSA to ensure reliable and efficient storage operations. He automates installation and maintenance processes using AutoIT, batch scripting, and PowerShell to improve efficiency and consistency across systems. He continuously optimizes infrastructure performance to ensure stability, scalability, and operational reliability.

Education

- Associate of Science (A.S.), Tidewater Community College, Norfolk, VA
- Bachelor of Science (B.S.), Old Dominion University, Norfolk, VA

Certifications

- CompTIA: Security+ ce
- CompTIA: Linux+
- LPI: LPIC-1
- DPOR: RES

Professional Experience

CACI	
Designation	Senior System Engineer & Developer
Duration	Jun 2020 – Present

Responsibilities:

- ✓ Virtual Environment Management: Performed installation, configuration, and maintenance of virtual environments including ESXi, vCenter, vSphere, VMware Workstation, and Hyper-V.
- ✓ Network Storage Management: Managed network-based storage platforms, including HP StoreVirtual SAN Appliance and VMware's VSA.
- ✓ Automated installation and maintenance processes using object-oriented programming (AutoIT), batch scripts, and PowerShell, significantly improving efficiency and consistency across the fleet.

- ✓ Vulnerability Management: Utilized ACAS (Tenable Nessus and Security Center on RHEL) to scan for system vulnerabilities, creating and executing monthly change management charters for mitigation.
- ✓ Remediation and Automation: Mitigated vulnerabilities through Windows updates, Active Directory, Group Policies, registry modifications, and custom batch/PowerShell scripts. Automated these changes into IAVA package disks for fleet-wide deployment.
- ✓ Developed and implemented security policies and procedures, ensuring system compliance with FIPS, NIST standards, and DISA-published STIGs.
- ✓ Technical Documentation: Produced detailed system administration guides, work statements, and management plans.

Leidos	
Designation	System Engineer
Duration	Jun 2019 – Dec 2021

Responsibilities:

- ✓ Configured and maintained IIS web servers, SQL databases, and virtual server environments (Microsoft Hyper-V) in support of the UNICORN program.
- ✓ Administered Active Directory domain and configured DNS, DHCP, WSUS, SCCM, WDS, MDT, VAMT, and other servers/services.
- ✓ Implemented multi-factor authentication for local office, ensuring NIST compliance, and managed end-point device connectivity, upgrades, and enhancements.
- ✓ Prepared and deployed system images, oversaw software patching, configuration, and updates, ensuring compatibility and security.
- ✓ Supported and executed both virtual and physical deployments of the UNICORN software, including installation, configuration, testing, troubleshooting, and repair of the UNICORN web application using C#.NET, Entity Framework, and SQL Server 2012/2016/2019 at various customer sites.
- ✓ Responded to system faults, analyzing and correcting application or system issues to restore service, and maintained and updated relevant system and process documentation.
- ✓ Managed and supported hardware operations, including installation, configuration, and upgrading of servers in LAN, WAN, and standalone environments, and created and maintained network and data center diagrams, rack elevations, and drawings.

Datum Government Solutions	
Designation	Network Systems Engineer
Duration	Dec 2018 – Jun 2019

Responsibilities:

- ✓ Install, configure and secure Cisco Nexus/Catalyst switches, firewalls, and Hyperflex.
- ✓ Run cables between network devices (Fiber, Ethernet, etc.)
- ✓ Configure virtual server environment (ESXi 6.0, vCenter, etc.) with Netapp Storage solutions.
- ✓ STIG network devices in preparation for CCRI and accreditation.
- ✓ Provide technical guidance for troubleshooting systems and designing new solutions.

GCR Temps	
Designation	Senior Systems Engineer
Duration	Jun 2018 – Dec 2018

Responsibilities:

- ✓ Served as a senior member of the system engineering team for a major DoD enterprise network.
- ✓ Designed, configured, maintained, and secured a virtual server environment (VMware ESXi 6.5, vSphere, vCenter, etc.) and hyperconverged virtual desktop infrastructure (VDI) with VMware Horizon on Nutanix.
- ✓ STIG Systems in preparation for CCRI and Create POAMs for submission in eMass.
- ✓ Actively monitored and maintained the operational condition, stability, scalability, and security of all systems, including performing ongoing hardware and software maintenance and upgrades.
- ✓ Documented design specifications, installation instructions, new processes, procedures and provided technical guidance for troubleshooting systems.
- ✓ Evaluated current or developing technologies for implementation, weighing factors such as cost, compatibility, and usability and Designed solutions, identifying any hardware, software, and services required to meet customer needs.

TQI Solutions	
Designation	Cloud Architect
Duration	Nov 2017 – Sep 2018

Responsibilities:

- ✓ Due to my outstanding work on the MARMC contract and receiving several letters of commendation, the President and CEO personally requested that I design and create their internal company’s IT infrastructure.
- ✓ Implemented NIST 800-171/53 standards across company headquarters and branch offices, ensuring compliance with current and prospective government contracts.
- ✓ Architected network design and server configurations for both on-premise and cloud-based infrastructure.
- ✓ Developed and presented comprehensive Visio diagrams, PowerPoint presentations, and other informational materials during weekly meetings.
- ✓ Procured competitive quotes for essential server hardware and software, optimizing budget and resources.
- ✓ Established a virtual server environment using Microsoft Hyper-V, enhancing system efficiency.

11.9 Hosna Ara – Application SQL Server Database Administrator

Hosna is skilled in administering SQL Server versions 2008 R2 through 2022 with expertise in installation, configuration, patch management, backup and recovery, performance tuning, and security. He is proficient in High Availability and Disaster Recovery (HA/DR) solutions such as Failover Cluster Instances (FCI) and Always On Availability Groups and is strong in T-SQL development for complex queries, stored procedures, and indexing, with automation experience using PowerShell.

Education

- Bachelor’s in computer science

Certifications

- Azure Admin Associate (DP-300)

Professional Experience

Ontellus	
Designation	Senior Database Administrator
Duration	Nov 2025 – Present

Responsibilities:

- ✓ Experience in database monitoring, performance tuning and troubleshooting.
- ✓ Supporting database environments in healthcare and regulated domains, ensuring compliance with HIPAA and organizational security standards.
- ✓ Implemented and maintained secure access controls, role-based permissions to protect sensitive patient and clinical data.
- ✓ Strong working experience in Database Backup and Restore, designed backup strategies in Test, Stage, and Production Environments Using Agent job and Azure Backup vault.
- ✓ Create and set up automated maintenance jobs.
- ✓ Monitoring Databases with Third party tools IDERA and native tools.
- ✓ Monitor SQL Server Error Log, Space usage, SQL Server Profiler, Extended Events, Database Engine Tuning Advisor, Performance Monitor, Activity Monitor, Execution plan.
- ✓ Migrating databases from Onprem to Azure SQL
- ✓ Collaborate with development teams to optimize query performance and provide support for database-related issues.

Administrative Office of the Courts (AOC)	
Designation	SQL Database Administrator
Duration	Oct 2024 – Oct 2025

Responsibilities:

- ✓ Installing, Configuring, and Managing SQL Server 2019 , also managed 2016, 2017 in the Development, Test, and Production environment.
- ✓ Experience in database monitoring, performance tuning and troubleshooting.
- ✓ Working Experience in SSIS Package deployment, developing and implementing SSRS report.
- ✓ Using SQL query to create Index, and resolve disk fullness, and Database issues.
- ✓ Working Experience for Database Refresh (Production to Test Environment).
- ✓ Installed, configured, and Maintained HA/DR Solutions using Always On .
- ✓ Strong working experience in Database Backup and Restore, designed backup strategies in Test, Stage, and Production Environments.

- ✓ Applying Patching on Always on Availability Group Environments.
- ✓ Applying TDE in AG Environment. Perform database capacity planning.
- ✓ Scheduling Automated jobs in Development and Production environments

ICS-NETT / Department of Justice	
Designation	SQL Database Administrator
Duration	Apr 2021 – Aug 2024

Responsibilities:

- ✓ Experience in database monitoring, performance tuning and troubleshooting.
- ✓ Using SQL query to create Index, and resolve disk fullness, and Database issues.
- ✓ Working Experience for Database Refresh (Production to Test Environment).
- ✓ Managing SQL Database Servers in Development, Test, and Production environment.
- ✓ Installed, Configured, and Managed SQL Server 2019 , also managed 2016, 2017, and in the Development, Test, and Production environment.
- ✓ Installed, configured, and Maintained HA/DR Solutions using Always On .
- ✓ Strong working experience in Database Backup and Restore, designed backup strategies in Test, Stage, and Production Environments.
- ✓ Applied SP/Hotfixes/CU on FCI and Always on Availability Group Environments.
- ✓ Applied TDE in AG Environment. Perform database capacity planning.

LTImindtree / Microsoft	
Designation	SQL Server DBA support engineer
Duration	Jan 2019 – Mar 2021

Responsibilities:

- ✓ Supporting database monitoring, performance tuning, and troubleshooting for clients by using Microsoft tools SQLbase, PssDiag, DiagScan, Nexus, etc.
- ✓ Using SQL query to create Index, and resolve disk fullness and database issues for client.
- ✓ Supporting Migrate the On-premise 2012 version to the 2016 version and related Troubleshooting for clients.
- ✓ Supporting Migrate On-premise to Azure platform.
- ✓ Working with clients for Database Refresh (Production to Test Environment)
- ✓ Managing and supporting SQL Database Servers in Development, Test, and Production environment.
- ✓ Supporting clients to Installing, configuring, and Managing SQL Server 2019, also managed and maintain 2012,2014, 2016.
- ✓ Installed, configured, and Maintained HA/DR Solutions using Always On and FCI.
- ✓ Strong working experience in Database Backup and Restore, designed backup strategies in Test, Stage, and Production Environments, also supporting clients in doing this task successfully.
- ✓ Applied SP/Hotfixes/CU on FCI and Always on Availability Group Environments.
- ✓ Applied TDE in AG Environment.

TD Bank

Designation	SQL Server DBA
Duration	Feb 2017 – Nov 2018

Responsibilities:

- ✓ Experience on database monitoring, performance tuning and troubleshooting.
- ✓ Using SQL query to create Index, resolve disk fullness, Database issues.
- ✓ Working Experience for Database Refresh (Production to Test Environment)
- ✓ Managing SQL Database Servers in Development, Test, and Production environment.
- ✓ Installed, Configured, and Managed SQL Server 2012, 2014, 2016, 2017, 2019 in Development, Test, and Production environment.
- ✓ Installed, Configure and Maintained HA/DR Solutions using Always On and FCI.
- ✓ Strong working experience in Database Backup and Restore, designed backup strategies in Test, Stage and Production Environments.
- ✓ Applied SP/Hotfixes/CU on FCI and Always on Availability Group Environments.
- ✓ Applied TDE in AG Environment.
- ✓ Scheduled jobs to automate different database related activities including backup, monitoring database health, disk space, and backup verification.

11.10 Mosammat Jahan – Sr. Application SQL Server Database Administrator

Mosammat is a Experienced Microsoft SQL Server Database Administrator with over 14+ years of hands-on experience managing SQL Server environments from 2005 to 2022. Proficient in installation, configuration, backup and recovery, high availability solutions, replication, performance tuning, and security management. Actively manages database and server migrations, including on-premises to Azure Cloud environments. Ensures optimal database performance, security compliance, and reliable operations across enterprise-level systems.

Education

- B.S. in Computer Information Systems (CIS)

Certifications

- AZ-104: Microsoft Certified Azure Administrator Associate
- AZ-900: Microsoft Certified Azure Fundamentals
- DP-300: Administering Relational Databases on Microsoft Azure
- MCSA: Microsoft Certified Solutions Associate – SQL Server 2012
- MCSA: Microsoft Certified Solutions Associate – SQL 2016 Database Administration – August 2020
- MCITP: Microsoft Certified IT Professional – SQL Server 2008, Database Administration

Professional Experience

Department of Defense	
Designation	Senior Database Administrator
Duration	Sep 2019 – Present

Responsibilities:

- ✓ Lead Database administrator for SQL Server Environment across Development, Test, and Production environments (VMs and physical servers)
- ✓ Planned, Documentation, and Performed Database and Instance upgrades from SQL 2012 → 2016 → 2019 → 2022, ensuring data integrity, minimal application downtime, and rollback strategies.
- ✓ Implemented Transparent Data Encryption (TDE), SQL Audit, and DISA STIGs for strict federal compliance and security hardening.
- ✓ Applied STIGs, wrote PO&M, Security Patches, CU (Cumulative Updates)
- ✓ Installed, Configured, and Managed HA (High Availability) Solutions such as Always On Availability Groups, Failover Clustering, and Mirroring
- ✓ Designed and Maintained Azure SQL Managed Instances, migrated workloads from on-prem to Azure Cloud instances, and configured hybrid environments.
- ✓ Performed database migration from standalone to cluster, and AlwaysOn
- ✓ Migrated Databases and Instances from On-Premises to Azure Cloud Environment
- ✓ Automated and Managed Processes and Jobs such as backup/restore, health checks, Performance Issues, Alert/Notifications
- ✓ Automated Different Process and Jobs like backups, monitoring tasks for Servers and Databases using PowerShell scripting, SQL jobs; and reduced manual intervention by 40%.
- ✓ Diagnosed and resolved performance bottlenecks using tools like Execution Plans, Extended Events, DMVs, DBCC, and SQL Profiler
- ✓ Designed and Managed Indexes, Fragmentation, and other supporting tasks needed as part of this
- ✓ Maintained secure and compliant environments by applying SQL Server service packs, security updates, and coordinating with Windows patching teams.

Department of State	
Designation	Senior Database Administrator
Duration	Feb 2016 – Sep 2019

Responsibilities:

- ✓ Administered and supported Microsoft SQL Server environments (2008 R2, 2012, 2014, 2016) across Development, QA, and Production environments in both physical and virtual machines.
- ✓ Upgraded SQL Server instances from 2008 R2 to 2016, ensuring minimal downtime and zero data loss across critical databases and applications
- ✓ Designed, Implemented, and Managed High Availability and Disaster Recovery (HA/DR) Solutions configurations including Always On Availability Groups, Failover Clustering, and Database Mirroring.
- ✓ Implemented Transparent Data Encryption (TDE), Applied DISA STIGs, Security Patch, CU (Cumulative Updates), hardening environment for Databases, and SQL Server Instances
- ✓ Developed automated maintenance plans for backups (Full, Differential, T-Log), index optimization, statistics updates, integrity checks, and log cleanup.
- ✓ Performed Point-in-Time Recovery, database restores, and production-to-test refreshes as part of lifecycle management.
- ✓ Tuned performance using execution plans, DMVs, Extended Events, SQL Profiler, and Database Tuning Advisor, improving query performance by up to 50%.
- ✓ Managed system patching, service packs, CU updates, and hotfix deployment across SQL environments.
- ✓ Configured and documented SQL Server installations based on Department of State SOPs and security protocols.

- ✓ Monitored server activity, disk space, error logs, and resource utilization using SQL Server native tools and third-party scripts.
- ✓ Created and submitted Change Request (CR) and ITCCB documentation for system changes; participated in technical reviews and compliance meetings.

Federal Maritime Commission	
Designation	SQL Server Database Administrator
Duration	Feb 2012 – Jan 2016

Responsibilities:

- ✓ Installed, configured, monitored, and managed SQL Server 2008 R2, 2012, and 2014 across Development, Test, and Production environments.
- ✓ Upgraded legacy SQL Server instances from 2005 to 2008 R2, and from 2008 R2 to 2012, ensuring seamless application compatibility.
- ✓ Designed and administered High Availability (HA) solutions including Failover Clustering, Always On Availability Groups, Transactional Replication, Log Shipping, and Mirroring.
- ✓ Managed database and object-level security by configuring roles, permissions, and schemas for users and applications.
- ✓ Created and managed SQL Server Maintenance Plans for scheduled backups, index rebuilds/reorgs, statistics updates, and cleanup tasks.
- ✓ Monitored disk space, I/O activity, memory consumption, and CPU utilization, proactively addressing capacity issues.
- ✓ Performed query and instance-level performance tuning using SQL Profiler, Activity Monitor, and third-party tools like Redgate.
- ✓ Developed and maintained SSIS packages for complex ETL operations; imported/exported data using bulk copy (BCP) and linked servers.
- ✓ Created, scheduled, and monitored SQL Agent Jobs and alerts for error handling, job failures, deadlocks, and resource exhaustion.
- ✓ Developed custom functions, views, stored procedures, triggers, and indexes to support application development teams.
- ✓ Implemented database backup and recovery strategies, including full system databases and point-in-time restores.
- ✓ Installed, configured, and managed SQL Server Reporting Services (SSRS); created and deployed custom reports for internal teams.

Federal Election Commission	
Designation	SQL Database Administrator / DBA
Duration	Jan 2011 – Jan 2012

Responsibilities:

- ✓ Installed, configured, upgraded, and managed SQL Server 2005/2008 R2 instances across development, test, and production environments.
- ✓ Implemented Failover Clustering to ensure high availability for mission-critical applications.
- ✓ Set up Log Shipping for reporting environments and maintained Transactional Replication for load balancing and data distribution.

- ✓ Administered and configured SQL Server Reporting Services (SSRS), developed custom reports using BIDS and Report Builder (3.0, 2.0).
- ✓ Led database migration projects including schema transfer, data conversion, and resolve compatibility issues
- ✓ Collaborated on data modeling, performed ER diagram creation, and applied forward/reverse engineering techniques for logical and physical design.
- ✓ Developed and optimized stored procedures, functions, and triggers for application and database
- ✓ Maintained and automated Database Jobs for backups, disk monitoring, index maintenance, and health checks.
- ✓ Used DTS, SSIS, and BCP utilities for importing/exporting Data
- ✓ Performed DBCC checks, rebuilt indexes, updated statistics, and monitored system logs
- ✓ Assisted developers in query optimization and troubleshooting performance issues in stored procedures and ad hoc T-SQL.
- ✓ Utilized third-party monitoring tools such as Spotlight and IDERA for real-time server performance and alerting.
- ✓ Conducted point-in-time restores, validated backup integrity, and maintained DR documentation and recovery strategies.

11.11 George Hall – GIS Database Administrator

George has expertise in Geographical Information Systems to achieve project objectives Motivated, results-oriented, and dynamic professional with proven talent for gathering and synthesizing GIS data both in-field and at Geo Spatial facilities in accurate and timely manner. He is skilled communicator able to collaborate with cross-functional peers, engage teams, and translate complex technical information for translation to general audiences.

Education

- Bachelor of Arts in Geography, West Virginia University, Morgantown, West Virginia

Technical Skills

Microsoft Office, ESRI Arc View 3.x, ESRI ArcGis 8.x, ESRI Arc 9.x, ESRI Arc 10.x, ESRI ArcGIS Pro 1.x, ESRI ArcGIS Pro 2.x., ArcGIS Pro 3.x ESRI ArcGIS Online (AGOL), ArcInfo, ArcEditor, ArcTools, TerraSync, Schneider Electric ArcFM, Trimble Geo 7x GNSS/GSP, Bentley’s Microstation, AutoCAD, ERDAS Imagine, Geo-Tiff, Vidar, Adobe Acrobat Professional, Adobe Photoshop, KML, VBA, Arc2Earth, PythonWin, Notepad++, Microsoft Power BI, Microsoft Teams, Salesforce, Microsoft Office Suite, Microsoft Visual Basic, Microsoft Front Page HTML editor, ArcSDE, Agile, GE Digital Smallworld, Poweworld, PSS/E, ArcPy

Professional Experience

United Talent	
Designation	GIS Admin
Duration	Jul 2025 – Present

Responsibilities:

- ✓ Contracted with Hope Gas’s Corporate Office.
- ✓ Create and manage geospatial databases both locally and on the portal. Develop maps, Geospatial PDF’s, dashboards, and web GIS apps for engineering or planning teams.
- ✓ Automate GIS workflows with scripting (commonly Python, ArcPy or Avenue).
- ✓ Led GIS standards and data governance on projects and made sure that we were TSA-ISS Compliant.
- ✓ Coordinate with other groups to expand geospatial capabilities to other areas of the company, such as spatial intersections of tax districts, and generate reports and pivot tables.
- ✓ Trained users on our proprietary Outage Management System.

Parsons	
Designation	GIS Admin
Duration	Sep 2024 – Jun 2025

Responsibilities:

- ✓ Casual employment doing geospatial work, when funding is available
- ✓ DoD Geospatial Projects within Malmstrom and Minot AFB’s.
- ✓ Capture Features using a Trimble Geo7x GNSS/GPS sub centimeter unit. Wrote data dictionaries, performed differential Corrections, and maintained a record of all captured features to importing into an ArcGIS Database. Vector editing per client comments using ArcGIS
- ✓ Performed advanced spatial analysis using GIS software (often Esri tools like ArcGIS).
- ✓ Created and managed geospatial databases (enterprise geodatabases, data models).
- ✓ Developed maps, dashboards, and web GIS apps for engineering or planning teams.
- ✓ Automated GIS workflows with scripting (commonly Python or ArcPy).
- ✓ Lead GIS standards and data governance on projects.
- ✓ Supported large infrastructure or defense programs with spatial analysis and mapping.

AliPro	
Designation	GIS Admin
Duration	Mar 2024 – Nov 2024

Responsibilities:

- ✓ Produce data layers, maps, tables, or reports, using Esri Geographic Information Systems (GIS) software.
- ✓ Work with large datasets, including importing delimited or fixed field data files into database and GIS software, and data clean-up of different data sources of differing file types.
- ✓ Develop and manage scripts for data analysis and systems integration; including but not limited to joining data from outside sources to existing spatial data.
- ✓ Prepare maps and google earth files for clients using ESRI product software, including templates and forms in GIS platform and Excel.
- ✓ Prepare various reports as part of deliverables to Clients including but not limited to:
- ✓ Excel, Access, and PowerPoint presentations Charts, diagrams, and story maps
- ✓ Maintain knowledge of in-house and regional spatial data resources; and stay abreast of GIS software trends and best practices in spatial data management.
- ✓ Perform quality assurance/quality control procedures on delivered data; focused on but not limited to the below:

- ✓ Built the geospatial modeling network for the NETL Carbon Sequestration cost analysis task. Methods included using Right of Ways, and the Spatial Analyst extension in ArcGIS attribute transfer and cleaning vector topology.
- ✓ Constructed 3D animated Google Earth KML files for Hurricane animation and electrical restoration after Hurricanes Gustav and Ike in the Gulf of Mexico for NETL using ESRI ArcGIS.

LanceSoft Inc.	
Designation	GIS Admin
Duration	May 2023 – Feb 2024

Responsibilities:

- ✓ Short term geospatial services contract working for Parsons that is now a casual employment contract company wide after this project completed and a hard cut off date on funding arrived.
- ✓ Used Public Land Survey System (PLSS) system to identify Easements by description for the US Department of Defense.
- ✓ Assembled datasets, maps and performed Spatial Analysis for the North American Carbon Atlas Partnership Using ESRI ArcGIS.
- ✓ Developed applications for PowerBI, ArcGIS Online, and NETL Energy Data eXchange
- ✓ Updated Quarterquad Database with updated information including PDF name and relative page numbers of Licenses and Easements.
- ✓ Drew 200’ line vector and populated it per clients request at all License intersections and identified lease holder, documents and license status.

Motion Recruitment	
Designation	GIS Admin
Duration	Oct 2021 – Apr 2023

Responsibilities:

- ✓ Geospatial contract contracted to Atmos Energy.
- ✓ Using GE Smallworld software, established service lines to end client.
- ✓ Worked on Service Lines, LocusView and As-Builts

11.12 Robert Broadus – Senior GIS Database Administrator

Robert has experience in working on the NGA program using Environment-as-a-Service (EaaS) to support both existing and newly developed applications utilizing XML and PostgreSQL databases and utilizing tools such as VS Code, GitBash, and GitLab to integrate front-end, back-end, and middleware components. He is also expert in supporting secure operations with Security+ continuing education, periodic national security training, and maintaining required clearance levels.

Education

- BS, Political Science, US Naval Academy, (Annapolis, MD)

Certifications

- Microsoft Certified Systems Engineer (MCSE)
- Microsoft Certified Professional (MCP) in Windows 7
- Comptia A+ (1999)
- Security+ (2016), CE (2019, 2022)

Professional Experience

Deloitte	
Designation	First/Orbit Technical Team Member
Duration	Mar 2024 – Present

Responsibilities:

- ✓ Supported NRO and NGA programs by maintaining and enhancing backend business services
- ✓ Developed and maintained applications using Java and Angular frameworks
- ✓ Utilized Oracle SQL for database development, querying, and data management
- ✓ Worked with development tools including Eclipse IDE, VS Code, and Git for version control and collaboration
- ✓ Supported installation and configuration of Certent CDM/CRS servers and related software
- ✓ Ensured seamless integration between front-end, back-end, and middleware components
- ✓ Collaborated with cross-functional teams in a secure, classified environment

Point Solutions Group	
Designation	Automation Team Member
Duration	Aug 2020 – Jan 2024

Responsibilities:

- ✓ Supported NGA program using Environment-as-a-Service (EaaS) for application deployment and maintenance
- ✓ Managed XML-based integrations and PostgreSQL database operations
- ✓ Utilized VS Code, GitBash, and GitLab for full-stack development and system integration
- ✓ Supported Docker and Kubernetes environments for application deployment and orchestration
- ✓ Maintained secure systems in compliance with national security requirements and clearance protocols
- ✓ Completed Security+ continuing education and periodic national security training
- ✓ Collaborated with partner organizations to ensure system availability and operational stability
- ✓ Worked across Windows and Linux environments to support development and deployment tasks
- ✓ Assisted in troubleshooting, debugging, and preventing system failures through proactive analysis

Allen Integrated Solutions	
Designation	Database Administrator

Duration	Jul 2016 – Jul 2020
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Responsibilities:

- ✓ Worked in a classified environment supporting system development and integration activities
- ✓ Provided full-stack support including system administration, software development, and database management
- ✓ Assisted in project initialization and system setup prior to transition to subject matter experts
- ✓ Utilized VS Code for development and system integration tasks
- ✓ Worked extensively with PostgreSQL databases for data processing and integration
- ✓ Collaborated with developers and integration engineers from partner organizations
- ✓ Supported development of predictive analytics models for data-driven decision-making
- ✓ Conducted research and applied mathematical techniques including calculus, ranking methods, and pairwise comparison models
- ✓ Contributed to “predictioneering” efforts for customer behavior and outcome analysis

Hybrid Data Security	
Designation	Software Developer
Duration	Dec 2012 – Jun 2016

Responsibilities:

- ✓ Worked in a TS/SCI classified environment with CI Polygraph clearance
- ✓ Developed client-server applications and modernized legacy systems
- ✓ Migrated applications from MS Access front-end and SQL Server back-end to ASP.NET architecture
- ✓ Utilized Visual Studio 2015 and related tools for development and maintenance
- ✓ Followed Agile methodologies using Jira for task tracking and project management
- ✓ Served as team lead and supported administrative-level access decisions for full-stack development
- ✓ Integrated data sources using ODBC connections and PowerShell scripting
- ✓ Explored and supported tools such as InfoPath and other enterprise technologies
- ✓ Trained in ArcGIS and Analyst’s Notebook 9 for analytical and geospatial support
- ✓ Participated in daily coordination meetings using Skype and Microsoft Teams

11.13 Darren Carl Baird – GIS Architect

Darren is a Senior ArcGIS Engineer, Developer and Solutions Architect with extensive experience in ArcGIS Enterprise, spatial analytics and GIS data modeling, ArcGIS Field Maps, and geospatial workflow development. He has proven expertise in pre-sales solution engineering, cloud-based GIS architecture, and web and desktop GIS software development. Adept at collaborating in fast-paced, innovative environments.

Education

- Master of Science, Civil Engineering – University of Tennessee, Knoxville
- Bachelor of Science, Civil Engineering – University of Tennessee, Knoxville

Certifications

- AWS Certified Solutions Architect – Associate (KW9F60LK8MVQQ0C3)
- US Public Trust Clearance
- US TS/SCI Clearance
- Esri Enterprise Administration Associate
- Esri Geodata Management Associate
- Licensed Professional Civil Engineer

Professional Experience

Cynerge / US Forest Service	
Designation	Senior Geospatial Architect
Duration	April 2023 – Present

Responsibilities:

- ✓ Design, installation, administration of ArcGIS Enterprise deployments comprising Portal for ArcGIS, ArcGIS Server, ArcGIS Data Store and ArcGIS Web Adaptor for USFS
- ✓ Led geospatial workflow optimization efforts using Python scripting, ArcGIS Pro, ModelBuilder, SQL queries, OGC web services, and Microsoft’s Power Platform
- ✓ Developed integrated GIS web applications with other systems of record using ArcGIS Experience Builder, ArcGIS Maps SDK for Javascript, Python, and REST APIs
- ✓ Managed cloud-based ArcGIS Enterprise architecture, ensuring cost-efficient resource utilization of AWS services; implemented SAML/SSO and OpenID Connect
- ✓ Designed symbology and labeling of data layers using Arcade, publishing as feature services, then sharing using an ArcGIS Distributed Collaboration
- ✓ Designed AGOL/Portal web maps for use in ArcGIS web and mobile applications

Esri	
Designation	Lead Product Engineer
Duration	Dec 2016 – April 2023

Responsibilities:

- ✓ Led the development team of four developers for the migration of Full Motion Video (FMV) capabilities from ArcMap to ArcGIS Pro using DevOps best Practices
- ✓ Led the development team of three developers for ArcGIS Video Server, optimizing video geospatial data management and dissemination as web services
- ✓ Defined technical requirements, strategy, and roadmap for product development; managed Agile sprints; performed software testing; wrote product documentation
- ✓ Conducted customer discovery engagements, gathering feedback to drive innovation and enhance usability of the software

Esri	
Designation	Solution Engineer

Duration	March 2006 – Dec 2017
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Responsibilities:

- ✓ Provided pre-sales technical consultation and technical support, helping state, local and Federal clients architect enterprise GIS and ETL solutions
- ✓ Installation, configuration, administration, and upgrades of ArcGIS Enterprise 10.x – 11.x deployments
- ✓ Implemented spatial analytics solutions, enabling real-time geospatial intelligence
- ✓ Excellent presentation and communication skills from executive level engagements
- ✓ ArcGIS Online administrator for Esri’s US Federal Sales organization

11.14 Eric Davis – GIS Application Developer

Eric is a results-driven professional specializing in geospatial solutions, currently leading the redesign and restructuring of FEMA’s GeoPlatform into a centralized, data-driven system. He develops disaster-focused web applications and publishes accessible platforms to enhance geospatial insights and public information sharing. He has experience in driving innovation through task automation to improve operational efficiency.

Education

- BS, Geography, Middle Tennessee State University

Certifications

- Oracle Certified Associate
- OCA Java SE 7 Programmer
- National Geospatial-Intelligence Agency (NGA)
- Certified Sanitization Authority and Subject Matter Expert
- Wisser Company Sanitization Board Member

Professional Experience

Unified Port of San Diego	
Designation	Applications Developer/GIS Analyst
Duration	Sep 2012 – Present

Responsibilities:

- ✓ As ArcGIS Server administrator, authored custom geoprocessing tools and services, map/feature/image services, and official cartographic publications.
- ✓ As ArcGIS Database administrator (a SQL Server instance), supported a full-scale database redesign and complete GIS data model enhancement.
- ✓ As ArcGIS Online administrator, managed the publication, content, and security of web- based maps, applications, and services.

- ✓ Developed the Active Pier and Slip Application that allowed dispatchers for Harbor Police and Fire to locate geocoded watercraft slips in San Diego Bay and determine proximity and access to relevant firefighting features.
- ✓ As SharePoint administrator and developer, served as primary administrator for SharePoint sites and developed Harbor Police InfoBoard (an extensively used intelligence sharing and lead-tracking site). Also served as project lead and lead developer on an organization SharePoint intranet site.
- ✓ As Windows Azure and Office 365 administrator and developer, served as primary administrator for Azure services and administrator for Azure Active Directory Developed cloud-hosted WCF service supporting SAP to external vendor site integration.
- ✓ Developed an e-commerce paver sales web application using C#, ASP.NET, and MVC 5, including integrated ArcGIS Services, Kendo UI, Authorize.Net, and Azure websites.
- ✓ Served as key staff member responsible for defining organization-wide application and web development standards, supporting technology transition to .NET environments, and leading efforts on the Port Open Data Initiative.

Wiser Company	
Designation	GIS Team Lead
Duration	Sep 2011 – Sep 2012

Responsibilities:

- ✓ Provided oversight and leadership to a team of geospatial analysts for projects subcontracted from the National Geospatial-Intelligence Agency (NGA). Developed performance goals and project milestones on both individual and team levels.
- ✓ Served as sole team lead tasked with enhancing the capture of performance metrics and implementing division-wide production strategies.
- ✓ Significantly increased division performance through the creation and implementation of a project performance program that centered on innovative tools and improved workflow.
- ✓ Developed an advanced geographic predictive model employing a self-written learning algorithm to more accurately predict the workload and estimated dates of completion.
- ✓ Developed a data-driven progress tracking toolset for use by team leads, leveraging the predictive model to maximize the strengths of individual team members.

GEOINT	
Designation	GIS Technical Lead
Duration	Jan 2010 – Sep 2011

Responsibilities:

- ✓ Provided technical leadership and guidance, trained and mentored staff, interpreted and enforced rapidly evolving and complex database and cartographic standards, and developed tools and processes to enhance workflow and efficiency. Provided technical documentation and technical writing for RFPs.
- ✓ Trained and mentored the team awarded the first ever “first-time-right” acceptance by NGA on the Multinational Geospatial Co-production Program.
- ✓ Developed a 3D GIS toolset that reduced production hours spent by an average of 10%. The toolset was adapted for use by other companies such as Northrup Grumman and SAIC.

- ✓ Developed an automated 3D stereo vision test used company-wide to screen applicants during the hiring process.
- ✓ Created “Tech Lead Theatre,” an entertaining and highly successful training program that fostered greater community involvement and understanding of ever-changing project guidance.

11.15 John Mitchell – Senior GIS Application Developer

John is an experienced GIS Application Developer with expertise in developing GIS tools and applications to perform complex analyses and develop multi-layered maps for local, state and federal agencies. He is well versed in the science of cartography, spatial analysis, 3D analyst and geography with expertise the GIS application suite of tools and other programming environments.

Education

- Bachelor of Science Geography, Frostburg State University

Professional Experience

3I People / United Parcel Service (UPS)	
Designation	GIS Application Developer
Duration	Feb 2016 – Present

Responsibilities:

- ✓ GIS Subject Matter Expert, developed tools using Python and Javascript.
- ✓ Developed website for iPFT Project using IIS, Javascript and ArcGIS for Server
- ✓ Supported and maintained a various SQL Server DBs
- ✓ Developed data workflows to create data for ORSA project using Object Model Builder and Python
- ✓ Supported C# development including Services and code QC
- ✓ Participated in AGILE Development Environment

TalentBurst / Sapient	
Designation	GIS Application Developer
Duration	Sep 2015 – Jan 2016

Responsibilities:

- ✓ GIS Subject Matter Expert, made recommendations to structure ArcSDE Database (SQL Server), educated staff outside of GIS in GIS Best Practices.
- ✓ Developed Solr Script in Python to handle Big Data response to ArcServer Web Service.
- ✓ Participated in AGILE Development Environment using JIRA Workflow Software

Leidos / SAIC	
Designation	GIS Application Developer

Duration	Mar 2012 – Aug 2015
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Responsibilities:

- ✓ Fulfilled the requests of building new and updated ArcObject tools for four different production groups (Feature Data, Cartography, DNC and LIAR)
- ✓ ArcObjects--developed new tools and adapted existing tools to new environments using C# and VB .Net.
- ✓ Converted tools from VB6 to .NET 2012; ArcGIS v9.x to ArcGIS v10.x, from .Net 3.5 to .Net 4.0 and Visual Studio 2010 to Visual Studio 2012.
- ✓ Extended ArcObjects to customize functionality

Prince William County Government	
Designation	GIS Application Developer
Duration	Nov 1996 – Sep 2011

Responsibilities:

- ✓ Primary EOC representative for the OIT/GIS Division.
- ✓ Created prototype ArcIMS Intranet Website for Prince William County Police Department.
- ✓ Created and maintained EOC GIS ArcServer Database.
- ✓ Javascript and HTML development
- ✓ Converted an existing parcel identification number application to an ArcObjects command tool in ArcGIS in .Net.
- ✓ Created primary a quality control application to an ArcObjects command tool in ArcGIS in .Net.
- ✓ Used Crystal Reports for output
- ✓ Converted existing data management software into an ArcObjects command tool in ArcMap
- ✓ Streamlined customer service operations with an ArcEngine application to provide maps to customers and staff.
- ✓ Managed and supported standard processing tools for Cadastral JTX Workflow Manager.

12. Prisa's Certifications

Minority Business Enterprise – NMSDC Certified



 **Minority Business Enterprise – Supplier Clearinghouse Certified**



 Small Business Enterprise



DFW BUSINESS COUNCIL
MEANINGFUL CONNECTIONS. IMPACTFUL GROWTH.

SBE CERTIFICATION

This certificate acknowledges that the DFW BC has completed due diligence and determined

Prisa Consulting Services LLC

Has met the criteria of a small business concern as defined pursuant to section 3 of the Small Business Act and Small Business Administration regulations implementing it (13 CFR part 121) that also does not exceed the cap on average annual gross receipts specified in 49 CFR Part 26.65(b).

Commodity Description: Strategic Consulting, IT Staffing, Software Development, Security Solutions, and technology services, committed to facilitating companies in their pursuit of enduring expansion and triumph.

NAICS Codes: 541511; 541512; 541618; 561311; 561320; 541519

Expiration Date/ Certification #: 2/28/2027 / DL12295

Margo J. Posey, President & CEO

 **Small Diverse Business**



The Department is pleased to announce that

PRISA CONSULTING SERVICES LLC

has successfully completed the Pennsylvania Department of General Services' process for self-certification as a Small, Micro, or Midsize Business under the Commonwealth's Small Business Contracting Program, and is verified as a Small Diverse Business with the following designation(s):

BUSINESS TYPE(s):

Information Technology Goods & Services

CERTIFICATION NUMBER: 565139-2025-08-SDB-M

CERTIFICATION TYPE: SMALL DIVERSE BUSINESS

ISSUE DATE: 08/06/2025 EXPIRATION DATE: 08/01/2027

RECERTIFIED DATE:



Dr. Erica Patterson, Deputy Secretary
Bureau of Diversity, Inclusion & Small Business Opportunities

 **Small Business**



The Department is pleased to announce that
PRISA CONSULTING SERVICES LLC

has successfully completed the Pennsylvania Department of General Services' process for self-certification as a Small, Micro, or MidSize Business under the Commonwealth's Small Business Contracting Program, with the following designation:

BUSINESS TYPE(s):

Information Technology Goods & Services

CERTIFICATION NUMBER: 565139-2025-08-SB

CERTIFICATION TYPE: **SMALL BUSINESS**

ISSUE DATE: 08/01/2025

EXPIRATION DATE: 08/01/2027

RECERTIFIED DATE:



Dr. Erica Patterson, Deputy Secretary
Bureau of Diversity, Inclusion & Small Business Opportunities

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	\$84.75	\$84.75	\$84.75	\$84.75	\$705,120.00
4.1.2	Mainframe Application Analyst	2080	EA	\$73.45	\$73.45	\$73.45	\$73.45	\$611,104.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$79.12	\$79.12	\$79.12	\$79.12	\$658,278.40
4.1.4	Application Oracle Database Administrator	2080	EA	\$74.63	\$74.63	\$74.63	\$74.63	\$620,921.60
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$80.25	\$80.25	\$80.25	\$80.25	\$667,680.00
4.1.6	Application DB2 Database Administrator	2080	EA	\$72.97	\$72.97	\$72.97	\$72.97	\$607,110.40
4.1.7	PC Programmer Analyst	2080	EA	\$80.17	\$80.17	\$80.17	\$80.17	\$667,014.40
4.1.8	Senior PC Programmer Analyst	2080	EA	\$90.56	\$90.56	\$90.56	\$90.56	\$753,459.20
4.1.9	Application SQL Server Database Administrator	2080	EA	\$71.19	\$71.19	\$71.19	\$71.19	\$592,300.80
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$78.72	\$78.72	\$78.72	\$78.72	\$654,950.40
4.1.11	GIS Database Administrator	2080	EA	\$81.19	\$81.19	\$81.19	\$81.19	\$675,500.80
4.1.12	Senior GIS Database Administrator	2080	EA	\$101.72	\$101.72	\$101.72	\$101.72	\$846,310.40
4.1.13	GIS Architect	2080	EA	\$83.79	\$83.79	\$83.79	\$83.79	\$697,132.80
4.1.14	GIS Application Developer	2080	EA	\$75.59	\$75.59	\$75.59	\$75.59	\$628,908.80
4.1.15	Senior GIS Application Developer	2080	EA	\$80.89	\$80.89	\$80.89	\$80.89	\$673,004.80
Grand Total								#####