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Header 5

List View

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

Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID: VS0000051607

Legal Name: The Ancon Group LLC

Alias/DBA:

Total Bid: \$13,319,344.10

Response Date: 04/10/2026

Response Time: 10:58

Responded By User ID: BAdkins

First Name: Bianca

Last Name: Adkins

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Phone: 2402450554

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: 5

Total of All Attachments: 5



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 ESR04092600000006798	1

VENDOR
 VS0000051607
 The Ancon Group LLC

Solicitation Number: CRFQ 0803 DOT2600000079
Total Bid: 13319344.09999999962747097015 **Response Date:** 2026-04-10 **Response Time:** 10:58:58
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				913913.20

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				806394.00

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				940793.00

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				881523.04

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				940793.00

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				869695.93

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				721588.23

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				874534.29

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				900742.10

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				967672.80

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				830720.22

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				887033.40

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				1007992.50

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				862035.19

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				913913.20

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior GIS Application Developer

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFO DOT2600000079

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

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

Addendum Numbers Received:

(Check the box next to each addendum received)

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

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

Ancon Group, LLC

Company


Authorized Signature
March 27, 2026

Date

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

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	\$105.81	\$108.46	\$111.17	\$113.95	\$913,913.20
4.1.2	Mainframe Application	2080	EA	\$93.36	\$95.70	\$98.09	\$100.54	\$806,394.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$108.92	\$111.65	\$114.44	\$117.30	\$940,793.00
4.1.4	Application Oracle Database Administrator	2080	EA	\$102.06	\$104.61	\$107.23	\$109.91	\$881,523.04
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$108.92	\$111.65	\$114.44	\$117.30	\$940,793.00
4.1.6	Application DB2 Database Administrator	2080	EA	\$100.69	\$103.21	\$105.79	\$108.43	\$869,695.93
4.1.7	PC Programmer Analyst	2080	EA	\$83.54	\$85.63	\$87.77	\$89.97	\$721,588.23
4.1.8	Senior PC Programmer Analyst	2080	EA	\$101.25	\$103.78	\$106.38	\$109.04	\$874,534.29
4.1.9	Application SQL Server Database Administrator	2080	EA	\$104.29	\$106.89	\$109.57	\$112.30	\$900,742.10
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$112.04	\$114.84	\$117.71	\$120.65	\$967,672.80
4.1.11	GIS Database Administrator	2080	EA	\$96.18	\$98.58	\$101.05	\$103.57	\$830,720.22
4.1.12	Senior GIS Database	2080	EA	\$102.70	\$105.27	\$107.90	\$110.60	\$887,033.40
4.1.13	GIS Architect	2080	EA	\$116.70	\$119.62	\$122.61	\$125.68	\$1,007,992.50
4.1.14	GIS Application Developer	2080	EA	\$99.80	\$102.30	\$104.86	\$107.48	\$862,035.19
4.1.15	Senior GIS Application	2080	EA	\$105.81	\$108.46	\$111.17	\$113.95	\$913,913.20
Grand Total								\$13,319,344.09



STATE OF WEST VIRGINIA
Department of Transportation
CRFQ 0803 DOT2600000079

Technical Proposal

Information Technology Temporary Staffing Services

Submitted by



The Ancon Group LLC

12138 Central Ave., Suite 208
Bowie, Maryland 20721

Vendor # VS0000051607

Aevans@ancon.com

301-459-2828 x701

Bid Opening: April 14, 2026, at 1:30 PM
Submitted to: West Virginia Purchasing Division

PROPRIETARY NOTICE

This proposal contains information that shall not be disclosed outside the State of West Virginia except for evaluation purposes. If a contract is awarded as a result of this submission, the State shall have the right to use information contained herein to the extent provided in the resulting contract.

Table of Contents

Table of Contents	2
1. Understanding of WVDOT IT Mission	3
2. Relevant Experience and Past Performance.....	3
Past Performance 1 Federal Aviation Administration.....	3
Past Performance 2 National Highway Traffic Safety Administration	4
Demonstrated Staffing Experience	5
Individual 1 Patrick R. Parizek — PC Programmer Analyst	6
Individual 2 William L. Mujahid — Application SQL Server Database Administrator	6
Individual 3 Rashidat Fawehinmi Raji — Systems Planning Architect (Functional Alignment to GIS/Enterprise Architecture)	6
Individual 4 Giavonna N. Morgan — PC Programmer Analyst (Systems Analysis)	7
Individual 5 Tasha H. Stewart — PC Programmer Analyst (Application Support)	7
Individual 6 Shakilah Smith — PC Programmer Analyst (Systems Performance)	7
3. Staffing and Recruiting Approach.....	7
4. Candidate Screening Response Times.....	8
5. Regional Recruiting Strategy for West Virginia.....	9
6. Transportation Sector Operational Experience.....	9
7. Workforce Management and Retention.....	10
8. Key Differentiators	10
9. RFQ Requirements Alignment Matrix.....	11

1. Understanding of WVDOT IT Mission

The West Virginia Department of Transportation depends on information technology systems, operational data platforms, and engineering tools to maintain transportation infrastructure, support planning initiatives, and ensure that programs operate safely and efficiently. While these systems differ from aviation-focused environments such as those within the FAA, they require the same level of reliability, coordination, and operational discipline. These systems require qualified IT professionals who can integrate into active government teams, support existing platforms, and perform technical work without extended ramp-up.

The Ancon Group (Ancon) has supported federal agencies operating in complex IT environments for more than 18 years, including both aviation and surface transportation programs. Through that experience, Ancon has developed a clear understanding of what government IT programs require from contractor personnel: verified credentials, relevant hands-on experience, and the professional discipline to operate within structured agency environments.

Key elements of Ancon's understanding of transportation program support include:

- Transportation agencies depend on reliable systems supporting infrastructure monitoring, operational reporting, and program coordination, whether in aviation or surface transportation environments
- Technical professionals must understand the importance of operational continuity and safety in government IT environments
- Contractors must maintain recruiting pipelines capable of rapidly identifying qualified professionals in response to evolving staffing requirements across transportation programs

Ancon's recruiting infrastructure is designed to support rapid candidate identification and submission. Our program management teams evaluate staffing requests immediately, identify candidates through established pipelines, and submit within the timeframes required by the agency. This responsiveness will ensure that WVDOT receives qualified personnel without disrupting operational programs.

2. Relevant Experience and Past Performance

Ancon has supported federal agencies with IT staffing and professional services for more than 18 years, including programs supporting both aviation and surface transportation systems. The examples below demonstrate Ancon's ability to recruit, screen, and place qualified IT professionals across disciplines directly comparable to the labor categories required under this contract.

Past Performance 1 | Federal Aviation Administration

National Airspace System Integration Support Contract (NISC IV), Subcontractor to Leidos

	Project Information
Client	Federal Aviation Administration, Office of Information Technology
Contract	National Airspace System Integration Support Contract (NISC IV)
Role	Subcontractor providing technical, professional, and administrative staffing
Status	Active - December 2022- December 2030

Project Overview

Ancon currently provides technical staffing under the FAA National Airspace System Integration Support Contract (December 2022 – December 2030), supporting programs responsible for maintaining

and modernizing one of the most complex transportation infrastructure networks globally. We provide personnel across multiple FAA operational divisions, supporting engineering, data analysis, infrastructure modernization, and program coordination.

IT Personnel and Technical Positions Supported

The FAA operates enterprise IT infrastructure, including application development environments, relational databases, network systems, and operational data platforms. Personnel placed by Ancon perform work directly comparable to the WVDOT labor categories:

- Application support specialists maintain and update software systems, managing operational data, comparable to the PC Programmer Analyst and Senior PC Programmer Analyst classifications
- Database support personnel perform query development, data management, and performance monitoring consistent with the Application SQL Server Database Administrator and Application Oracle Database Administrator responsibilities

Data analysts generate performance reports and support decision making through structured operational analysis, consistent with the Mainframe Application Analyst classification, delivering high-quality technical support in a transportation-focused environment.

Past Performance 2 | National Highway Traffic Safety Administration

Traffic Safety Data Systems, Reporting Platforms, and National Program Support

	Project Information
Client	National Highway Traffic Safety Administration, U.S. Dept of Transportation
Program	Traffic Safety Data Systems and National Mobilization Reporting
Services Provided	Database development, web-based reporting platform design and maintenance, national data collection, campaign analytics, program communications, and multi-state coordination
Status	Completed

Project Overview

Ancon provided comprehensive technical, analytical, and program support to NHTSA in support of national traffic safety mobilization initiatives, including Click It or Ticket and impaired driving enforcement campaigns. The engagement began with designing a centralized web-based mobilization reporting system used by State Highway Safety Offices nationwide. Ancon's role expanded to include ongoing data management, campaign analysis, and production of national reporting products for NHTSA leadership, regional offices, and stakeholders.

System and Operational Support:

- Designed and implemented a centralized mobilization reporting database supporting nationwide data collection from State Highway Safety Offices
- Developed and maintained web-based data entry forms and reporting interfaces to improve validation, eliminate duplicate entry, and enhance system performance
- Supported recurring national mobilizations by coordinating structured data collection cycles across all states and NHTSA regions
- Conducted data validation, quality assurance, and consistency checks to ensure the integrity of national campaign data

Analysis, Reporting, and Stakeholder Engagement:

- Queried and analyzed enforcement activity data to assess campaign effectiveness and national traffic safety trends
- Produced automated and ad hoc reports, including mobilization summaries, monthly traffic safety digests, and campaign performance updates
- Designed and maintained program web pages, online reporting tools, and outreach materials for federal and state stakeholders
- Delivered training and coordinated with NHTSA headquarters, regional offices, and law enforcement partners on system use, reporting requirements, and program milestones

Relevance to WVDOT Requirements

This engagement demonstrates Ancon's direct technical experience within a U.S. Department of Transportation environment, including support to both aviation and surface transportation systems, database development, web application management, national data collection, and analytical reporting. This experience applies to the programmer analyst, database administrator, and application support classifications required under this contract.

Demonstrated Staffing Experience

Ancon has demonstrated its ability to provide qualified IT staffing services in accordance with RFQ Section 3.2 through its successful placement of personnel under the Federal Aviation Administration National Airspace System Integration Support Contract (NISC IV), performed under subcontract to Leidos. This experience reflects Ancon's capability within aviation environments, with skills that translate to broader transportation systems support. Within the past five years, Ancon has provided staffing of multiple individuals performing duties aligned with the classifications identified in Section I of the RFQ.

All personnel listed below were placed by Ancon under the FAA NISC IV subcontract to Leidos and may be verified through the following point of contact:

Verification Point of Contact

Kristen S. Kapiotis, Subcontracts Specialist Civil | NISC IV
 Leidos | 400 Virginia Ave. SW, Suite 500, Washington, DC 20024
 703-664-4520 kristen.kapiotis@leidos.com

RFQ Section 3.2 Compliance Matrix:

Individual Name	NISC Labor Category	WVDOT Classification Alignment	Client / Contract	Within the past 5 Years	Verification
Patrick R. Parizek	Software Engineer – Level 3	PC Programmer Analyst	FAA / Leidos NISC IV	Yes	Leidos POC
William L. Mujahid	Network Engineer 5	Application SQL Server DBA (Functional Alignment)	FAA / Leidos NISC IV	Yes	Leidos POC
Rashidat Fawehinmi Raji	Architect – Level 3	GIS Architect / Application Architect	FAA / Leidos NISC IV	Yes	Leidos POC
Giavonna N. Morgan	Business Process Analyst	PC Programmer Analyst (Systems Analysis)	FAA / Leidos NISC IV	Yes	Leidos POC

Tasha H. Stewart	Program Analyst 3	PC Programmer Analyst (Application Support)	FAA / Leidos NISC IV	Yes	Leidos POC
Shakilah Smith	Business Process Analyst 3	PC Programmer Analyst (Systems Performance)	FAA / Leidos NISC IV	Yes	Leidos POC

Individual Staffing Descriptions:

Ancon confirms that all proposed personnel meet or exceed the minimum education and experience requirements for the applicable WVDOT classifications. In accordance with the RFQ, education requirements may be satisfied through equivalent professional experience, and all personnel meet these criteria through a combination of formal education and relevant experience in comparable federal environments.

All candidates have performed work of similar scope and complexity within the past five (5) years under the FAA Leidos NISC IV contract. Each individual has been aligned to WVDOT labor categories based on demonstrated experience in application development, database administration, systems analysis, and enterprise system support, ensuring the capability to perform the required duties.

Individual 1 | Patrick R. Parizek — PC Programmer Analyst

Mr. Parizek provided application development and system support under FAA NISC IV, including coding, testing, debugging, and implementing system enhancements. He maintained application functionality, resolved system issues, and supported ongoing improvements.

His experience aligns with PC Programmer Analyst functions involving software development and system maintenance.

Mr. Parizek holds a Bachelor of Science in Computer Science and has relevant hands-on experience in application development and support, meeting the minimum requirements for this role.

Individual 2 | William L. Mujahid — Application SQL Server Database Administrator

Mr. Mujahid supported infrastructure and performance within enterprise application environments, including monitoring operations, troubleshooting issues, and maintaining system availability.

His responsibilities align with SQL Server Database Administrator functions, supporting system reliability and performance.

Mr. Mujahid brings over 20 years of progressive experience in network engineering and database environments. In accordance with the RFQ, his experience fully satisfies the minimum qualification requirements through the allowable substitution for formal education.

Individual 3 | Rashidat Fawehinmi Raji — Systems Planning Architect (Functional Alignment to GIS/Enterprise Architecture)

Ms. Raji provided architecture and systems planning support, including defining system structures, supporting integration efforts, and evaluating requirements across complex environments.

Her experience aligns with enterprise-level planning, system coordination, and integration support functions.

Ms. Raji holds a Bachelor of Architecture and a Master of Science in Project Management. Her experience in systems planning and infrastructure coordination aligns with the functional requirements of the assigned role.

Individual 4 | Giavonna N. Morgan — PC Programmer Analyst (Systems Analysis)

Ms. Morgan performed systems analysis and business process evaluation, supporting application improvements and workflow optimization. She analyzed requirements, coordinated with technical teams, and supported system enhancements.

Her experience aligns with Programmer Analyst functions involving requirements analysis and system support.

Ms. Morgan holds a Bachelor of Science in Business Administration and has extensive experience in systems analysis and federal program support, meeting the minimum requirements for this role.

Individual 5 | Tasha H. Stewart — PC Programmer Analyst (Application Support)

Ms. Stewart provided application and program support within case management systems, including data tracking, reporting, workflow monitoring, and user support.

Her experience aligns with application support and functional system analysis responsibilities.

Ms. Stewart holds a Juris Doctor and Bachelor of Science degree and brings over 20 years of federal program analysis experience, exceeding the minimum requirements for this role.

Individual 6 | Shakilah Smith — PC Programmer Analyst (Systems Performance)

Ms. Smith provided systems performance and business process analysis, including evaluating workflows, identifying improvements, and supporting system operations.

Her experience aligns with Programmer Analyst functions involving systems evaluation and process optimization.

Ms. Smith holds a Bachelor's degree and has relevant experience in systems analysis and performance improvement, meeting the minimum requirements for this role.

3. Staffing and Recruiting Approach

Ancon maintains a structured recruiting model refined through years of supporting federal agencies and government contractors across multiple professional disciplines, including both aviation and surface transportation environments. The process begins with identifying candidate pools that possess the professional qualifications and technical experience required for each position classification.

At Ancon, staffing isn't just about matching resumes to job descriptions. A placement only works long term when there's real alignment between the project environment, the candidate's strengths, and the actual demands of the work. The difference shows up in performance. When those pieces line up, people succeed. When they don't, even strong candidates struggle.

We developed the Perfect Fit™ Approach based on decades of experience supporting federal agencies and government contractors. It's grounded in something the staffing industry often overlooks: technical skills alone don't guarantee results. The right fit does.

The Perfect Fit™ Approach

Understanding the Project and Environment

Every engagement begins with discovery that goes beyond the written job description.

We map how the organization operates, how teams work together, and how leadership communicates and manages.

We define success in that environment, including pace, structure, accountability, and interaction, before sourcing any candidate. As the relationship evolves, these factors are refined to ensure a perfect fit.

Understanding the Candidate

Our screening and evaluation process goes beyond the resume. Our recruiting team engages candidates to understand their success factors, including goals, proven experience, areas for improvement, technical skills, and how they work.

We assess communication style, preferred learning methods, individual and team delivery examples, and their approach to task and deadline management. This allows us to complete a thorough and informed second phase of evaluation.

Understanding the Work

Government programs operate within defined structures, timelines, and mission-driven objectives that go beyond standard job descriptions.

We take the time to understand the program itself, including its priorities, operating environment, and how each role contributes to the agency's broader mission.

We evaluate how each candidate will perform within that context, including reporting structure, pace, and collaboration. This ensures they do not just fill a role, but support the mission. m and align with the customer's mission.

When staffing decisions are made using our Perfect Fit approach, our staff replacement rate is less than 10 percent. This track record is built on placing the right person in the right project environment from the start. The Perfect Fit™ enables Ancon to deliver more than qualified personnel. It allows us to deliver individuals who are aligned, adaptable, and prepared to contribute from day one within your organization and across your transportation initiatives.

- Candidates who understand the project environment and expectations before they arrive
- Placements that align with the work and stabilize quickly within program operations
- A staffing partner who evaluates the full picture, including environment, candidate, and work, not just the skills list
- A process refined through 18+ years of supporting federal agencies across aviation and surface transportation environments

4. Candidate Screening Response Times

Ancon's internal processes are built around the response timelines specified in the RFQ. When a staffing request is received, recruiters immediately begin identifying candidates matching the position qualifications. Because Ancon maintains an active pipeline of previously screened professionals, this process starts from an existing pool.

For each order, Ancon will:

1. Immediately review staffing requests to identify required skills and qualifications
2. Identify candidates from existing pipelines and professional networks

3. Conduct screening interviews to confirm qualifications and readiness
4. Evaluate candidate alignment with program requirements using Ancon's Perfect Fit™ screening methodology
5. Submit candidates with documentation clearly demonstrating qualifications and experience
6. Coordinate with the agency to schedule interviews and support onboarding



Ancon will treat the 48-hour acknowledgment and 10-business-day candidate submission deadlines as operational commitments. If Ancon cannot fulfill a request, a written waiver will be provided within the same 48-hour window. Replacement candidates will be identified and submitted within 10 business days of notification.

5. Regional Recruiting Strategy for West Virginia

Although Ancon is headquartered in the Washington metropolitan region, the company's recruiting networks extend throughout the Mid-Atlantic and Appalachian regions. The technical workforce supporting federal agencies in the Washington area, including those supporting both aviation and surface transportation initiatives, frequently extends into West Virginia, Virginia, Maryland, Pennsylvania, and Ohio, and Ancon's recruiting relationships reflect that reach.

Ancon's regional recruiting strategy is built on robust pipelines developed through federal staffing programs that serve agencies with operations across the country. The company leverages relationships with professional networking organizations and workforce development groups throughout the Mid-Atlantic and Appalachian regions to expand its reach. Candidate pools from neighboring states are readily available to support assignments within West Virginia, ensuring a steady supply of qualified professionals. Ancon also utilizes professional recruiting platforms to identify talent within West Virginia and nearby communities and actively engages with regional workforce development programs to connect employers with skilled local candidates.

Beyond regional sourcing, Ancon maintains a proactive pipeline targeting high-demand technical classifications. Recruiters maintain ongoing engagement with mainframe analysts, Oracle and SQL Server DBAs, programmer analysts, and GIS specialists so that qualified candidates are already within Ancon's active network when a staffing request arrives.

6. Transportation Sector Operational Experience

Ancon's support of the Federal Aviation Administration and National Highway Traffic Safety Administration provides direct experience across U.S. Department of Transportation environments, spanning both aviation systems and surface transportation programs. The FAA's National Airspace System relies on sophisticated data platforms, enterprise IT systems, and coordinated engineering programs supporting both air and ground aviation operations. NHTSA operates within a complementary surface transportation environment focused on highway infrastructure, safety systems, operational monitoring, and national data programs.

Ancon has extensive experience staffing engineers and technical specialists who support infrastructure systems responsible for monitoring and maintaining transportation operations across these environments. The company also provides analysts who contribute to operational reporting systems used to track system performance and program progress. In addition, Ancon supports modernization initiatives that enhance the reliability and efficiency of both aviation and surface transportation systems. Its teams operate within environments where system reliability, regulatory compliance, and operational safety are essential.

The disciplines required to support these programs include system administration, database management, application development, and operational data analysis. These areas directly align with the IT classifications needed by WVDOT. Ancon has consistently demonstrated the ability to identify and place professionals capable of supporting complex transportation environments, where maintaining operational continuity is critical.

7. Workforce Management and Retention

Ancon implements workforce management practices designed to sustain performance, encourage retention, and keep contractor personnel responsive to agency needs throughout each assignment.

Ancon program managers maintain regular contact with agency representatives to confirm requirements, address performance feedback, and coordinate adjustments, ensuring staffing support stays aligned with the agency's evolving needs.

8. Key Differentiators

Ancon's 18 years of federal staffing experience, active presence across both aviation and surface transportation environments, and the Perfect Fit™ Factor provide practical advantages that can translate directly to WVDOT program support.

What distinguishes Ancon:

- Proven experience placing IT personnel in federal transportation environments, including active FAA NISC IV support within the National Airspace System and NHTSA DOT surface transportation data systems work
- Perfect Fit™, ensuring that every candidate is evaluated for technical qualifications and operational compatibility before submission
- Proactive recruiting pipelines targeting high-demand classifications, including mainframe analysts, Oracle and SQL Server DBAs, programmer analysts, and GIS specialists supporting transportation systems
- Regional workforce access throughout the Mid-Atlantic and Appalachian regions, including West Virginia
- Workforce management practices that sustain contractor performance staffing continuity across transportation programs and delivery orders

Ancon enters this contract ready to perform. The recruiting infrastructure, government IT staffing experience across the transportation environment, regional workforce access, and operational processes are in place today. WVDOT can expect consistent, professional responsiveness from day one.

9. RFQ Requirements Alignment Matrix

The following matrix shows how Ancon's capabilities align with the key WVDOT RFQ requirements.

RFQ Requirement	Description	Ancon Capability / Experience	Proposal Section
Vendor Qualifications (3.1 and 3.2)	Five or more years in business; documentation of staffed individuals in listed classifications	Ancon has operated for 18+ years and has placed application support, database, and infrastructure personnel under FAA, NHTSA, and USDA contracts.	Sections 1, 2, 8
DOT / Transportation Experience	Familiarity with transportation agency IT environments and data systems	Ancon actively supports FAA NISC IV and designed NHTSA's national mobilization reporting database, used by state highway safety offices nationwide	Sections 2, 6
Programmer Analyst / Sr. Programmer Analyst	Application development and system maintenance for DOT operational systems	Ancon has placed application support personnel in FAA IT environments with comparable development and maintenance responsibilities	Section 2, PP1
Oracle / DB2 / SQL Server / Mainframe DBA and Analyst	Database administration and legacy system support for transportation asset management, permitting, and operational data	Ancon has staffed database support and legacy system personnel in government IT environments, performing query development, data management, and system administration	Section 2, PP1 and PP2
GIS Administrator / Developer / Architect	Spatial data management and GIS application support for transportation mapping	Ancon recruits GIS professionals through established IT pipelines; Appalachian regional networks include GIS-qualified candidates	Sections 3, 5
Candidate Screening and Delivery (4.1, 4.2.6)	Qualified submissions; 48-hour acknowledgment; 10-business-day candidate delivery	Ancon's Perfect Fit™ model ensures qualified, compatible submissions; response deadlines are operational commitments, not targets	Sections 3, 4
Candidate Replacement and Retention (4.2.8)	Written notice within one business day; replacement candidates within 10 business days	Active pipelines and workforce management practices enable rapid replacement identification and staffing continuity	Sections 4, 7
Regional Presence and Workforce Access	Ability to support assignments throughout West Virginia	Mid-Atlantic and Appalachian recruiting networks provide access to qualified candidates within and near West Virginia	Section 5

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ DOT2600000079

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

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

Addendum Numbers Received:

(Check the box next to each addendum received)

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

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

Ancon Group, LLC

Company


Authorized Signature

April 10, 2026

Date

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

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) Anthony Evans

(Address) 12138 Central Ave., Ste. 208, Bowie, MD 20721

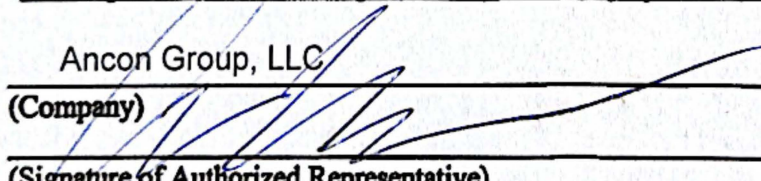
(Phone Number) / (Fax Number) 301-459-2828 x701

(email address) aevans@ancon.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.

Ancon Group, LLC
(Company)


(Signature of Authorized Representative)

Anthony Evans, Executive Vice President
(Printed Name and Title of Authorized Representative) (Date)

301-459-2828 x701
(Phone Number) (Fax Number)

aevans@ancon.com
(Email Address)