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Header 2

List View

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

Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID: VS0000051685

Legal Name: Hanker Systems Inc

Alias/DBA: Hanker Systems Inc

Total Bid: \$11,315,054.40

Response Date: 04/14/2026

Response Time: 13:23

Responded By User ID: KalyanS

First Name: Kalyan

Last Name: S

Email: kalyan.s@hankersystems.c

Phone: 8138953275

SO Doc Code: CRFQ

SO Dept: 0803

SO Doc ID: DOT2600000079

Published Date: 3/31/26

Close Date: 4/14/26

Close Time: 13:30

Status: Closed

Solicitation Description: WVDOT IT Temporary Staffing Services (81260081)

Total of Header Attachments: 2

Total of All Attachments: 2



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

**State of West Virginia
 Solicitation Response**

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

Solicitation Closes	Solicitation Response	Version
2026-04-14 13:30	SR 0803 ESR04142600000007187	1

VENDOR
 VS0000051685
 Hanker Systems Inc

Solicitation Number: CRFQ 0803 DOT2600000079
Total Bid: 11315054.40000000037252902984 **Response Date:** 2026-04-14 **Response Time:** 13:23:09
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				767931.84

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				561593.76

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				864705.92

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				629120.96

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				857371.84

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				665612.48

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				649960.48

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				919443.20

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				704340.00

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				1031958.72

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				531363.04

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				781258.40

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				960048.96

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				566065.76

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				824279.04

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior GIS Application Developer



PROPOSAL IN RESPONSE TO

**SOLICITATION NO. CRFQ-0803-DOT2600000079
WVDOT IT TEMPORARY STAFFING SERVICES (81260081)**

SUBMITTED TO:

**West Virginia Department of Transportation
Department of Administration, Purchasing Division
2019 Washington Street East
Charleston, WV 25305-0130
Fax: 304-558-3970**

DUE DATE: APRIL 14, 2026 1:30 PM EDT

Hanker Systems Contact:

**Ranjith Konappagari
Business Development Director
14100 Parke Long Court, Suite I,
Chantilly, Virginia 20151
Mobile: 813-501-7673
Email: ranjithk@hankersystems.com
www.hankersystems.com**

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EXECUTIVE SUMMARY

Hanker Systems Inc. is pleased to submit this proposal in response to the West Virginia Department of Transportation (WVDOT) Request for Quotation for Information Technology Temporary Staffing Services. We understand that WVDOT requires a dependable and highly responsive staffing partner capable of delivering specialized IT professionals across critical domains including mainframe systems, database administration, GIS technologies, and application development.

Founded in 2013, Hanker Systems brings over a decade of experience delivering high-quality IT staffing solutions to government agencies and enterprise clients across the United States. Our strength lies in identifying, vetting, and deploying highly skilled technical professionals who can seamlessly integrate into complex environments such as those outlined in the WVDOT RFQ. We maintain active pipelines of qualified candidates across all required classifications, including Oracle, DB2, and SQL Server Database Administrators, GIS specialists, Mainframe Application Analysts, and application developers with modern and legacy system expertise.

Our approach is built on three core commitments that align directly with WVDOT's expectations:

Speed and Responsiveness: We operate within a performance-driven delivery model designed to meet the demands of WVDOT's priority-based vendor structure. Leveraging our AI-powered recruitment platform (CEIPAL) and dedicated recruiting teams aligned by technical domain, we are able to identify and submit highly qualified candidates within tight timelines. Our structured intake and sourcing process ensures that every staffing request is addressed immediately, enabling WVDOT to maintain operational continuity without delay.

Quality and Technical Precision: WVDOT requires candidates with specialized expertise across diverse and often complex systems. Hanker Systems ensures that every candidate submitted undergoes rigorous technical screening, experience validation, and role alignment before submission. We focus on delivering candidates who not only meet minimum qualifications but bring proven, hands-on experience in environments similar to WVDOT's infrastructure, reducing onboarding time and increasing productivity from day one.

Compliance and Accountability: We recognize the importance of strict adherence to state requirements, including complete documentation, work authorization verification, and qualification validation. Our compliance platform (OnBlick HRMS) ensures that every candidate is fully documented and audit-ready prior to submission and onboarding. We maintain a 100% compliance-focused delivery model, minimizing risk and ensuring alignment with all contractual obligations.

Hanker Systems is also committed to providing consistent delivery throughout the contract lifecycle. We understand the importance of maintaining vendor priority status within WVDOT's engagement model and are structured to deliver reliable performance, rapid replacements when required, and proactive communication at every stage of the staffing process.

COMPANY OVERVIEW

Hanker Systems Inc. is a nationally recognized staffing and workforce solutions firm with over a decade of experience delivering high-quality talent across Information Technology (IT), Non-IT, and Healthcare sectors. Established in 2013 and headquartered in Chantilly, Virginia, with an additional operational presence in Tampa, Florida, Hanker Systems supports clients across all 50 U.S. states. We specialize in providing scalable, responsive, and compliant staffing solutions tailored to public sector agencies, including state departments and transportation organizations.

Our geographic proximity to the State of West Virginia provides a distinct operational advantage. Drawing from the robust Northern Virginia and surrounding regional talent markets, we have direct access to highly skilled IT professionals with experience in government and enterprise environments. This enables us to rapidly mobilize qualified candidates for WVDOT without geographic limitations, while maintaining alignment with regional workforce expectations and compensation standards.

Our Service Portfolio

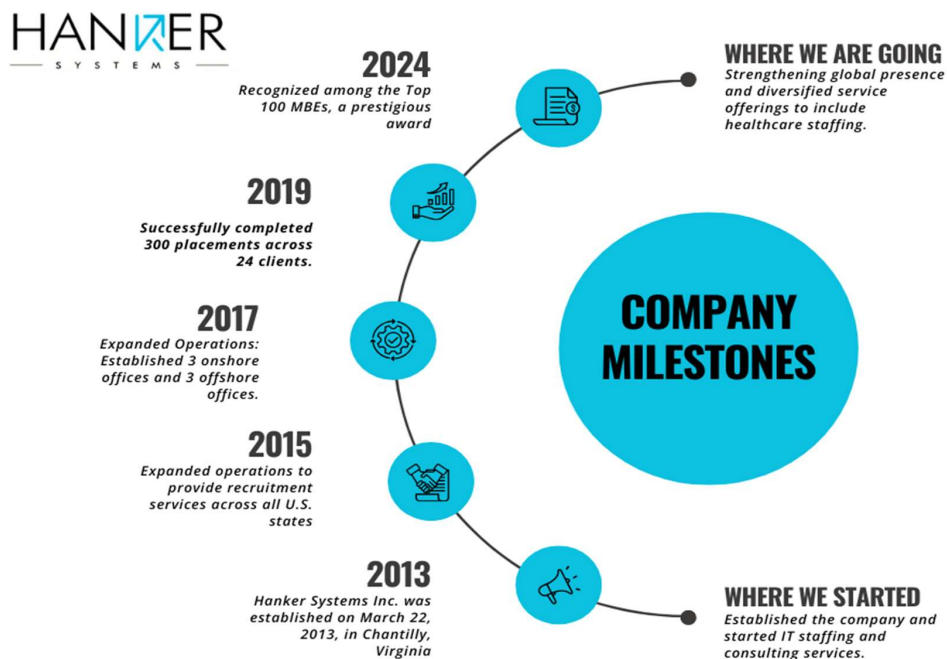
Hanker Systems offers a comprehensive portfolio of staffing and consulting services, with a strong emphasis on Information Technology staffing aligned to WVDOT's requirements:

- **Information Technology Staffing:** This is our core strength and primary alignment with WVDOT's RFQ. We specialize in sourcing highly skilled professionals across critical IT domains, including mainframe systems (COBOL, JCL, CICS), database administration (Oracle, DB2, SQL Server), GIS technologies (ArcGIS, ESRI platforms), and application development (.NET and enterprise systems).
- **Non-IT Staffing:** We provide administrative and operational staffing support, including roles such as administrative assistants, data entry specialists, and financial support personnel. While not the primary focus of this RFQ, this capability demonstrates our breadth and ability to support cross-functional needs when required.
- **Healthcare Staffing:** Hanker Systems also delivers staffing solutions to healthcare organizations, including clinical and healthcare IT roles. This experience reflects our ability to operate in highly regulated, compliance-driven environments similar to those required by government agencies.

Technology Infrastructure

Hanker Systems leverages advanced technology platforms to ensure efficiency, speed, and compliance in every engagement:

- **CEIPAL (AI-Powered Talent Acquisition):** Our AI-driven recruitment platform enables intelligent candidate matching, real-time requisition tracking, and access to a vast pool of pre-vetted candidates. For WVDOT, this translates into faster response times and highly targeted candidate submissions aligned with specific technical requirements.
- **OnBlick HRMS (Compliance & Onboarding):** Our compliance and onboarding system manages I-9 verification, E-Verify processing, background documentation, payroll, and contract administration. This ensures that every candidate submitted to WVDOT is fully compliant, documented, and ready for immediate deployment.



Commitment to Diversity & Inclusion

As a certified Minority Business Enterprise (MBE) and Women’s Business Enterprise (WBE), Hanker Systems is committed to promoting diversity and inclusion in every aspect of our operations. We actively source candidates from diverse talent pools and implement structured, bias-aware recruitment practices. Our partnership supports WVDOT’s broader goals of inclusive workforce development while delivering high-quality talent.

Financial Stability

Hanker Systems maintains a strong financial foundation, with annual revenues exceeding \$8 million in 2025 and an average net worth of approximately \$7.4 million over the past three years. This stability enables us to reliably fund payroll, sustain operations, and scale resources to meet WVDOT’s evolving staffing demands throughout the contract term.

UNDERSTANDING OF THE PROBLEM

The West Virginia Department of Transportation (WVDOT) requires a highly capable and responsive staffing partner to provide specialized IT temporary staffing services across multiple technical domains, including mainframe systems, database administration (Oracle, DB2, SQL Server), GIS platforms, and application development.

Based on our review of the RFQ, Hanker Systems understands that WVDOT's needs extend beyond traditional staffing — the agency requires technical experts who can operate within complex, mission-critical transportation systems while maintaining strict compliance, reliability, and performance standards.

WVDOT's Core Challenges

1. **Highly Specialized Skill Requirements:**

WVDOT requires niche technical expertise across legacy and modern systems, including:

- Mainframe (COBOL, CICS, JCL)
- Oracle, DB2, and SQL Server database environments
- GIS platforms such as ArcGIS, ESRI, and PostGIS
- Application development and system integration

These roles demand experienced professionals with proven technical depth, not general IT staff.

2. **Multi-Vendor Priority-Based Engagement Model:**

The RFQ specifies a priority-based vendor allocation system, where vendors must respond quickly and consistently to maintain engagement priority. This creates a competitive environment where speed, quality, and reliability directly impact opportunity flow.

3. **Rapid Response & Replacement Expectations WVDOT requires:**

- Candidate submission within defined timelines
- Replacement candidates within 10 business days if needed
- Consistent delivery performance across contract duration

Failure to meet these expectations can result in loss of priority or contract impact.

4. **Statewide Operational Support While services are primarily based in Charleston, WV, WVDOT may require support across the state, demanding:**

- Flexible staffing models
- Remote/hybrid capability where applicable
- Strong coordination and deployment processes

5. Compliance & Documentation Rigor The RFQ emphasizes:

- Full qualification documentation before submission
- U.S. work authorization verification
- Strict adherence to state procurement and labor requirements

Hanker Systems Alignment with WVDOT

Hanker Systems is uniquely positioned to meet these needs through:

- Proven experience delivering IT staffing across government environments
- Strong pipeline of database administrators, GIS specialists, and application developers
- Structured delivery aligned to priority-based vendor models
- Established compliance frameworks ensuring 100% documentation accuracy
- Ability to deliver high-quality candidates within tight timelines

We understand that for WVDOT, downtime is not acceptable — every role directly impacts transportation infrastructure, operations, and public service delivery. Our approach is built to ensure continuity, precision, and accountability.

EXPERTISE

Hanker Systems brings over a decade of experience delivering specialized IT staffing services across federal, state, and enterprise environments, with particular strength in database systems, application development, and infrastructure support.

Technical Expertise Relevant to WVDOT

We maintain active talent pipelines across all key classifications outlined in the RFQ, including:

1. Mainframe & Legacy Systems

- COBOL, JCL, CICS development and support
- Mainframe application analysis and modernization support

2. Database Administration

- Oracle (RMAN, PL/SQL, performance tuning)
- DB2 (data modeling, disaster recovery, optimization)
- SQL Server (SSIS, SSRS, backup & recovery, tuning)

3. GIS & Geospatial Technologies

- ESRI ArcGIS, ArcGIS Enterprise, ArcGIS Online
- Spatial database management (PostgreSQL/PostGIS)
- GIS application development and integration

4. Application Development & Integration

- .NET and enterprise application development
- API development and system integration
- Data-driven application support

Government & High-Compliance Experience

Hanker Systems has successfully supported:

- State government agencies
- Public-sector IT environments
- MSP-driven staffing ecosystems

We understand:

- Documentation-heavy onboarding
- Qualification validation requirements
- Audit-ready compliance processes

Delivery Leadership Structure

For WV DOT, we will deploy:

- Dedicated Account/Project Manager (single point of contact)
- Specialized IT recruiters aligned by technology domain
- Compliance & onboarding team ensuring documentation readiness

This ensures:

- Faster turnaround
- Higher candidate quality
- Zero submission delays due to missing documentation

Government Client Experience

Hanker Systems has supported government staffing needs at the city, state, and federal level. Our government client list includes the City of Atlanta, the States of Connecticut, Colorado, Tennessee, Ohio, Florida, Georgia, and Indiana, and the Commonwealth of Pennsylvania, among others. We understand the documentation requirements, the approval workflows, the Living Wage compliance obligations, and the public accountability standards that distinguish government contracting from private-sector staffing engagements.

Three Examples of Recent Work

Example 1 — NYC Health + Hospitals

Client	NYC Health + Hospitals
Point of Contact	Muthu Kumar VCR — Swampam@nychc.org — (701) 200-6710
Services Performed As	Prime Contractor
Contract Duration	June 4, 2022 – 2023

Annual Contract Value	\$165,431
Type of Services	Healthcare and Administrative Staffing

In this engagement, Hanker Systems served as the prime staffing contractor for NYC Health + Hospitals, one of the largest public healthcare systems in the United States. We provided both clinical and operational personnel — including Registered Nurses, Licensed Practical Nurses, psychiatrists, licensed therapists, behavioral health technicians, certified peer specialists, and clinical support staff — across multiple NYC Health + Hospitals facilities.

Example 2 — State of Indiana

Client	State of Indiana (Multiple Agencies)
Point of Contact	Vamsi Boddu — vboddu@iot.in.gov — (989) 400-0068
Services Performed As	Prime Contractor
Contract Duration	June 6, 2021 – 2022
Annual Contract Value	\$98,900
Type of Services	Non-IT Administrative and Financial Staffing

Hanker Systems delivered Non-IT staffing services to multiple agencies within the State of Indiana government. The positions staffed in this engagement directly mirror the administrative and support categories: Administrative Assistants, Executive Assistants, Office Managers, Data Entry Clerks, Receptionists, Records Management Clerks, Accounting Technicians, Payroll Specialists, and Budget Analysts.

We maintained a 90%+ fulfillment rate throughout the contract term and received no adverse performance feedback from the State.

Example 3 — IMF / Experis (MSP Engagement)

Client	IMF / Experis
Point of Contact	Kathy Ford — kathy.ford@experis.com — (813) 407-3228
Services Performed As	Prime Contractor
Contract Duration	January 2, 2024 – Present
Annual Contract Value	\$85,412
Type of Services	IT and Multi-Discipline Staffing (MSP Environment)

In this ongoing engagement, Hanker Systems supplies qualified IT professionals — including Database Administrators, Cybersecurity Analysts, Project Managers, Java Developers, Network Engineers, Cloud Engineers, System Administrators, and Software Engineers — to support IMF/Experis's Managed Services Provider (MSP) environment. This is a high-standards, high-accountability engagement where Hanker Systems must consistently source candidates who meet strict technical qualification thresholds and pass multi-layer screening before placement.

This engagement demonstrates Hanker Systems' ability to operate within a structured, compliance-driven procurement environment and to sustain performance quality over an extended period. The fact that this engagement has been renewed and continues to the present is the strongest endorsement of our reliability.

Key Personnel who will supervise and manage the contract

1. **Anusha Gundu**, the President of Hanker Systems Inc., brings over 20+ years of IT experience and a proven track record of excellence in ERP systems and project management. Under her leadership, Hanker Systems has achieved significant growth and success across both IT and non-IT sectors. Anusha's extensive expertise in systems like Workday, PeopleSoft, and Oracle Cloud, combined with her certifications in PMI-PBA, CSM, and Workday Partner HCM, has been instrumental in driving the company's service quality and innovation.

Email : anusha@hankersystems.com

2. **Ranjith Konappagari**, the Business Development Director at Hanker Systems Inc., brings over 12 years of experience in both IT and non-IT sectors. Since joining the company in June 2021, Ranjith has been pivotal in driving growth and expanding market presence through strategic business initiatives and exceptional client relationship management. His expertise in ERP solutions, particularly Workday and PeopleSoft, along with a strong background in sales, staffing, and account management, has significantly contributed to the company's success.

Email : ranjithk@hankersystems.com

3. **Swapna Reddy**, Vice President of Business Development at Hanker Systems Inc., brings over 11 years of IT experience, with a specialization in ERP solutions and human resource applications. Since joining Hanker Systems, Swapna has leveraged her extensive background in software design, development, and implementation to drive significant growth in both IT and non-IT sectors. Her deep expertise in Workday modules, including Core HCM, Recruitment, Talent & Performance Management, Learning, Advanced Compensation, Absence Management, Benefits, and Payroll, has been instrumental in expanding the company's service offerings and client base.

Email : info@hankersystems.com

4. **Ragini Byrisetty**, Vice President of Delivery at Hanker Systems Inc., has been instrumental in driving the company's growth and success across both IT and non-IT sectors. With a strong background in ERP solutions, including extensive experience with Workday and PeopleSoft applications, Ragini has led numerous large-scale global implementations. Her expertise in business analysis, project management, and strategic planning has optimized service delivery and enhanced client satisfaction.

Email : hr@hankersystems.com

Statement of No Sub Contractors

Hanker Systems Inc. confirms that we will perform all work under this contract as the prime contractor and will not utilize any sub-consultants or subcontractors. Our internal team possesses the skills, resources, and experience necessary to meet all requirements outlined in the RFP.

Judgments, Lawsuits, or Adverse Contract Actions

Hanker Systems Inc has **no judgments, pending lawsuits, or legal actions** filed against the company.

There have been **no adverse contract actions**, including but not limited to:

- Contract terminations
- Suspensions
- Penalties
- Notices of deficiency
- Failures to perform
- Any other negative performance-related actions

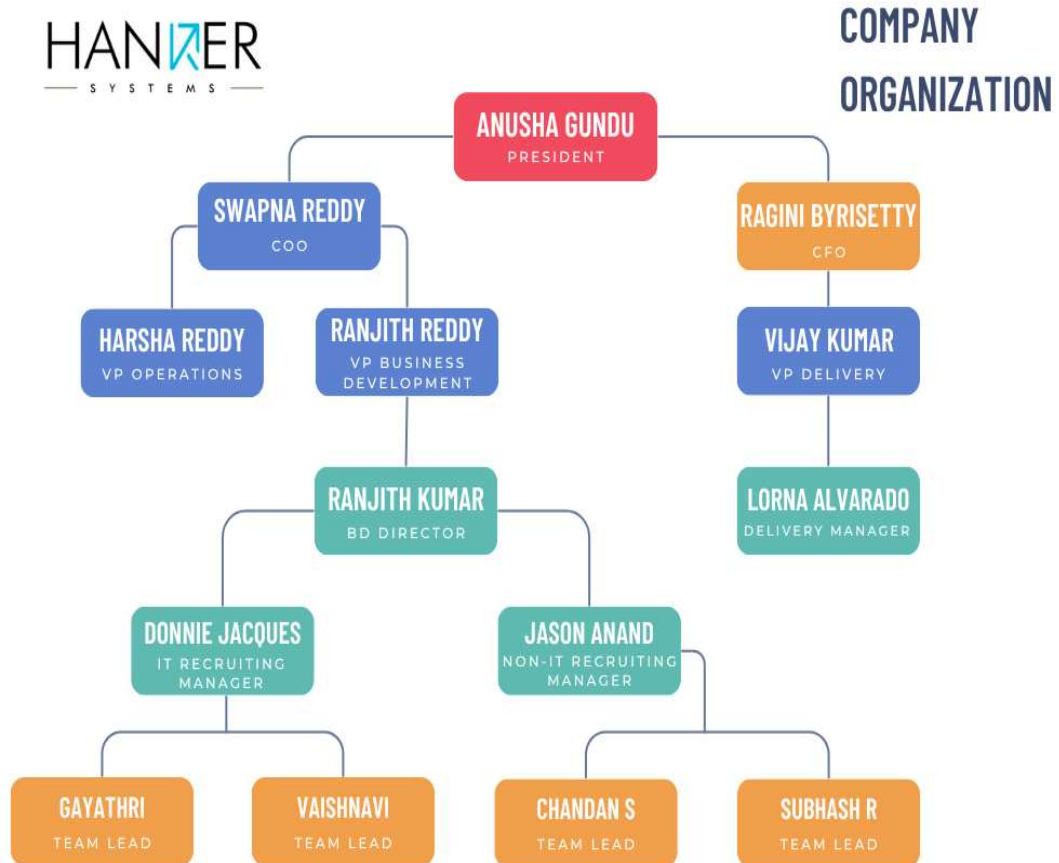
Client Claims (Past Two Years)

Hanker Systems Inc confirms that **no client has submitted any claim** against the company within the past two (2) years related to services provided by the company or its key personnel.

Specifically, there have been:

- No claims involving disputed sums exceeding 5% of our contracted fees,
- No billing disputes,
- No financial demands or settlements,
- No performance-related claims,
- No formal or informal client complaints requiring escalation.

Organizational Chart



APPROACH

Hanker Systems will follow a structured, performance-driven delivery model aligned with WVDOT's priority-based contracting framework.

Phase 1: Requisition Intake & Prioritization

- Immediate acknowledgment of staffing request
- Requirement breakdown by:
 - Technical skills
 - Experience level
 - Compliance needs
- Entry into CEIPAL system within same business day

Phase 2: Targeted Candidate Sourcing

We deploy a multi-channel sourcing strategy:

- Internal pre-vetted candidate database
- Passive candidate outreach
- Domain-specific talent pools (DBA, GIS, Mainframe)
- National sourcing for niche roles

Phase 3: Technical Screening & Qualification Validation

Each candidate undergoes:

- Technical evaluation aligned to WVDOT requirements
- Experience verification against RFQ criteria
- Documentation validation before submission

We ensure only fully qualified candidates are submitted — no rework, no delays.

Phase 4: Submission & Interview Coordination

- Candidate submission within required timelines
- Rapid interview scheduling
- Continuous communication with WVDOT stakeholders

Phase 5: Onboarding & Compliance

Before placement:

- Work authorization verification
- Background and credential validation
- Completion of all required documentation

Phase 6: Ongoing Delivery & Replacement Assurance

- Continuous performance monitoring
- Regular check-ins with WVDOT managers
- Replacement candidates within 10 business days if required

Key Commitments to WVDOT

- Fast response aligned to priority vendor expectations
- High-quality submissions with zero documentation gaps
- Reliable fulfillment across all IT classifications
- Proactive communication and issue resolution

CAPACITY

Hanker Systems has the infrastructure, talent network, and delivery model to support all IT staffing classifications defined in the WVDOT RFQ, including highly specialized and senior-level roles.

Coverage Across WVDOT Role Categories

We maintain strong candidate pipelines for:

- Mainframe Application Analysts
- Oracle, DB2, and SQL Server DBAs
- GIS Database Administrators & Developers
- Application Developers (.NET, enterprise systems)
- PC Programmers & Analysts

Candidate Availability & Fulfillment Timelines

Role Type	Capacity Level	Estimated Submission Time
Database Administrators	High	2–4 days
GIS Specialists	Moderate–High	3–5 days
Mainframe Experts	Moderate	4–6 days
Application Developers	High	2–4 days
Senior Technical Roles	Moderate–High	3–6 days

Scalability & Surge Support

Our model allows us to:

- Scale rapidly for multiple simultaneous requests
- Support long-term and short-term assignments
- Maintain consistent delivery across contract lifecycle

Documentation Readiness

Per WVDOT requirements, we ensure:

- Complete qualification documentation for every candidate
- Pre-validated resumes aligned to RFQ criteria
- Immediate submission readiness

Operational Strength

- AI-driven recruitment (CEIPAL)
- Compliance platform (OnBlick HRMS)
- Dedicated recruiting and delivery teams

REFERENCES

1. Business Name : NYC Health + Hospitals

Point-of-Contact Name : Muthu Kumar VCR
Address (City, State, Zip) : New York, NY 10004
Phone : 701-200-6710
Email address : Swampam@nychc.org
Services Performed as : Prime Contractor
Dates of Services Provided : 6/4/2022 – 2023
Annual Contract Value : \$ 165,431
Type of Business : Healthcare Staffing

2. Business Name : State of Indiana

Point-of-Contact Name : Vamsi Boddu
Address (City, State, Zip) : Indianapolis, IN 46204
Phone : 989-400-0068
Email address : Vboddu@iot.in.gov
Services Performed as : Prime Contractor
Dates of Services Provided : 6/6/2021 – 2022
Annual Contract Value : \$98,900
Type of Business : Non IT Staffing

3. Business Name : IMF/ Experis

Point-of-Contact Name : Kathy Ford
Address (City, State, Zip) : Washington, DC. 20431
Phone : 813-407-3228
Email address : kathy.ford@experis.com
Services Performed as : Prime Contractor
Dates of Services Provided : 1/2/2024 – Present
Annual Contract Value : \$ 85,412
Type of Business : MSP

DIVERSITY CERTIFICATIONS



**HEREBY GRANTS
WOMAN OWNED SMALL BUSINESS (WOSB) CERTIFICATION TO**

Hanker Systems Inc

The identified small business is an eligible WOSB for the WOSB Program, as set forth in 13 C.F.R. part 127 and has been certified as such by an SBA approved Third Party Certifier pursuant to the Third Party Agreement, dated June 30, 2011, and available at www.sba.gov/wosb.

The WOSB Certification expires on the date herein unless there is a change to the SBA's regulation that makes the WOSB ineligible or there is a change in the WOSB that makes the WOSB ineligible. If either occurs, this WOSB Certification is immediately invalid. The WOSB must not misrepresent its certification status to any other party, including any local or State government or contracting official or the Federal government or any of its contracting officials.

Majority Female Owner: Ansuha Gundu
NAICS: 541612, 541618, 541990 UNSPSC: 80101507, 80101511, 80110000, 80111800, 80111801
Certification Number: WOSB240884
Renewal Date: April 29, 2025
WOSB Regulation Expiration Date: 4/29/2027



Nancy Allen, Women's Business Enterprise Council Florida President & CEO

Pamela Prince-Easton, WBENC President & CEO

LaKesha White, Sr. Vice President, Certification

State of Florida

Woman & Minority Business Certification

Hanker Systems Inc

Is certified under the provisions of
287 and 295.187, Florida Statutes, for a period from:

07/23/2024 to 07/23/2026



Pedro Allende
Florida Department of Management Services

FLORIDA DEPARTMENT OF MANAGEMENT SERVICES
● ● ● SUPPLIER DEVELOPMENT



Office of Supplier Development
4050 Esplanade Way, Suite 380
Tallahassee, Florida 32399
850-487-0915
www.dms.myflorida.com/osd

THIS CERTIFIES THAT

Hanker Systems Inc



* Nationally certified by the: **CAPITAL REGION MINORITY SUPPLIER DEVELOPMENT COUNCIL**

*NAICS Code(s): 541612; 541511; 541513 - Computer Facilities Management Services; 541512; 541519 - Other Computer Related Services; 541611; 541618; 611420; 611430; 541990

* Description of their product/services as defined by the North American Industry Classification System (NAICS)

07/22/2025

Issued Date

CR38947

Certificate Number

05/31/2026

Expiration Date


Ying McGuire
NMSDC CEO and President



Sharon R. Pinder, President/CEO

By using your password (NMSDC issued only), authorized users may log into NMSDC Central to view the entire profile: <http://nmsdc.org>

Certify, Develop, Connect, Advocate.

* MBEs certified by an Affiliate of the National Minority Supplier Development Council, Inc.®

COMMONWEALTH OF VIRGINIA



DEPARTMENT OF SMALL BUSINESS & SUPPLIER DIVERSITY

101 N. 14th Street, 11th Floor
Richmond, VA 23219

HANKER SYSTEMS INC.

is a certified Small, Women Owned, Minority Owned Business meeting all the eligibility requirements set forth under the Code of Virginia Section 2.2-16.1 et seq. and Administrative Code 7VAC 13-20 et seq.

Certification Number: **825976**

Valid Through: **Jan 10, 2030**

Accordingly Certified

Willis A. Morris

Willis A. Morris, Director

CERTIFIED

SWaM Small,
Women and
Minority-Owned

Supplier Diversity Strengthens the Commonwealth
by the Virginia Department of Small Business & Supplier Diversity



WOMEN'S BUSINESS ENTERPRISE NATIONAL COUNCIL

JOIN FORCES. SUCCEED TOGETHER.

hereby grants

National Women's Business Enterprise Certification

to

Hanker Systems Inc

who has successfully met WBENC's standards as a Women's Business Enterprise (WBE).

This certification affirms the business is woman-owned, operated and controlled and is valid through the date herein.

Certification Granted: April 29, 2022

Expiration Date: April 29, 2026

WBENC National Certification Number: WBE2201004

WBENC National WBE Certification was processed and validated by Women's Business Enterprise Council Greater DMV, a WBENC Regional Partner Organization.

Phala Mire, President & CEO Women's Business Enterprise Council Greater DMV

WBENC GREATER DMV
WOMEN'S BUSINESS ENTERPRISE CENTER
JOIN FORCES. SUCCEED TOGETHER.

NAICS: 541612, 541618, 541990

UNSPSC: 80101507, 80101511, 80110000, 80111620, 80111800, 80111801





ERIC L. HOUSEHOLDER
CABINET SECRETARY

STATE OF WEST VIRGINIA
DEPARTMENT OF ADMINISTRATION
PURCHASING DIVISION

SAMANTHA WILLIS
PURCHASING DIRECTOR

April 1, 2026

Hanker Systems Inc
14100 Parke Long Court, Suite 1
Chantilly, VA 20151

Kalyan S:

This is to notify you that your Small, Women-, and Minority-Owned Businesses (SWAM) Certification Application has been approved based on your representations that Hanker Systems Inc, wvOASIS vendor # VS0000051685, meets the definition of a Small, Women-, and Minority-Owned Businesses as set forth in the **West Virginia Code of State Rules** 148-22-1 et seq. This two-year certification period is now effective and will expire:

03/31/2028

This certification shall automatically expire without notice two years after the effective date unless revoked by the Purchasing Director or upon expiration pursuant to the **West Virginia Code of State Rules** 148-22-8. The type(s) of Small, Women-, and Minority-Owned Businesses (SWAM) Certification approved for your entity:

Women-Owned Business	Minority-Owned Business
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At the end of your two-year certification period, if you wish to reapply, please complete a WV-IA form or apply for re-certification through the Vendor Self-Service portal at wvOASIS.gov. Complete renewal instructions, application forms, and a list of West Virginia's Small, Women-, and Minority-Owned Businesses (SWAM) Certification entities are available online at www.state.wv.us/admin/purchase/VendorReg.html.

If you have questions, please contact the West Virginia Purchasing Division at 304-558-2311.

Sincerely,

Mark Totten
Technical Services Manager

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	\$85.86	\$90.15	\$94.45	\$98.74	\$767,931.84
4.1.2	Mainframe Application Analyst	2080	EA	\$62.79	\$65.93	\$69.07	\$72.21	\$561,593.76
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$96.68	\$101.51	\$106.35	\$111.18	\$864,705.92
4.1.4	Application Oracle Database Administrator	2080	EA	\$70.34	\$73.86	\$77.37	\$80.89	\$629,120.96
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$95.86	\$100.65	\$105.45	\$110.24	\$857,371.84
4.1.6	Application DB2 Database Administrator	2080	EA	\$74.42	\$78.14	\$81.86	\$85.58	\$665,612.48
4.1.7	PC Programmer Analyst	2080	EA	\$72.67	\$76.30	\$79.94	\$83.57	\$649,960.48
4.1.8	Senior PC Programmer Analyst	2080	EA	\$102.80	\$107.94	\$113.08	\$118.22	\$919,443.20
4.1.9	Application SQL Server Database Administrator	2080	EA	\$78.75	\$82.69	\$86.63	\$90.56	\$704,340.00
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$115.38	\$121.15	\$126.92	\$132.69	\$1,031,958.72
4.1.11	GIS Database Administrator	2080	EA	\$59.41	\$62.38	\$65.35	\$68.32	\$531,363.04
4.1.12	Senior GIS Database Administrator	2080	EA	\$87.35	\$91.72	\$96.09	\$100.45	\$781,258.40
4.1.13	GIS Architect	2080	EA	\$107.34	\$112.71	\$118.07	\$123.44	\$960,048.96
4.1.14	GIS Application Developer	2080	EA	\$63.29	\$66.45	\$69.62	\$72.78	\$566,065.76
4.1.15	Senior GIS Application Developer	2080	EA	\$92.16	\$96.77	\$101.38	\$105.98	\$824,279.04
Grand Total								\$11,315,054.40