



West Virginia Purchasing Division

2019 Washington Street, East
Charleston, WV 25305
Telephone: 304-558-2306
General Fax: 304-558-6026
Bid Fax: 304-558-3970

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: VS0000022595

Legal Name: SRS Consulting Inc

Alias/DBA: SRS Consulting Inc

Total Bid: \$16,723,200.00

Response Date: 04/13/2026

Response Time: 18:56

Responded By User ID: govreqs

First Name: Kishore

Last Name: CV

Email: govreqs@srsconsultinginc.c

Phone: 5102572434

SO Doc Code: CRFQ

SO Dept: 0803

SO Doc ID: DOT2600000079

Published Date: 3/31/26

Close Date: 4/14/26

Close Time: 13:30

Status: Closed

Solicitation Description: WVDOT IT Temporary Staffing Services (81260081)

Total of Header Attachments: 2

Total of All Attachments: 2

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Mainframe Application Analyst				977600.00

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				894400.00

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				1106560.00

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				1023360.00

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				1106560.00

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				1023360.00

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				1106560.00

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				1023360.00

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				1023360.00

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				1106560.00

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				1106560.00

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				1289600.00

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				1539200.00

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				1106560.00

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				1289600.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior GIS Application Developer



RFQ# CRFQ 0803 DOT2600000079
RFQ TITLE: WVDOT INFORMATION TECHNOLOGY TEMPORARY STAFFING SERVICES



Proposal By
SRS CONSULTING INC
39465 Paseo Padre Pkwy, Suite 1230
Fremont, CA 94538
Phone: (510)257-2434
Email: govreqs@srsconsultinginc.com

Cover Letter

April 13, 2026

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

Subject: SRS Consulting Inc. Response to CRFQ 0803 DOT2600000079 – WVDOT Information Technology Temporary Staffing Services

SRS Consulting Inc. (“SRS”) is pleased to submit its response to the West Virginia Department of Transportation (“WVDOT”), through the West Virginia Purchasing Division, for CRFQ 0803 DOT2600000079 – Information Technology Temporary Staffing Services.

Our firm has demonstrated expertise in supplying personnel for application development, database administration, GIS technologies, mainframe systems, and infrastructure support. SRS is well positioned to meet WVDOT’s staffing needs statewide, including both short-term and long-term assignments, and to respond promptly to delivery order requests in accordance with the priority-based award structure defined in the CRFQ.

Request for Proposal (RFP) Number	RFQ # CRFQ 0803 DOT2600000079
Title	WVDOT Information Technology Temporary Staffing Services
Contractor Name	SRS Consulting Inc.
Vendor Code	VS0000022595
Address	39465 Paseo Padre Pkwy, Suite 1230 Fremont, CA 94538
Phone	510-257-2434
E-Mail	govreqs@srsconsultinginc.com
Point of Contact	Venkatesh Kodangal Vice President ☎ 510-257-2434 govreqs@srsconsultinginc.com

Thank you for giving us the opportunity to respond to this RFP and we look forward to having a long and continuing profitable mutual partnership.

Sincerely,



Venkatesh Kodangal

SRS Consulting Inc.

☎ 510-257-2434

✉ govreqs@srsconsultinginc.com

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Signed Bid 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) Venkatesh Kodangal

(Address) 39465 Paseo Padre Pkwy # 1230, Fremont, CA 94538

(Phone Number) / (Fax Number) 510-257-2434 / 510-252-0626

(email address) govreqs@srsconsultinginc.com

CERTIFICATION AND SIGNATURE: By signing below, or submitting documentation through WYOASIS, 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.

SRS Consulting _____

(Company) 

(Signature of Authorized Representative) _____

Venkatesh Kodangal - Vice President

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

510-257-2434 / 510-252-0626

(Phone Number) (Fax Number) _____

govreqs@srsconsultinginc.com

(Email Address) _____

Revised 8/24/2023

Addendum Acknowledgment**Update According to the Addendum released**

SRS hereby acknowledges receipt and review of all addenda issued in connection with CRFQ 0803 DOT2600000079 – WVDOT Information Technology Temporary Staffing Services. SRS confirms that all addenda, if any, have been considered in the preparation of this bid response and that the pricing and information submitted herein reflect the requirements set forth in such addenda.

Addendum Acknowledgment:

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 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.

SRS Consulting Inc

Company



Authorized Signature

04/08/2026

Date

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

Pricing
Attach the Pricing Sheet
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	\$115.00	\$115.00	\$120.00	\$120.00	\$977,600.00
4.1.2	Mainframe Application Analyst	2080	EA	\$105.00	\$105.00	\$110.00	\$110.00	\$894,400.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$130.00	\$130.00	\$136.00	\$136.00	\$1,106,560.00
4.1.4	Application Oracle Database Administrator	2080	EA	\$120.00	\$120.00	\$126.00	\$126.00	\$1,023,360.00
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$130.00	\$130.00	\$136.00	\$136.00	\$1,106,560.00
4.1.6	Application DB2 Database Administrator	2080	EA	\$120.00	\$120.00	\$126.00	\$126.00	\$1,023,360.00
4.1.7	PC Programmer Analyst	2080	EA	\$130.00	\$130.00	\$136.00	\$136.00	\$1,106,560.00
4.1.8	Senior PC Programmer Analyst	2080	EA	\$120.00	\$120.00	\$126.00	\$126.00	\$1,023,360.00

4.1.9	Application SQL Server Database Administrator	2080	EA	\$120.00	\$120.00	\$126.00	\$126.00	\$1,023,360.00
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$130.00	\$130.00	\$136.00	\$136.00	\$1,106,560.00
4.1.11	GIS Database Administrator	2080	EA	\$130.00	\$130.00	\$136.00	\$136.00	\$1,106,560.00
4.1.12	Senior GIS Database Administrator	2080	EA	\$150.00	\$150.00	\$160.00	\$160.00	\$1,289,600.00
4.1.13	GIS Architect	2080	EA	\$180.00	\$180.00	\$190.00	\$190.00	\$1,539,200.00
4.1.14	GIS Application Developer	2080	EA	\$130.00	\$130.00	\$136.00	\$136.00	\$1,106,560.00
4.1.15	Senior GIS Application Developer	2080	EA	\$150.00	\$150.00	\$160.00	\$160.00	\$1,289,600.00
\$1960								
Grand Total								\$16,723,200.00

Vendor Qualifications

Minimum Five (5) Years in IT Staffing Business

SRS meets and exceeds the minimum requirement of having at least five (5) years of experience providing information technology staffing and professional services, as required under Section 3.1 of the Specifications for CRFQ 0803 DOT2600000079.

SRS has been continuously engaged in the business of providing IT staffing, staff augmentation, and professional services to public sector agencies and enterprise clients for well over five (5) years. Our core business includes the recruitment, qualification, placement, and ongoing management of highly skilled information technology professionals across a wide range of technical disciplines, including but not limited to application development, database administration, GIS technologies, mainframe systems, infrastructure operations, and IT project support.

Throughout our operational history, SRS has successfully supported multiple government entities and organizations by delivering qualified IT personnel on an as-needed basis in accordance with contract terms, scope of work requirements, and agency-specific standards. Our established recruiting processes, quality assurance controls, and candidate vetting practices enable SRS to consistently supply resources who meet or exceed mandatory qualification requirements outlined in state-issued solicitations such as this CRFQ.

To substantiate our eligibility and compliance with the five (5) year minimum business requirement, SRS Consulting Inc. includes verifiable documentation as part of this bid response, which may consist of one or more of the following:

- Certificate of Incorporation and/or business registration records
- Evidence of active business operations spanning more than five years
- Historical client contracts and engagement records
- Tax filings or other official documentation demonstrating ongoing business operations

SRS confirms that all submitted documentation is accurate and valid and clearly demonstrates our long-standing experience in delivering information technology staffing services comparable in scope and complexity to those required by the West Virginia Department of Transportation under this solicitation.

Based on this experience, SRS is fully qualified and capable of performing the IT Temporary Staffing Services contemplated under CRFQ 0803 DOT2600000079, and we respectfully submit this information in support of our bid.

Proof of Supplying at Least 6 Qualified Staff in Last 5 Years
Reference 1:

Client Name	Florida Department of Commerce
Contact Name	Tameka Freeman
Email	tameka.freeman@commerce.fl.gov
Telephone Number	850-921-3430
Description of Work	<p>Technical Leadership & System Modernization Support for the Enhanced Field System (EFS).</p> <p>Work included:</p> <ul style="list-style-type: none"> • Understanding project requirements and goals to produce deliverables. • Serving as technical lead across all phases of the system development project. • Reviewing requirements, test plans, development and architectural documents for compliance. • Participating in strategy meetings supporting the EFS Modernization Project. <p>Providing technical assistance for coalition plan templates and submission workflows.</p>

Reference 2:

Client Name	Maryland Judiciary
Contact Name	Joeshia Brawner
Email	Joeshia.brawner@mdcourts.gov
Telephone Number	410-260-2556
Description of Work	<p>Full-Stack Application Development and Integration Services.</p> <p>Work included:</p> <ul style="list-style-type: none"> • End-to-end application lifecycle support and integration across Judiciary systems. • UI and backend enhancements as full-stack developer.

	<ul style="list-style-type: none"> • JWT-based security configuration through API gateway. • Transaction management implementation using JPA. • Integrating UI with backend REST APIs via Angular Http Client. <p>Implementing authentication/authorization using Spring Security.</p>
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Reference 3:

Client Name	Curaleaf Inc.
Contact Name	Tony Gage
Email	tony.gage@curaleaf.com
Telephone Number	702-771-8954
Description of Work	<p>Enterprise Digital Solutions, including:</p> <ul style="list-style-type: none"> • Web Application Development • Mobile App Development • DevOps Services • Cloud Migration • Data Analytics • Project Management Support

Technical Response

Understanding of WVDOT Requirements

SRS understands that the WVDOT requires reliable, qualified information technology professionals to support and sustain critical statewide transportation systems and initiatives. As outlined in this CRFQ, these needs span multiple technical domains, including mainframe systems, application development, database administration, GIS technologies, and associated infrastructure and data environments.

SRS recognizes that WVDOT's IT staffing requirements are dynamic and project-driven, requiring vendors to respond promptly to delivery orders, provide fully qualified candidates, and support both short-term and long-term assignments across various agency locations within the State of West Virginia. We also understand the importance of continuity of services, adherence to agency policies, and compliance with the priority-based vendor award and engagement process defined in the solicitation.

Capability to Meet All Position Requirements

SRS has extensive experience providing IT temporary staffing services that align with the classifications and mandatory qualification requirements identified in this CRFQ. Our recruiting and screening processes are designed to ensure that all proposed candidates meet or exceed the education, experience, and skill requirements specified for each position classification.

For each requested role, SRS:

- Recruits candidates with demonstrated experience directly aligned to the applicable classification requirements
- Verifies education credentials, professional experience, and technical skill sets
- Reviews resumes against all mandatory criteria prior to submission to the Agency
- Provides complete and accurate qualification documentation and resumes in the format required by the Agency

SRS maintains a robust pipeline of IT professionals across all disciplines listed in the solicitation, including senior-level and specialized skill sets. We are fully capable of supporting WVDOT by providing compliant candidates who can operate effectively under Agency supervision and integrate seamlessly into the State's existing IT environment.

Replacement and Continuity of Service Timelines

SRS understands the critical importance of uninterrupted service delivery for WVDOT IT initiatives. In the event that a placed candidate must be replaced due to departure or Agency request, SRS commits to meeting or exceeding the replacement timelines established in the CRFQ.

In accordance with the solicitation requirements, SRS will:

- Notify the Agency in writing within one (1) business day of any candidate departure or need for replacement
- Provide qualified replacement candidate options within two (2) weeks (ten business days) of notification
- Ensure all replacement candidates meet or surpass the original position requirements
- Submit complete qualification documentation and resumes for Agency review

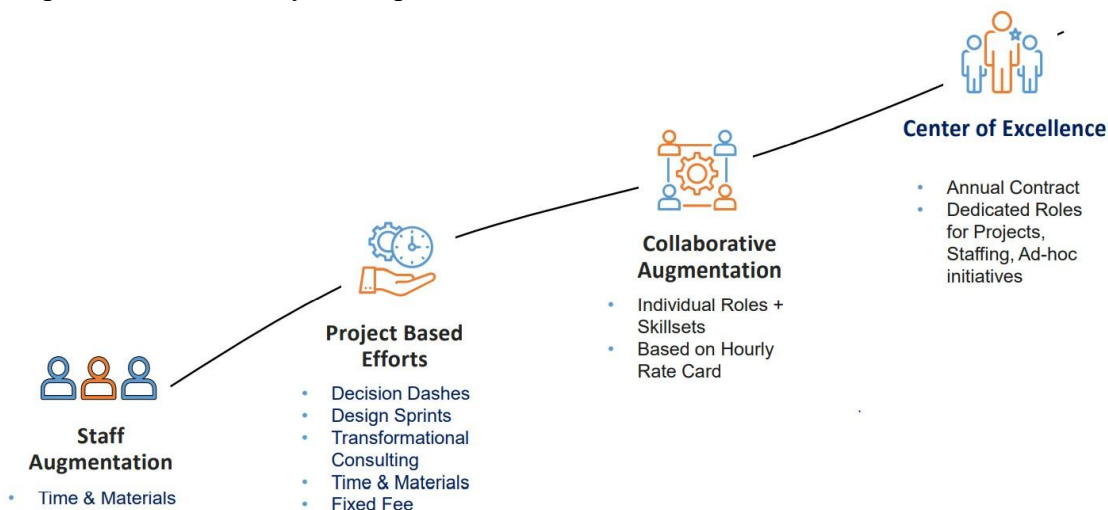
Our established staffing processes enable SRS to minimize service interruptions and ensure continuity of operations for WVDOT projects and assignments.

Commitment to Quality and Compliance

SRS is committed to delivering high-quality IT staffing services in full compliance with all requirements of CRFQ 0803 DOT2600000079, including contractual terms, Agency policies, and applicable federal and state regulations. Our experience supporting public sector agencies allows us to anticipate WVDOT's needs and respond efficiently, responsibly, and professionally throughout the contract term.

Staffing Methodology:

SRS has taken a progressive step as a committed team and best practices, ensuring the timely delivery of our services to meet and exceed our customer expectations. SRS will never compromise on the quality of the services that we deliver. At SRS we strive not just to deliver cutting-edge recruitment solutions, but also to ensure that our services add value to our customers. All SRS developers and functional leads follow secure SDLC process, where security is defined at the developers IDE all the way to the production.



At SRS we specialize in providing comprehensive IT professional consulting services that leverage specialized expertise and technical solutions to address the specific IT challenges and requirements of organizations.

SRS is a renowned name in the staff augmentation domain, with extensive experience in serving government and commercial clients. Our staffing approach is a combination of the following steps that ensure we cover all aspects to staff a suitable candidate for this contract. We manage the entire staffing lifecycle, including requisition intake, sourcing, screening, technical evaluation, candidate submission, onboarding, and performance monitoring. We respond to client requests within 24–72 hours and maintain active engagement throughout the assignment to ensure quality, compliance, and satisfaction. Our services cover different IT job titles, covering key domains such as software development, cloud architecture, cybersecurity, data analytics, ERP, IT support, and project management.

SRS has a strategic step-by-step methodology for sourcing, recruiting, screening, and monitoring its employees for clients across various industries. We are actively utilizing this successful methodology to recruit the nation’s top talent in order to supply to our clients. Our recruiting methods, both targeted and broad-based, pull in large number of candidates for each position. We rely on the expertise of our specialized recruiters, to provide a first-pass screening to maximize the effectiveness of the hiring manager’s time. Our staffing strategy is driven by the recruitment process as shown in the figure below:



The process of selecting and providing candidates for IT Staff Augmentation Services typically involves the following steps:

- a. **Requirement Gathering:** We work closely with the customer to understand their specific IT staffing needs, including job requirements, skills, experience, and project details.
- b. **Candidate Sourcing:** We use various methods to source candidates, such as internal databases, professional networks, job boards, and partnerships with educational institutions. We also use targeted advertising to engage in active recruitment.
- c. **Candidate Screening:** We conduct initial screenings of candidates based on the job requirements. This may include reviewing resumes, assessing technical skills, conducting phone interviews, or using pre-employment assessment tools.
- d. **Candidate Selection:** After the initial screening, we select the most qualified candidates who meet the customer's requirements and present them for further consideration.
- e. **Customer Interviews:** We arrange interviews between the customer and the selected candidates. They facilitate the scheduling and coordination of the interviews, providing necessary information to both parties.
- f. **Candidate Placement:** Once the customer selects a candidate, we manage the onboarding process, including contract negotiation, paperwork, background checks, and any necessary training or orientation.
- g. **Monitoring:** SRS sets monthly, quarterly, and annual goals for its staff based on their job responsibilities. These performance goals are set with the help of hiring managers to ensure client's satisfaction on the engagement. SRS has set of procedures for conducting performance monitoring.

SRS uses a **multi-tiered, technology-driven sourcing strategy** designed to identify, attract, and engage top-tier IT talent across a wide range of skill sets and job roles. Our process combines proactive recruiting methods, deep market knowledge, and a strong focus on speed, quality, and cultural fit.

Key Steps in Our Sourcing Process:

Requirement Intake & Job Profiling: Each sourcing process begins with a detailed job intake session between our Account Manager and Delivery Lead. This clarifies role requirements, must-have technical skills, cultural nuances, team dynamics, and timelines.

Automated Job Distribution via ATS: We use an industry-leading Applicant Tracking System (ATS) that is integrated with major job boards (Dice, Monster, CareerBuilder, Indeed), internal resume databases, and social platforms like LinkedIn. As soon as a requirement is entered, the ATS posts and distributes the job across relevant platforms automatically.

Targeted Boolean & AI-Driven Search: Our recruiters perform advanced Boolean searches using AI-enabled sourcing tools to scan resumes across databases and external platforms. These tools help identify both active and passive candidates based on skill keywords, certifications, location, and availability.

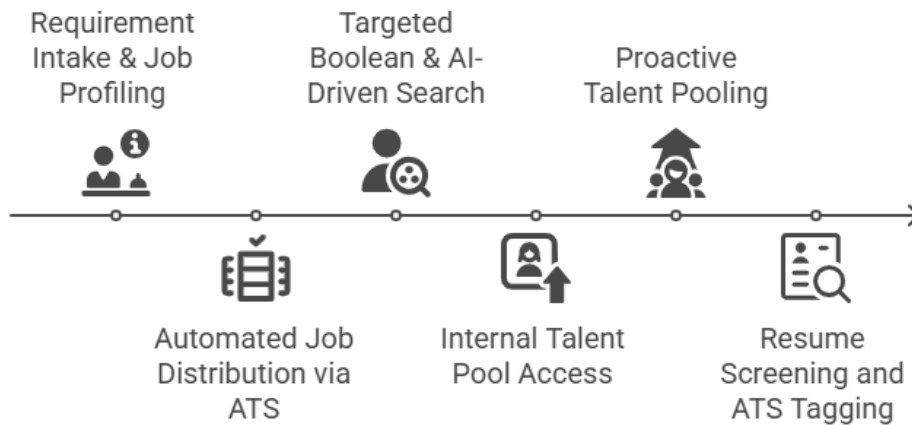
Internal Talent Pool Access: We maintain a continually updated pipeline of 200,000+ screened candidates, categorized by job family (e.g., Developers, Network Engineers, QA, Cybersecurity,

ERP, Cloud Architects, etc.). This allows us to respond quickly, often submitting profiles within 24 –72 hours.

Proactive Talent Pooling for High-Demand Roles: For roles that are frequently requested - such as Project Managers, Business Analysts, and Cloud Engineers - we proactively build and nurture talent pools in advance by engaging with professionals through tech meetups, forums, and alumni networks.

Resume Screening and ATS Tagging: Once resumes are sourced, our ATS tags and categorizes each profile by skillset, domain experience, certifications, and location. This ensures quick filtering and matching for future roles, reducing time-to-fill.

SRS Sourcing Process



SRS uses a rigorous, multi-step verification process to ensure each candidate possesses the technical and interpersonal skills required to succeed in the role. This process begins with a detailed resume review and an initial screening interview conducted by experienced recruiters to assess communication, availability, and role alignment. Candidates who pass this stage undergo technical assessments using platforms, depending on the role. In parallel, Subject Matter Experts (SMEs) conduct in-depth technical interviews tailored to the specific skill set and job requirements. We also verify professional references, conduct background checks, and review past project performance when applicable. This layered evaluation process ensures that only candidates who are both technically competent and a strong organizational fit are submitted for client consideration.

Screening Method:

SRS maintains a roster of highly qualified people we could provide to the NMSU requirement. We screen potential staff, hire them for suitable assignments and supervise them appropriately and effectively. We conduct an initial screening of candidates based on their resumes, skills, and experience. This helps narrow down the pool of applicants.

Resume Evaluation: We thoroughly review candidates' resumes to assess their education, work experience, technical skills, certifications, and relevant accomplishments.

Technical Assessments: We conduct technical assessments to evaluate candidates' proficiency in specific programming languages, technologies, or tools. This may involve coding exercises, online tests, or technical interviews.

Interviews: We conduct interviews with candidates to assess their communication skills, problem-solving abilities, and cultural fit. These interviews may be conducted in person, over the phone, or via video conferencing.

Reference Checks: We will contact the provided references to verify the candidates' work history, performance, and qualifications. This helps ensure that candidates have a record of accomplishment of meeting or exceeding performance standards.

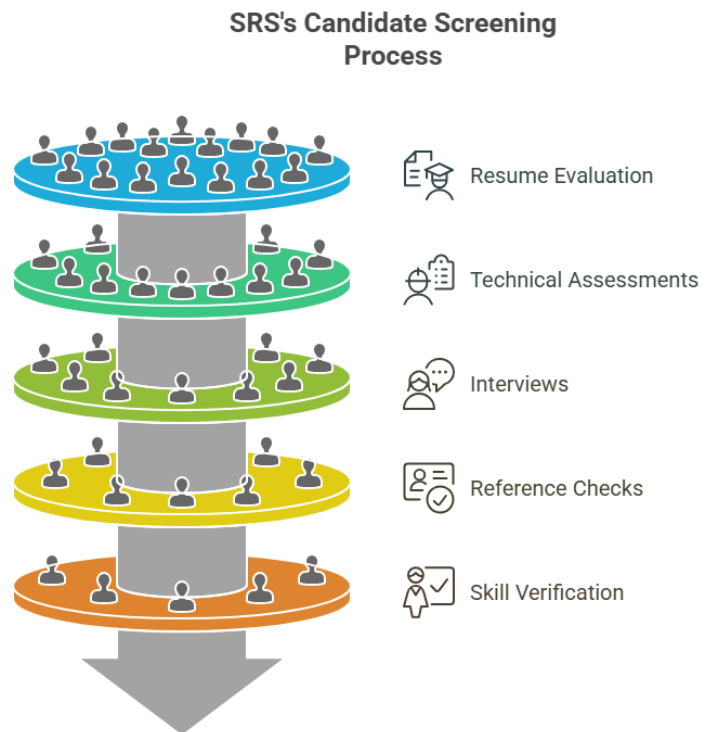
Skill Verification: We conduct additional skill verification tests or request candidates to provide samples of their work to assess their competence in specific areas.

Evaluation and Selection: We evaluate the candidates based on their interview performance, technical skills, cultural fit, and overall suitability for the position.

Compliance: SRS maintains strict compliance with all applicable federal, state, and local employment and labor laws, including but not limited to California Labor Code, the Fair Labor Standards Act (FLSA), and Equal Employment Opportunity (EEO) regulations. We consistently monitor regulatory updates to ensure our internal practices and policies remain current and fully aligned with statutory requirements.

Labor Law Compliance

- All employees and contingent staff are classified accurately under W-2 or 1099 designations as applicable.
- We adhere to California wage and hour laws, including overtime, paid sick leave, rest and meal breaks, and minimum wage.



- Mandatory employment notices and wage statements are issued in accordance with state and federal requirements.
- We verify work eligibility through the federal E-Verify system and maintain proper documentation (I-9 compliance).

Quality Management:

Quality Planning: SRS places a strong focus on Quality Management, and we understand that by planning for quality, measures can be put in place to ensure that quality is integrated into the deliverables. The initial step for this focus is the development of a Quality Management Plan. The intent of the plan is to identify all quality standards and project guidelines needed for each phase and delivery of the contract. An important input to the Quality Management Plan is the scope statement, as it documents the major contract deliverables, as well as the task order objectives. SRS shall produce specific standards and guidelines as separate documents referenced by the Quality Management Plan, and will contain definitions of the standards, measurement guidelines and deliverable checklists.

Quality Assessment: SRS will conduct Quality Assessments on a regular basis to evaluate the overall project performance and provide confidence that the project is a high-quality standard. If quality standards are not being met, then additional Quality Measures may need to be defined and incorporated into the Quality Management Plan and specific tasks incorporated into the Program Plan. The expected result of this activity is improved quality. SRS Program Manager will assume responsibility for reviewing Quality Assessments and acting upon suggested actions in a timely manner.

Quality Assurance: Our Quality Assurance program allows us to monitor and maximize the quality of all candidates issued, whether they are temporary, temp to hire and direct hire. SRS will communicate regularly with the client and the candidate to ensure that the quality of service is to the satisfaction of both client and candidate. If the candidate does not follow up to the standards that are desired, then we will provide counseling and/or training. If the problem persists after the counseling and training, then we will provide a replacement for the assignment. SRS offers our clients a guarantee that if they are dissatisfied with the services provided or the employees' performance, then we will acknowledge the complaint and submit a candidate that is more suitable for the position. Any replacement scenario is treated on a high-priority basis and our goal is to find the replacement within three days.

SRS Quality Management Overview



Quality Maintenance: In each engagement with any client, SRS follows certain quality check procedures to ensure that it is delivering quality and overall value and client satisfaction standards are being met during the engagement. SRS’ “Program Management Practice” assigns a Program Manager as a “Single Point-of-Contact” on each engagement to ensure that effective communication and satisfactory performance standards are being met from the start. The program manager works closely with our client contacts to monitor the progress of our work and our consultants’ performance.

Compliance Statement

SRS hereby certifies its full compliance with the requirements set forth in Sections 4.2.3, 4.2.4, and 4.2.5 of the Specifications for CRFQ 0803 DOT2600000079 – WVDOT Information Technology Temporary Staffing Services.

SRS certifies that:

- **All hourly rates submitted in our response are fully burdened** and inclusive of all costs associated with providing the requested services, including but not limited to federal, state, and local taxes; Social Security and Medicare contributions; unemployment compensation; workers' compensation; general and professional liability insurance; administrative overhead; fringe benefits; and any required travel or incidental expenses.
- **All candidates proposed by SRS will meet or exceed all mandatory qualification requirements** specified for the applicable position classification(s) under this CRFQ. SRS will ensure that education, experience, and technical competencies are fully verified prior to candidate submission.
- **Complete and accurate resumes, degree documentation, certifications (if applicable), and Agency-required qualification forms** will be provided to WVDOT upon request for each proposed staffing candidate, in accordance with state and federal standards and Agency guidelines.
- **Eligibility to work in the United States for all proposed candidates will be verified and documented** in compliance with all applicable federal and state laws and regulations. SRS will provide supporting documentation to the Agency as requested.

SRS understands that compliance with these requirements is mandatory and affirms its commitment to adhering to all provisions of the Specifications and Instructions to Vendors throughout the term of any contract awarded under this solicitation.

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	\$115.00	\$115.00	\$120.00	\$120.00	\$977,600.00
4.1.2	Mainframe Application Analyst	2080	EA	\$105.00	\$105.00	\$110.00	\$110.00	\$894,400.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$130.00	\$130.00	\$136.00	\$136.00	\$1,106,560.00
4.1.4	Application Oracle Database Administrator	2080	EA	\$120.00	\$120.00	\$126.00	\$126.00	\$1,023,360.00
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$130.00	\$130.00	\$136.00	\$136.00	\$1,106,560.00
4.1.6	Application DB2 Database Administrator	2080	EA	\$120.00	\$120.00	\$126.00	\$126.00	\$1,023,360.00
4.1.7	PC Programmer Analyst	2080	EA	\$130.00	\$130.00	\$136.00	\$136.00	\$1,106,560.00
4.1.8	Senior PC Programmer Analyst	2080	EA	\$120.00	\$120.00	\$126.00	\$126.00	\$1,023,360.00
4.1.9	Application SQL Server Database Administrator	2080	EA	\$120.00	\$120.00	\$126.00	\$126.00	\$1,023,360.00
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$130.00	\$130.00	\$136.00	\$136.00	\$1,106,560.00
4.1.11	GIS Database Administrator	2080	EA	\$130.00	\$130.00	\$136.00	\$136.00	\$1,106,560.00
4.1.12	Senior GIS Database Administrator	2080	EA	\$150.00	\$150.00	\$160.00	\$160.00	\$1,289,600.00
4.1.13	GIS Architect	2080	EA	\$180.00	\$180.00	\$190.00	\$190.00	\$1,539,200.00
4.1.14	GIS Application Developer	2080	EA	\$130.00	\$130.00	\$136.00	\$136.00	\$1,106,560.00
4.1.15	Senior GIS Application Developer	2080	EA	\$150.00	\$150.00	\$160.00	\$160.00	\$1,289,600.00
				\$1,960.00				
				Grand Total				\$16,723,200.00