



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 3

List View

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Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID: VS0000049960

Legal Name: Aditi LLC

Alias/DBA: Aditi LLC

Total Bid: \$13,615,680.00

Response Date: 04/14/2026

Response Time: 12:11

Responded By User ID: aditkn

First Name: Anju

Last Name: Nair

Email: account@aditicorp.com

Phone: 4107301901

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: 3

Total of All Attachments: 3

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Mainframe Application Analyst				911040.00

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				802880.00

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				1000480.00

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				869440.00

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				1031680.00

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				888160.00

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				703040.00

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				834080.00

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				854880.00

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				1000480.00

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				827840.00

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				948480.00

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				1092000.00

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				869440.00

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				981760.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior GIS Application Developer



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

State of West Virginia
 Centralized Request for Quote
 Service - Prof

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

BID RECEIVING LOCATION

BID CLERK
 DEPARTMENT OF ADMINISTRATION
 PURCHASING DIVISION
 2019 WASHINGTON ST E
 CHARLESTON WV 25305
 US

VENDOR

Vendor Customer Code: VS0000049960

Vendor Name : Aditi LLC

Address :

Street : 8808 Centre Park Dr. Suite 108

City : Columbia

State : MD **Country :** US **Zip :** 21045

Principal Contact : Matilda Sandou, Director of Operations

Vendor Contact Phone: (410)-730-1901 **Extension:**

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

Vendor Signature X *Sandou Matilda Yarovich* **FEIN#** 20-3698147 **DATE** 04/14/2026

All offers subject to all terms and conditions contained in this solicitation

ADDITIONAL INFORMATION

ADDENDUM NO_1

Addendum No_1 issued to publish and distribute the attached information to the vendor community.

REQUEST FOR QUOTATION:

The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Department of Transportation (WVDOT) to establish multiple open-ended contracts for information technology temporary technical staffing services. Per the Bid Requirements, Specifications, Terms and Conditions attached to this solicitation.

INVOICE TO**SHIP TO**
 DEPT. OF TRANSPORTATION
 1900 KANAWHA BLVD E,
 BLD. 5 RM-720

 DEPT. OF TRANSPORTATION
 1900 KANAWHA BLVD E,
 BLD. 5 RM-720

 CHARLESTON WV
 US

 CHARLESTON WV
 US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Senior Mainframe Application Analyst

INVOICE TO**SHIP TO**
 DEPT. OF TRANSPORTATION
 1900 KANAWHA BLVD E,
 BLD. 5 RM-720

 DEPT. OF TRANSPORTATION
 1900 KANAWHA BLVD E,
 BLD. 5 RM-720

 CHARLESTON WV
 US

 CHARLESTON WV
 US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Mainframe Application Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Senior Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Senior PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Application SQL Server Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Senior GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	Senior GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Application Developer

SCHEDULE OF EVENTS

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

SOLICITATION NUMBER: CRFQ DOT2600000079

Addendum Number: 1

The purpose of this addendum is to modify the solicitation identified as CRFQ DOT2600000079 Solicitation” to reflect the change(s) identified and described below.

Applicable Addendum Category:

- Modify bid opening date and time
- Modify specifications of product or service being sought
- Attachment of vendor questions and responses
- Attachment of pre-bid sign-in sheet
- Correction of error
- Other

Additional Documentation:

Bid Opening Moves to April 14, 2026 @ 1:30PM

Attach Revised Terms and Conditions

Terms and Conditions:

1. All provisions of the Solicitation and other addenda not modified herein shall remain in full force and effect.
2. Vendor should acknowledge receipt of all addenda issued for this Solicitation by completing an Addendum Acknowledgment, a copy of which is included herewith. Failure to acknowledge addenda may result in bid disqualification. The addendum acknowledgement should be submitted with the bid to expedite document processing.

GENERAL TERMS AND CONDITIONS:

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

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

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

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

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

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

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

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

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

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

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

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

Term Contract

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

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

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

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

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

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

the contract will continue for _____ years;

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

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

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

Other: Contract Term specified in _____

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

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

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

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

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

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

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

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

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

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

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

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

Vendor must maintain:

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

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

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

Commercial Crime and Third Party Fidelity Insurance in an amount of: _____ per occurrence.

Cyber Liability Insurance in an amount of: _____ per occurrence.

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

Pollution Insurance in an amount of: _____ per occurrence.

Aircraft Liability in an amount of: _____ per occurrence.

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

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

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

_____ for _____.

Liquidated Damages Contained in the Specifications.

Liquidated Damages Are Not Included in this Contract.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(Printed Name and Title) Matilda Sandou, Director of Operations

(Address) 8808 Centre Park Dr. Suite 108, Columbia MD 21045

(Phone Number) / (Fax Number) (410)-730-1901

(email address) matildas@aditicorp.com || contracts@aditicorp.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.

Aditi LLC

(Company) *Sandou Matilda Yarovich*

(Signature of Authorized Representative)
Matilda Sandou, Director of Operations 04/14/2026

(Printed Name and Title of Authorized Representative) (Date)
(410)-730-1901

(Phone Number) (Fax Number)
matildas@aditicorp.com || contracts@aditicorp.com

(Email Address)

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.

Aditi LLC

Company

Sandra Matilda Yarovich

Authorized Signature

04/14/2026

Date

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



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

State of West Virginia
 Centralized Request for Quote
 Service - Prof

Proc Folder: 1886131		Reason for Modification:	
Doc Description: WVDOT IT Temporary Staffing Services (81260081)		ADDENDUM NO_2 Vendor Questions and Responses	
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-03-31	2026-04-14 13:30	CRFQ 0803 DOT2600000079	3

BID RECEIVING LOCATION

BID CLERK
 DEPARTMENT OF ADMINISTRATION
 PURCHASING DIVISION
 2019 WASHINGTON ST E
 CHARLESTON WV 25305
 US

VENDOR

Vendor Customer Code: VS0000049960

Vendor Name : Aditi LLC

Address :

Street : 8808 Centre Park Dr. Suite 108

City : Columbia

State : MD **Country :** US **Zip :** 21045

Principal Contact : Matilda Sandou, Director of Operations

Vendor Contact Phone: (410)-730-1901 **Extension:**

FOR INFORMATION CONTACT THE BUYER

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

Vendor Signature X *Sandou Matilda Varovich* **FEIN#** 20-3698147 **DATE** 04/14/2026

All offers subject to all terms and conditions contained in this solicitation

ADDITIONAL INFORMATION

ADDENDUM NO_2

Addendum No_2 issued to publish and distribute the attached information to the vendor community.

REQUEST FOR QUOTATION:

The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Department of Transportation (WVDOT) to establish multiple open-ended contracts for information technology temporary technical staffing services. Per the Bid Requirements, Specifications, Terms and Conditions attached to this solicitation.

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Mainframe Application Analyst				\$911,040.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Senior Mainframe Application Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	Mainframe Application Analyst				\$802,880.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Mainframe Application Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior Application Oracle Database Administrator				\$1,000,480.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Application Oracle Database Administrator				\$869,440.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Senior Application DB2 Database Administrator				\$1,031,680.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Application DB2 Database Administrator				\$888,160.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	PC Programmer Analyst				\$703,040.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Senior PC Programmer Analyst				\$834,080.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Application SQL Server Database Administrator				\$854,880.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	Senior Application Oracle Server Database Administrator				\$1,000,480.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	GIS Database Administrator				\$827,840.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Senior GIS Database Administrator				\$948,480.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	GIS Architect				\$1,092,000.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Architect

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
14	GIS Application Developer				\$869,440.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Application Developer

INVOICE TO	SHIP TO
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DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US
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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	Senior GIS Application Developer				\$981,760.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
 Senior GIS Application Developer

SCHEDULE OF EVENTS

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

SOLICITATION NUMBER: CRFQ DOT2600000079

Addendum Number: 2

The purpose of this addendum is to modify the solicitation identified as CRFQ DOT2600000079 Solicitation” to reflect the change(s) identified and described below.

Applicable Addendum Category:

- Modify bid opening date and time
- Modify specifications of product or service being sought
- Attachment of vendor questions and responses
- Attachment of pre-bid sign-in sheet
- Correction of error
- Other

Additional Documentation:

Attach Vendor Questions and Responses

Terms and Conditions:

1. All provisions of the Solicitation and other addenda not modified herein shall remain in full force and effect.
2. Vendor should acknowledge receipt of all addenda issued for this Solicitation by completing an Addendum Acknowledgment, a copy of which is included herewith. Failure to acknowledge addenda may result in bid disqualification. The addendum acknowledgement should be submitted with the bid to expedite document processing.

WVDOT CRFQ DOT26*79 WVDOT IT Temporary Staffing Services

Question 1: Who are previous incumbents on this project?

Answer 1:

The IT Staffing contract is a multi-award contract awarded to the lowest five qualified bidders meeting mandatory requirements for each category. Awards were ranked from lowest to highest. An award matrix document, which lists the awards per category, is also attached.

Vendor bid submissions can be found on the Purchasing Division webpage. CRFQ DOT22*122 was opened on 3/3/22 and the bids are located at the following URL:

<https://www.state.wv.us/admin/purchase/Bids/FY2022/BO20220303.html>

The contracts awarded are listed below. The original award dates are 7/15/2022 to 7/14/2023. Each awarded contract was for one year, with three one-year renewal options. The most recent renewal is from 7/15/2025 to 7/14/2026. Contracts listed with an asterisk indicate that they were renewed and are due to expire this July. Several vendors did not renew after the original contract period.

- DOT81220053A SQL Data Solutions*
- DOT81220053B Smart Shared Services*
- DOT81220053C BuzzClan
- DOT81220053D Infojini*
- DOT81220053E Quantam Solutions
- DOT81220053F Sonus Software Solutions
- DOT81220053G Lancesoft*
- DOT81220053H Diskriter
- DOT81220053I Enterprise Solutions*
- DOT81220053J Devcare Solutions
- DOT81220053K US Tech Solutions
- DOT81220053L Cynet Systems*

Award documents and renewal awards are listed on the Purchasing Division website at the following URL: <https://www.state.wv.us/admin/purchase/Awards/awarded.html>

Question 2: What was the annual spend for the previous year on this Project?

Answer 2:

This information can be requested via FOIA. Please review the response to Question number 1, this provides documentation concerning the number of contracts that were maintained after the initial award and renewed for the three optional renewals.

Question 3: If this is a new contract, what is the anticipated budget for this contract?

Answer 3:

This is a new open-end contract; however, the state is not required to provide information concerning a maximum annual budget. Please note that the information listed in the pricing pages provides an estimated number of hours used for evaluation purposes only.

Question 4: Is this RFP intended for a single-vendor award or multiple-vendor awards?

Answer 4:

Refer to the information provided in section 1 of the specifications. The intent is to award a multi-vendor contract.

Question 5: Can you please confirm on what basis the priority list/priority contract will be created for task order sharing, as mentioned in Section 4.2.66?

Answer 5:

The priority list for task order sharing will be established based on the order of award for each classification, as outlined in Section 4.2.6. Vendors will be contacted sequentially in accordance with this priority ranking as needs arise.

Question 6: What are the positions that are most commonly requested under this contract?

Answer 6:

The positions most commonly requested will vary based on project-specific requirements and level of expertise needed. We expect the most requested positions to include roles such as Database Administrator and Program Analysts.

Question 7: What challenges or pain points is the agency aiming to address through this contract?

Answer 7:

This contract seeks to address limitations in hiring full-time personnel and the need for flexible, project-specific staffing. It also helps address budgetary and time constraints by enabling the Agency to efficiently obtain qualified resources as needed.

Question 8: How many vendors do you intend to award under this solicitation?

Answer 8:

The intent is to award a multi-vendor contract, with an estimated maximum of up to eight (8) vendors.

Question 9: I am seeking information regarding the details of the contract and whether there are plans for renewal or an extension to the current contract will be executed.

Answer 9:

The current contract does not have any renewals available. A new solicitation was created to obtain bids to create a new multi-award contract.

Question 10: The solicitation number is "CRFQ-0803-DOT2200000122 IT Temporary Staffing Services" which was issued back on 02/24/2022. I would like to know how many renewal options does this contract have? And if there are any plans to issue a new solicitation once it expires?

Answer 10:

The current contract was awarded in 2022 and allowed for three (3) one (1) year optional renewals. Refer to the response to Question 1 for additional details.

Question 11: We noticed that this solicitation has already been released, but I wanted to follow up to ask how many vendors were awarded previously. Based on the RFP details, it appears that five vendors were selected. Could you please confirm the list of awarded vendors and let us know if a Bid Tabulation is available?

Answer 11:

Refer to the response for Question 1.

Question 12: Is there a specific proposal format or template that vendors must follow (e.g., required sections such as Technical Proposal, Cost Proposal, Company Qualifications, etc.)?

Answer 12:

This is an RFQ request for quotation. Vendors are required to meet or exceed the mandatory requirements outlined in the specifications. Awards will be made to the lowest bids that comply with all the mandatory requirements. The vendor is required to comply with section 4.2 when submitting bid responses.

Question 13: Should the Cost Proposal be submitted separately from the Technical Proposal, or be included within the same document?

Answer 13:

This is a request for quotation; all documentation and costs should be submitted with the bid response.

Question 14: Do vendors need to submit details or resumes of identified resources as part of the proposal?

Answer 14:

The vendor should review section 4.2 for information regarding documentation that should be submitted with the proposal.

Question 15: What is the average term of staffing placement for each position/title under this contract?

Answer 15:

Vendors should review section 4.3.1 for information regarding ordering procedures.

Question 16: What is the tentative start date for each position?

Answer 16:

Please refer to the response to Question 15.

Question 17: Is this a new RFP or is there an existing incumbent vendor currently providing these services?

Answer 17:

This is a new solicitation. For information regarding the previous solicitation and contracts refer to Question 1.

Question 18: Are there any major upcoming projects or initiatives in the coming years that vendors should be aware of in relation to this contract?

Answer 18:

The solicitation is intended to establish a flexible open end contract with the most commonly needed information technology work classifications utilized by the WVDOT. This contract is not being established for a specific project or initiative.

Question 19: Could you please provide additional details regarding the proposal content expected in the submission?

Answer 19:

Refer to the response to Question 14.

Question 20: Kindly confirm whether the pricing should be submitted through the portal or the Excel sheet should be submitted separately or included as part of our proposal.

Answer 20:

Refer to section 6 in the Instructions to Vendors document.

Question 21: Could you please share the estimated budget or anticipated contract value for this solicitation?

Answer 21:

Please refer to the response to Question 2.

Question 22: Please confirm whether this is a new solicitation or a rebid. If it is a rebid, we would appreciate it if you could provide details regarding the incumbent vendor(s).

Answer 22:

Please refer to the response to Question 1.

Question 23: Could you also please provide details regarding the evaluation criteria and scoring methodology that will be used to assess the proposals?

Answer 23:

The solicitation will be awarded based on the lowest cost per category for the vendor meeting all the mandatory requirements.

Question 24: What is the overall budget?

Answer 24:

Please refer to the response to Question 3.

Question 25: How many vendors will be awarded?

Answer 25:

Please refer to the response to Question 8.

Question 26: Who are the current providers? If you can please share incumbents' response documents that they have submitted previously?

Answer 26:

Please refer to the response to Question 1.

Question 27: Do we need to provide actual resumes of job roles mentioned in excel sheet?

Answer 27:

Please refer to the response to Question 14.

Question 28: Can we submit our response via email?

Answer 28:

Refer to section 6 in the Instructions to Vendors document.

Question 29: there is no specific format given for response creation. Please help do we need to follow our own standard format as below?

- Cover Letter**
- General Company Overview**
- Qualifications
- Experience in Similar Services
- Our Team
- Project Approach and Methodology
- Staffing Plan.....
- References**.....

Answer 29:

Please refer to the response to Question 12.

Question 30: What is the intended number of awards (approximate number)?

Answer 30:

Please refer to the response to Question 8.

Question 31: What are the estimated funds allocated for this contract?

Answer 31:

Please refer to the response to Question 2.

Question 32: What is the tentative start date for this engagement?

Answer 32:

Please refer to the response to Question 16.

Question 33: What is the work location of the proposed candidates?

Answer 33:

Vendors should review section 1 for information regarding scope of contract.

Question 34: Please provide the evaluation criteria.

Answer 34:

Please refer to the response to Question 23.

Question 35: Is this a new contract, or are there any incumbents? If there is an incumbent, please provide the incumbent's name and pricing and confirm whether the incumbent is eligible to resubmit the proposal.

Answer 35:

Please refer to the response to Question 1.

Question 36: Are there any pain points or issues with the current vendor(s)?

Answer 36:

Please refer to the response to Question 7.

Question 37: Could you please share the previous spending on this contract, if any? Is there any mandatory subcontracting requirement for this contract? If yes, is there a specific goal for the subcontracting?

Answer 37:

Please refer to the response to Question 2.

Question 38: Can we submit good faith efforts if we are unable to find a subcontractor?

Answer 38:

The vendor should review the requirements outlined in section 4.2 of the specifications.

Question 39: How many positions were used in the previous contract (approximate)?

Answer 39:

Please refer to the response to Question 1.

Question 40: How many positions will be required per year or throughout the contract term?

Answer 40:

Please refer to the response to Question 15.

Question 41: If the resources we provide at the time of proposal submission are unavailable at the time of a potential contract award, could vendors replace them with equally qualified resources?

Answer 41:

The vendor should review the requirements outlined in section 4.2 of the specifications. This section outlines the selection process and the vendor's responsibilities.

Question 42: Can we provide hourly rate ranges in the price proposal?

Answer 42:

Vendors should review section 5.2 for information regarding the pricing page.

Question 43: Will the County allow mid-contract price adjustments (e.g., for agency fees or wage rates), and if so, under what conditions?

Answer 43:

The vendor should review Item 13 in the Terms and Conditions document. The hourly rates established in the contract award are effective for one year upon award. These rates cannot be adjusted during the contract period. Renewals must be mutually agreed upon by both the vendor and WVDOT. The pricing page allows the vendor to provide alternative pricing for years two through three to allow for price escalation in the future optional renewal years.

Question 44: If adjustments are permitted, is there a specified mechanism (e.g., annual review, CPI-based increase, or mutual negotiation) that governs such changes?

Answer 44:

See response to Question 43.

Question 45: Should the initial proposal reflect fixed pricing for the entire term, or can adjustments be proposed in advance as part of the contract?

Answer 45:

See response to Question 43.

Question 46: What are the invoice/payment terms (NET 30, NET 45, etc.) and required invoice fields?

Answer 46:

Vendors should review Items 14, 15 and 17 in the Terms and Conditions document. The vendor should reference the delivery order number on the invoices and all invoices descriptions must match the pricing and descriptions listed on the awarded contract pricing page.

Question 47: What are the reporting requirements?

Answer 47:

An updated version of the Terms and Conditions document was issued as part of addendum #1. Item 39 outlines reporting requirements. This item reads as follows:

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

Question 48: Is the work entirely onsite, or is there a possibility for remote operations and performance?

Answer 48:

Please refer to the response to Question 33.

Question 49: Are resumes required at the time of proposal submission? If yes, do we need to submit the actual resumes for proposed candidates, or can we submit the sample resumes?

Answer 49:

Please refer to the response to Question 14.

Question 50: Could you please provide the list of holidays? Are there any mandated Paid Time Off, Vacation, etc.?

Answer 50:

The holiday schedule provided by the Treasurer's Office is updated annually.

Holidays for the 2026 year can be located at the following URL:

<https://wvtreasury.gov/Portals/wvtreasury/content/About/Contact/Treasurer%20Calendar%202026%20wvOASIS%20Portrait.pdf>

Question 51: Line Item 4.1.10 is currently labeled as "Senior Application Oracle Database Administrator", which appears to duplicate Line Item 4.1.3. Based on the sequence of roles, should Line Item 4.1.10 instead be "Senior Application SQL Server Database Administrator"?

Answer 51:

These are two separate classifications.

Question 52: The "Grand Total" formula in the pricing sheet appears to reference only a limited number of cells rather than summing all extended cost line items. Could you please confirm the correct calculation method for the Grand Total?

Answer 52:

Grand total is the sum of all costs in rows 4.1.1 - 4.1.15.

Question 53: Are resumes required as part of the proposal submission? If so, should they be actual candidate resumes or sample profiles?

Answer 53:

Please refer to the response to Question 14.

Question 54: Do you accept proposals submitted through the wvOASIS portal?

Answer 54:

All solicitation responses must be submitted through the wvOASIS portal to be considered. Refer to section 6 in the Instructions to Vendors document for more information.

Question 55: In the RFP Specifications document (Section 3: Qualifications), could you please clarify the required supporting documentation for the following criteria:

Demonstrating a minimum of 5 years of experience in providing similar IT staffing services.

Evidence of having placed at least six resources in similar roles within the last five years.

Could you please specify what type of documentation or proof is expected for each of the above requirements?

Answer 55:

Vendors should review section 4.2 for details outlining documentation requirements.

Question 56: In the RFP Instructions document, you mentioned a Pre-Proposal Meeting. Could you please confirm when it will be conducted and whether it will be held virtually or in person? If it is virtual, kindly share the meeting details with us.

Answer 56:

The vendor should review the document labeled instructions to vendors, item number 3. This section indicates that a pre-bid is not required.

Question 57: Could you please clarify the submission requirements outlined in the RFP document?

Answer 57:

Please refer to the response to Question 14.

Question 58: Can the State clarify if the submission is to be made on portal/ Hardcopy (paper), or both?

Answer 58:

Please refer to the response to Question 54.

Question 59: Can State disclose the total budget allocated for the project?

Answer 59:

Please refer to the response to Question 3.

Question 60: Is there any incumbent on the project? If yes, can State provide their name, budget and spending?

Answer 60:

Please refer to the response to Questions 1 and 2.

Question 61: Are the positions mentioned on-site, remote, or hybrid?

Answer 61:

Please refer to the response to Question 33.

Question 62: Are the resumes to be provided with the response, if yes, are they supposed to be sample or live? (identify the section)

Answer 62:

Please refer to the response to Question 14.

Question 63: How many FTE does the State currently have under this contract

Answer 63:

Please refer to the response to Question 1.

Question 64: Successful Vendor must provide (as requested) the legal documentation to support proof that their candidate is a U.S. citizen or eligible to work in the United States.

Answer 64:

Vendor is required to provide the Agency with an employee that complies with all federal and state employment requirements as outlined in Section 4.2.5 of the Specifications. No work shall be performed or completed outside of the United States.

Question 65: Please confirm if we need to provide only quotations and no technical response for this RFP?

Answer 65:

Please refer to the response to Question 14.

Question 66: Is there any evaluation criteria? If yes, kindly provide a scoring matrix/ weightage.

Answer 66:

Please refer to the response to Question 23.

Question 67: Please confirm the format of the technical proposal if required under this RFP.

Answer 67:

Please refer to the response to Question 14.

Question 68: Please confirm whether resumes are required as part of the initial bid submission, or whether resumes and qualification documentation will only be required after award when candidates are requested for a specific labor category.

Answer 68:

Please refer to the response to Question 14.

Question 69: Please confirm what specific supporting documentation must be provided with candidate submissions after award. For example, should vendors provide only resumes, or also degree copies, certifications, references, and a qualification crosswalk demonstrating how each requirement is met?

Answer 69:

Please refer to the response to Question 14.

Question 70: The CRFQ form lists Line Item 9 as Application SQL Server Database Administrator and Line Item 10 as Senior Application Oracle Server Database Administrator. Please confirm whether Line Item 10 is correct as written, or whether the intended title is Senior Application SQL Server Database Administrator.

Answer 70:

See response to Question 51.

Question 71: Please confirm whether award will be made independently by each labor category, allowing a vendor to be awarded one or more selected categories even if the vendor does not bid all categories.

Answer 71:

The intent is to award a multi-vendor contract.

Question 72: Please confirm whether pricing should be submitted as a fully burdened hourly bill rate for each labor category, inclusive of all direct and indirect costs.

Answer 72:

Please refer to the response to Question 42.

Question 73: Please confirm whether the resources are expected to work onsite, remotely, or in a hybrid arrangement, and whether this may vary by labor category or assignment.

Answer 73:

Please refer to the response for Question 61.

Question 74: Please clarify whether the State can provide any estimated usage, anticipated number of placements, historical spend, or expected demand by labor category.

Answer 74:

Please refer to the response to Questions 1, 2, and 3.

Question 75: Please confirm whether insurance certificates must be included with the bid response, or whether they are only required from the apparent successful vendor(s) prior to award.

Answer 75:

Certificate of Insurance is required upon award.

Question 76: Could you please confirm the Budget?

Answer 76:

Please refer to the response to Question 3.

Question 77: Please confirm the required bid submission method for this solicitation. Is submission through any one permitted method sufficient, or must the bid be submitted both electronically through wvOASIS and physically/by fax?

Answer 77:

All solicitation responses should be submitted through the wvOASIS portal to be considered. Refer to section 6 in the Instructions to Vendors document for more information.

Question 78: Beyond completing the pricing pages and required forms, is there a specific format or template expected for the technical response for submission?

Answer 78:

The vendor should review section 4.2 for information regarding submission requirements.

Question 79: Would the Agency consider extending the submission deadline to allow time to incorporate responses to vendor Questions?

Answer 79:

All Questions are due by 10:00 am on 03/20/2026

Question 80: Does the RFQ permit vendors to engage subcontractors to fulfill staffing requirements?

Answer 80:

Please refer to Items 22 & 32 of the Terms and Conditions document. Vendors will be required to identify the use of subcontractors to include company name and contact information.

Question 81: Is there a preference for local vendors?

Answer 81:

Please refer to the response to Question 23.

Question 82: Is there an incumbent? If so, could you please share the vendor list?

Answer 82:

Please refer to the response to Question 1.

Question 83: Are candidate resumes required at the time of bid submission, or only when candidates are proposed after contract award?

Answer 83:

Please refer to the response to Question 14.

Question 84: What is the estimated number of resources required annually for each labor classification?

Answer 84:

This is unknown. Refer to response to Question 18.

Question 85: Which roles or classifications are most frequently requested?

Answer 85:

Please refer to the response to Question 6.

Question 86: Are positions typically onsite, remote, or hybrid?

Answer 86:

Please refer to the response for Question 33.

Question 87: What is the typical turnaround time for candidate evaluation and selection after submission?

Answer 87:

Please refer to the response to Question 15.

Question 88: What is the average duration of assignments?

Answer 88:

Please refer to the response to Question 15.

Question 89: Is there a maximum bill rate, not-to-exceed rate, or budget range established for each labor category?

Answer 89:

Please refer to the response to Question 3.

Question 90: Will vendors be evaluated solely on price, or are there additional evaluation criteria?

Answer 90:

Please refer to the response to Question 23.

Question 91: Will there be a ranking or tiering of awarded vendors that affects order distribution?

Answer 91:

Please refer to the response to Question 5.

Question 92: What is the expected process for issuing work requests (e.g., first right of refusal, rotational assignment, competitive submissions)?

Answer 92:

Please refer to the response to Question 15.

Question 93: Are background checks, drug screenings, or specific security requirements required for candidates?

Answer 93:

Please refer to Item 40 in the Terms and Conditions.

Question 94: Will the State allow rate adjustments/escalations over the contract term?

Answer 94:

Please refer to the response to Question 43.

Question 95: Are there any restrictions on overtime billing or standard work hours?

Answer 95:

Please refer to the pricing page where all rates are available.

Question 96: What are the invoicing requirements and expected payment terms?

Answer 96:

Please refer to Items 14 & 15 in the Terms and Conditions.

Question 97: Will the State provide equipment for contractors, or are vendors expected to supply it?

Answer 97:

Equipment will be supplied by the WVDOT. The vendor is responsible for careful care of the equipment and must return the equipment upon the completion of the work duties.

Question 98: Is this a re-compete CRFQ? If yes,

Answer 98:

Please refer to the response to Question 10.

Question 99: Could you please the name of Current Suppliers (who are currently providing services to Agency)?

Answer 99:

Please refer to the response to Question 1.

Question 100: Could you please share current Suppliers pricing?

Answer 100:

Please refer to the response to Question 2.

Question 101: When the existing contract was started, and what is the annual monetary spent value of the current contract since inception?

Answer 101:

Please refer to the response to Question 2.

Question 102: How many resources are currently engaged in the current contract?

Answer 102:

Please refer to the response to Question 1.

Question 103: Can you please share the no. of positions served in previous years under this contract?

Answer 103:

Please refer to the response to Question 1.

Question 104: Can you please share the amount of business each vendor did under this contract in previous years?

Answer 104:

Please refer to the response to Question 1.

Question 105: What will be the estimated annual budget for this project?

Answer 105:

Please refer to the response to Question 3.

Question 106: How many positions we can expect under this contract on an annual basis?

Answer 106:

Please refer to the response to Question 15.

Question 107: What would be the shift timings for the given positions?

Answer 107:

Please refer to the response to Question 15.

Question 108: How will the requisitions be shared among the awarded vendors?

Answer 108:

Please refer to the response to Question 4.

Question 109: Is it mandatory to bid on all the positions?

Answer 109:

Please refer to Section 4.2 in the Specifications.

Question 110: Can we provide client name and contact details along with the placement details to suffice the given requirement “Vendors shall be able to demonstrate their potential to provide these services by providing documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications within the past five (5) years:”?

Answer 110:

Please refer to Item 4.2 of the Specifications

Question 111: If reference details would not suffice the above-mentioned requirement, can you please confirm what all document would suffice the given requirement?

Answer 111:

Please refer to the response to Question 14.

Question 112: As per our understanding, resumes are not required along with the response, can you please confirm the same?

Answer 112:

Please refer to the response to Question 14.

Question 113: In reference to proposal submission requirements, do we just need to submit pricing form along with documentation sufficing qualifications given in section “3. Qualifications” of Specifications document?

Answer 113:

Please refer to the response to Question 14.

Question 114: Each position listed in the pricing sheet includes a corresponding senior-level role (example: 4.1.1 Senior Mainframe Application Analyst and 4.1.2 Mainframe Application Analyst). Can the requirements under Section 3.2 be satisfied by demonstrating a combined total of six (6) placements across both junior and senior versions of the role?

Answer 114:

Upon request for qualified candidates, the vendor is limited to the roles and rates on the pricing page.

Question 115: The role “Senior Application Oracle Database Administrator” appears twice in the pricing sheet under Sections 4.1.10 and 4.1.5. Could you please confirm whether a revised pricing sheet will be issued?

Answer 115:

Please refer to the response to Question 70.

Question 116: In the Specifications Document, Section 4 – Mandatory Requirements – the job descriptions are provided. Are we required to submit actual resumes or sample resumes, and what mandatory requirements need to be included with the response document?

Answer 116:

Please refer to the response to Question 14.

Question 117: Can the Agency confirm the anticipated initial term of the contract and whether there are any renewal or extension options associated with this Master Agreement?

Answer 117:

Please refer to the response to Question 9.

Question 118: Is there an estimated budget, not-to-exceed value, or historical annual spend associated with similar IT temporary staffing contracts?

Answer 118:

Please refer to the response to Question 3.

Question 119: Can the Agency provide estimated quantities (hours/FTEs) per classification to

Answer 119:

Please refer to the response to Question 15.

Question 120: Is there an incumbent vendor or multiple vendors currently providing these services? If so, can the Agency share incumbent vendor names and performance insights?

Answer 120:

Please refer to the response for Question 1.

Question 121: Can the Agency provide historical usage data by role (e.g., number of resources engaged per classification in the past 12–24 months)?

Answer 121:

Please refer to the response for Questions 1 and 2.

Question 122: Can the Agency confirm whether all roles are expected to be performed onsite, or if any roles may be eligible for hybrid or remote work arrangements?

Answer 122:

Please refer to the response to Question 33.

Question 123: Can the Agency clarify the expected work model for resources under this contract (e.g., onsite, hybrid, or remote)? Specifically, should vendors assume that personnel will be required to work primarily at WVDOT facilities in Charleston, WV or other state locations?

Answer 123:

Please refer to the response for Question 61.

Question 124: Can the Agency confirm the exact list of documents required for submission under this RFQ (e.g., pricing only, resumes, qualifications, technical response, forms)?

Answer 124:

Please refer to the response to Question 14.

Question 125: Based on our understanding, vendors are required to submit responses demonstrating compliance with mandatory requirements and pricing. Please confirm whether a detailed technical approach, staffing plan, or management methodology is required as part of this submission.

Answer 125:

Please refer to the response for Question 14.

Question 126: Are sample resumes required at the time of bid submission, or will resumes be requested only at the time of specific Delivery Orders?

Answer 126:

Please refer to the response to Question 14.

Question 127: Can the Agency provide details on the evaluation methodology and weighting (e.g., pricing vs. qualifications vs. experience)?

Answer 127:

Please refer to the response to Question 23.

Question 128: For Section 3 – Qualifications, can the Agency confirm whether providing client Point of Contact (POC) details (name, title, email, and phone) as part of reference information will be considered sufficient evidence of prior experience, or are additional supporting documents (e.g., contracts, performance letters, or work orders) required?

Answer 128:

Please refer to the response to Question 110.

Question 129: Can the Agency confirm the minimum number of client references required to demonstrate compliance with the Qualifications section?

Answer 129:

Please refer to the response to Question 110.

Question 130: For Section 4.1 – Mandatory Contract Services Requirements, can the Agency confirm whether submission of one representative resume per role/classification demonstrating compliance with the stated requirements will be sufficient to meet the mandatory criteria, or are vendors expected to provide multiple resumes or additional supporting documentation for each requirement?

Answer 130:

Please refer to the response to Question 14.

Question 131: The solicitation includes both an Excel pricing sheet (with multi-year pricing structure) and a portal-based pricing submission (with a single rate per line item). Can the Agency please confirm which format will be considered the official pricing submission for evaluation purposes?

Answer 131:

Please refer to the response for Question 20.

Question 132: In case of any discrepancy between the Excel pricing sheet and the portal submission, which version will take precedence?

Answer 132:

Please refer to the response for Question 20.

Question 133: Please confirm if we are MWBE Certified from NMSDC. Can we attach our certificates in order to get the preference?

Answer 133:

The vendor is responsible for determining SWAM certification. Please also refer to Item 15 in the Terms and Conditions.

Question 134: Our renewal for MWBE with the State of WV is under review, as our current certification has expired please confirm if we can attach the proof of application in order to be considered for the preference and can get the certificate at the time of award.

Answer 134:

Please refer to the response for Question 133.

Question 135: Is it permissible for a vendor to complete business registration after contract award, or is full registration required at the time of proposal submission?

Answer 135:

Please refer to the response for Question 13.

Question 136: Are there any specific guidelines, templates, or formatting requirements that vendors must follow when preparing the proposal response?

Answer 136:

Please refer to the response for Question 12.

Question 137: Could you please share the estimated budget for this RFP?

Answer 137:

Please refer to the response for Question 3.

Question 138: Could you please share the incumbent vendor's name, their previous response, and the associated pricing for a similar contract?

Answer 138:

Please refer to the response for Question 1.

Question 139: Could you please provide the annual spending details for similar contracts from the past three years?

Answer 139:

Please refer to the response for Question 2.

Question 140: In Section 3.2- Qualification of the Specifications document, the Agency states that vendors shall be able to demonstrate their capacity to provide the requested services by furnishing documentation evidencing the staffing of at least six individuals within the listed classifications over the past five years.

Answer 140:

Please refer to the response for Question 110.

Question 141: Would the Agency please confirm whether this documentation must be submitted as part of the Proponent's RFQ response, or whether it will only be required upon subsequent request by the Agency? If submission is required at the time of proposal, would the Agency please specify the forms of documentation it will accept to satisfy this requirement and ensure the Proponent's response is deemed responsive?

Answer 141:

Please refer to the response for Question 13.

Question 142: Would the Agency please clarify its expectations regarding the “Add Attachments” tab within the WVOASIS portal? In particular, please confirm what supporting documents, if any, must be uploaded in that section as part of the RFQ response.

Answer 142:

Please refer to the response for Question 14.

Question 143: Could the Agency please clarify the Proponent’s obligation, if any, with respect to Document Attachment Four, “State of West Virginia Centralized Request for Quote Service - Prof”? Specifically, is this attachment provided solely for reference purposes, or is the Proponent expected to complete, acknowledge, or submit this form as part of its RFQ response in order to be considered responsive?

Answer 143:

Please refer to the response for Questions 13 and 14.

Question 144: What is the anticipated annual budget for these IT temporary staffing services?

Answer 144:

Please refer to the response for Question 3.

Question 145: Could the State identify the current incumbent contractor(s) for these services and provide the total annual spend for each incumbent over the past three fiscal years?

Answer 145:

Please refer to the response for Questions 1 and 2.

Question 146: The RFQ indicates an intent to establish “multiple open-ended contracts.” Does the State have an estimated number of awards it anticipates making?

Answer 146:

Please refer to the response for Question 8.

Question 147: Section 4.1.1. (Senior Mainframe Application Analyst) requires a Bachelor's degree or five (5) years of equivalent experience, while Section 4.1.2 (Mainframe Application Analyst) does not specify an educational requirement. Could the State clarify whether any minimum education or equivalent experience is required for the Mainframe Application Analyst role?

Answer 147:

Mainframe Application Analyst requires a minimum of a Bachelor's degree in Computer science or a related field from an accredited institution, or a minimum of three (3) years of equivalent work experience as a substitution for the Bachelor's degree.

Question 148: In addition to the Pricing Page (Exhibit A), Sections 3.1 and 3.2 require documentation of vendor experience and staffing capabilities. Could the State clarify whether this should be submitted as a formal technical proposal? If so, are there any formatting requirements or page limitations?

Answer 148:

Please refer to the response for Question 14.

Question 149: Please refer to Section 3.2, Qualifications - The RFQ states that vendors must provide documentation indicating they have "provided staffing of at least six (6) individuals within the listed classifications within the past five (5) years". Could the Agency please clarify if it is acceptable for all six submitted individuals to fall under a single classification (for example, providing documentation for six Database Administrators)? Or must the vendor demonstrate staffing experience across multiple different classifications from the list in Section 1?

Answer 149:

Please refer to the response for Question 110.

Question 150: Please refer to Section 3.2 which requires documentation indicating the vendor provided an employee "meeting the requirements of a specifically named classification from Section 1". Could the Agency please clarify if the past employee's actual job title must be an exact, verbatim match to the classification titles listed in Section 1 (e.g., "Application Oracle Database Administrator")? Or is it acceptable to submit documentation for past employees who held different official job titles, provided their duties, skills, and experience directly match the mandatory requirements for that specific classification?

Answer 150:

Please refer to the response for Question 110.

Question 151: Section 4.2.3 requires all travel expenses to be included in the vendor's hourly rate , while Section 1 notes that assignments could be located anywhere within the entire State of West Virginia. Because travel costs vary drastically depending on the specific location within the state, how should vendors account for this in a single fixed hourly rate? Will the Agency allow for separate travel expense reimbursements (at standard State rates) for assignments located significantly outside the metro-Charleston area, or must the single hourly rate absorb all statewide travel risks?

Answer 151:

Vendors should review section 8 for information regarding travel.

Question 152: Could the Agency please confirm the length of the initial contract term and the exact number of optional renewal years that vendors should prepare pricing for on the Pricing Page?

Answer 152:

Please refer to the response for Question 16.

Question 153: Are there any incumbents for this position?

Answer 153:

Please refer to the response for Question 1.

Question 154: If incumbents are present, could you please provide their names?

Answer 154:

Please refer to the response for Question 1.

Question 155: Could you please confirm the evaluation criteria and how the proposal will be scored?

Answer 155:

Please refer to the response to Question 23.

Question 156: We are a non-resident bidder; however, we are a Small Minority-Owned Business. Could you please confirm whether we are eligible to obtain a reciprocal certificate?

Answer 156:

Please refer to Item 15 of the Terms and Conditions.

Question 157: Is any local preference given?

Answer 157:

Please refer to Item 15 of the updated Terms and Conditions.

Question 158: Can out-of-state vendors participate?

Answer 158:

Yes.

Question 159: Section 4.2.4 indicates that resumes are required with the vendor's response. Could the State please clarify if resumes are required as part of the initial bid submission, or only during the delivery order phase when staffing requests are issued?

Answer 159:

Please refer to the response to Question 14.

Question 160: Are there any rate caps, budget thresholds, or not-to-exceed rates for any labor categories?

Answer 160:

Please refer to the response for Question 3.

Question 161: Should pricing assume standard 40-hour workweeks only, or should vendors include provisions for overtime/on-call work?

Answer 161:

Please refer to the response for Question 42.

Question 162: Could you please clarify whether pricing should be submitted as an attachment, or if it must also be entered directly in the “Respond to Lines” section within the portal?

Answer 162:

Please refer to the response for Question 20.

Question 163: Are travel, lodging, or per diem costs expected to be included in the hourly rates, or reimbursed separately?

Answer 163:

Please refer to the response for Question 151.

Question 164: Are vendors allowed to propose rate escalations (e.g., annual increases) over the contract term?

Answer 164:

Please refer to the response for Question 43.

Question 165: Will vendors be ranked strictly based on lowest price per labor category, or are there any additional evaluation factors?

Answer 165:

Please refer to the response for Question 23.

Question 166: Will vendor ranking remain fixed for the duration of the contract, or may it be adjusted based on performance?

Answer 166:

Please refer to the response to Question 23.

Question 167: Approximately how many vendors does the State anticipate awarding under this contract?

Answer 167:

Please refer to the response to Question 8.

Question 168: What is the estimated annual spend for IT temporary staffing under this contract?

Answer 168:

Please refer to the response for Questions 2 and 3.

Question 169: Approximately how many positions are expected annually per labor category?

Answer 169:

Please refer to the response for Question 18.

Question 170: Which roles are expected to be most frequently utilized?

Answer 170:

Please refer to the response for Question 6.

Question 171: What is the typical duration of assignments, and are extensions common?

Answer 171:

Please refer to the response for Question 16.

Question 172: Are resources required to be fully onsite in Charleston, WV, or will hybrid/remote work be permitted for certain roles?

Answer 172:

Please refer to the response for Question 61.

Question 173: For each staffing request, how many candidates should be submitted (e.g., one vs multiple)?

Answer 173:

Please refer to the response for Question 16.

Question 174: What is the typical interview and selection process (number of rounds, timeline)?

Answer 174:

Please refer to Section 4.3 of the Specifications.

Question 175: Are there defined KPIs or SLAs related to: Candidate submission timelines, Fill rates, Candidate retention

Answer 175:

Please refer to the response for Question 18.

Question 176: Is there a maximum number of vendors that will be awarded per classification?

Answer 176:

Please refer to the response for Question 8.

Question 177: Will vendors be evaluated and awarded on a per-classification basis, or will evaluation consider the vendor's overall response across all classifications?

Answer 177:

Please refer to the response for Questions 5 and 23.

Question 178: Can the State provide estimated annual usage, anticipated volume, or historical spend by classification?

Answer 178:

Please refer to the response for Question 3.

Question 179: Is award determination based solely on the lowest hourly rate per classification, or are there additional evaluation criteria?

Answer 179:

Please refer to the response for Question 23.

Question 180: Are vendors permitted to propose different rates by contract year or escalation over time?

Answer 180:

Please refer to the response for Question 23.

Question 181: Can vendors choose to bid on only selected classifications, or are they expected to support all listed roles?

Answer 181:

Please refer to the response for Question 109.

Question 182: Will the State consider remote candidates for any classifications?

Answer 182:

Please refer to the response for Question 61.

Question 183: Will the State provide equipment (e.g., laptops, software licenses), or is the vendor expected to supply these?

Answer 183:

Please refer to the response for Question 97.

Question 184: In Qualification section, 3.2, can we include commercial entities for demonstrating the services?

Answer 184:

Please refer to Section 3 of the Specifications.

Question 185: Please confirm the maximum number of awards.

Answer 185:

Please refer to the response to Question 8.

Question 186: What is the estimated budget?

Answer 186:

Please refer to the response for Question 3.

Question 187: Is this a new contract or are there any incumbents?

Answer 187:

Please refer to the response for Question 1.

Question 188: What was the previous spent?

Answer 188:

Please refer to the response for Question 2.

Question 189: What is the duration of the assignments?

Answer 189:

Please refer to the response to Question 16.

Question 190: Are there any pain points with Incumbents?

Answer 190:

Please refer to the response to Question 7.

Question 191: How many FTEs will be required for this contract?

Answer 191:

Please refer to the response to Question 8.

Question 192: Will there be any award preference for local vendors?

Answer 192:

Please refer to the response to Question 23.

Question 193: Will the award be limited to vendors offering the lowest bid only?

Answer 193:

Please refer to the response to Question 23.

Question 194: How many FTEs are you anticipating for each position?

Answer 194:

Please refer to the response to Question 8.

Question 195: How many FTEs have been previously working on this contract?

Answer 195:

Please refer to the response to Question 1.

Question 196: Are resumes of Positions required with response? If required, should they be sample resumes or actual candidate resumes?

Answer 196:

Please refer to the response to Question 14.

Question 197: Is it mandatory to bid on all requirements?

Answer 197:

Please refer to the response for Question 109.

Question 198: What is the mode of proposal submission, can we submit only electronically?

Answer 198:

Please refer to the response to Question 20.

Question 199: With respect to position 4.1.10 Senior Application SQL Server Database Administrator, there is different position mentioned in Pricing (in 4.1.10 Senior Application Oracle Database Administrator) which one should be considered?

Answer 199:

Please refer to the response for Question 51.

Question 200: What is the Format of submission, which sections should we address in our response?

Answer 200:

Please refer to the response to Question 14.

Question 201: Will services be required onsite, hybrid or remote?

Answer 201:

Please refer to the response for Question 33.

Question 202: Are Reciprocal Preference, Small, Women-Owned, Or Minority-owned Business preference applicable for this Request for Quotation, if we don't qualify for any preference can we perform subcontracting with Small, WO, MO businesses?

Answer 202:

Please refer to the response for Question 156.

Question 203: Is local office required for this contract?

Answer 203:

Vendors should review section 1 for information regarding scope of contract.

Question 204: Could you please clarify the response format of the CRFQ?

Answer 204:

Please refer to the response to Question 12.

Question 205: There are no specific instruction provided for " Technical Proposal", could you please specify?

Answer 205:

Please refer to the response to Question 14.

Question 206: Do we need to provide pricing in the excel provided as well?

Answer 206:

Please refer to the response to Question 20.

Question 207: Or should the pricing be submitted on the portal only?

Answer 207:

Please refer to the response to Question 20.

Question 208: Is it a re-bid or a new contract?

Answer 208:

Please refer to the response for Question 1.

Question 209: If, re-bid please could you share the historical spend?

Answer 209:

Please refer to the response for Question 2.

Question 210: Could you please share the incumbent names?

Answer 210:

Please refer to the response for Question 1.

Question 211: Are there any pain points in the current contract?

Answer 211:

Please refer to the response for Question 7.

Question 212: Is sub-contracting allowed under this contract?

Answer 212:

Please refer to the response for Question 80.

Question 213: Is there any VISA restriction for the contract?

Answer 213:

Vendors should review section 4.2.5 regarding citizenship and working eligibility.

Question 214: Could you please specify the reference requirements?

Answer 214:

Please refer to the response for Question 14.

Question 215: For section 3.2, "Vendors must provide documentation to indicate that their company meets this requirement prior to award; however, bidders may include this

documentation with their bid." Could you please clarify what documentation will suffice this requirement? Do we need to submit invoices?

Answer 215:

Please refer to Section 3.2 of the Specifications.

Question 216: Is there a preference for any work authorization for this contract?

Answer 216:

Unclear the question; Please refer to Item 15 in the Terms and Conditions.

Question 217: Could you please provide a clarity for the work model – is it going to be all on site requirements?

Answer 217:

Please refer to the response for Question 1.

Question 218: Or are the requirements can possibly be hybrid or remote as well?

Answer 218:

Please refer to the response for Question 61.

Question 219: Do we need to submit candidate resumes for the positions with our response?

Answer 219:

Please refer to the response to Question 14.

Question 220: If yes, should we submit sample resumes, or live candidate resumes?

Answer 220:

Please refer to the response to Question 14.

Question 221: Will these candidates be expected to join the agency upon award?

Answer 221:

Question 222: If yes, could you please provide the estimated joining date and mode of interviews?

Answer 222:

Please refer to the response for Question 16.

Question 223: Are they expected to work onsite, hybrid or remote?

Answer 223:

Please refer to the response for Question 61.

Question 224: Are digital signatures acceptable ?

Answer 224:

Ycs.

Question 225: Is there an estimated budget for the contract?

Answer 225:

Please refer to the response for Question 3.

Question 226: Is there a preference for the Hourly rates?

Answer 226:

Please refer to the response for Question 42.

Question 227: Is there a local preference for the vendors?

Answer 227:

Please refer to the response for Question 157.

Question 228: Please clarify whether the positions under this contract will be fulltime, parttime, or variable based on project needs?

Answer 228:

Please refer to Section 4.3.4 of the Specifications.

Question 229: Will WVDOT issue Delivery Orders for each individual resource, or can multiple resources be requested under a single order?

Answer 229:

Please refer to the response for Question 15.

Question 230: Are the resources expected to work onsite, hybrid, or fully remote?

Answer 230:

Please refer to the response for Question 61.

Question 231: If onsite work is required, please confirm the primary work location(s) and whether travel across the state is expected?

Answer 231:

Please refer to the response for Question 16.

Question 232: Will WVDOT provide equipment for remote workers, or must vendors supply equipment?

Answer 232:

Please refer to the response for Question 97.

Question 233: Are overtime hours permitted, and if so, how should they be billed?

Answer 233:

Please refer to the response for Question 95.

Question 234: Are background checks required for all resources? If yes, what level (state, federal, fingerprinting)?

Answer 234:

Please refer to the response for Question 93.

Question 235: Will WVDOT require drug screening or additional security clearances?

Answer 235:

Please refer to Section 4.3.3 and Section 4.2.9 of the Specifications.

Question 236: What is the expected turnaround time for providing candidates after receiving a Delivery Order?

Answer 236:

Please refer to the response for Question 15.

Question 237: Will interviews be conducted by WVDOT? If so, what is the interview format (virtual, panel, technical test)?

Answer 237:

Interviews will be virtual or in person when possible. It is up to the agency requester as to the format of the interviews.

Question 238: What is the required work mode for this engagement—remote, hybrid, or fully onsite?

Answer 238:

Please refer to the response for Question 61.

Question 239: Is it mandatory to submit actual or sample resumes for each classifications?

Answer 239:

Please refer to the response to Question 14.

Question 240: What is the expected start date for the first set of resources?

Answer 240:

Please refer to the response for Question 15.

Question 241: What is the expected duration of each assignment (e.g., 6 months, 12 months, multiyear)?

Answer 241:

Please refer to the response for Question 15.

Question 242: Will WVDOT allow resource replacements without penalty if a candidate resigns or is not a fit?

Answer 242:

Vendors should review section 4.2 regarding vendor responsibilities.

Question 243: What is the required notice period for replacing a resource?

Answer 243:

Please refer to the response for Question 242.

Question 244: What is the anticipated contract start date and contract term?

Answer 244:

Please refer to the response for Question 16.

Question 245: Will multiple vendors be awarded under this solicitation?

Answer 245:

Please refer to the response for Question 1.

Question 246: How will Delivery Orders be distributed among awarded vendors (rotation, best fit, competitive minibid)?

Answer 246:

Please refer to the response for Question 16.

Question 247: Will WVDOT provide historical usage data for similar staffing contracts?

Answer 247:

Please refer to the response for Question 2 & 3.

Question 248: Is there a maximum number of resources WVDOT anticipates needing per classification?

Answer 248:

Please refer to the response for Question 8.

Question 249: Will WVDOT allow rate adjustments during the contract term?

Answer 249:

Please refer to the response for Question 42.

Question 250: Are there any penalties for early termination of a resource by the vendor?

Answer 250:

Please refer to the response for Question 242.

Question 251: Should vendors include all costs (travel, equipment, overhead) in the hourly rate?

Answer 251:

Please refer to the response for Question 151.

Question 252: Will WVDOT reimburse travel expenses if onsite work is required outside Charleston?

Answer 252:

Please refer to the response for Question 151.

Question 253: What is the invoicing frequency (monthly, biweekly)?

Answer 253:

Invoices will be billed monthly.

Question 254: Are timesheets required, and if so, what format should be used?

Answer 254:

Please refer to the response for Question 242.

Question 255: Will WVDOT use wvOASIS for timesheet approval and invoicing?

Answer 255:

Please refer to the response for Question 242.

Question 256: For Section 3.2 (staffing of six individuals), will WVDOT accept private sector references, or must they be government clients?

Answer 256:

Please refer to Section 3 of the Specifications.

Question 257: Will WVDOT accept resumes at the time of Delivery Order instead of at bid submission?

Answer 257:

Please refer to the response to Question 14.

Question 258: Are vendors required to include the qualifications outlined in Section 3 as part of the response submission?

Answer 258:

Please refer to the response for Question 13.

Question 259: Will WVDOT require vendors to acknowledge all addenda in the technical proposal or only in the bid submission?

Answer 259:

Please refer to the response for Questions 12 and 13.

Question 260: Are vendors required to include the Vendor Responsibilities outlined in Section 4.2 as part of the response submission?

Answer 260:

Please refer to the response for Questions 12 and 13.

Question 261: Is there a page limit or formatting requirement for the technical proposal?

Answer 261:

This is a request for quote and not a request for proposal.

Question 262: Should vendors submit one combined proposal for all classifications or separate proposals per classification?

Answer 262:

Please refer to the response for Questions 12 and 13.

Question 263: Are vendors required to submit a redacted version for public release?

Answer 263:

Please refer to Item 31 of the Terms and Conditions.

Question 264: Can WVDOT confirm the complete list of mandatory submission requirements (e.g., technical proposal components, staffing documentation, compliance forms, addendum acknowledgments, and any required certifications) that must be included in the vendor's response?

Answer 264:

Please refer to the response for Question 14.

Question 265: Can WVDOT confirm the mandatory information to be provided in the Response document?

Answer 265:

Please refer to the response for Question 14.

Question 266: Can WVDOT provide the required format or structure for the information that must be included in the response submission?

Answer 266:

Please refer to the response for Question 14.

Question 267: Will WVDOT provide training or orientation for new resources?

Answer 267:

Organizational knowledge will be shared, however incoming employees will be expected to have the technical knowledge to perform their duties.

Question 268: Are there any mandatory state holidays or shutdown periods vendors should be aware of?

Answer 268:

Please refer to the response for Question 50.

Question 269: Will WVDOT provide access to internal systems for remote workers?

Answer 269:

All work will be performed on-site.

Question 270: Are there any anticipated changes to the technical environment during the contract term?

Answer 270:

Yes, due to the nature of the industry.

Question 271: Will WVDOT provide performance feedback for each resource?

Answer 271:

Performance feedback may be offered upon request.

Question 272: Is there a maximum number of vendors WVDOT intends to award?

Answer 272:

Please refer to the response for Question 8.

Question 273: Will WVDOT require vendors to participate in quarterly or annual performance reviews?

Answer 273:

Please refer to the response for Question 271.

Question 274: Does WVDOT anticipate transitioning any of these roles into longterm fulltime positions?

Answer 274:

Please refer to the response for Question 228.

Question 275: Could WVDOT share the evaluation criteria or scoring breakdown that will be used to assess vendor responses?

Answer 275:

Please refer to the response for Question 23.

Question 276: Are vendors required to complete the Final CRFQ Form and submit it along with their proposal?

Answer 276:

Please refer to the response for Questions 12 and 13.

Question 277: Is the submission of past client references mandatory for this solicitation?

Answer 277:

Please refer to the response for Questions 12 and 13.

Question 278: Are vendors required to submit separate technical and cost documents, or should all materials be combined into a single file?

Answer 278:

Please refer to the response for Questions 12 and 13.

Question 279: Can WVDOT confirm all mandatory forms and attachments that must be included for the proposal to be considered responsive?

Answer 279:

Please refer to the response for Questions 12 and 13.

Question 280: Can WVDOT confirm whether an extension to the due date will be issued for this solicitation?

Answer 280:

Please refer to the response for Question 79.

Question 281: Should the proposal be separated into Technical and Price volumes?

Answer 281:

Please refer to the response for Questions 12 and 13.

Question 282: Is there a page limit for the Technical Proposal?

Answer 282:

Please refer to the response for Question 261.

Question 283: What file format should the proposal be submitted in (PDF or Word)?

Answer 283:

Please refer to the response for Question 261.

Question 284: Are there any specific formatting requirements (font, margins, spacing)?

Answer 284:

Please refer to the response for Question 261.

Question 285: Should technical specifications or datasheets be included in the proposal submission?

Answer 285:

Please refer to the response for Questions 12 and 13.

Question 286: Should addendum acknowledgement forms be submitted as part of the proposal package or separately?

Answer 286:

Please refer to the response for Questions 12 and 13.

Question 287: Can vendors submit multiple files in the portal, or must the proposal be uploaded as one consolidated document?

Answer 287:

Please refer to the response for Questions 12 and 13.

Question 288: Could you please clarify the evaluation criteria or scoring methodology for this solicitation?

Answer 288:

Please refer to the response for Question 23.

Question 289: Could the State please confirm if vendors should submit Exhibit A in excel or can vendors provide it in PDF?

Answer 289:

Please refer to the response for Questions 12 and 13.

Question 290: Could the State please confirm whether vendors may provide the Contract Manager information within the proposal/documentation, or if vendors are required to attach and complete page 22 of CRFQ DOT2600000079 Specifications as a separate form?

Answer 290:

Please refer to the response for Questions 12 and 13.

Question 291: Are electronic signatures allowed?

Answer 291:

Please refer to the response for Question 224.

Question 292: Could the State please grant an extension on the due date?

Answer 292:

Please refer to the response for Question 79.

Question 293: Could the State please confirm if it's mandatory for vendors to have a vendor customer code?

Answer 293:

The successful vendor must be registered with the State of WV upon award.

Question 294: If the vendor customer code and registration with the West Virginia Purchasing Division registration is mandatory, could the State please confirm if vendors can include proof that we are currently in the process of obtaining it?

Answer 294:

Please refer to the response for Question 293.

Question 295: In section 15A. RECIPROCAL PREFERENCE, the link provided is not working, could the State please provide the correct link or the PDF?

Answer 295:

Please try the link again.

Question 296: Could the State please confirm whether vendors are required to complete the Terms and Conditions form or if it should be submitted blank as part of the proposal? If vendors are expected to complete it, could the State please clarify the correct way to fill it out as some blank spaces appear to be post award?

Answer 296:

Yes, it is required upon award.

Question 297: Could the State please confirm whether any licenses, certifications, or permits are required under the LICENSE(S) / CERTIFICATIONS / PERMITS section of the Terms and Conditions? The section indicates that vendors must provide the listed items; however, the space below the paragraph appears to be blank. Please confirm if any specific requirements apply.

Answer 297:

No.

Question 298: Is the certificate of Insurance required with the response?

Answer 298:

Please refer to the response for Question 75.

Question 299: Are there any sales reporting requirements we should be aware of? If so, what is the expected submission frequency, and are zero sales reports required

Answer 299:

Please refer to the response for Question 47.

Question 300: Could the State please confirm whether the Interested Party Supplemental Disclosure form referenced in Section 43 – Interested Party Supplemental Disclosure of the Terms and Conditions is required for submission? The section indicates that the form is included in the solicitation; however, it does not appear among the provided documents. Could the State please provide the form or advise where it can be located?

Answer 300:

The form can be obtained from the WV Ethics Commission.

Question 301: Is it required to provide the Good Standing Certificate alongside the proposal response?

Answer 301:

Please refer to Item 32 in the Terms and Conditions.

Question 302: We are a California MBE firm certified by NMSDC. Do we qualify to meet the MBE preference? If yes, could the State please let us know what is the required documentation in order to obtain this preference?

Answer 302:

Please refer to Item 15 in the Terms and Conditions.

Question 303: We are a California firm, could the State please confirm if we qualify to meet the reciprocal preference?

Answer 303:

Please refer to Item 15 in the Terms and Conditions.

Question 304: Can the State confirm whether vendors are required to submit any written/technical response, or only pricing?

Answer 304:

Please refer to the response for Questions 12 and 13.

Question 305: If yes, is there any defined structure, format, or set of Questions that vendors are required to follow for the written response?

Answer 305:

Please refer to the response for Questions 12, 13, and 14.

Question 306: Could the State please confirm what specific documentation is required under Section 3.1 to demonstrate the minimum five (5) years in business?

Answer 306:

Please refer to the response for Question 55.

Question 307: As per Section 3.2, could the State confirm whether vendors may provide information on individuals provided to commercial clients, or if only government/public sector experience will be considered?

Answer 307:

Please refer to the response for Question 14.

Question 308: As per Section 3.2, could the State provide more details on the type of documentation required to demonstrate that individuals were provided for the specified classifications?

Answer 308:

Please refer to the response for Question 14.

Question 309: As per Section 4.2.3, which mentions inclusive costs, could the State confirm whether vendors are allowed to bill for public holidays, sick leave, or paid time off?

Answer 309:

Please refer to the response for Question 50.

Question 310: Are vendors expected to include references in the written response? If yes, must these be government references, or will commercial references also be accepted?

Answer 310:

Please refer to the response for Question 14.

Question 311: Could the WVDOT please clarify the correct way to enter pricing on the portal?

Answer 311:

Please refer to the response for Question 20.

Question 312: Please clarify what is meant by 'Unit Issue' and 'Qty' on the portal within the pricing slot.

Answer 312:

'Est. Qty.' is an estimated number of positions /roles given for the pricing page. 'Unit of Measure' represents one position/role. 'Unit cost' is the hourly rate for year 1, 2, 3, and 4. Refer to 5.2 regarding more information on the pricing page.

Question 313: Are there any caps/limits on annual rate escalation for years 2-4?

Answer 313:

Please refer to the response for Question 42.

Question 314: Are there any overtime or holiday rate considerations to be included?

Answer 314:

Please refer to the response for Question 50.

Question 315: Can the State confirm that 'EA' in the pricing sheet represents one hour of service per resource, given the estimated quantity of 2080?

Answer 315:

Please refer to the response for Question 312.

Question 316: What is the estimated number of resources required per role annually?

Answer 316:

Please refer to the response for Question 16.

Question 317: How many vendors do you expect to award for this project?

Answer 317:

Please refer to the response for Question 8.

Question 318: Apart from Charleston, are there other work locations across WV?

Answer 318:

Please refer to the response for Question 1.

Question 319: Is subcontracting allowed under this contract?

Answer 319:

Please refer to the response for Question 80.

Question 320: Is there an existing vendor or incumbent currently providing these services?

Answer 320:

Please refer to the response for Question 1.

Question 321: Please provide details of the current incumbent vendor(s), including the scope of services performed and the duration of the existing contract.

Answer 321:

Please refer to the response for Question 1.

Question 322: Could you please confirm whether vendors are required to submit a detailed technical proposal as part of this CRFQ response, or if the evaluation will be based solely on the submitted pricing and required forms?

Answer 322:

Please refer to the response for Questions 12 and 13.

Question 323: Is the current agency providing services under this contract eligible to participate and submit a bid for this RFP?

Answer 323:

Please refer to the response for Question 1.

Question 324: Is there a defined "not-to-exceed" budget for this RFP? If so, please provide details.

Answer 324:

Please refer to the response for Question 3.

Question 325: Please provide a list of the most frequently requested job classifications or positions under this contract.

Answer 325:

Please refer to the response for Question 6.

Question 326: Kindly provide the total annual expenditure for temporary staffing services for the most recent fiscal year.

Answer 326:

Please refer to the response for Question 2.

Question 327: Please clarify whether resumes are required as part of the proposal submission process. If applicable, kindly specify the positions and level of detail required.

Answer 327:

Please refer to the response to Question 14.

Question 328: Please provide information regarding the current pricing structure, including bill rates or markups, utilized under the existing contract.

Answer 328:

Please refer to the response for Question 2.

Question 329: Could you please clarify if vendors need to complete only Page 1 (Vendor Information) of the CRFQ form, or if the entire document must be completed and submitted as part of the response?

Answer 329:

Please refer to the response for Questions 12 and 13.

Question 330: Could you please confirm whether the submission requirements are limited to the CRFQ form and pricing sheet only, or if we may also include additional documents such as company information and qualifications?

Answer 330:

Please refer to the response for Questions 12 and 13.

Question 331: Could you please confirm whether the resources are required to be fully onsite in Charleston, WV, or if remote or hybrid work arrangements will be acceptable?

Answer 331:

Please refer to the response for Question 61.

Question 332: Please confirm whether the submitted hourly rates are expected to be fully inclusive of all costs, including travel, overhead, insurance, and benefits, with no additional reimbursements.

Answer 332:

Please refer to the response for Question 42.

Question 333: In the event that a resource needs to be replaced, could you please clarify whether vendors would be subject to any penalties beyond providing a qualified replacement, and whether a transition period would be permitted?

Answer 333:

Please refer to the response for Question 242.

Question 334: Do all positions require full-time on-site presence in Charleston, or are any roles eligible for remote or hybrid work?

Answer 334:

Please refer to the response for Question 61.

Question 335: Are any roles expected to provide after-hours, on-call, or weekend/holiday support as part of the standard hourly rate?

Answer 335:

Please refer to the response for Question 50.

Question 336: Which position classifications are most frequently requested?

Answer 336:

Please refer to the response for Question 6.

Question 337: What proportion of time is expected to be spent on mentoring/training versus production work?

Answer 337:

Please refer to the response for Question 15.

Question 338: Are there any required training deliverables or documentation for knowledge transfer?

Answer 338:

Please refer to the response for Question 267.

Question 339: If a candidate is replaced during an active delivery order, is the full interview and qualification process required again, or is there an expedited review process for replacement candidates?

Answer 339:

Please refer to the response for Question 242.

Question 340: Please confirm whether resumes are required as part of the initial bid submission, or whether resumes and qualification documentation will only be required after award when candidates are requested for a specific labor category.

Answer 340:

Please refer to the response to Question 14.

Question 341: Please confirm what specific supporting documentation must be provided with candidate submissions after award. For example, should vendors provide only resumes, or also degree copies, certifications, references, and a qualification crosswalk demonstrating how each requirement is met?

Answer 341:

Please refer to the response to Question 14.

Question 342: The CRFQ form lists Line Item 9 as Application SQL Server Database Administrator and Line Item 10 as Senior Application Oracle Server Database Administrator. Please confirm whether Line Item 10 is correct as written, or whether the intended title is Senior Application SQL Server Database Administrator.

Answer 342:

Please refer to the response for Question 51.

Question 343: Please confirm whether award will be made independently by each labor category, allowing a vendor to be awarded one or more selected categories even if the vendor does not bid all categories.

Answer 343:

Please refer to the response for Question 1.

Question 344: Please confirm whether pricing should be submitted as a fully burdened hourly bill rate for each labor category, inclusive of all direct and indirect costs.

Answer 344:

Please refer to the response for Question 42.

Question 345: Please confirm whether the resources are expected to work onsite, remotely, or in a hybrid arrangement, and whether this may vary by labor category or assignment.

Answer 345:

Please refer to the response for Question 61.

Question 346: Please clarify whether the State can provide any estimated usage, anticipated number of placements, historical spend, or expected demand by labor category.

Answer 346:

Please refer to the response for Question 1, 2, and 3.

Question 347: Please confirm whether insurance certificates must be included with the bid response, or whether they are only required from the apparent successful vendor(s) prior to award.

Answer 347:

Please refer to the response for Question 75.

Question 348: Could you please confirm the Budget?

Answer 348:

Please refer to the response for Question 3.

Question 349: Please confirm the required bid submission method for this solicitation. Is submission through any one permitted method sufficient, or must the bid be submitted both electronically through wvOASIS and physically/by fax?

Answer 349:

Please refer to the response for Questions 12, 13, and 14.

Question 350: Can you please clarify Section 3.2: does the five-year requirement apply to each proposed individual, or to the vendor's history of placing at least six qualified resources in the listed classifications within the past five years?

Answer 350:

Please refer to the response for Question 55.

Question 351: Are there any specific areas that we should address in the proposal documentation, or is there a template that we are required to follow?

Answer 351:

Please refer to the response for Questions 13 and 14.

Question 352: Does Cost Proposal need to be submitted separately, or it should include in the technical documentation?

Answer 352:

Please refer to the response for Questions 12 and 13.

Question 353: “Vendors shall be able to demonstrate their potential to provide these services by providing documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications...”

Could you please confirm whether this requirement is satisfied by providing documentation for:

Six (6) individuals across one or more of the listed classifications, or

Six (6) individuals mapped across six (6) different classifications?

Answer 353:

Please refer to the response for Question 110.

Question 354: Section 3.2 of the Specifications states that vendors must “provide documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications,” and also requires that the vendor be in business for a minimum of five (5) years providing similar services. Could you please clarify what form of documentation is acceptable to demonstrate:

The staffing of six (6) individuals (e.g., resumes, client references, contract summaries,

etc.), and The minimum five (5) years of experience (e.g., company profile, past contracts,

references, etc.)? Additionally, should this documentation be submitted as part of the bid response, or will it be requested at a later stage (e.g., prior to award)?

Answer 354:

Please refer to the response to Questions 14 and 110.

Question 355: The solicitation outlines pricing and qualification requirements; however, it does not explicitly specify all documentation required at the time of bid submission.

Could you please confirm whether any documentation such as proof of experience staffing history, or supporting qualifications is required to be submitted with the bid, or if such documentation will be requested at a later stage (e.g., prior to award)?

Answer 355:

Please refer to the response for Questions 12 and 14.

Question 356: Could you please clarify whether the roles under this contract are expected to be performed onsite, remote, or in a hybrid model?

Answer 356:

Please refer to the response for Question 61.

Question 357: The solicitation indicates that multiple vendors may be awarded and ranked by pricing.

Could you please clarify how delivery orders will be distributed among awarded vendors (e.g., strictly by ranking, rotational basis, or based on agency discretion)?

Answer 357:

Please refer to the response to Question 15.

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ DOT260000079

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.

Aditi LLC

Company

Sandra Matilda Yarovich

Authorized Signature

04/14/2026

Date

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



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

State of West Virginia
 Centralized Request for Quote
 Service - Prof

Proc Folder: 1886131			Reason for Modification:
Doc Description: WVDOT IT Temporary Staffing Services (81260081)			
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-03-12	2026-03-31 13:30	CRFQ 0803 DOT2600000079	1

BID RECEIVING LOCATION

BID CLERK
 DEPARTMENT OF ADMINISTRATION
 PURCHASING DIVISION
 2019 WASHINGTON ST E
 CHARLESTON WV 25305
 US

VENDOR

Vendor Customer Code: VS0000049960
Vendor Name : Aditi LLC
Address :
Street : 8808 Centre Park Dr. Suite 108
City : Columbia
State : MD **Country :** US **Zip :** 21045
Principal Contact : Matilda Sandou, Director of Operations
Vendor Contact Phone: (410)-730-1901 **Extension:**

FOR INFORMATION CONTACT THE BUYER

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

Vendor Signature X *Sandou Matilda Yarovich* **FEIN#** 20-3698147 **DATE** 04/14/2026

All offers subject to all terms and conditions contained in this solicitation

ADDITIONAL INFORMATION**REQUEST FOR QUOTATION:**

The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Department of Transportation (WVDOT) to establish multiple open-ended contracts for information technology temporary technical staffing services. Per the Bid Requirements, Specifications, Terms and Conditions attached to this solicitation.

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Mainframe Application Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Mainframe Application Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Senior Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Senior PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Application SQL Server Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Senior GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	GIS Architect				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Architect

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
14	GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Application Developer

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	Senior GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
 Senior GIS Application Developer

SCHEDULE OF EVENTS

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

	Document Phase	Document Description	Page 10
DOT2600000079	Final	WVDOT IT Temporary Staffing Services (81260081)	

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions



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

State of West Virginia
 Centralized Request for Quote
 Service - Prof

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

BID RECEIVING LOCATION

BID CLERK
 DEPARTMENT OF ADMINISTRATION
 PURCHASING DIVISION
 2019 WASHINGTON ST E
 CHARLESTON WV 25305
 US

VENDOR

Vendor Customer Code: VS0000049960
Vendor Name : Aditi LLC
Address :
Street : 8808 Centre Park Dr. Suite 108
City : Columbia
State : MD **Country :** USA **Zip :** 21045
Principal Contact : Matilda Sandou, Director of Operations
Vendor Contact Phone: (410)-730-1901 **Extension:**

FOR INFORMATION CONTACT THE BUYER

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

Vendor Signature X *Sandou Matilda Yavorich* **FEIN#** 20-3698147 **DATE** 04/14/2026

All offers subject to all terms and conditions contained in this solicitation

ADDITIONAL INFORMATION

ADDENDUM NO_1

Addendum No_1 issued to publish and distribute the attached information to the vendor community.

REQUEST FOR QUOTATION:

The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Department of Transportation (WVDOT) to establish multiple open-ended contracts for information technology temporary technical staffing services. Per the Bid Requirements, Specifications, Terms and Conditions attached to this solicitation.

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Mainframe Application Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Mainframe Application Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Senior Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Senior PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Application SQL Server Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Senior GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	GIS Architect				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Architect

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
14	GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Application Developer

INVOICE TO	SHIP TO
------------	---------

DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US
---	---

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	Senior GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
 Senior GIS Application Developer

SCHEDULE OF EVENTS

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

	Document Phase	Document Description	Page 10
DOT2600000079	Final	WVDOT IT Temporary Staffing Services (81260081)	

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions



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

State of West Virginia
 Centralized Request for Quote
 Service - Prof

Proc Folder: 1886131		Reason for Modification:	
Doc Description: WVDOT IT Temporary Staffing Services (81260081)		ADDENDUM NO_2 Vendor Questions and Responses	
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-03-31	2026-04-14 13:30	CRFQ 0803 DOT2600000079	3

BID RECEIVING LOCATION

BID CLERK
 DEPARTMENT OF ADMINISTRATION
 PURCHASING DIVISION
 2019 WASHINGTON ST E
 CHARLESTON WV 25305
 US

VENDOR

Vendor Customer Code: VS0000049960
Vendor Name : Aditi LLC
Address :
Street : 8808 Centre Park Dr. Suite 108
City : Columbia
State : MD **Country :** USA **Zip :** 21045
Principal Contact : Matilda Sandou, Director of Operations
Vendor Contact Phone: (410)-730-1901 **Extension:**

FOR INFORMATION CONTACT THE BUYER

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

Vendor Signature X *Sandou Matilda Yarovich* **FEIN#** 20-3698147 **DATE** 04/14/2026

All offers subject to all terms and conditions contained in this solicitation

ADDITIONAL INFORMATION

ADDENDUM NO_2

Addendum No_2 issued to publish and distribute the attached information to the vendor community.

REQUEST FOR QUOTATION:

The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Department of Transportation (WVDOT) to establish multiple open-ended contracts for information technology temporary technical staffing services. Per the Bid Requirements, Specifications, Terms and Conditions attached to this solicitation.

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Mainframe Application Analyst				\$911,040.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Mainframe Application Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	Mainframe Application Analyst				\$802,880.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Mainframe Application Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior Application Oracle Database Administrator				\$1,000,480.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Application Oracle Database Administrator				\$869,440.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Senior Application DB2 Database Administrator				\$1,031,680.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Application DB2 Database Administrator				\$888,160.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	PC Programmer Analyst				\$703,040.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Senior PC Programmer Analyst				\$834,080.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Application SQL Server Database Administrator				\$854,880.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	Senior Application Oracle Server Database Administrator				\$1,000,480.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	GIS Database Administrator				\$827,840.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Senior GIS Database Administrator				\$948,480.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	GIS Architect				\$1,092,000.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Architect

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
14	GIS Application Developer				\$869,440.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Application Developer

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	Senior GIS Application Developer				\$981,760.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
 Senior GIS Application Developer

SCHEDULE OF EVENTS

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

	Document Phase	Document Description	Page 10
DOT2600000079	Final	WVDOT IT Temporary Staffing Services (81260081)	

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions

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	\$105.00	\$108.00	\$111.00	\$114.00	\$911,040.00
4.1.2	Mainframe Application Analyst	2080	EA	\$92.00	\$95.00	\$98.00	\$101.00	\$802,880.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$115.00	\$118.00	\$122.00	\$126.00	\$1,000,480.00
4.1.4	Application Oracle Database Administrator	2080	EA	\$100.00	\$103.00	\$106.00	\$109.00	\$869,440.00
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$118.00	\$122.00	\$126.00	\$130.00	\$1,031,680.00
4.1.6	Application DB2 Database Administrator	2080	EA	\$102.00	\$105.00	\$108.00	\$112.00	\$888,160.00
4.1.7	PC Programmer Analyst	2080	EA	\$80.00	\$83.00	\$86.00	\$89.00	\$703,040.00
4.1.8	Senior PC Programmer Analyst	2080	EA	\$95.00	\$98.00	\$102.00	\$106.00	\$834,080.00
4.1.9	Application SQL Server Database Administrator	2080	EA	\$98.00	\$101.00	\$104.00	\$108.00	\$854,880.00
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$115.00	\$118.00	\$122.00	\$126.00	\$1,000,480.00
4.1.11	GIS Database Administrator	2080	EA	\$95.00	\$98.00	\$101.00	\$104.00	\$827,840.00
4.1.12	Senior GIS Database Administrator	2080	EA	\$108.00	\$112.00	\$116.00	\$120.00	\$948,480.00
4.1.13	GIS Architect	2080	EA	\$125.00	\$129.00	\$133.00	\$138.00	\$1,092,000.00
4.1.14	GIS Application Developer	2080	EA	\$100.00	\$103.00	\$106.00	\$109.00	\$869,440.00
4.1.15	Senior GIS Application Developer	2080	EA	\$112.00	\$116.00	\$120.00	\$124.00	\$981,760.00
Grand Total								\$13,615,680.00



REQUEST FOR QUOTATION (RFQ)

WEST VIRGINIA DEPARTMENT OF TRANSPORTATION (WVDOT)

WVDOT IT TEMPORARY STAFFING SERVICES (81260081)

CRFQ 0803 DOT2600000079

RFQ Response

Due date: 04/14/2026

Prepared For

John W Estep
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Purchasing Division
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Prepared By

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ACRONYMNS

ACRONYMS LIST	
Acronym	Definition
ACA	Affordable Care Act
AFCARS	Adoption and Foster Care Analysis and Reporting System
AI	Artificial Intelligence
AOC	Maryland Administrative office of the courts
ART	Agile Release Train
ATS	Applicant Tracking System
AWS	Amazon Web Services
BABOK	Business Analyst Book of Knowledge
BCPS	Baltimore County Public Schools
BEG	Benefit Error Groups
BGS	State of Vermont Department of Buildings and General Services
CARES	Client Automated Resource and Eligibility System
CCDF	Child Care and Development Fund
CDL	Commercial Driving Licensed
CI/CD	Continuous Integration and Continuous Delivery or Continuous Deployment
CMMI	Capability Maturity Model Integration
CSMS	Child Support Management System
DHS	Department of Human Services
DMS	Florida Department of Management Services
E&E	Eligibility and Enrolment
EEO	Equal Employment Opportunity
EFT	Electronic Fund Transfers
ETL	Extract, Transform, Load
ETR	Employee Turnover Rates
FLSA	Fair Labor Standards Act
FMCSA	Federal Motor Carrier Safety Administration
GTA	Georgia Technology Authority
IC	Independent Contractor
ISO	International Standards Organization
IT	Information Technology
KPI	Key Performance Indicator
LOA	Letter of Authorization
LTC	Long-Term Care
LTSS	Long-Term Services and Supports
MDH	Maryland Department of Health
MFA	Multi-Factor Authentication
MHBE	Maryland Health Benefit Exchange
NCANDS	National Child Abuse and Neglect Data System
NCTCOG	North Central Texas Council of Governments



PMBOK	Project Management Body of Knowledge
PMO	Project Management Office
PO	Purchase Order
PSPRS	Public Safety Personnel Retirement System
SDAT	State Department of Assessments and Taxation
SDLC	Software Development Life Cycle
SDU	State Disbursement Unit
SLED	State, Local, and Education
SOC	Security Operation Center
SOP	Standard Operating Procedures
SQL	Structured Query Language
SSIS	SQL Server Integration Services
TDD	Test-Driven Development
TQM	Total Quality Management
TSRS	Tucson Supplemental Retirement System
UAT	User Acceptance Testing
WAG	Welfare Avoidance Grants

1. COVER LETTER

April 14, 2026

Aditi LLC
8808 Centre Park Dr. Suite 108
Columbia, MD 21045

John W Estep
Department of Administration
Purchasing Division
2019 Washinton St E
Charleston, WV 25305
John.w.estep@wv.gov
(304) 558-2566

Subject: RFQ Response for WVDOT IT Temporary Staffing Services (81260081)- CRFQ 0803 DOT0600000079

Dear John W Estep,

Aditi LLC (Aditi) is pleased to submit the response to the Request for Quotation – WVDOT IT Temporary Staffing Services issued by West Virginia Department of Transportation. We understand WVDOT is seeking qualified temporary staffing firms that would establish a pool of readily available, skilled temporary staff to address fluctuating workload demands and vacancies to ensure the smooth and efficient operation of the department's IT efforts.

Aditi has over 20 years of experience in the IT industry offering IT consulting, and IT Staff Augmentation services for short-term, long-term, and project-based assignments on diverse platforms. **Aditi** is **CMMI DEV+SVC 3.0, ML3 and ISO 9001:2015, ISO 20000-1:2018, and ISO 27001:2022 certified.** **Aditi** has extensive experience in various Information Technology Services and supported State and Federal agencies such as the Department of Human Services (DHS), Maryland Department of Health (MDH), Maryland Judiciary Administrative office of the Courts (AOC), Maryland Health Benefit Exchange (MHBE), Baltimore County Public Schools (BCPS), Smithsonian Institution, State Department of Assessments and Taxation (SDAT), North Central Texas Council of Governments ("NCTCOG") TX, Department Of Buildings and General Services (BGS) – State Of Vermont VT, Florida Department of Management Services (DMS), Georgia Technology Authority (GTA), Consulting and Technical Services (CATS+), MD, Baltimore County, Maryland Office of Information Technology (OIT), MD. **Aditi** specializes in Professional Services, Software Development, Staff Augmentation, Database Administration/ Maintenance, Cloud Development, and Support, DevOps, High-end Technical support, Administrative Support, Human Capital Management, Workforce Planning, Training, and Technology Services.

Leveraging our proven expertise and robust capabilities, **Aditi** is confident to significantly support the State across various departments and agencies, filling a range of Information Technology roles to meet operational demands with top-tier talent for short-term, long-term assignments. We appreciate this opportunity to extend our partnership with the State to deliver exceptional IT staffing services that meet the diverse needs of your consortium and look forward to continuing our successful effort on this initiative.

Aditi is fully committed to complying with all requirements, terms, and conditions outlined in this CRFQ. We look forward to the opportunity to support WVDOT in achieving its operational and technology objectives.

Aditi acknowledges the receipt of all addendums from 1 through 2 and Q&A's issued against this RFP as of the proposal due date, 04/14/2026.

Sincerely,



Matilda Sandou
Director Operations
PH: (410) 730-1901
Email: matildas@aditicorp.com || contracts@aditicorp.com

2. TECHNICAL RESPONSE

2.1 Understanding of Requirements

Aditi LLC (Aditi) understands that WV DOT requires on-demand IT staffing services to support a wide range of technology initiatives. These services include providing qualified professionals across multiple IT disciplines on a temporary, contract basis.

- We recognize that WV DOT's priorities include:
- Rapid fulfillment of staffing requests
- Access to highly qualified and pre-screened candidates
- Flexibility to support short- and long-term assignments
- Consistent service quality across multiple engagements

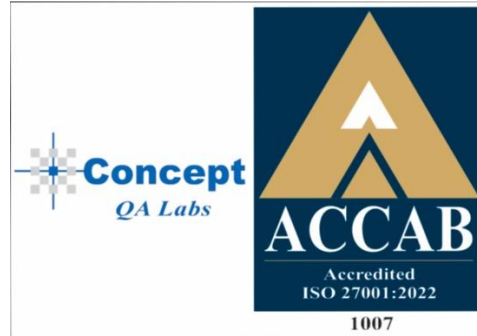
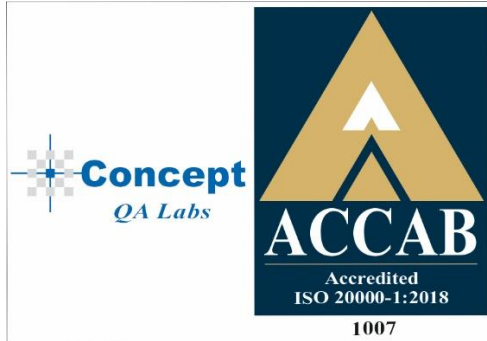
Aditi is fully equipped to support roles including, but not limited to:

- Applications Developers
- Business Analysts
- GIS Analysts and Specialists
- Database Administrators
- Network and Systems Analysts
- IT Support Specialists
- Application Analysts
- Mainframe Specialist

2.2 Executive Summary

Aditi LLC (Aditi), a small business company with over 20 years of experience, specializes in Information Technology (IT) services and offers Digital Transformation and IT Staff Augmentation services nationwide. We provide IT Professional Services, High-end Technical support, Software Development, Database Administration/ Maintenance, Cloud Development and Support, DevOps, Administrative Support, Human Capital management, Workforce Planning, Training and Technology Services. This specialization coupled with a proven staffing Management plan that was executed on numerous projects at the Department of Human Services (DHS), Maryland Department of Health (MDH) and personnel retention experience have enabled us to provide certified quality resources to several Federal and State Government Agency initiatives. Our range of workforce solutions and geographic coverage has grown steadily demonstrating a longstanding presence in the industry and our stability as a reliable partner.

Aditi has successfully achieved **CMMI DEV+SVC 3.0, ML3 and ISO 9001:2015, ISO 20000-1:2018, and ISO 27001:2022 certification**. Our approach to managing IT staffing projects of all sizes is meticulously supported by our established and documented process suite, which consistently maintains compliance with CMMI processes, ensuring high quality and efficiency.



Aditi brings 2 decades of experience offering flexible and efficient staffing solutions across various sectors, including institutions of healthcare organizations, higher education, and other government entities.

The following are the various departments serviced by Aditi.

Department of Human Services (DHS), MD	Software Engineering, Mainframe to Cloud Modernization, Data Migration, IT Consulting, and Staff Augmentation Services
Maryland Health Benefit Exchange (MHBE), MD	IT Consulting, Staff Augmentation, Software Consulting Services and Technical Support Services
State Department of Assessments and Taxation (SDAT) – Cloud Services, MD	Software Consulting and Cloud Services
Baltimore County, Maryland Office of Information Technology (OIT), MD	Information Technology Staffing Services
Consulting and Technical Services (CATS+), MD	Software Engineering , Information System Security, Application Service Provider, IT Management Consulting Services, Enterprise Service Provider (ESP), Business Process Consulting Services
Baltimore County Public Schools (BCPS), MD	Information Technology Staffing Services
Maryland Department of Health (MDH), MD	Software Development and Maintenance, Cloud Services, Legacy Modernization, IT Consulting, Testing, Maintenance Support and Staff Augmentation Services
Maryland Administrative office of the courts (AOC) - Maryland Judiciary, MD	Information Technology Staffing Services
North Central Texas Council of Governments (“NCTCOG”), TX	AI Governance, Compliance, Enablement, and Adoption Services

Georgia Technology Authority (GTA), GA	Artificial Intelligence Innovation Lab , Software Development , Data Analytics and Business Intelligence , Cloud Services
Smithsonian Institution	IT Consulting and Staff Augmentation services
Department of Management Services (FL), Florida	Information Technology Staff Augmentation Services
Department of Buildings and General Services (VT), Vermont	IT Professional Services

Table 1: Aditi's Active contracts

Aditi's core mission is to **deliver reliable, cost-effective IT staffing solutions** that help public sector agencies meet their operational goals and evolving technology needs.

With over 2 decades of experience serving State, Federal, and Commercial clients, Aditi specializes in **IT Professional Services, Project Management, Quality Assurance, Agile Software Development, Legacy Modernization, cloud migration, Staff augmentation** and emerging technologies. Our team includes **certified Program Managers, Project Managers, Business Analysts, Quality Assurance specialists, Software Programmers, AWS-certified cloud experts, Information Systems Architects, Scrum Masters, Technical Engineers, Sr. Architects, Network Engineers, AWS Windows Engineer, Oracle Peoplesoft Developers, Linux Administrators, Sr. Database Administrators, Unix System Administrators, System Analysts, Security Engineers, IT security specialists and Helpdesk Support specialists**, all skilled across the software development lifecycle, including implementation/enhancement, migration, upgrades, ongoing operation and maintenance of a Commercial off-shelf system or development effort on premise/cloud implementation.

With over 20 years of experience in talent acquisition and workforce solutions, **Aditi** is well-positioned to help the State address challenges in sourcing candidates who precisely meet the requirements of its open positions. With a broad network of offices and resources nationwide, **Aditi** is uniquely equipped to source top talent across diverse geographic regions to align with the State's specific requirements. **Aditi** is committed to timely and efficient communication with the State. Upon receipt of the State's initial request, **Aditi** will respond within two (2) business days to coordinate the Department meeting and will also address the follow up request within one (1) business day to ensure prompt support and continuity of service.

Aditi, leveraging its years of experience, has developed in-house practices and procedures for handling IT professional services contracts and has a consultant pool that can meet the State's IT needs, providing a streamlined sourcing, screening, and onboarding process. Our focus is on

providing the right people at the right time with cost-effective pricing and we have the expertise to provide highly qualified technical resources to support the State's projects with successful outcomes.

Why Aditi?

- **Support** - Provides comprehensive consulting services and skilled staff augmentation support.
- **Leadership** - An efficient team of attentive and accessible senior executives to support multiple projects in multiple domains with multiple teams following **SAFe agile** methodology.
- **Quicker market response** – Hire skilled talents faster to expand your capacity and meet the demands and rapid response to new requirements.
- **Experience** - Extensive industry-wide experience and domain knowledge leveraging industry best practices.
- **Approach** - Provide customized solutions to fit our clients' needs and budget.
- **Improved scalability** – Expand your range of services.
- **Improved cost-effectiveness** – Pay only for the duration of the services for the duration specified.
- **Hire faster** - Availability of highly skilled professionals facilitated employment documentation, security clearances, as required.
- **Response Time** - Ensures prompt communication, with initial requests addressed within two (2) business days and follow-up inquiries responded to within one (1) business day.

Our senior management team is comprised of professionals who have hands-on experience in the IT Industry with the best practices to design, develop and deliver products and projects of premium quality. This is achieved through a very rigorous and orderly adaptation of the quality processes in all the stages of our software development life cycle. **Aditi** diversified its operation and product development in various technologies namely mainframe and client/server development. Java, PHP, AngularJS, React Native, RESTful Spring API and Hibernate to deliver multiple components including REST APIs used across web and mobile applications. The company has executed projects on Amazon Web Services (AWS) cloud and Microsoft platforms. Our core competencies encompass the following areas depicted in the table below.

❖ Cloud Services	❖ Application Development
❖ System Modernization	❖ IT Program Management & Project Management
❖ Network Security & Administration	❖ IT Content Development & Technical Writing
❖ IT Infrastructure & Administrative Services	❖ AI System Integration
❖ IT Security Analysis	❖ Mainframe Development Services
❖ Data-Centre Operations and Support	❖ Workstation Installation & Support
❖ AI Governance & Ethics Development	❖ IT Training
❖ Telecommunication services	❖ Geographic Information Systems services
❖ Business Intelligence and Data Warehouse	❖ Web Development and Graphics Design
❖ Desktop/Helpdesk & Email Support	❖ Quality Assurance (QA)
❖ Quality Assurance & Testing	❖ Conversational AI & Chatbot Development
❖ IT Business Analysis	❖ Database Administration & Development
❖ Systems Analysis, Programming & Administration	❖ SharePoint Services and Support
❖ AI Sandbox & Controlled Experimentation	❖ Client-server & n-tier Application
❖ Data Warehousing/ Business Intelligence	❖ Migration and Transformation
❖ Enterprise Content Management	❖ Technology Architecture Planning & Development
❖ Automated AI-Driven Test Case Generation	❖ Independent Verification and Validation (IV&V)
❖ IT Staff Augmentation	❖ AI Automated Code Conversion

Table 2: Our Core Competencies

2.2.1 Aditi's Company History and Operation Characteristics

Legal Business Name	Aditi LLC
Year Established	28 June, 2005
Number of Years in Business	20 years
Primary lines of business	Our primary business focuses on IT Staff Augmentation and Digital Transformation
Staffing and Services Contracts	<ul style="list-style-type: none"> • Department of Human Services (DHS), MD • Maryland Health Benefit Exchange (MHBE), MD – IDIQ • Baltimore The County Public Schools (BCPS), MD - IDIQ • Smithsonian Institution – IDIQ • Maryland Department of Health (MDH), MD • Maryland Administrative office of the courts (AOC), Maryland Judiciary, MD • Baltimore County, Maryland Office Of Information Technology (OIT) • State Department of Assessments and Taxation (SDAT), MD, MD • Georgia Technology Authority (GTA), GA • Consulting and Technical Services (CATS+), MD • Department of Buildings and General Services (BGS)- VT • Department of Management Services (DMS), FL • North Central Texas Council of Governments (“NCTCOG”) TX

Areas of specialization and expertise (Primary lines of business)	IT Staffing, Software Consulting, Application Development and Maintenance, Management Consulting, Organizational Change Management, System compliance, Strategic Planning, Project and Program Management, Full life cycle software system development, Reengineering, System Integration, Quality Assurance, Independent Validation and Verification Services, Open-Source Support, Data Warehouse Design And Data Modeling, SOA Based Services, Data Migration, Modernization, Cloud Services AWS/Azure, Big Data/Data Warehousing And Cyber Security, Data Governance Support, Data Management, Reporting, Analytics, and Data Architecture
Certifications	CMMI DEV+SVC 3.0, ML3 , ISO 9001:2015, ISO 20000-1:2018, and ISO 27001:2022
Number Of Employees	Aditi currently has 46 employees and the number of employees available for placement upon notification from the Department of a requisition to provide services would be 300.
Mission Statement	Aditi's mission is to design, develop, and deliver products and projects of premium quality to our clients that are located all over the world.
Financial capabilities	Aditi is a financially stable and growing company. We have been in the business since 2005 providing services to a wide variety of clients in diverse business domains across the USA. We confirm that we have never filed bankruptcy, pending litigation and no financial liabilities.

Table 3: **Aditi's** Company History and Operation Characteristics

Our Approach

Aditi is a leading provider of staffing solutions, and our expertise can significantly benefit the County in achieving its objectives. We offer a wide range of support, from leadership roles to hands-on technical assistance. Our highly skilled team possesses extensive experience in both complex and emerging IT areas, ensuring we can meet your evolving needs.

Our senior consultants specialize in various engagement models, including managed staff augmentation, managed services, and Work Order project services, all available on an ongoing or as-needed basis. We maintain a proactive bench of qualified professionals allowing us to immediately fill any vacancies that may arise, minimizing any disruptions and ensure business continuity.

Our core specialization lies in providing comprehensive IT staff augmentation services across a wide array of technological platforms. We have extensive experience in effectively managing and successfully completing complex multi-task order IT contract vehicles. At **Aditi**, we have a well-defined recruitment process that proactively builds a database of matching candidates. Upon contract award, **Aditi** assigns a dedicated team of Contract Managers and technical recruiters with experience in similar client requirements. Our focus is on providing the right people at the right time and price, crucial for successful service delivery.

Aditi follows the SAFe Scrum as an agile development methodology to deliver our projects. **Aditi** has certified Project managers & Scrum Masters driving our projects to deliver quality, working software, and business value. Below is a high-level snapshot of our SAFe Scrum cycle that helps to inspect progress and make mid-course corrections.

Aditi's SAFe scrum processes follow a regular cadence of events to achieve a common objective and to deliver value to its enterprise and customers, with an emphasis on continuous communication and collaboration among developers and customers. Our Scrum Teams create and refine backlog items, expressed as Stories and acceptance criteria, defining and committing to iteration goals. They then build, test and deploy the new functionality and ensure built-in quality for each solution increment. **Aditi's** self-managed and cross-functional Scrum Teams have all the roles and responsibilities needed to develop and deliver the increments of value.

Application is developed in incremental, rapid cycles (we typically follow 2 weeks to a-month sprints). This results in small incremental releases with each release building on previous functionality. Each release is thoroughly tested to ensure software quality is maintained. **Aditi's** approach yields various program benefits including reduced overall spending, internal cost control, increased efficiency, and improved program visibility and effectiveness. Our resources can be part of the scrum teams or **Aditi** provides Scrum Teams who can be part of the Agile Release Train (ART) to collaborate with other teams to build larger solutions.

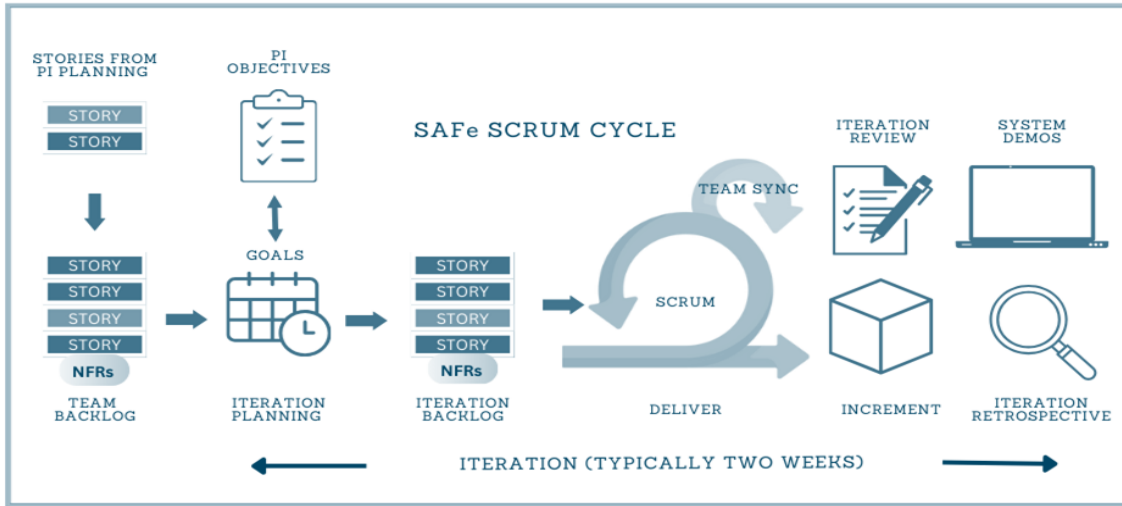


Figure 1: SAFe Scrum Cycle

Management Approach

Aditi brings a mature, systematic, and well-defined recruitment methodology that accelerates labor fulfillment cycles and streamlines the services procurement process for the Arlington County. Our automated and integrated staffing approach reduces overall spending, strengthens internal cost control, increases efficiency, and enhances program visibility and effectiveness. With extensive experience supporting Local, State, and Federal government agencies as well as commercial organizations Aditi is uniquely positioned to meet County's complex IT staffing needs. Our focus is on providing the right people at the right time and price, crucial for successful service delivery.

Our screening, testing, and selection procedures ensure that only the best consultants are hired. Aditi emphasizes functional capabilities along with soft skills like communication and interpersonal skills, and the ability to adapt to different work environments. Our consultants typically hold a Master's degree or Bachelor's degree in relevant fields with 2-25 years of experience and are certified professionals in their respective domains.

Our IT Staff Augmentation Services are well suited for County, enabling the District to scale up and down based on evolving project requirements or to strengthen its core IT team with highly qualified professionals in alignment with work order needs.

- Achieve short-term technology goals, cost-effectively and rapidly.
- Minimize risk and investment and maximize resources.
- Ensure appropriate skills and resources are applied to the project.
- Guarantee adherence to schedules and timetables.
- Ensure affordability and stay within the specified budget for the project or IT support and maintenance.
- Ensure excellence and a successful outcome.

Aditi has expertise in building complex systems and platforms and is uniquely positioned to fulfill County's requirements with its expert and cost-effective services that capitalize on our prior experience.

Our Recruitment Process

Sourcing Channels

Aditi maintains a robust, multi-layered sourcing ecosystem designed to ensure rapid access to highly qualified IT professionals who align with the technical and operational needs of the County. Our recruitment engine combines automation, human expertise, and proactive pipeline development to deliver top talent quickly and consistently.

- A proprietary database of 50,000+ pre-vetted resumes aligned to the skill sets required by the County.
- A recruiting team of 30+ technical recruiters and resume miners, each averaging 5+ years of experience.
- Automated sourcing tools to identify candidates with the exact technical skills required for the county's network, security, server, and endpoint environments.

- Pre-qualified subcontractors and staffing partners to expand reach for specialized or hard-to-fill roles.
- Proactive pipeline development for recurring roles, ensuring readiness for immediate staffing needs.

Once the requisition is released, the recruitment team sources candidates using multiple channels:

- **Internal Database:** A continuously growing repository of 50,000+ pre-vetted resumes built proactively based on client needs.
- **Job Sites:** Access to major platforms such as Dice, Indeed, and CareerBuilder to reach a wide pool of IT professionals.
- **Advertisements:** Posting requirements on website and through government employment channels.
- **Internal Referrals:** Sharing openings with current employees through internal portals to leverage trusted referrals.

Our staff augmentation approach follows a structured sequence:

1. Match skills and experience to the next available resource completing an assignment.
2. Source from pre-qualified subcontractors and staffing partners.
3. Recruit new resources when needed to meet the county's requirements.

This tiered approach ensures speed, flexibility, and consistent access to top talent.

Screening & Technical Interview Process

Aditi's recruitment methodology is a disciplined, multi-step process overseen by a seasoned management team. After thoroughly understanding the County's requirements, our Contract Manager collaborates with the Sourcing Team to develop precise requisition specifications. Candidates are evaluated through a rigorous screening process that includes:

- **Initial resume screening** to validate certifications, platform experience, and alignment with the county's technology stack.
- **Two or more multi-level technical interviews** conducted by senior SMEs to assess hands-on proficiency in networking, security, server administration, endpoint management, and automation.
- **Behavioral and communication assessments** to ensure candidates can work effectively with the county leadership, staff, and end users.
- **Skills-based testing** (as applicable) to validate technical depth.
- **Human Resources review** to maintain detailed candidate records for future staffing needs.

Aditi also conducts **Job-Fit Analysis and Assessment**, evaluating:

- Cognitive and analytical capabilities
- Emotional and adaptive intelligence
- Interpersonal and communication skills
- Ability to perform under pressure
- Leadership potential and learning style
- Cultural and organizational alignment with the county

This ensures that every candidate is not only technically strong but also capable of thriving in the county's environment.

Background-Check Procedure

Aditi's prescreening and compliance procedures meet or exceed the county requirements. Our mandatory checks include:

- Signed Non-Disclosure Agreement
- Minimum of two technical interviews
- Minimum of two professional reference checks
- Education verification
- I-9 Form / E-Verify completion
- Social Security Number verification
- Criminal background check and drug screening (as required)
- Certification validation for roles requiring NSE, VCP, ACMA, MD-102, etc.

Only candidates who successfully pass all required checks are submitted to the county.

Training, Professional Development & Workforce Continuity

Aditi invests heavily in continuous training and professional development to ensure our consultants remain aligned with evolving the county needs. We offer:

- Rigorous technical training programs tailored to contract-specific requirements
- Progressive professional development pathways
- Client-specific onboarding and orientation to accelerate time-to-productivity
- A collaborative, relationship-based staffing model that ensures continuity and minimizes disruption

If the county deems any resource unsatisfactory, our structured approach enables rapid replacement without impacting project timelines or service delivery.

Average Time-to-Fill

Aditi's automated sourcing engine, pre-vetted talent pool, and disciplined recruitment process enable rapid fulfillment:

- **Standard roles:** 24–48 hours
- **Highly specialized roles:** 2–3 business days
- **Urgent or replacement requests:** Same-day submissions

This responsiveness ensures the county can maintain operational continuity, meet project deadlines, and quickly address staffing gaps.

Aditi follows a collaborative, relationship-based staffing model that includes client-specific consultant onboarding and orientation to accelerate time to productivity and success. Our flexible delivery model, commitment to service excellence, and ability to adapt to client environments make Aditi a reliable partner for the county's IT staffing needs.



Figure 2: Aditi's Ten Step Recruitment Approach

Process – Team Hires

Staffing, deploying, and managing the performance of teams is a mature, structured, scalable, and repeatable process. Referred to as a Managed Teams within Aditi, this is one of our most often requested delivery models. This managed delivery team model is built on successful client deliveries and includes an established framework that is tailored to

meet each client's specific needs.

Core aspects of this delivery model:

- Supports changes in the number, size, and skills of teams deployed
- Supports the use of client-specified or **Aditi** recommended tools /Technology
- Follows Agile project/development methodologies
- Includes an **Aditi** delivery leader/client liaison on site
- Includes resource management, oversight, and support services from our internal PMO

Known for delivering high-quality staffing solutions and services, and we are adept at quickly delivering results and gaining positive momentum for our projects.

This model is equally suited to building and deploying holistic project teams that operate independently or a part of a bigger team that are embedded within the client's larger work environment. Our operations, governance, and oversight structure support quality and timelines in either situation. We work with clients on activities throughout the engagement to expedite the delivery of our technical services.

Service Ramp-Up	<ul style="list-style-type: none"> • Information Gathering • Governance Plan Review • Client-Specific Onboarding • Management Materials Development • Engagement Launch
Onboarding and Orientation	<ul style="list-style-type: none"> • Administrative Onboarding • Orientation to Client Environment • Assignment Orientation • Assignment Logistics
Offboarding	<ul style="list-style-type: none"> • Planning with the Client • Knowledge Transfer • Offboarding Process

Process – Individual Hires

We staff project teams for our public- and private-sector clients. Our diverse client portfolio includes agencies within State and Local governments nationwide. In the private sector, our experience is focused on mid-sized to Fortune 100 companies. In addition to competitive rates, benefits, and other standard means of attracting top market talent, we offer:

- Flexible service delivery options (e.g. Remote/onsite, onshore/ offshore/hybrid)
- Flexible hiring structures (e.g., Independent Contractor [IC], Contracted Employee [W-2])
- Client-specific onboarding/orientation
- Regular communications throughout the engagement
- Career status and development counseling
- Networking opportunities
- Memberships in technical organizations
- General support and problem solving
- Large and diverse client portfolio for growth and redeployment

Approximately 95% of our business is from services provided to our existing client base. And more than half of our IT staffing services clients have trusted us with their business for more than a decade. Our high percentage of repeat business demonstrates our commitment to client satisfaction and responding to client needs.

Effective recruitment and placement begin with a deep understanding of clients' needs and the operational flexibility to deliver. We measure success by our ability to find suitable engagements for our consultants, while providing value to our clients.

Requirements Gathering	<p>We first collaborate with our clients to understand the</p> <ul style="list-style-type: none"> • Procurement Process, • the individual skills required, • the technology and work environment, • projects underway and planned,
-------------------------------	--

	<ul style="list-style-type: none"> • business challenges, • timeline requirements, • and other challenges client may be facing. <p>Based on the inputs obtained, we curate the requirement specifications. Our team of recruiters then work on these requirements to source, screen, submit, and manage the hiring of the right consultants. We also build an active pipeline of talent who are pre-screened and qualified to meet the client’s specifications</p>
Sourcing and Screening	<p>Our proprietary database gives us ready access to the prescreened candidates. We also maintain details on consultants who have worked with us in the past and have successfully completed assignments. This helps us to respond to improve the turnaround time on our client’s requests.</p> <p>We identify candidates through</p> <ul style="list-style-type: none"> • our proprietary database • Internet/social media, • user and professional associations, • referrals, • job boards, • cold calling, • database mining, • technology fairs, and • traditional advertising methods. <p>Our system automatically matches and ranks candidates. Screening techniques can be tailored to client’s requirements and typically include in- person or online (video) technical and non-technical interviews, reference checks, and verification of work authorization in the United States. Technical interviews may be conducted by knowledgeable field consultants. Background checks and drug tests are conducted in accordance with the client’s requirements. The selected candidates will be submitted to the Client for final interview and approval.</p>
Candidate Submission / Hire	<p>We submit only the most highly qualified and suitable candidates, and always with the candidate’s prior approval. We manage the interview and hire process from beginning to end.</p>
Onboarding and Engagement Management	<p>We build client-specific onboarding programs that increase our consultants’ speed to productivity and success. We fully orient our new consultants to our company. We also orient them to the client’s environment. We stay in touch with clients and our consultants throughout the engagement.</p>

Following our collaborative staffing model, we measure both the lead time for onboarding and productivity of our consultants. This model is designed to shorten the time to deliver to a hiring request as compared with a reactive transaction-based staffing model. Further, our model supports a more client-centric consultant orientation with a quicker turnaround time.

Both these timeframes are shortened by working closely with the Department to capture requirements and forecast needs by volume, timing, and skills. Armed with this information, our recruiters can pipeline pre-qualified consultants who can be onboarded quickly. Based on the demand, we work to reduce this timeframe by pre-hiring and setting up a shadowing program before the required start date – at no additional cost.

Staff Replacement

Aditi will collaborate with the County to review the current resource plan and to forecast planned changes in the team resource volume and skills required. We use this information to build and maintain a pipeline of skilled consultants who meet known client requirements and can be quickly deployed. We are committed to providing talented personnel to our clients. It’s highly unlikely that our consultants need to be replaced with less than 2% of



staff replaced to date. However, if need arises from the client, we can provide candidates within 48 hours of receiving the specifications.

In those very rare instances when personnel must be replaced after the start of the work, this pipeline is our first stop which includes:

- (1) A detailed explanation of the reason(s) for the substitution request.
- (2) The resume of the proposed substitute, signed by the substituting individual and
- (3) his/her formal supervisor.
- (4) The official resume of the current personnel for comparison purposes; and
- (5) Evidence of any required credentials.

Aditi has established a mature, structured process for knowledge transfer within our team to support growth or redeployment activities and between our team and the client (e.g., shadowing, documentation, workshops).

If the designated resource needs to be replaced, **Aditi** will ensure timely transition and any necessary overlap with the new resource to ensure systems remain supported and knowledge is properly transferred. On receiving a request to replace a resource, we are committed to having a qualified resource presented immediately for review by the County.

Retention Strategies

Aditi places a strong emphasis on our employee retention strategy, especially the employee engagement initiatives designed to achieve high employee satisfaction. We firmly believe that when our employees are satisfied, it directly translates to positive experiences and better outcomes for our clients. By minimizing attrition risk, we can build stronger, more enduring partnerships and consistently provide long-term value.

Aditi's staff retention policy focuses on the following:

- **Strategic practices**
 - Develop appropriate strategies to address retention issues and enhance job satisfaction under various labor categories
 - Assign high-profile tasks / projects to talented, high-caliber individuals, because providing opportunities for increased responsibility and decision-making increases employee empowerment and boosts morale
 - Establish and implement effective work-life policies such as flexible time and flexible leave practices, because this will enable employees to garner family support and thereby reduce external pressures
 - Educate the workforce on the dynamics of emerging market trends because this will provide employees with greater confidence in their ability to respond to evolving market requirements
- **Communication**
 - Create an environment for regular communication within the organization to avoid unhealthy competition, disruptive personality clashes and improving teamwork
 - Encourage open communication so that top-level decision-makers are aware of and address staff concerns, thus reducing the chances for disenchantment with the management
 - Accept entrepreneurial ideas from employees, making them feel they are part of project's and/or organization's success. This promotes the visionary leadership capabilities of employees
- **Training**
 - Implement just-in-time training as required
 - Utilize training as a means for instilling strategic thrust and for improving problem-solving capabilities (quality improvement)

A Historically, we have maintained very **low Employee Turnover Rates (ETR)**. The ETR figures for last five years were **3%, 4%, 2%, 3% and 2%** respectively. **Aditi** has maintained on average better than **96% employee retention rate** over the last five years.

- Offer training using real-world scenarios, focusing on business processes, business disciplines and management techniques currently practiced in the organization or those which will be practiced in the very near future. The learning-by-doing-and-mentoring technique not only increases employees' confidence in work, but also improves productivity while reducing delay in assimilation

- **Motivation**

- Provide opportunity to work in various business units and overlap responsibilities to make employees feel they are an integral part of the organization
- Obtain suggestions regarding expectations while rewarding better performance
- Provide a compensation package that is at par with industry standards

Aditi's systematic and well-defined workforce management methodology shortens labor fulfillment cycles and automates the services procurement process. What **Aditi** will bring to the table is an automated and integrated approach to staffing that will have a positive impact on the County's business.

Success rate of placements

Aditi understands that software development projects are unpredictable, and the project duration estimated by the agency must be shortened and the project ended early, **Aditi** provides a flexible two week notice period to ensure seamless transition to the new contractor to start work in the project by providing the necessary knowledge transition. **Aditi** provides its utmost support to County to ensure efficient transition during emergencies as well.

Reports

Aditi's Account Manager will be responsible for generating and sharing all the reports required by the County. After the contract is awarded, we will meet with the County to discuss the specific types and the frequency of reports required. Following the meeting, we will provide these reports as agreed throughout our engagement.

Aditi utilizes an integrated workflow combining timekeeping, payroll, billing, and compliance tracking systems to generate accurate monthly reports.

Data Collection & System Capture

- All time worked (regular and overtime) is recorded in our timekeeping system and approved by authorized personnel.
- Payroll processing ensures proper FLSA classification and overtime calculations.
- ACA eligibility tracking is managed through HR systems that monitor hours worked and benefit offer timelines.

Automated Data Compilation

- Required data fields are extracted into a standardized Excel reporting template.
- Built-in formulas validate cumulative totals and billing calculations.
- Insurance offer dates and employee elections are verified against HR records.

Quality Review

Before submission, each report undergoes a validation process:

- The dedicated Account Manager conducts the first review, focusing on the *content* and *context* of the report, ensuring the data reflects the accurate status of all assigned personnel and that any contractual performance metrics are met.
- A member of our Quality Assurance or Finance team conducts a secondary, independent review, focusing on accuracy and formatting compliance.

Scheduled Submission Controls

- Reports are calendared in advance and will be submitted on or before the 1st of each month to the County to the designated email address.
- Version control and document retention procedures are maintained for audit readiness.

We acknowledge that reporting accuracy, format compliance, and timely submission are material contract obligations.

Aditi understands that failure to comply may result in termination of the contract. Accordingly, **Aditi** employs a rigorous, system-driven reporting process supported by automated data extraction, structured validation controls, and quality review to ensure consistent, accurate, and on-time compliance with the County's reporting requirements.

Staffing Management Systems and Tools

Aditi utilizes secure, cloud-based platforms for planning, tracking, and reporting to enhance efficiency and transparency:

- **Applicant Tracking System (ATS):** Manages candidate lifecycle and requisitions.
- **Human Resources Database:** Maintains a record of candidates for future assignments.
- **Project and Workforce Management Tools:** Schedule, track, and report on assignments, enabling County visibility at key decision points.
- **Agile/SAFe Scrum Tools (for IT projects):** Facilitate iterative delivery, team collaboration, and incremental releases with built-in quality assurance.
- **Communications Media / Tools:**
 - Online collaboration Tools/sites like Microsoft Teams, GoTo Meeting, RingCentral Meetings, Skype or Webex are used to conduct and record meetings
 - Communication via Email
 - Meeting summaries are prepared at the end of every meeting
 - Status reports are prepared by Project Managers to keep Team members, and Stakeholders up to date on the project status
 - Formal presentations using Power Point to present key information
 - Internet / Intranet Web Page to connect with the team
 - Informal small group meetings
 - Google drive, Dropbox or any other preferred platforms are used as the centralized program repository.

Communications Scheme

Aditi will maintain an open communication channel among the Team members, County, and stakeholders at all times. This will help in setting priorities, meeting deadlines, ensuring quality and better time management. The Project Manager will be in regular contact with the stakeholders in the County, and will manage all activities, depending on the requirements. The Project Manager will go by the guidelines set out by County to oversee details of each engagement and will monitor the performance of all assigned consultants throughout the lifecycle of the contract.

Aditi’s communication plan describes the Team’s approach for Communication between Team members, County and the stakeholder community. We emphasize more on building and sustaining an understanding of the recruitment and development process among the County, and key stakeholders through meetings, information displays, and health check reports although a major portion of communication happens face-to-face.

Communication Through Meetings:

Table below details elements of the communications plan that support our team structure and our interface with County and its stakeholders - emphasizing transparency and availability of information across business lines.

Method	Purpose	Responsibility	Frequency	Audience
Project development team meeting	Develop a formal baseline workplan, which is used to define, monitor, and manage project execution. Identify the basic task elements of a project and assess the resource needs for delivering a project	Account Manager	Weekly until baseline workplan is signed	Account manager and all stakeholders
Project management senior staff meeting	Communicate changes in Department policy	Account Manager	Weekly at designated time	Account manager and functional managers

	or procedures, and manage program expectations, and deliverables.			
Project status review meeting	Report status and progress of scheduled milestones and activities. Identify and discuss problems and solutions for project obstacles.	Account Manager	Monthly at designated time	Account Manager
Project team meeting	Report on project status and progress of scheduled milestones and activities. Identify and discuss project issues and corrective actions.	Account Manager	As needed (weekly, monthly, quarterly, or ad hoc)	Account Manager, Functional Lead, Technical Lead and members working on the specific project

Table 4: Elements of Communication Plan

Communications Media / Tools:

Following are the communication channels and tools used by **Aditi** regularly to facilitate efficient communication.

- Online collaboration Tools/sites like Microsoft Teams, GoTo Meeting, RingCentral Meetings, Skype or Webex are used to conduct and record meetings
- Communication via Email
- Meeting summaries are prepared at the end of every meeting
- Status reports are prepared by Project Managers to keep Team members, and Stakeholders up to date on the project status
- Formal presentations using Power Point to present key information
- Internet / Intranet Web Page to connect with the team
- Informal small group meetings
- Google drive, Dropbox or any other preferred platforms are used as the centralized program repository.

High Level Project Communication Process:

An effective communication mechanism helps Project manager of **Aditi** to communicate with the Team Members, Project Team, County and the Stakeholders who will be a part of the project. County and stakeholders will regularly receive updates on project status, which is an important activity of project managers. **Aditi** also uses status reports and conducts meetings on a periodical basis to share project status information. An effective communication process helps to provide regular updates on the status of the project as well as its performance capacity to the Team members, County and stakeholders.

Communication through Health Check Report and Risk Reviews:

Aditi performs monthly Health Check reports and risk reviews facilitate oversight, involvement, and commitment on the status of the project activities.

Aditi routinely works within the complex environment of multiple stakeholders, with varying needs for communication, visibility, and transparency into Project management. Our communication plan takes dynamics of the environment into account. We will work with our customers to establish and maintain communication processes and

procedures throughout the contract aimed at collaboration, consistency, and transparency, with both internal and external stakeholders.

Benefits Include:

- Identifying issues before they occur, which can save significant time and money
- Overcoming current challenges and risks
- Confirming that the rationale for the project is clearly understood by the team
- Ensuring adherence to established practices and processes to safeguard the quality of the final deliverables

Frequency Of Feedback Collection

The Project Manager will be responsible for day-to-day communications, client relationship management, receiving and responding to the client’s staffing requirements, and generally overseeing consultant performance. We will be in consistent communication with contract managers and our consultants to make sure the assignment progresses optimally. We check with contract managers on our consultant’s performance, expectations and their commitment to completion. In the event that a concern is raised, we address it immediately through open communication. Follow-up meetings are scheduled to ensure that the consultant meets expectations on the client’s side. We also perform annual reviews for all of our consultants. Part of this process involves collecting regular feedback from the contract manager and aligning the deliverables with the consultant and maintaining accountability and a high level of quality is met. Review meetings are held on a monthly and quarterly basis, in order to ensure that we meet the client’s expectations. We have Quarterly survey with our client team and project delivery managers and engagement Review meetings are held on a monthly and quarterly basis, in order to ensure that we are meeting the client’s expectations. We have Quarterly survey with our client team and project delivery managers and engagement managers to identify quality of services provided. We involve both client and consultants to assess the level of excellence that has been performed and acknowledged by the client during and after an engagement.

Aditi excels in supporting and managing multiple teams of highly skilled IT Professionals. We have consistently excelled in quality maintenance and improvement programs through past staff augmentation initiatives, research & development activities, and in-house projects.

Internal Quality Assurance Measures

Aditi’s Workforce Life Cycle Management Process, streamlines the procurement activity of assembling highly skilled, compact, and flexible technical teams to address Work order requirements. We will work closely with City to properly assess the requirements and recommend the right candidates who meet the contractual obligations of City.

We understand that City expects to increase internal efficiency and productivity in a cost-effective manner. For this purpose, managers need to develop estimates and schedules that satisfy the City requirements. The technical staff follow these approved schedules in bringing out high-quality deliverables. We are aware that this optimized situation can only be achieved through the implementation of effective workforce-performance management strategies at our end.

Aditi’s workforce-performance strategy will benefit City in many ways including by:

- Reducing the complexity of scheduling staff across projects
- Integrating staff for ensuring unified performance
- Reducing costs by increasing resource utilization
- Aligning workforce performance with organizational goals
- Enabling augmented staff to manage their jobs and schedules
- Ensuring better adherence to policies, standards and productivity targets

We will be tracking and monitoring the performance of our resources provided by analyzing project metrics such as

- Estimated schedule for delivery
- The actual time taken to complete the percentage of schedule
- Cost slippage/advance, and
- Quality ranking of deliverables.



Figure 3: Workforce & Performance Monitoring

An overview of our workforce-performance evaluation methodology is depicted in Figure 4. Integrating with retention and quality improvement strategies, Aditi's Total Quality Management (TQM) philosophy lays emphasis on paying-for-performance. At the core of this principle is the perception of how well the employees perform rather than of how well an employee performs relative to other employees. This not only enhances collaboration with each other to improve quality and performance but also eliminates unnecessary clashes between employees.

Aditi excels in supporting and managing multiple teams of highly skilled IT Professionals. We have consistently excelled in quality maintenance and improvement programs through past staff augmentation initiatives, research & development activities, and in-house projects.

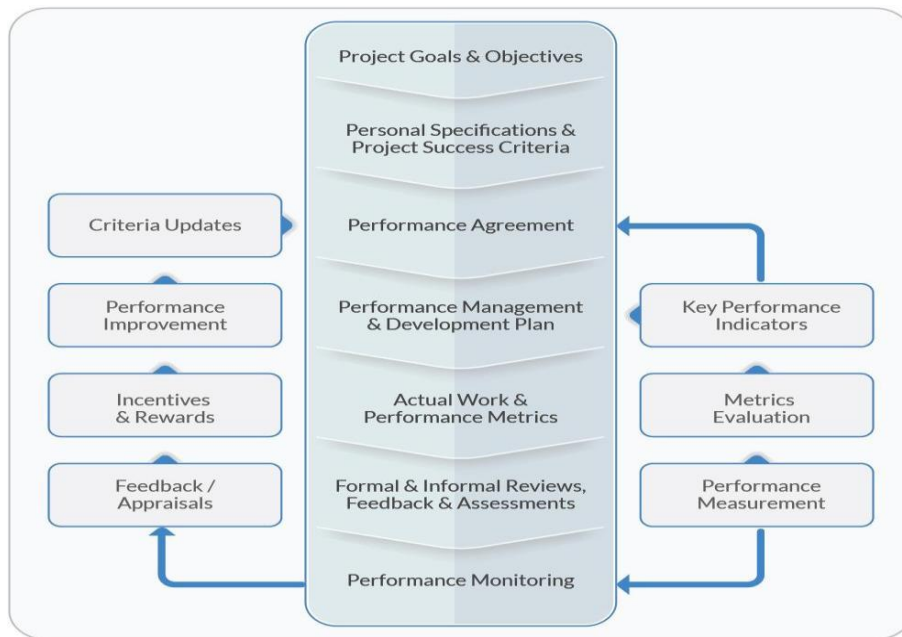


Figure 4: Performance Monitoring

2.3 Vendor Responsibilities

2.3.1 Rate Submission & Candidate Qualification

Aditi will provide fully loaded hourly rates for all applicable positions and submit qualified candidates who meet or exceed all RFQ requirements, along with complete credentials.

2.3.2 Fulfillment of Staffing Requests

Aditi will consistently respond to and fulfill Agency staffing requests, ensuring timely delivery for both short-term and long-term assignments.

2.3.3 Inclusive Pricing Structure

All hourly rates proposed by **Aditi** will be fully inclusive of all costs, including taxes, insurance, overhead, fringe benefits, and travel expenses, with no additional charges.

2.3.4 Candidate Documentation & Submission

Aditi will provide complete and compliant candidate documentation, including:

- Numbered resumes
- Qualification documentation
- Verification of degrees and certifications

All submissions will meet applicable state and federal standards.

2.3.5 Work Authorization Compliance

Aditi will provide legal documentation verifying U.S. work eligibility for all candidates, as required by the Agency.

2.3.6 Response Timelines & Priority Compliance

Aditi will:

- Acknowledge staffing requests within 48 hours
- Provide written confirmation or waiver within required timelines
- Submit qualified candidate resumes within 10 business days
- Adhere to priority order requirements
- Ensure consistent candidate performance and provide replacements if needed

2.3.7 Timesheet Submission

Aditi will make sure that all assigned resources will submit regular timesheets (weekly to monthly) for Agency approval in compliance with requirements.

2.3.8 Replacement & Continuity of Services

Aditi will:

- Provide written notice within one (1) business day of any resource departure
- Submit replacement candidates within 10 business days
- Ensure replacements meet or exceed requirements
- Maintain continuity and prevent service interruptions beyond allowable limits

2.3.9 Compliance with Agency Policies

Aditi and all assigned candidates will fully comply with all Agency policies, procedures, and security requirements, including system access and audit provisions.

2.4 Capabilities

Aditi has extensive experience supporting State and Federal agencies operating in highly regulated, audit-driven environments. Our consultants are experienced operating in regulated government environments including- Child, Juvenile & Adult Management System (CJAMS), Child Support Management System (CSMS), Eligibility and Enrolment (E&E) and Long Term Care (LTC), Long-Term Services and Supports (LTSS), State Department of Assessments and Taxation (SDAT) and Judiciary systems (AOC), all operating under strict federal and state compliance requirements

Across these engagements, we have consistently delivered staffing and technology services in compliance with applicable federal and state regulations including OCSE, IRS security requirements, HIPAA, FERPA, FISMA, CCDF (Child Care and Development Fund), AFCARS (Adoption and Foster Care Analysis and Reporting System), NCANDS (National Child Abuse and Neglect Data System), and SOC 2 compliance for sensitive data. Our experience extends beyond understanding regulations, we embed compliance into system architecture, staffing governance, reporting processes, and operational controls.

To further illustrate our capabilities and the value we can bring to the State, the following table describes our engagements where we have provided staffing solutions to our clients in compliance with applicable federal, state, and local laws, regulations.

Experience #1

Name of Organization	Department of Assessments and Taxation (SDAT), State of Maryland
Project Name	SDAT-Cloud Services
Brief description of the scope of work completed	<p>Our team is supporting the client with the legacy SDAT mainframe system modernization into an agile, unified, and cloud-native platform.</p> <ul style="list-style-type: none"> Conducted a comprehensive assessment of the existing SDAT mainframe architecture and collaborated with stakeholders to define a detailed modernization roadmap and target-state architecture. Proposed a low-risk, high-value Enterprise Modernization Program to transition remaining SDAT mainframe subsystems into a modular, secure, cloud-native platform. Implemented automated conversion of the Subsystem, Service Process (COBOL) to modern programming language, Python using industry-proven toolkits. Addressed the full MBES system, including Charter Filings, UCC, Rate Stabilization, Transfer of Controlling Interest, Personal Property Filings, Ground Rent Redemptions, and Ground Rent Registrations, along with all associated complex business processes. Designed the approach to ensure exact functional equivalence while introducing scalability, agility, and modern architectural standards. Leveraged AI-assisted conversion techniques and a unified Python stack to preserve critical business logic, maintain the familiar user experience, and establish a future-ready foundation for AI and data-driven innovation. Extracted and documented embedded business logic using automated tools to ensure accuracy and completeness. Mapped complex program, data, and system dependencies to support seamless transition and minimize operational risk. Generated validated technical artifacts to support traceability, documentation, and compliance requirements. Performed manual refactoring and targeted code conversion where automation was not feasible. Inspected and analyzed converted code to ensure functional equivalence between legacy and modern implementations. Executed comprehensive testing, including functional, integration, regression, and user acceptance testing (UAT). Conducted full performance benchmarking and optimization to ensure scalability, reliability, and operational readiness. <p>Technologies Used: COBOL, Python, DB2, AWS Lambda, Microsoft SQL Server, REST API, CI/CD Pipelines, Claude AI</p>
Resources Provided	<p>Senior Engineer – Mainframe Chief Architect IT Project Manager Senior AWS DevOps Architect Senior Full Stack Python Developer</p>

	Senior QA Analyst UX Engineer Senior Database Specialist DB2 Database Specialist Scrum Master Application Analyst Python Developer Program Analyst Java Full Stack Developer DevOps Engineer UI Developer Senior Information Security Professional Senior IT Business Analyst Senior Reports Developer Senior AI Engineer
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Table 5: Experience #1– Department of Assessments and Taxation (SDAT)- SDAT-Cloud Services

Experience #2

Name of Organization	Maryland Department of Health (MDH), State of Maryland
Project Name	Long-Term Services and Supports (LTSS)
Brief description of the scope of work completed	<p>We supported the client with modernization of its application Long-Term Services and Supports (LTSS), by supplying a team of technical experts who performed comprehensive analysis and facilitated successful modernization of the system with seamless data integration and enhanced system functionality. In this modernization initiative we have been performing project management services, business analyst services, software development and implementation support services, testing and quality assurance services and tier helpdesk services.</p> <p>Services Performed:</p> <ul style="list-style-type: none"> • Conducted assessments of the legacy data warehouse and proposed modernization solutions. • Modified the legacy system to the AWS cloud environment without changing its core functionalities. • Integrated seamless connections with Medicaid, provider registries, and other health information systems Developed approaches that enabled faster modernization with minimal manual coding, often used for creating user interfaces or workflows. • Implemented safe transfer of legacy data to the AWS cloud system. • Designed and developed a secure, scalable data warehouse that staged data from various systems. • Conducted regular system updates and security patches. • Implemented scalable software using ASP.NET and C# • Developed responsive web applications using Angular, HTML5, CSS, and JavaScript • Executed web application tests using Telerik and unit tests for code quality. • Collected data sets for consolidated, real-time reporting with Power Bi • Established automated ETL pipelines for efficient data extraction, transformation, and loading. • Transformed data formats to ensure compatibility with the modernized

	<p>system using ETL pipelines.</p> <ul style="list-style-type: none"> Implemented advanced security measures to ensure data protection and regulatory compliance. Implemented CI/CD pipeline for cloud solutions utilizing AWS. Design, build and onboard applications to cloud platform. Implemented ETL processes using SQL Server Integration Services (SSIS) Implemented advanced security measures to ensure data protection and regulatory compliance. Ensured HIPAA and SOC 2 compliance for sensitive data. Business Analyst Services Software Development and Implementation Support Services Program management services, Cybersecurity Integration, Engineering, and Administration Testing and Quality Assurance Services Provided Tier 2 Help Desk support services for technical issues. Technologies Used: AWS, ASP.NET and C#, Angular, HTML5, CSS, and JavaScript, Power Bi, SQL
Resources Provided	<p>AWS DevOps Engineer IT Support Technician Testing Lead Business Analyst/Tester Business Intelligence (BI) Analyst Data Architect UI/UX Developer (Senior) Subject Matter Expert Application Analyst SQL Developer System Security Specialist (Senior) Security Governance Consultant (Senior) Technical Lead Program Analyst IAM/Security Architect AWS Network Engineer Full Stack Developer (Senior)</p>

Table 6: Experience #2– Maryland Department of Health(MDH)- Long-Term Services and Supports

Experience #3

Name of Organization	MD Benefits (formerly Maryland Total Human-services Integrated Network (MD THINK))/ Department of Human Services (DHS), State of Maryland
Project Name	Child, Juvenile & Adult Management System (CJAMS)
Brief description of the scope of work completed	<p>We supplied highly skilled consultants for the development of the application of The Child, Juvenile & Adult Management System (CJAMS). CJAMS, the modernized system aids in improving the existing capabilities in the areas of security, data interoperability, performance, user experience, and operational efficiency. As part of this modernization initiative, MD-DHR has leveraged its public cloud infrastructure (i.e. AWS) as well as open-source standards and technology, plug-and-play modules, and additional value-added tools in its mission to protect vulnerable citizens.</p> <p>Services Performed:</p> <ul style="list-style-type: none"> Analyzed legacy mainframe workflows and redefined them into modular

	<p>microservices using Node JS(Loopback Framework), Angular JS and PostgreSQL, supporting process improvement and modernization efforts</p> <ul style="list-style-type: none"> • Conducted a comprehensive analysis of the legacy system, documenting functional rules, preparing business cases, identifying opportunities for business process improvement, prepared statement of work and cost estimates • Conducted duties and responsibilities with full understanding of clients' requirements and the relevant policies and regulations • Supervised operations by developing management procedures and controls, planning, and directing project execution, and monitoring and reporting progress • Enhanced capabilities across case management, eligibility determination, provider management, and fund management • Successfully consolidated multiple legacy systems into a single centralized case management platform, supporting intake, eligibility determination, service tracking, • Streamlined eligibility determinations across multiple programs while maintaining strict business rules and automated verifications. • Deployed secure platform designed to handle sensitive child and family data in compliance with HIPAA, FERPA, FISMA, and state cybersecurity standards. • Developed statements of work and cost estimates, with the help of the financial analyst, for complex modifications • Created project plans to fit stakeholder and customer needs and delivered within budget on desired outcomes. • Facilitated data migration and data conversion for CJAMS from DB2 to PostgreSQL • Integrated data and workflows from multiple agencies (child welfare, juvenile justice, and adult services) into a single, cohesive platform. • Orchestrated application deployments on AWS cloud services, utilizing EC2 and EKS to create robust, cloud-native solutions while ensuring scalability and cost-effectiveness • Owned full accountability for project results • Defined project roles and responsibilities in close collaboration with the clients • Performed project tracking through concise status reports and time management reports • Proactively identified potential issues and tracked project member progress against commitments • Identified, analyzed, and prepared risk-mitigation that included assessing threats to IT security, accidents, and natural disasters • Led change management work streams with a process • Managed project timelines, resource allocation, and risk mitigation using Agile methodologies to achieve modernization milestones. Ensuring alignment with the Software Development Life Cycle (SDLC) • Coordinated cross-functional teams and stakeholders, facilitating contract management and collaboration with business analysts to ensure alignment with organizational goals • Analyzed legacy mainframe workflows and redefined them into modular microservices using Java and dynamic frameworks, supporting process improvement and modernization efforts
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- Prepared detailed business cases to justify modernization efforts, focusing on efficiency, scalability, and cost-effectiveness
- Redesigned and developed REST-based microservices to implement business rules and workflows, replacing legacy mainframe logic while maintaining compliance with SDLC principles
- Designed and developed solutions to migrate mainframe systems to a modern Java-based architecture using Spring Boot, Hibernate, and JPA ensuring seamless integration with existing infrastructure
- Streamlined development processes through Agile methodologies, ensuring faster delivery cycles and improved collaboration
- Implemented advanced security measures to ensure HIPAA and SOC 2 compliance for sensitive data across all systems
- Implemented mainframe modernization by transitioning legacy systems to Java and Angular and ensuring seamless integration with existing infrastructure.
- Utilized tools like JIRA to manage requirements, track progress, and maintain transparency throughout the development lifecycle
- Re-engineered mainframe database queries and processes into PL/SQL procedures and functions
- Operations and Maintenance and infrastructure support
- Conducted technical design reviews to ensure adherence to best practices, scalability requirements, and the architectural principles necessary for successful mainframe modernization
- Collaborated with business analysts and stakeholders to translate legacy mainframe system functionalities into modern application workflows, aligning development efforts with organizational goals
- Integrated various third-party APIs and internal services to replace outdated mainframe interfaces, creating seamless data flows and improving user experience
- Optimized application performance by refactoring legacy code and tuning modernized systems, significantly reducing response times and enhancing end-user satisfaction
- Facilitated knowledge-sharing sessions on mainframe modernization, promoting the adoption of Node JS, Angular JS, and AWS cloud best practices within the team
- Facilitated data migration and conversion processes, ensuring smooth transitions to the modernized architecture while maintaining 100% data accuracy
- Created Single Page Applications using Angular (migrated from Angular 5 to Angular 11) and NodeJS to deliver dynamic and interactive user experiences
- Led the upgrade of database systems from mainframe DB2 to PostgreSQL
- Established CI/CD pipelines using Maven, Jenkins, and Git for automated builds and deployments, streamlining development and maintenance processes
- Implemented advanced security measures to ensure HIPAA and SOC 2 compliance for sensitive data across all systems
- Participated in code reviews, unit testing, and production issue resolution to ensure quality and reliability post-modernization
- Developed and executed detailed test plans, scenarios, and cases to

	<p>validate system functionality during migration and modernization efforts</p> <ul style="list-style-type: none"> Supported QA and User Acceptance Testing (UAT) for critical interfaces, ensuring seamless integration and operational reliability Conducted requirement verification and validation Streamlined development processes by adhering to Agile methodologies and leveraging test-driven development (TDD) Deployed a scalable application with a modern and flexible user interface Advanced reporting capabilities with standard, built-in reports and the ability to generate user-customizable ad hoc reports Advanced reporting capabilities with standard, built-in reports and the ability to generate user-customizable ad hoc reports <p>Technologies Used: Node JS(Loopback Framework), Angular JS, PostgreSQL AWS, Java, J2EE, Spring Boot, DB2, Hibernate, JPA, GitHub, Visual Studio Code, HTML5, CSS3, JavaScript, AJAX, PLSQL, Jira, Agile/SCRUM, Maven, Jenkins, Deaver, pgAdmin</p>
Resources Provided	<p>AWS Windows Engineer Project Manager Operations Mainframe Specialist IBM Mainframe Developer (Senior) AWS Engineer (Infrastructure) Business Analyst /Tester CRM AWS DevOps Engineer Application Analyst DevOps Architect Agile Coach Program Analyst Database Administrator (DBA) DB2 Database Administrator SQL Server Database Administrator System Analyst (Senior) Node.js/Angular Developer (Senior) Java Full Stack Developer (Senior)</p>

Table 7: Experience #3 – MD Benefits/ Department of Human Services (DHS) – Child, Juvenile & Adult Management System (CJAMS)

Experience #4

Name of Organization	MD Benefits (formerly MD THINK)/ Department of Human Services (DHS), State of Maryland
Project title:	Child Support Management System (CSMS)
Brief description of the programs and activities	<p>Aditi provided comprehensive staffing support to led the transition and modernization from a legacy mainframe platform to a secure, cloud-native AWS environment.</p> <p>Services Performed</p> <ul style="list-style-type: none"> Architected the migration of Maryland’s legacy mainframe Child Support System to a modern AWS cloud-native platform. The modernization effort was conducted under the broader MDTHINK platform initiative and aimed to replace outdated mainframe infrastructure with a scalable, secure, and user-

	<p>friendly application built on modern technologies including Java, Angular, PostgreSQL, Spring Boot, and hosted on Amazon Web Services (AWS).</p> <ul style="list-style-type: none"> • The new CSMS system serves 24 jurisdictions across Maryland, supporting thousands of users from local child support offices, metro hubs, legal staff, and fiscal enforcement agencies. • It is a comprehensive, integrated solution managing the full life cycle of a child support case—from intake and establishment to enforcement, payment processing, and federal reporting—while ensuring alignment with ACF-OCSE requirements, IRS 1075, and State COMAR guidelines. • Designed architecture microservices, ensuring scalability, maintainability, and compliance with federal OCSE and HIPAA standards. • Aditi engaged stakeholders through interviews, workshops, and user story mapping to define system behaviors and acceptance criteria, ensuring compliance and alignment with child support process requirements. • Aditi implemented a multi-tier architecture with a Nest.js backend and Angular frontend, supported by AWS RDS (PostgreSQL) and S3 for secure data and file management, and containerized via AWS ECS to ensure scalability, fault tolerance, and continuous availability. • The project employed Agile sprints of two to four weeks, with backlog prioritization, sprint demos, and daily standups ensuring iterative improvements, transparency, and real time integration of stakeholder feedback. • Aditi implemented a robust CI/CD pipeline using GitHub Actions and Jenkins to automate validation, testing, and deployments to AWS ECS, ensuring reliable, rapid releases with rollback safeguards that minimize downtime in mission-critical environments. • Robust security was embedded at every layer, leveraging AWS Cognito with MFA, IAM privilege policies, encryption at rest and in transit, and CloudWatch monitoring to ensure compliance with HIPAA and other regulations while enabling rapid incident response. • Defined data migration strategy, moving millions of records from DB2 to PostgreSQL with near-perfect accuracy. • Led collaboration with multiple internal and external interface systems to ensure seamless data exchange and integration. • Architected and led the development of the Child Support Finance Payment System, enabling automated processing of
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	<p>payment collection files received from the State Disbursement Unit (SDU).</p> <ul style="list-style-type: none"> • Designed modules for payment allocation, distribution, and reconciliation, ensuring compliance with federal and state disbursement guidelines. • Implemented disbursement workflows for electronic fund transfers (EFT/ACH), direct deposits, and paper check disbursements to custodial parents, payees, and other states. • Integrated Finance module with banking system, federal treasury systems, SDU and case management and Enforcement modules, ensuring seamless financial operations. • Established payment audit trails, reporting, and security controls to comply with OCSE and IRS security requirements. • Directed performance tuning and load balancing, improving system response times. • By centralizing file handling in Amazon S3, the system improved reliability and traceability of case documents, enabling users to seamlessly upload, categorize, and search within a unified interface. • Automated units, integration, and end-to-end testing were embedded into each sprint, reducing regression risks and strengthening stakeholder confidence in every release. • CI/CD automation accelerated feature delivery by shaving weeks off traditional release cycles, enabling seamless updates that minimized disruption and supported continuous improvement. • From the outset, our focus was on creating an application that could scale seamlessly, integrate with various data sources, and meet rigorous security standards. • Child support agents, legal experts, and administrative personnel require an integrated workflow that could handle diverse tasks, from case creation and tracking to document management and audit compliance. • Comprehensive CloudWatch logging with real time alerts enabled rapid forensic analysis of suspicious activity, while detailed CloudTrail records substantiated compliance and strengthened governance for audit readiness. • After deployment, Aditi has transitioned into an operational support role, proactively optimizing Amazon RDS performance, conducting scheduled maintenance, and providing comprehensive documentation to ensure client teams could sustain operations independently and securely. • Emphasizing both user experience and robust backend logic, Aditi crafted a platform that ensures mission continuity and productivity gains for all stakeholders.
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	Technologies Used: Java Spring Boot, Angular, PostgreSQL, AWS, Java, J2EE, DB2, Hibernate, JPA, GitHub, Visual Studio Code, HTML5, CSS3, JavaScript, AJAX, Jira, Agile/SCRUM, Maven, Jenkins, Deaver, pgAdmin
List of Resource Type provided:	IT Project Manager Solution Architect DB2 Database Administrator QA Lead Application Analyst QA Tester Integration Specialist SQL Server Database Administrator Program Analyst Sr. Business Analyst /Tester CRM Java Full Stack Developers PostgreSQL Developer AWS Engineer (Infrastructure) IAM Security Architect Software Engineer DevOps Engineer IAM Security Architect

Table 8: Experience# 4 – MD Benefits/ Department of Human Services (DHS)- Child Support Management System (CSMS)

Experience #5

Name of Organization	MD Benefits (formerly Maryland Total Human-services Integrated Network (MD THINK))/ Department of Human Services (DHS) , State of Maryland
Project Title	INFRA Project
Description of the programs and activities	<ul style="list-style-type: none"> • Supported the client with the design, deployment, and long-term management of a statewide cloud- based shared services platform by supplying a team of AWS DevOps and infrastructure experts. • The team performed comprehensive architecture planning, security integrated and CI/CD automation to support hundreds of applications across multiple Maryland state agencies. • The services included infrastructure provisioning, container orchestration, workload migration, and compliance-driven security enhancements. We provided ongoing project management, DevOps engineering, cloud security services, software deployment support, monitoring and optimization, and operational troubleshooting across multi-environment platforms. Provides tier 1 and tier 2 support for the platform.
Resources Provided	AWS DevOps Engineer AWS Infrastructure Architect (Senior) DB2 Database Administrator Application Analyst Program Analyst Technical Project Manager

Table 9: Experience #5 – MD Benefits/ Department of Human Services (DHS)- INFRA Project

Experience #6

Name of Organization	FEI Systems/ MD Benefits (formerly MD THINK)/ , Department of Human Services (DHS) State of Maryland
Project Title	Eligibility and Enrolment (E&E)
Description of the programs and activities	<p>In this effort, Aditi provided staff augmentation services and deployed a team of experienced developers and engineers, our team supported various phases of the project. Our consultants performed the modernization of the legacy mainframe system, Client Automated Resource and Eligibility System (CARES) which supports critical human services programs such as SNAP, Medical Assistance, and Temporary Cash Assistance, to a modern and cloud-based Eligibility and Enrollment (E&E) system. This project facilitated successful modernization of the CARES to a cloud-based E&E system with seamless data integration, enhanced system functionality, application & web development support and compliance with federal and state reporting requirements.</p> <p>Services Performed:</p> <ul style="list-style-type: none"> • Modernized Eligibility and Enrollment System that supports SNAP, and Child Care programs • Conducted a comprehensive analysis of the CARES legacy system, documenting functional rules, preparing business cases, identifying opportunities for business process improvement, prepared statement of work and cost estimates • Provided E&E system enhancements, maintenance and operations, enhancements, and expansion ensuring the systems meets federal certification standards. . • Streamlined the enrollment process and performed risk assessments through all project phases • Extracted, validated, and documented rules from legacy system for human services programs like SNAP/Food stamps, Medical Assistance, AFDC/ Temporary Cash Assistance, Emergency Assistance, General Assistance (TEMHA/TDAP), Public Assistance for Adults, Refugee Cash Assistance, Individual and Family Grants, Repatriated Citizen Assistance, Welfare Avoidance Grants (WAG) for the state of MD • Conducted duties and responsibilities with full understanding of clients' requirements and the relevant policies and regulations • Identified, analyzed, and prepared risk-mitigation that included assessing threats to IT security, accidents, and natural disasters • Led change management work streams with a process • Supervised operations by developing management procedures and controls, planning, and directing project execution, and monitoring and reporting progress. • Developed statements of work and cost estimates, with the help of the financial analyst, for complex modifications • Served as a proactive problem solver – able to adapt to changing priorities quickly • Provided overall leadership to all personnel assigned to the contract • Oversaw management and support of daily operations related to staff augmentation • Approved staff timesheets and expense reports • Assisted in transition activities for contract start and completion • Planned and directed project execution, monitoring and reporting progress

- Briefed senior leadership on overall health of contract; anticipated any hiccups and provided solutions
- Worked collaboratively with project team and clients
- Supervised recruitment and hiring; oversaw staff training and development to ensure professionalism and skill enhancement, oversee contract performance monitoring and documentation
- Created project plans to fit stakeholder and customer needs and delivered within budget on desired outcomes.
- Owned full accountability for project results
- Defined project roles and responsibilities in close collaboration with the clients
- Performed project tracking through concise status reports and time management reports
- Proactively identified potential issues and tracked project member progress against commitments
- Designed and optimized workflows for interfaces, including EBT, MMIS, and WORKS enhancing system interoperability and user efficiency
- Analyzed the data in production for specific scenarios as per the request
- Analyzed inbound and outbound data for various interfaces for DHS/CARES
- Analyzed and re-engineered stored procedures for CIS and MDM, coding new procedures to meet evolving business requirements
- Collaborated with business teams to validate and refine extracted rules, ensuring alignment with organizational and program objectives
- Enhanced operational efficiency by optimizing development processes, including backlog grooming, user story creation, and participation in SCRUM meetings
- Conducted thorough impact analysis for changes and enhancements, ensuring minimal disruptions to production environments.
- Performed gap analysis by comparing the legacy CARES system with the modernized Eligibility and Enrollment (E&E) system in production to identify discrepancies and recommend solutions
- Introduced modernized functionalities and advanced reporting capabilities to improve usability, productivity, and compliance with reporting requirements
- Led and coordinated the analysis and modernization of the CARES legacy system, ensuring alignment with the Software Development Life Cycle (SDLC)
- Directed the end-to-end project lifecycle, ensuring timely delivery of milestones, including system analysis, development, migration, and deployment
- Developed detailed project plans, including timelines, resource allocation, risk assessments, and contingency strategies, ensuring alignment with organizational goals and compliance requirements
- Prepared and maintained project documentation, including business cases, implementation plans, and flowcharts, ensuring seamless communication with stakeholders and team members.
- Managed requirement lifecycle tasks, including elicitation, documentation, prioritization, and validation using JIRA and other requirement management tools
- Directed contract management tasks, overseeing vendor deliverables,

timelines, and compliance with project milestones.

- Created overpayment and underpayment benefit error groups (BEG), refund and payment plan
- Created manual and supplemental financial issuances
- Validated AUs and Clients extracted in the daily batch process for dev and prod as part of analysis
- Supported testing of E&E system with WORKS and MMIS interfaces
- Supported integration of E&E system with MDH-MMIS system for MD state
- Validated test and production data for production issues and function analysis
- Developed new components in legacy system to support Go-Live
- Developed and executed detailed test plans, scenarios, and cases to validate system functionality during migration and modernization efforts
- Supported QA and User Acceptance Testing (UAT) for critical interfaces, including WORKS and MDH-MMIS, ensuring seamless integration and operational reliability
- Conducted requirement verification and validation
- Designed and implemented a comprehensive QA strategy, including unit testing, integration testing, and end-to-end system validation, ensuring the integrity of migrated data and system functionality
- Established automated testing frameworks to verify compliance with federal and state reporting requirements and ensure data accuracy in the modernized system.
- Used XPEDITOR to debug COBOL programs and validate batch and real-time processes, ensuring high-quality code and functionality
- Developed solution for AU and IRN maintenance for the Go-Live County in CARES system
- Performed Data extraction from Production tables for data conversion
- Provided expertise to the team on Mainframe and database utilities and file handling
- Supported MDTHINK Reporting team for generating Fiscal reports in legacy
- Updated existing components in legacy system to support Go-Live
- Implemented advanced security measures to ensure HIPAA and SOC 2 compliance for sensitive data across all systems
- Developed file merging/splitting of E&E and CARES files for Go-Live
- Created Mainframe implementation Plan for Go-Live
- Co-ordinated, supported, and signed off the legacy data conversion for E&E Go-Live
- Performed data migration and conversion tasks, including designing and planning the migration of Notices and Archival data
- Discussed functionalities with the business team to validate correctness of rules extracted
- Attended backlog grooming and involved in creation of user stories and daily SCRUM meeting
- Provided post-migration support and optimization, addressing any issues and ensuring that modernized systems operate efficiently.
- Migrated functionality and data to AWS cloud with 100% data accuracy, ensuring secure and efficient integration with external systems

Technologies Used: COBOL, CICS, JCL, DB2, XPEDITOR, PostgreSQL Jira,

	AWS, and mainframe utilities for ETL
Resources Provided	Java Full Stack Developer (Senior) Splunk Engineer (Infrastructure) AWS DevOps Engineer Program Analyst DB2 Database Administrator DevOps Architect Project Manager Operations AWS Engineer (Infrastructure) Mainframe Specialist Business Analyst /Tester CRM SQL Server Database Administrator AWS Infrastructure Architect AWS Linux Engineer Application Analyst Agile Coach Database Administrator (DBA) System Analyst (Senior) Node.js/Angular Developer (Senior)

Table 10: Experience #6 – MD Benefits/ Department of Human Services (DHS)- Eligibility and Enrolment (E&E)

2.5 Sample Resumes

2.5.1 Senior Mainframe Application Analyst

- Our consultant has Masters in Computer Science and Data Communications and Bachelors in Computer Science.
- Highly accomplished Mainframe Developer with 10+ years of experience building and supporting enterprise COBOL applications on IBM z/OS, with strong hands-on work across DB2, CICS, IMS/VSAM, JCL, and IBM MQ in real production environments.
- Experience of handling business requirements into practical technical designs, then deliver clean, efficient code especially around DB2 (complex SQL, stored procedures, performance tuning, and production fixes) for both high-volume batch and online workloads.
- Support 24x7 systems, troubleshooting incidents quickly, and improving resiliency using tools like SMF/RMF and SDSF, along with debugging and analysis utilities.
- Have strong platform engineering exposure SMP/E maintenance (PTFs/upgrades), REXX/CLIST scripting, and policy-driven automation using SA z/OS and NetView to enforce consistent startup/shutdown, automated recovery, and event-based operations.
- Coordinate with both application teams and operations teams, communicate clearly during releases and outages, and keep changes safe and repeatable under strong change control.

The responsibilities of the consultants include:

- Translated BRDs into technical specifications and validated designs with stakeholders before implementation to reduce delivery risk in production banking flows.
- Produced HLDs and TDDs with clear traceability from requirements to implementation and test evidence to keep releases audit-ready and predictable.
- Led solution definition and impact assessment for upstream/downstream interfaces to prevent “surprise breaks” during deployments.
- Automated release readiness by packaging DB scripts plus required manual configuration steps to make deployments repeatable across environments.
- Use CICS Explorer and operational tooling to streamline daily engineering tasks (resource audits, region comparisons, configuration validation).
- Use CICS SMF records to baseline region health (task rates, response time distribution, suspend causes, storage and TSQ usage) and drive tuning recommendations.

- Capture and analyze CICS dumps (transaction abends, storage violations, loops), correlate with logs/traces, and provide actionable root-cause narratives to dev teams.
- Developed and tuned SQL scripts/stored procedures for enhancements, reporting, and transaction performance troubleshooting in support of online workloads.
- Supported end-to-end IBM MQ operations for high-value integrations, including troubleshooting MQ messaging used by COBOL/CICS/Db2 applications.
- Built/updated IMS artifacts (DBD/PSB) and coordinated deployments with IMS/CICS teams to ensure schema and program changes were synchronized across regions/environments.
- Performed IMS performance and incident triage (e.g., high response time, locking/contention symptoms, message/backlog issues) and implemented fixes by optimizing database access patterns and commit/sync point boundaries in online flows.
- Built MQ scripts to automate deployment, configuration, and monitoring activities, reducing manual operator actions and improving environment consistency.
- Supported MQ clustering, workload balancing, and HA configurations to keep critical banking message flows resilient during peak windows.
- Participated in MQ disaster recovery planning and test execution, validating recoverability against defined RTO/RPO expectations.
- Tuned MQ runtime parameters (e.g., buffering/logging related settings) to improve throughput and reduce latency on high-volume traffic.
- Coordinated promotions through Unit/Integration/UAT, monitored batch cycles, and restored stability by diagnosing failures and driving fixes.
- Scheduled batch workloads using CA7 and created daily/ad-hoc operational reporting using REXX and SAS.
- Provided production-style support using ServiceNow and HP Quality Center with clear status updates to stakeholders and partner teams.
- Used standard mainframe tooling (e.g., Xpeditor, File-AID, Fault Analyzer) to accelerate defect isolation and reduce time-to-recovery.
- Designed, developed, and enhanced COBOL/CICS/DB2 programs supporting high-volume healthcare online transactions and nightly batch cycles (member updates, claims adjustments, provider workflows).
- Worked day-to-day with CICS systems programmers to keep regions stable in a CICSplex environment; validated region definitions, startup dependencies, and workload behavior across multiple CICS AOR/FOR/TOR-style patterns (as applicable to the shop).
- Tuned CICS performance using SMF-driven evidence: reviewed CICS SMF 110 statistics/monitoring fields, identified top transactions by response time and suspend class, and drove practical fixes (SQL tuning, file tuning, routing/affinity adjustments).
- Used CICS Performance Analyzer (CICS PA) to produce before/after baselines for key transactions; translated the data into actionable tuning recommendations developers and ops could execute.
- Performed problem determination on CICS issues (abends, storage violations, looping tasks, hung transactions): captured dumps, analyzed symptoms with dump/debug tooling, and delivered root-cause notes with specific code/config changes.
- Applied developer-side tuning levers inside COBOL/CICS programs: reduced sync point frequency where safe, optimized browse patterns, eliminated unnecessary COMMIT/ROLLBACK cycles, and tightened VSAM/DB2 access paths that were driving CICS waits.
- Supported and tuned DB2 access for CICS and batch programs: performed EXPLAIN/access-path review, recommended indexes, optimized predicates, and reduced CPU/elapsed time for high-frequency SQL.
- Executed/validated DB2 utilities with DBA coordination (RUNSTATS, REORG, image copy planning) to keep statistics accurate and to reduce contention and latency during peak windows.
- Diagnosed DB2 production issues impacting CICS (timeouts, deadlocks, -911/-913 patterns, -904 resource unavailable scenarios) and partnered with DBAs to resolve locking, thread behavior, and object-level constraints.
- Built and maintained robust JCL for DB2 utility runs and application batches; improved restartability (checkpoints, clean rerun steps) and corrected dataset allocation issues that caused performance degradation.

- Supported IBM MQ integrations for CICS applications: troubleshoot connection/channel/backlog behaviors, validated trigger/restart scenarios, and helped dev teams implement resilient message-handling logic.
- Helped manage CICS resource definitions (RDO) with performance in mind: validated FILE definitions, LSR usage expectations, TD/TS patterns, transaction class/service controls, and avoided noisy neighbor effects from poorly bounded workloads.
- Participated in controlled maintenance/change windows (including SMP/E-driven maintenance that affected CICS/related components): supported testing evidence, regression checks, and rollback readiness.
- Added operational controls for IMS-related batch cycles (JCL standards, dataset management practices, scheduling dependencies) and documented runbook steps for support teams.
- Supported modern CICS enablement where applicable: assisted with CICS TS 6.x web/REST service plumbing (URIMAP/PIPELINE concepts, basic validation/testing, and operational monitoring expectations).
- Worked within z/OS facility constraints that affect runtime behavior: coordinated APF/linklist considerations for load modules/exits, validated VSAM/RLS behaviors for shared files, and understood Coupling Facility impacts for shared Sysplex components.
- Produced practical technical documentation (runbooks, tuning notes, incident RCAs, region checklists) and mentored junior developers on COBOL/CICS debugging, DB2 tuning basics, and production support discipline.
- Partnered with business and product teams to translate BRDs into build-ready technical specifications, capturing data mapping, validation rules, error handling, interface contracts, and operational impacts (online + batch).
- Produced effort estimates by breaking work into tangible deliverables (COBOL program updates, CICS changes, DB2 objects/SQL, JCL updates, MQ config/scripts, test cycles, and deployment steps), calling out risks like batch window constraints and interface dependencies.
- Led solution definition and impact assessment for AIMS changes, tracing upstream/downstream touchpoints (secondary/tertiary feeds, batch extracts, MQ flows) so releases didn't introduce surprise breaks.
- Created HLDs/TDDs that engineers could execute module decomposition, program/copybook impacts, DB2 object changes, file layout updates, and clear Unit → INT → UAT traceability.
- Designed and built complex DB2 SQL/stored procedures for enhancements and reporting; supported performance triage by analyzing slow SQL patterns and proposing practical fixes (predicate tuning, index recommendations, reducing get pages/elapsed time).
- Built and enhanced COBOL + CICS + DB2 components with production behavior in mind (clean abend handling, restart-friendly logic, controlled commit boundaries, and predictable resource usage underload).
- Worked side-by-side with application developers and infrastructure teams to design and troubleshoot MQ messaging flows integrated with COBOL/CICS/DB2 programs, stabilizing message processing across environments.
- Developed and maintained MQ automation scripts to standardize deployment/configuration/health checks across DEV/INT/UAT/PROD, reducing manual operator steps and environment drift.
- Owned release readiness for database changes wrote and tested DB scripts, coordinated required manual configurations, and ensured database modeling artifacts matched what was being deployed.
- Troubleshoot database transaction performance issues observed in production-style runs; worked through root cause methodically (SQL behavior, data volume changes, utility/stats considerations, batch concurrency).
- Delivered enhancements using COBOL, TELON/Easytrieve-style reporting utilities, DB2, CICS, JCL, SPUFI/QMF, VSAM, and REXX selecting the simplest technical approach that met performance and supportability expectations.
- Supported MQ clustering/workload balancing and high-availability patterns to keep business-critical message flows resilient during peak windows and failover events.
- Tuned MQ runtime parameters (buffer behavior, logging-related settings, and queue manager operational configs) to improve throughput and reduce latency for high-volume traffic.
- Produced practical MQ infrastructure documentation (configuration standards, recovery procedures, and architecture diagrams) that helped new team members and reduced on-call ambiguity.
- Consulted on test data needs across IMS/DB2/VSAM/Oracle test environments; executed restores when needed, published metrics, and ensured test cycles reflected real production scenarios.

- Supported end-to-end SDLC execution: moved changes through Unit/Integration/UAT, monitored test batch cycles, diagnosed failures, and implemented fixes in COBOL/JCL/SQL to stabilize processing.
- Provided production-style support using ServiceNow and HP Quality Center, keeping communication crisp—what broke, business impact, mitigation, ETA, and the permanent fix plan.
- Delivered safer, faster releases by following standardized promotion pipelines and changing control in Endeavor/ChangeMan, reducing manual deployment steps and improving audit traceability.
- Built and stabilized batch processing by enhancing COBOL + JCL job streams (restartability, RC/IF logic, dataset handling, SORT optimizations), improving on-time completion and lowering rerun effort.
- Supported high-volume online processing by implementing controlled updates in CICS/IMS programs (input validation/transaction behavior), and validating fixes through unit+system testing before production.
- Improved data reliability and performance by assisting with DB2 embedded SQL tuning (index-aware predicates, latency reduction) and maintaining VSAM file structures used by critical flows.
- Enabled cross-platform integration by supporting SOAP/REST services and IBM MQ messaging used to exchange data with distributed systems, including AWS-connected handoffs.
- Strengthening production stability by monitoring with OMEGAMON and troubleshooting incidents using job/step analysis and dump/abend investigation, escalating with clear technical evidence when needed.
- Developed and supported mainframe applications using COBOL, PL/I, and REXX while assisting operations teams in automating batch execution and improving operational efficiency across production environments.
- Created and maintained JCL procedures supporting automated batch processing, system operations workflows, and scheduled job execution aligned with enterprise operational standards.
- Assisted in implementing event-driven automation concepts through REXX scripting, enabling automated handling of job failures, message processing, and operational exception scenarios.
- Supported z/OS operational activities including batch job monitoring, system startup validation, and troubleshooting production issues using TSO, ISPF, and SDSF utilities.
- Participated in automation enhancements supporting subsystem startup and shutdown processes, improving system consistency and reducing manual operational effort during maintenance activities.
- Collaborated with operations teams to analyze system messages, implement automation improvements, and support automation rule updates within enterprise production environments.
- Assisted in maintaining automation scripts supporting workload scheduling tools including Control-M and CA7, ensuring reliable batch execution and operational continuity.
- Supported system upgrade cycles and infrastructure changes by validating automation behavior and ensuring compatibility with updated z/OS operational environments.
- Performed troubleshooting and root cause analysis for batch failures and automation issues, improving system stability and reducing recurring operational incidents.
- Gained foundational experience in enterprise mainframe operations including JCL automation, event handling, and system monitoring supporting large-scale production workloads.
- Worked closely with senior automation engineers to understand automation policy design, operational dependency management, and enterprise automation standards within mainframe environments.
- **Environment:** z/OS, COBOL, JCL, DB2, CICS, VSAM, IMS DB/DC, IBM MQ, SPUFI, QMF, IBM Data Studio, EXPLAIN, OMEGAMON, File-Aid, Abend-Aid, Xpediter, Fault Analyzer, Syncsort/DFSORT/ICETOOL, CA7, Control-M, Endeavor, RACF, TSO/ISPF, SDSF, Connect: Direct (NDM), FTP/SFTP, ServiceNow, CICS TS 6.x, CICSplex SM, CICS Explorer, CICS Performance Analyzer (CICS PA), CICS SMF 110, Sysview for CICS, DB2 for z/OS, VSAM (incl. RLS), JCL, DFSORT/ICETOOL, IBM MQ (WebSphere MQ), IBM MQ, CA7, ChangeMan, FM/DB2, IBM Debugger, Workload Scheduler, Parallel Sysplex, ChangeMan, SOAP/REST, AWS (EC2, S3, Lambda, RDS, ELB, Auto Scaling), COBOL, PL/I, REXX, JCL, IMS DB, VSAM, CICS, Control-M, CA7, IBM Tivoli Workload Scheduler, MVS.

TECHNICAL SKILLS

- **Mainframe:** z/OS, MVS, JCL, COBOL, CICS, IMS DB/DC, DB2, VSAM, IBM MQ, IBM Sterling Connect: Direct (NDM), Sterling Control Center (SCC), VTAM, TCP/IP, Parallel Sysplex, Endeavor, ChangeMan, Control-M, CA7, Tivoli Workload

- **DB2 Database Development & Optimization:** DB2 SQL Optimization, Indexing Strategies, Access Path Analysis (EXPLAIN), RUNSTATS, REORG, Buffer pool Tuning, Tablespace Management, Database Design, Normalization, Data Modeling Review, Referential Integrity, Query Performance Tuning, Deadlock/Locking Analysis
- **File Transfer & Communication Protocols:** IBM Sterling Connect: Direct (NDM), FTP/SFTP, SCP, SNA/APPN, TCP/IP, Secure+ SSL/TLS encryption, SNMP, SMTP, SFTP automation, and file transmission monitoring
- **Languages & Scripting:** COBOL, Assembler, PL/I, REXX, CLIST, SQL, SHELL SCRIPTING
- **Debugging & System Tools:** Xpediter, IBM OMEGAMON, Transaction Log Analysis, Resource Management, Job Scheduling, Root Cause Analysis
- **Database & Web Services:** DB2, IMS DB, VSAM, SQL Optimization, Data Mapping, SOAP/RESTful APIs
- **Cloud & Hybrid Integration:** AWS (EC2, S3, RDS, Lambda, ELB, Auto Scaling), Azure (VMware Solution, VMs, App Service, Blob, Data Lake, Cosmos DB, SQL Server, ExpressRoute), Hybrid Cloud, Cloud-to-Mainframe
- **DevOps & Automation:** Git, Terraform, CI/CD Pipelines, Automated Testing, Source Code Management, Batch Optimization
- **Modernization & Architecture:** Mainframe-to-Cloud Migration, Legacy Modernization, SOA, Cloud Resource Integration
- **Project & Team Management:** Agile (Scrum, Kanban), Stakeholder Communication, Process Mapping, Team Leadership & Mentoring
- **Legacy Financial Systems:** COBOL, CA Gen, Classic ASP, DB2 for z/OS, Oracle
- **Government/Compliance:** Auditing Standards, Fiscal Reporting, Secure System Integration

2.5.2 Mainframe Application Analyst

- Our consultant has Masters of Science in Information Systems Technologies – Information Assurance and Data Communications and Bachelors of Technology in Civil Engineering.
- Around 8 years of specialized experience in Mainframe Application Development, focusing on the design, implementation, and maintenance of high-volume enterprise systems.
- Demonstrated expertise in leading large-scale technical initiatives, guiding teams through complex CICS and COBOL modernization efforts while ensuring system stability.
- Proven ability to analyze intricate business requirements and translate them into robust technical solutions within the Banking and Financial Services sectors.
- Deep proficiency in DB2 database management, including performance tuning, index optimization, and complex SQL query writing to support data-intensive applications.
- Skilled in utilizing JCL and Job Scheduling utilities to streamline batch processing workflows, ensuring timely execution of critical business cycles.
- Strong background in VSAM file structure design and maintenance, ensuring efficient data access and integrity for legacy applications.
- Adept at troubleshooting production issues using advanced debugging tools like Xpediter and Abend-AID, minimizing downtime and accelerating resolution times.
- Experience in implementing DevOps practices for mainframe environments, promoting continuous integration and automated deployment pipelines.
- Effective collaborator with cross-functional teams, including business analysts and QA, to deliver high-quality software solutions aligned with organizational goals.
- Knowledgeable in Middleware technologies such as IBM MQSeries, facilitating seamless communication between mainframe and distributed systems.
- Committed to maintaining rigorous Security and compliance standards, particularly within regulated industries like healthcare and finance.
- Experience working with legacy database systems including IDMS and exposure to ADS/O for transaction processing environments.
- Versatile in Agile and Waterfall methodologies, adapting delivery approaches to meet specific project needs and client expectations.
- Proficient in Rexx scripting to automate routine operational tasks and improve overall team productivity.

- Dedicated to mentoring junior developers and conducting comprehensive code reviews to enforce best practices and enhance code quality.
- Capable of managing stakeholder communications effectively, providing clear updates on project status and technical risks.
- Focused on driving Innovation within legacy environments by integrating modern tools and techniques to extend the lifespan of critical systems.

The responsibilities of the consultants include:

- Spearheading the modernization of core banking applications by re-architecting legacy modules to enhance maintainability and align with current business objectives.
- Collaborating with business analysts and product owners to define technical roadmaps for CICS and DB2 subsystems, ensuring support for new financial products.
- Leading a distributed team of developers in the design and implementation of complex COBOL logic for high-frequency transaction processing systems.
- Overseeing the resolution of critical production incidents, utilizing Xpediter and Dump Analysis to quickly identify root causes and restore service levels.
- Establishing coding standards and best practices for JCL procedures to streamline batch processing and improve operational efficiency across the enterprise.
- Partnering with infrastructure teams to optimize Mainframe resource utilization, ensuring system stability during peak processing windows such as month-end closings.
- Driving the adoption of Agile methodologies within the mainframe division, facilitating sprint planning and daily stand-ups to accelerate delivery timelines.
- Mentoring junior engineers on VSAM file handling and database integrity concepts to foster technical growth and ensure knowledge transfer.
- Coordinating with quality assurance teams to integrate automated testing frameworks into the SDLC, reducing the likelihood of defects in production releases.
- Managing the deployment of emergency patches and regulatory updates, ensuring strict adherence to change management protocols and audit requirements.
- Designing interfaces using MQSeries to enable seamless data exchange between mainframe applications and distributed web services.
- Integrated Kofax OCR-based document processing workflows with mainframe applications to automate data extraction from financial documents and load structured data into COBOL/DB2 systems, reducing manual processing effort and improving accuracy.
- Worked on integrating mainframe applications with AWS services, enabling data exchange and supporting modernization initiatives toward cloud-based systems.
- Collaborated on integration between COBOL-based systems and Java applications, supporting service-oriented architecture and backend processing.
- Managed code deployments and job scheduling using Endeavor and ISPW, with exposure to CA7 and Changeman.
- Utilized Control-M for batch job scheduling, monitoring, and dependency management, ensuring timely execution of critical business processes.
- Conducting performance tuning exercises for SQL queries to reduce CPU consumption and improve response times for online banking users.
- Worked with legacy IDMS database structures, analyzing schema and supporting COBOL-based data processing modules, with exposure to ADS/O screens for transaction processing.
- Worked on DB2 stored procedures for data processing, query optimization, and supporting modernization efforts involving migration logic.
- Facilitating technical workshops with stakeholders to gather requirements for upcoming system enhancements and translating them into functional specifications.
- Reviewing architectural proposals for new Mainframe initiatives to ensure alignment with long-term IT strategy and security standards.

- Liaising with vendor support teams to resolve complex software defects related to Operating System upgrades and middleware installations.
- Worked with file transfer mechanisms such as NDM (Connect:Direct) for secure data movement between mainframe and external systems.
- Implementing robust error-handling routines within CICS transactions to minimize application abends and improve user experience.
- Championing the use of modern development tools like RDz to increase developer productivity and streamline the code deployment process.
- Developed and maintained COBOL programs for the payment processing engine, ensuring accurate transaction routing and settlement for financial institution clients.
- Partnered with system architects to redesign DB2 schemas, improving data access patterns for reporting and reconciliation applications.
- Implemented complex CICS web services to allow external partners to initiate card transactions securely via standardized APIs.
- Collaborated with the QA team to troubleshoot defects identified during user acceptance testing, ensuring high-quality releases for Core Banking modules.
- Optimized JCL job streams for the daily settlement cycle, reducing elapsed time and ensuring timely availability of funds for customers.
- Utilized File-AID to manipulate test data and simulate various transaction scenarios, enabling thorough validation of code changes.
- Supported Kofax-based document processing workflows for payment systems, handling OCR data extraction, validation, and integration with COBOL/DB2 for downstream transaction processing.
- Worked closely with database administrators to resolve performance issues related to SQL access paths in high-volume batch environments.
- Enhanced existing VSAM cluster definitions to support increased data volumes resulting from business growth and new client acquisitions.
- Utilized IMS DB for hierarchical database operations, working with DL/I calls to retrieve and update data supporting high-volume transaction processing systems.
- Participated in on-call rotations to provide support for critical production issues, using Abend-AID to diagnose and resolve failures rapidly.
- Integrated MQSeries messaging protocols to facilitate real-time communication between the mainframe authorization system and ATM networks.
- Refactored legacy code modules to improve readability and reduce technical debt, making the system easier to maintain for future development teams.
- Collaborated with business stakeholders to understand regulatory requirements and implement necessary changes to the Compliance reporting modules.
- Developed utility programs using REXX to automate routine maintenance tasks and reduce manual intervention in the production environment.
- Conducted code walkthroughs with peers to ensure adherence to coding standards and identify potential logic errors early in the development cycle.
- Assisted in the migration of applications to a newer version of z/OS, ensuring compatibility and resolving any compilation or runtime errors.
- Contributed to the development of COBOL applications supporting the global supply chain management system, tracking inventory movement across warehouses.
- Collaborated with logistics analysts to modify DB2 queries, generating accurate reports for stock levels and shipment tracking.
- Maintained and enhanced CICS screens used by warehouse staff to process incoming and outgoing shipments efficiently.
- Partnered with the testing team to validate software fixes for Order Management systems, ensuring timely fulfillment of customer orders.

- Wrote and modified JCL procedures to support nightly batch jobs that synchronized sales data with financial ledgers.
- Utilized Xpediter to debug application errors reported by users in the production environment, minimizing disruption to warehouse operations.
- Worked with senior developers to understand requirements for new features in the Retail merchandising system and implemented the necessary code changes.
- Assisted in the tuning of VSAM files to improve access speeds for frequently accessed product catalogs and pricing data.
- Participated in the implementation of MQSeries interfaces to transmit sales data from point-of-sale terminals to the central mainframe.
- Documented technical specifications and program logic to maintain a comprehensive knowledge base for the application support team.
- Collaborated with cross-functional teams to ensure data consistency between the mainframe system and distributed e-commerce platforms.
- Developed and maintained COBOL modules for the healthcare claims processing system, ensuring accurate adjudication of medical claims.
- Collaborated with business users to interpret HIPAA regulatory requirements and translate them into technical specifications for system updates.
- Designed and optimized DB2 stored procedures to retrieve member eligibility data efficiently during real-time claim checks.
- Partnered with the quality assurance team to develop test cases for Medicare and Medicaid processing modules.
- Modified CICS transactions to improve the workflow for claims adjusters, enhancing the user interface for faster data entry.
- Utilized Easytrieve to generate ad-hoc reports for management, providing insights into claim trends and processing bottlenecks.
- Worked with operations teams to resolve issues with JCL execution in the batch processing window, ensuring timely generation of explanation of benefits.
- Implemented SQL changes to support new healthcare plan configurations and benefit structures within the core database.
- Assisted in the troubleshooting of production abends using Abend-AID, ensuring minimal downtime for critical claims processing applications.
- Collaborated with security teams to implement access controls and audit trails for sensitive patient data within the mainframe environment.
- Assisted in the development of COBOL programs for a banking client, focusing on module maintenance and basic functionality enhancements.
- Collaborated with senior team members to learn JCL scripting and supported the scheduling of batch jobs for daily data processing.
- Participated in writing simple SQL queries to retrieve and update customer information within the DB2 database.
- Worked under supervision to fix minor defects in CICS applications, gaining exposure to online transaction processing environments.
- Partnered with the testing team to execute test scripts and document results for various Mainframe software releases.
- Utilized TSO/ISPF to navigate the mainframe environment and edit source code under the guidance of technical leads.
- Assisted in the documentation of technical designs and user manuals to support the handover of application modules to clients.
- Collaborated with the support team to investigate and resolve minor issues related to VSAM file inconsistencies in development regions.

TECHNICAL SKILLS

- **Programming Languages** - COBOL, JCL, CICS, ADS/O, Easytrieve, DB2, SQL, PL/I, REXX, Assembler

- **Database & File Systems** - IBM DB2, VSAM, IMS DB, IDMS, Teradata, PostgreSQL, File-AID
- **Development Tools** - IBM Rational Developer for z (RDz), Xpediter, Abend-AID, Changeman, Endeavor, ISPW
- **Middleware & Connectivity** - IBM MQSeries, CICS Web Services, HTTP, TCP/IP, SOAP, REST
- **Operating Systems** - IBM z/OS, MVS, TSO/ISPF, JES2, USS
- **Methodologies** - Agile, Scrum, Waterfall, SDLC, ITIL, Mainframe DevOps

2.5.3 Senior Application Oracle Database Administrator

- Our consultant has Masters of Business Administration in Information Technology and Bachelors of Science in Computer Science.
- Oracle Certified Professional with 15+ years of IT experience in Database Administration in Oracle 19c/12c/11g/10g, PostgreSQL and SQL server
- Experience as DBA on-prem, AWS Cloud, and Azure cloud in Ec2 and RDS instances.
- Extensive Experience in AWS Migration from on-prem to AWS environment and Azure environment
- Experienced in RMAN Backup and Recovery, Oracle Database upgrade, Standby Database Management (DATA GUARD), Performance Tuning,
- Hands-on experience with Oracle Golden Gate installation, configuration, and replication management on 12c, 19C.
- Experienced in applying Patches (CPU, PSU) to Oracle Databases and its related products on UNIX and Linux.
- Good Understanding of Oracle Architecture and Involved in the Creation, Migration, Re-organization, and Connectivity configuration issue of Oracle Databases.
- Creation of Data Guard database on different servers, switching standby database mode to read-only, recovery mode, and Snapshot Standby Database as well as
- Efficient in building catalog for RMAN repository and extensively worked on Backup & Recovery strategies using RMAN utilities, Data pump, and EXP/IMP.
- Experience in Installation of Oracle Databases on Sun Solaris, Linux, HP OS & Windows Operating Systems.
- Database Administration of multiple Oracle (9i, 10g, 11g, 12c, 19c) databases ranging from 5 GB to 55 TB on different OS like Sun Solaris, Linux & Windows Servers.
- Database Design, modeling, Migrating data from different data sources oracle to oracle, Mysql to oracle, SQL server, Informix to oracle DB migration
- Good Knowledge of Oracle gateway installation and configuration for heterogeneous database connection
- Monitoring the performance & Database Health Checkup using bash and shell scripting and automation job.
- Experience in Implementation, configuration, and troubleshooting of Oracle RAC Environments.
- Excellent analytical and problem-solving abilities and performance tuning, SQL performance tuning and instance performance tuning.
- Identify Problematic SQL Statements -AWR (Automatic Workload Repository) Reports, ADDM, ASH report, SQL Trace and TKPROF
- Experience in SQL Server 2019, 2017, 2016 Installations, Configurations, Migrations, Up-Gradations, and maintenance.
- Performing SQL Always, SQL Cluster installation & adding nodes to servers in SQL Server 2016, 2017, 2019.
- Performing the Failover/Failback operations in cluster environment and adding new Disks and troubleshooting activities.
- Administering SQL Databases (data and log file placements) and managing growth parameters and database options.
- Hands on Experience in applying the Service packs, CU's & Hotfixes in SQL Stand alone, Clustered and Always On.
- Design, develop and maintain automated solutions for Oracle database technologies
- Design, develop and maintain automated solutions for Oracle database deployments, configuration, backup and recovery, monitoring and performance tuning
- process improvement and automation within the Oracle database environment and propose innovative solutions
- Experience in implementing and Troubleshooting High Availability of database servers using Replication, Log Shipping and Database Mirroring.,

- Clustering & SQL Always-On verifying and resolving the SQL Server Blocking, Disk Space & SQL Agent Job failure issues.
- Performing DB Refresh from Production to Test / Development from on-prem to AWS RDS SQL Instance.
- Experience in troubleshooting, monitoring, optimization of server and SQL Server environments
- Experience in creating & monitoring automated daily, weekly, and monthly system maintenance tasks such as database backup, database integrity, rebuild & re-organize indexes, statistics update.
- Experience in implementing SQL Server security and Object permissions like maintaining creation of users, configuring permissions, and assigning roles to users.
- Establishing weekly maintenance plans such as Integrity check, Rebuilding indexes, Update statistics and monthly maintenance plans such as clean up history etc. to run the databases efficiently.
- Experience in Maintenance of databases, Performance Tuning and Troubleshooting.

The responsibilities of the consultants include:

- Install and configure PostgreSQL on various environments (Linux/Windows/Unix and cloud Azure and AWS Cluster instances).
- object level auditing for DDL and DML task
- PG object Zero data loss , no downtime , data secularity and masking
- In PG if dropped table will recover faster with zero downtime,
- deleted data will recover without downtime, critical table auditing and miniating
- Implement backup strategies using pg_dump, pg_basebackup, or third-party tools.
- Monitor slow queries using pg_stat_statements. Optimize indexes, vacuuming, and analyze operations.
- Design and maintain PostgreSQL clusters for high availability and scalability.
- Perform regular health checks, capacity planning, and performance audits.
- Implement replication and failover strategies for zero-downtime environments.
- Optimize queries and indexes for large datasets and high transaction volumes.
- Automate backups, restores, and routine maintenance tasks.
- Collaborate with developers for schema design and query optimization.
- Ensure compliance with security standards and implement encryption.
- Query optimization using EXPLAIN ANALYZE, pg_stat_statements.
- Memory tuning (shared_buffers, work_mem, effective_cache_size).
- Tune PostgreSQL configuration (shared_buffers, work_mem, etc.).
- Use tools like pgAdmin, Prometheus + Grafana, or pgBadger Monitor disk usage, query performance, and replication lag.
- Schedule regular maintenance tasks (vacuum, reindex),
- Data Migration & Upgrades Migrate data between environments or from other DBMS to PostgreSQL.
- Troubleshooting / Support Diagnose and resolve database issues, Work with developers to optimize queries and schema design.
- Administered MS SQL server databases deployed in Azure, managing data replication across nodes to support AT&T's distributed applications.
- Set up master-slave replication and configured automatic failover in MS SQL server to ensure data availability and seamless operations during hardware or system failures.
- Perform DB automation in Azure RDS instance for DB monitoring
- Automate Job for sync prod and UAT database , write script for DB monitoring
- Good Knowledge of Oracle gateway installation and configuration for heterogeneous database connection
- Knowledge of Oracle Golden Gate installation, configuration, and replication management.
- Good hands-on with Oracle Software cloning to a different Unix/Solaris Server.
- Experience in Implementation, configuration, and troubleshooting of Oracle RAC Environments.
- Point in time recovery and restoration in RDS instances.
- Performed SQL query tuning and indexing to improve performance for LCF customer management and billing applications, reducing query response times

- Provisioning: Create and configure database instances using Amazon RDS, Aurora, or other AWS database services.
- Scaling: Adjust instance sizes and configurations to meet performance and capacity requirements.
- Monitoring: Use CloudWatch to monitor database performance metrics such as CPU usage, memory, I/O operations, and query performance.
- Tune database parameters and queries to improve performance.
- Configure automated backups and snapshots for RDS instances.
- S3 bucket and IAM role creation ,VPC
- Analyze and resolve server generated and threshold-based alerts
- Perform troubleshooting of performance issues and provide required solution
- Perform manual backups and ensure they are stored securely.
- Manage IAM roles and policies to control access to database instances.
- DB migration from on prem to AWS Cloud, DB migration using DMS AWS services
- Schema conversion using AWS Schema conversion tool
- Configure alert in AWS RDS services Aurora Postgres sql DB and other RDS instances
- Configure AWS parameter group as per instance, Configures Data Lake in AWS
- Implement encryption for data at rest and in transit using AWS KMS.
- Apply security patches and updates to database instances, Schedule maintenance windows for routine tasks and updates.
- Design and implement scalable data architectures using Azure services such as Azure SQL, Data Lake, and Synapse Analytics.
- Develop and maintain data pipelines for extraction, transformation, and loading (ETL) across diverse data sources.
- Design and implement data ingestion pipelines from various sources (SQL, APIs, flat files).
- Automate data ingestion using Azure Data Factory, Logic Apps, or custom scripts.
- Build scalable ETL/ELT pipelines using Azure Data Factory or Databricks.
- Use Mapping Data Flows for visual data transformation.
- Document data lake architecture, pipelines, and processes for team collaboration.
- Azure and RDS instances DBA end to end task, Azure ADF pipeline task for database and object replication and data copy in different env
- Create Linked Services to connect ADF with databases like Azure SQL, PostgreSQL, or on-prem SQL Server.
- Configure Datasets to define source and destination schemas for data pipelines.
- Design Copy Activities to move data between systems (e.g., SQL to Blob Storage or vice versa).
- Use Stored Procedure Activities to run database logic during pipeline execution.
- Implement Script Activities for custom SQL operations directly within ADF pipelines.
- Monitor Data Flows for transformations like joins, aggregations, and filtering
- Create Triggers (time-based or event-based) to automate pipeline execution.
- Diagnose Errors using activity logs and dependency chains within pipelines.
- Azure and AWS Cloud Responsibilities: Managed Oracle, Cassandra, and MS SQL server databases hosted on Azure, optimizing cloud resources for cost efficiency, performance, and scalability.
- Implemented Azure Monitor and Application Insights to proactively track database performance, identifying bottlenecks and preventing outages.
- Ensured compliance with telecom industry regulations (GDPR, CCPA) by securing databases using Oracle Advanced Security features, encryption, and Azure Key Vault integration for sensitive data management.
- Azure ADF task for database and object replication and data copy in different env
- Manage Integration Runtimes for hybrid data movement (especially on-prem to cloud).
- Deploy Resource Manager Templates for consistent pipeline deployment across environments.
- Use Azure Monitor and Log Analytics to track pipeline performance and failures.
- Set Alerts for failed activities or long-running jobs.
- Diagnose Errors using activity logs and dependency chains within pipelines.
- Environment: Azure Cloud, Aws cloud Oracle, Cassandra, MySQL, 19c, Oracle Data Guard, RMAN, Oracle Enterprise Manager (OEM), Cassandra 3. x, DataStax, Prometheus, MS SQL server 8. x, MS SQL server

Replication, MS SQL server Cluster, Azure SQL Database, Azure Virtual Machines, Azure Blob Storage, Azure Monitor, Azure Site Recovery, Azure Automation, RMAN (Oracle), Cassandra Snapshots, MS SQL server Backups, AWR, ADDM, Prometheus, Grafana (Cassandra), Azure Monitor, Advanced Security, TDE, Azure Key Vault, encryption for GDPR/CCPA compliance

- Managed Oracle 19c databases in Azure, supporting AT&T's telecom billing and network systems, ensuring 24/7 availability and peak performance.
- Played a crucial role in migrating on-prem Oracle databases to Azure SQL Database and Virtual Machines, optimizing cloud resources and reducing on-premise costs.
- Configured Oracle Data Guard in Azure for disaster recovery and automated failover, ensuring zero downtime during system outages.
- Deployed Oracle RMAN backups on Azure Blob Storage and integrated with Azure Site Recovery for seamless backup and disaster recovery solutions.
- Improved database performance by analyzing AWR reports, SQL query optimization, and partitioning large telecom datasets for faster access and processing.
- Developed automation scripts for routine DBA tasks, including patching, backups, and monitoring, using Oracle Scheduler and Azure Automation.
- Experience in upgrading, patching, and troubleshooting.
- on call support as needed for on-call issues with database environments and provides follow up and permanent resolution for reoccurring issues
- Provides 24/7 support of production database environments
- Optimize indexes, vacuuming, and analyze operations.
- Tune PostgreSQL configuration (shared_buffers, work_mem, etc.).
- Use tools like pgAdmin, Prometheus + Grafana,
- Monitor disk usage, query performance, and replication lag.
- Schedule regular maintenance tasks (vacuum, reindex).
- Data Migration & Upgrades Migrate data between environments or from other DBMS to PostgreSQL.
- Perform upgrades with minimal downtime.
- Setup Oracle Wallet TDE protects sensitive data at rest (tablespace or column-level encryption).
- Create and Configure Oracle Wallet for encrypt Sensitive Data
- Include wallet in RMAN backup strategy, Document wallet password and recovery steps.
- Troubleshooting / Support Diagnose and resolve database issues.
- Work with developers to optimize queries and schema design.
- Use synchronous replication across multiple nodes or regions.
- Work with developers and other stakeholders to identify and fix performance bottlenecks.
- Collaboration and Support: Collaborate with development teams to design and implement database solutions.
- Provide support and guidance to developers on database-related matters.
- Performance Monitoring and Tuning: Monitor database performance and optimize queries for efficiency.
- Perform regular tuning and optimization to ensure databases run smoothly.
- Documentation and Compliance: document database configurations, processes, and procedures.
- Ensure compliance with company policies and industry regulations.
- Understand Application design and criticality. Help to architect design for database and structure.
- DB refresh from prod DB non-prod using expdp/impdp or using RMAN
- Object migration from prod to UAT.Deployment of sq in all UAT and prod env
- DB storage management with feature DB growth
- Issue on DB object level like blocking session,row-level lock, etc
- Users/schema manage creation and role and reasonability,Application session monitoring
- Automation of database writing for DB monitoringPerformance monitoring. Identifying poorly performing SQL and optimizing the same.
- Automation of database script writing for DB job automation,Automation of database health check
- Identifying resource bottlenecks in the database system & carrying out performance-tuning exercises.
- Installation Oracle varies Tool... Gateway, Golden Gate- installation and configuration

- Managing Standby databases. Database Cloning. Oracle Patch application.
- Cronjob scheduling. Automation of database backup task using Shell scripting and code for DDL, DML, DCL.
- SQL Tuning Advisor-Oracle provides automated tuning suggestions:
- Use SQL Plan Baselines to preserve good plans, Schedule regular AWR snapshots and SQL tuning tasks
- Index and Object Tuning-Review index usage ,Drop unused or duplicate indexes, Create missing indexes based on workload
- Rebuild fragmented indexes or tables (if needed)-Partition large tables for better performance
- Memory and Instance Tuning-Tune SGA and PGA sizes, monitor buffer cache hit ratio, shared pool and library cache settings
- I/O and Storage Tuning-Distribute datafiles across multiple disks, Monitor tablespace usage and growth
- Concurrency and Locking-Monitor locking issues, Identify and resolve deadlocks, Tune application logic to reduce contention
- Scheduler and Job Tuning-Review DBMS_SCHEDULER jobs, Optimize long-running or frequent jobs
- Cassandra DBA:
- Administered and monitored Cassandra clusters deployed across Azure virtual machines, ensuring low latency access and high fault tolerance for AT&T's telecom data.
- Optimized Cassandra data partitioning and replication strategies to handle increasing data volumes from AT&T's 5G networks and real-time customer transactions.
- Implemented automated snapshot backups for Cassandra databases, with disaster recovery configured across multiple Azure regions for fault tolerance.
- Tuned Cassandra clusters for optimal read/write performance, improving data throughput and latency for high-volume transactional systems.
- Database Management: Install, configure, and maintain Cassandra clusters.
- Backup and Recovery: Establish and maintain backup and recovery procedures for data integrity.
- Capacity Planning: Analyze database usage and plan for future growth, including hardware and software upgrades.
- Documentation: Maintain comprehensive documentation for database configurations, processes, and procedures.
- Collaboration: Work closely with development teams to support database needs in application development.
- Managed and scaled Cassandra clusters across multiple data centers.
- Implemented backup and disaster recovery using Medusa and Azure Blob Storage.
- Tuned performance by optimizing compaction strategies and read/write paths.
- Automated cluster health checks and alerts using Prometheus and Grafana.
- Worked with development teams to design data models and CQL queries.
- Migrated legacy data from RDBMS to Cassandra using ETL pipelines.
- Ensured security compliance through encryption and access control.
- Database patching and upgradation
- Strong knowledge of NoSQL databases and data modeling concepts.
- Managed Oracle 11g, 12c, and 19c database environments for telecom operations, ensuring 24/7 availability and performance.
- Optimized Oracle databases using AWR reports, SQL tuning, and indexing to handle high-transaction volumes for AT&T and T-Mobile's real-time billing and network systems.
- Implemented Oracle Data Guard and Real Application Clusters (RAC) for automatic failover and disaster recovery to minimize downtime for mission-critical systems.
- Led the migration of on-prem Oracle databases to Azure cloud, using Oracle Cloud Infrastructure (OCI) integration and Azure Database Migration Service.
- Managed data encryption, auditing, and compliance with telecom industry regulations, ensuring secure storage and transmission of sensitive customer data.
- Deployed RMAN for database backups, ensuring point-in-time recovery, and designed automated backup schedules to optimize downtime.
- Experience in upgrading, patching, and troubleshooting.

- Managed MS SQL server databases for AT&T's customer data storage, deploying MS SQL server clusters to ensure high availability and redundancy.
- Set up MS SQL server replication, monitoring slave databases to ensure consistency and automatic failover in case of primary server failure.
- Tuned MS SQL server queries for T-Mobile's call data records (CDR) system, reducing query response times for customer data access and billing queries.
- Database Administration: Managed Cassandra clusters to store large-scale telecom network data, handling the increasing data volume generated by AT&T and T-Mobile's 4G and 5G networks.
- Configured and maintained Cassandra clusters across multiple data centers, ensuring fault tolerance and horizontal scalability.
- Optimized data partitioning and replication strategies in Cassandra to handle distributed workloads and ensure data availability across regions.
- Implemented automated backup solutions for my sql using snapshots and developed disaster recovery procedures for telecom applications.
- Migrated large-scale databases (Oracle, MySQL, Cassandra) to Azure cloud infrastructure, leveraging Azure SQL Database, Azure VM, and Azure Blob Storage for efficient data handling and storage.
- Utilized Azure Monitor and custom scripts for proactive database monitoring, automated scaling, and performance diagnostics across Oracle, MySQL, and Cassandra environments.
- Designed and implemented cloud-based disaster recovery strategies using Azure Site Recovery, ensuring minimal downtime for critical telecom services during failover events.
- Key Achievements:
- Successfully migrated over 50 TB of telecom data from on-premise Oracle and MS SQL server systems to Azure cloud with zero downtime.
- Reduced database query response times by 30% through query tuning and indexing optimizations.
- Achieved 99.99% database uptime for mission-critical systems by implementing robust high-availability solutions with Oracle RAC, Data Guard, and Cassandra clusters.
- Improved data retrieval performance for AT&T's customer-facing applications using Cassandra's distributed architecture, handling millions of transactions per second.
- Conducted regular performance tuning using tools like AWR and SQL Tuning Advisor to minimize query execution times, ensuring smooth operation of banking systems.
- Implemented Oracle Data Guard and Real Application Clusters (RAC) for high availability and failover solutions, minimizing downtime for mission-critical banking applications.
- Designed and implemented backup strategies using RMAN, ensuring quick and reliable data recovery in case of system failures or data corruption.
- Applied Oracle Advanced Security features, including Transparent Data Encryption (TDE), to protect sensitive financial data and meet RBI (Reserve Bank of India) and other regulatory compliance standards.
- Managed upgrades from Oracle 10g to 11g and applied necessary patches and updates to ensure databases were running on supported and secure versions.
- Performed database sizing, capacity planning, and resource allocation to support the growth of banking operations and increased data volumes.
- Deploying Exadata System: Install and configure the hardware, including Exadata Storage Servers and Database Machines.
- Implement high-availability setups like Oracle Real Application Clusters (RAC), Data Guard for disaster recovery, and Automatic Storage Management (ASM) for storage management.
- Apply Oracle patches and upgrades using tools like OPatch, Oracle Fleet Maintenance, and Oracle Enterprise Manager.
- Provided end-user support for database-related issues, working closely with application teams to resolve performance bottlenecks and other technical challenges.
- Automated routine DBA tasks using shell scripts and Oracle Scheduler, reducing manual intervention and improving operational efficiency.

- Use OEM to monitor the health and performance of Exadata systems, databases, and hardware continuous monitoring of database health, resource utilization, and identifying potential performance issues.
- Environment: Oracle 9i, 11g, 12c, 19c, Oracle RAC, Oracle Data Guard, RMAN, Oracle Enterprise Manager (OEM), MS SQL server 5. x, MS SQL server Replication, MS SQL server Cluster, Cassandra 2. x, 3. x, DataStax Enterprise, Apache Cassandra, Azure SQL Database, Azure VM, Azure Blob Storage, Azure Monitor, Azure Database Migration Service, RMAN (Oracle), MS SQL server Backup, Cassandra Snapshots, AWR, ADDM, OEM, Prometheus (Cassandra), Azure Monitor, Oracle Advanced Security, TDE, GDPR.

2.5.4 Application Oracle Database Administrator

- Our consultant has Masters of Science in Computer Science and Bachelors of Technology in Electronics & Communication Engineering.
- Oracle Database Administrator with 10 years of experience in designing, implementing, migrating, upgrading, and managing large-scale Oracle database environments (11g to 19c) across on-premises data centers and cloud platforms, including AWS (EC2, RDS) and Oracle Exadata Cloud@Customer (ExaCC).
- Proven expertise in high availability and disaster recovery solutions, including Oracle RAC, ASM, Data Guard (with Broker), and Goldengate (Classic & Microservices) for real-time, uni-/bi-directional replication.
- Specialized in cross-platform and cross-version migrations, including non-CDB to CDB/PDB, on-prem to cloud (AWS/Exadata), and Goldengate-based zero-downtime replication.
- Extensive experience in performance tuning (AWR, ADDM, SQL Trace, STATSPACK), RMAN backup and recovery, and proactive automation using UNIX Shell scripting, OEM, and Ansible. Implemented robust security and compliance solutions using TDE, Oracle Key Vault (OKV), and ZDLRA for enterprise-grade recovery with zero data loss.
- Successfully led end-to-end migrations of mission-critical databases supporting finance, retail, and enterprise applications, optimizing architecture, storage, and performance across environments.
- Known for providing dependable 24x7 production support, cross-functional collaboration, and delivering scalable, secure, and high-performance database solutions.

The responsibilities of the consultants include:

- Performing day-to-day DBA tasks: performance tuning, system security, database installation, configuration, patching, and providing 24/7 technical support to ensure system performance and stability. Managed daily incremental and weekly full database backups using RMAN, and executed recovery drills by simulating database crashes, ensuring readiness for complete and incomplete recovery scenarios.
- Managed the migration of critical Oracle databases to Amazon RDS for Oracle, including schema conversion, data pump export/import, Goldengate replication setup, and performance tuning, ensuring zero downtime during the migration process.
- Applied Oracle security patches based on regular risk assessments, safeguarding database environments and ensuring compliance with internal security policies.
- Conducted performance analysis using AWR and ADDM reports, optimized SQL queries, implemented SQL profiles, and partitioned tables and indexes for improved query performance and reduced storage usage.
- Monitored and resolved fragmentation at the segment and database levels, enhancing performance and optimizing storage for better resource allocation.
- Implemented and maintained Oracle Enterprise Manager (OEM) for comprehensive system monitoring, performed daily health checks of production databases and ensured early detection and resolution of issues.
- Configured Transparent Data Encryption (TDE) at the tablespace and column levels, enforcing strong encryption practices to protect sensitive data and ensure compliance with regulatory standards (e.g., SOX).
- Led disaster recovery operations, integrating ZDLRA for continuous data protection, conducting regular recovery drills, and automating backup and recovery workflows to minimize downtime.
- Managed quarterly patching and database upgrades from Oracle 12c to 19c and 21c, minimizing downtime while enhancing functionality and maintaining support compliance.
- Installed, configured, and maintained Oracle Goldengate 21c for bi-directional and uni-directional replication across Oracle and non-Oracle systems, ensuring real-time data synchronization with minimal latency.

- Led Goldengate upgrades from 12.1 to 21.3, addressing and resolving replication issues in cross-platform environments and optimizing replication performance across databases.
- Ensured high availability by configuring Goldengate in Active-Active and Active-Passive replication modes, maintaining data consistency, and ensuring minimal downtime during maintenance activities.
- Managed and optimized Oracle Exadata systems for efficient database storage, backup, and disaster recovery, enhancing database throughput and reducing downtime.
- Automated and streamlined backup processes using RMAN and ZDLRA, integrating them with Oracle Enterprise Manager for centralized management and timely alerting.
- Managed migration of Oracle databases to Amazon EC2, ensuring smooth transition, post-migration validation, performance tuning, and scalability improvements, reducing overall infrastructure costs.
- Oversaw the transition from Oracle Goldengate Classic to Goldengate Microservices Architecture, enhancing scalability, security, and monitoring capabilities for real-time data replication across heterogeneous systems.
- Implemented Goldengate Veridata for efficient data comparison and repair between source and target systems, ensuring data synchronization and reducing downtime during the migration and replication processes.
- Performed in-depth analysis and tuning of Oracle RAC and non-RAC systems, including memory, I/O, and contention adjustments, as well as implementing efficient partitioning strategies to optimize storage and query performance.
- Provided training and knowledge transfer sessions to DBAs and developers on best practices for Goldengate Microservices, RMAN, and disaster recovery strategies, enabling the team to manage and support advanced data-base systems.
- Performed Exadata infrastructure patching (cell and DB nodes), including advanced troubleshooting.
- Upgraded and migrated Oracle databases (12cR2 to 19c, 12c to 18c/19c), ensuring minimal downtime.
- Tuned SQL/PLSQL queries using AWR, ADDM, ASH, SQL Profiles, and baselines to improve performance.
- Managed database maintenance tasks such as partitioning, statistics collection, index/table rebuilds, and MV refreshes.
- Enabled Oracle Flashback and restore points to support safe upgrades and recovery scenarios.
- Implemented Transparent Data Encryption (TDE) with Oracle Wallet and key management.
- Configured and monitored Oracle Goldengate replication, with automated alerts via shell scripting.
- Applied quarterly PSU patches using OPatch; maintained RMAN catalog and backup policies.
- Cloned and refreshed non-production databases using RMAN and Data Pump utilities.
- Managed Oracle RAC, ASM, Grid Control environments, and multitenant architectures (CDB/PDB).
- Configured Oracle Data Guard (physical standby) and performed switchover/failover for DR readiness.
- Executed complete and incomplete recoveries, including PITR and TSPITR, using RMAN.
- Designed and implemented end-to-end backup and recovery strategies at both OS-level and Oracle-level.
- Monitored database performance, health, and replication using Oracle Enterprise Manager (OEM).
- Set up proactive alerting for DB, listener, and tablespace thresholds; configured ZFS backups.
- Supported the full product lifecycle from development through production deployment.
- Collaborated with development and DBA teams to identify and resolve performance issues.
- Administered Oracle 12c R2 and 19c databases on Exadata, including patching and upgrades.
- Installed, configured, and supported Oracle Goldengate for uni- and bi-directional replication across Exadata and non-Exadata systems.
- Managed Oracle RAC (up to 4 nodes) and Data Guard environments with switchover/failover operations.
- Conducted availability testing for failover readiness (node, listener, and database levels).
- Designed and tested backup/recovery and disaster recovery strategies using RMAN.
- Migrated databases across platforms; converted non-CDB to CDB using PDB architecture.
- Implemented Transparent Data Encryption (TDE) and Oracle Wallets for data encryption and compliance.
- Automated Goldengate monitoring via shell scripting and cron; performed replication troubleshooting using Log-Dump.
- Migrated databases to new hardware and upgraded from RHEL 6 to RHEL 7.
- Deployed and managed Oracle Enterprise Manager Cloud Control 12c for centralized monitoring.
- Converted single-instance databases to RAC using DBCA and manual methods.

- Performed tuning using AWR, ADDM, SQL Tuning Advisor, and SQL execution plan analysis.
- Created shell scripts for RMAN and Data Pump-based backup automation.
- Applied PSU and interim patches using OPatch and OPatch Auto.
- Cloned and synchronized production databases to DEV, UAT, TEST, and PREPROD environments to ensure consistency across multiple environments and support development workflows.
- Implemented backup and recovery strategies using RMAN, export/import utilities, and online backup methods, ensuring high availability and minimal data loss.
- Led the migration of large databases (100GB to 7TB) across different platforms (e.g., from on-prem to cloud or Oracle to SQL Server), optimizing for performance and scalability.
- Managed user access, roles, and permissions, and created critical database objects (tables, views, indexes) via SQL scripts to support application development and ensure security.
- Upgraded databases from Oracle 10gR2 to 11gR2 using DBUA and applied necessary patches to improve performance and maintain support.
- Configured Oracle Data Guard for disaster recovery, setting up primary and standby databases and managing failovers to ensure business continuity.
- Installed and maintained Oracle Goldengate for unidirectional DDL/DML replication across heterogeneous systems (e.g., Oracle to SQL Server), supporting real-time data synchronization.
- Performed initial data loads using expdp/impdp utilities and monitored Goldengate replication using cron jobs and Oracle Enterprise Manager (OEM) to ensure efficient operation.
- Troubleshoot Goldengate and Oracle errors, using Log dump utility for replication tuning, resulting in improved system performance and minimized replication delays.

TECHNICAL SKILLS

- **Databases Skills:** Oracle 11gR2/12c/18c/19c Backup planning and Implementation, Performance Monitoring, Analysis and Tuning, Install, Patch and Upgrade, Disaster Recovery planning and implementation, Partitioning, Replication.
- **Database Advance Feature:** RAC, Data Guard, ASM, Standby Database, Oracle Golden Gate, Advanced Replication/ Materialized View, Grid Control, OEM (GC), Tivoli, TOAD, SQL Developer, Logminer, Crontab
- **Oracle Utility:** RMAN, RCONFIG, 12cOEM, Export/Import, DataPump (expdp, impdp), SQL*Loader, DGMGRL, ASMCMO, OID.
- **Performance Tuning:** Grid control, AWR, ADDM, ASH report, SQL Optimizer,
- **Languages:** C, C++, UNIX shell scripts, PL/SQL, SQL, Perl
- **Project Management Tools:** Project Scheduling (Microsoft Project), Microsoft Office Suite 2013, Minitab, Pro-planner, SPC, FMEA, Design of Experiments, Six Sigma, Lean Manufacturing, Quality Analysis.
- **Operating Systems:** Sun Solaris 5.8, 9, 10, Red Hat Linux RHEL 2.1, 3.x, 4.x, 5.x and Windows/2000/2003/XP.

2.5.5 Senior Application DB2 Database Administrator

- Our consultant has Bachelors in Computer Science and Engineering and Microsoft Azure Administrator, Microsoft Azure Infrastructure Solution, Microsoft SQL Server 2012/2014 Databases, Microsoft Certified Technology Specialist (MCTS) in SQL SERVER2005 and ITIL V3 Foundation Certified.
- A Result Oriented professional with 15 Yrs of Total Experience in Database Administration and multiple RDBMS and having 7 Yrs as a Team lead.
- Experienced in managing large-scale, mission-critical databases with strong expertise in Striim-based real-time data streaming and change data capture (CDC) for Oracle and PostgreSQL platforms.
- Proven ability to design, implement, and optimize database high-availability solutions such as Oracle RAC, Data Guard, and PostgreSQL replication. Skilled in performance tuning, migration (Oracle ↔ PostgreSQL), and cloud platforms (AWS RDS, Azure, OCI).
- Hands-on experience in configuring Striim pipelines, automating DBA tasks using Shell and Python scripting, and implementing backup, recovery, and disaster recovery strategies. Adept at collaborating with cross-functional teams to ensure database integrity, scalability, and real-time data flow across hybrid environments.

- Extensively worked on MS SQL Server versions 2000 to 2022 for Configuration, Administration and Troubleshooting.
- Manage databases hosted on AWS services such as Amazon RDS (Relational Database Service) for SQL Server or Aurora. Their tasks include installation, configuration, and maintenance of SQL databases in the cloud.
- Leverage tools like AWS Database Migration Service (DMS) for migrating on-premises SQL Server databases to AWS and integrate SQL databases with other AWS services like Lambda, S3, or API Gateway.
- Extensive experience in relational data modeling using normalization and denormalization techniques to optimize database performance.
- Strong background in Oracle DBA transitioning into SQL Server DBA, with proven ability to manage large-scale databases, optimize performance, and support mission-critical applications.
- Skilled in automation, migrations, and cloud (Azure/AWS) database management.
- Proficient in PostgreSQL administration, including installation, configuration, upgrades, and patch management.
- Well-versed in data migration techniques, especially Oracle-to-PostgreSQL migrations via AWS SCT, Ora2pg, and other tools.
- Configure automated backups, snapshots, and disaster recovery solutions using features like multi-AZ deployments and point-in-time recovery.
- Worked on SQL Server Patch management, Upgradation, Migration on both standalone and Failover cluster environments of versions 2000 to 2022.
- AWS/Cloud Services experience: EC2, RDS, and Aurora, Cloud deployments experience in Jenkins, Bitbucket, Terraform
- Having experience in IBM DB2 database administration like z/OS and AIX, including installation, configuration, and maintenance of database servers.
- Skilled in performance tuning, query optimization, and troubleshooting of DB2 database issues to ensure high efficiency.
- Performed in-depth SQL Server performance tuning by analyzing slow-running queries, high CPU/memory usage, and long-running transactions.
- Tuned performance of OLTP and OLAP systems by identifying bottlenecks using SQL Profiler, Extended Events, and DMV queries.
- Proficient in setting up backup and recovery strategies of data integrity for DB2 databases.
- Clear understanding of implementation of Transactional Replication, Log Shipping, DB Mirroring & Fail over Clustering environment (Active/Passive Model) & Always-On High Availability.
- PowerShell scripts can automate routine DBA tasks like backups, restores, monitoring, and database migrations, saving time and reducing errors.
- scripting out database objects, managing SQL Agent jobs, and analyzing logs can be performed with simple one-liner PowerShell commands
- Performed Databases migration from On-premises to Azure, Azure Storage, Azure Data Factory, and Azure Data Lake.
- Configured and administered HADR environments for DB2 LUW databases to ensure high availability, implementing HADR primary-standby setups.
- Managed TSA cluster configurations to automate failover operations and enhance system reliability using TSA policies and resources.
- Performed end-to-end setup of HADR with log shipping, sync/async modes, and takeover procedures to guarantee minimal downtime.

The responsibilities of the consultants include:

- Administer and optimize Oracle and PostgreSQL databases for enterprise applications.
- Configure and manage Striim pipelines for real-time data replication and streaming across heterogeneous environments.
- Administered and supported large-scale Oracle 12c/19c databases across production, UAT, and development environments, ensuring continuous availability and optimal performance.

- Designed and implemented highly available cloud database architectures on AWS RDS/Aurora, Azure SQL, and OCI/Exadata Cloud, improving scalability and reducing infrastructure cost.
- Led multiple end-to-end database migration projects to cloud, using Oracle Data Pump, RMAN, Golden Gate, and cloud-native migration tools.
- Performed advanced performance tuning involving SQL tuning, AWR/ASH analysis, optimizer statistics management, and database parameter optimization.
- Implemented and maintained high availability and DR solutions including Data Guard, Active Data Guard, RAC, and Golden Gate for mission-critical workloads.
- Developed and automated routine DBA tasks using Shell scripting, Python, and PL/SQL, reducing manual effort and improving operational efficiency.
- Managed database backup and recovery strategies using RMAN, Oracle Secure Backup, and cloud-native snapshot/backup mechanisms.
- Executed patching, PSU/CPU updates, and major version upgrades across distributed environments with minimal downtime.
- Collaborated with application and development teams to optimize query performance, improve schema design, and resolve complex database issues.
- Ensured compliance with security, auditing, and governance standards, implementing encryption, auditing policies, and user access controls.
- Utilized Oracle Enterprise Manager (OEM) for centralized monitoring, performance diagnostics, and capacity planning for multi-environment deployments.
- Supported DevOps pipelines and CI/CD initiatives by integrating database tasks with automation tools and Agile/Scrum workflows.
- Conducted root cause analysis of performance or availability incidents and implemented long-term fixes to improve system stability.
- Implemented proactive monitoring and alerting mechanisms for cloud and on-premise Oracle databases to ensure peak performance and zero unplanned downtime.
- Provided mentorship and technical guidance to junior DBAs and cross-functional teams, contributing to knowledge sharing and operational excellence.
- Implement backup, recovery, and HA solutions leveraging Oracle RAC, Data Guard, and PostgreSQL replication.
- Perform performance tuning and query optimization to improve efficiency across Oracle and PostgreSQL platforms.
- Develop and maintain Shell and Python scripts for automation of routine DBA tasks.
- Troubleshoot complex database and Striim integration issues in real time, ensuring zero data loss and high availability.
- Collaborate with cloud and application teams to integrate Striim with AWS and Azure for hybrid data movement.
- Installing, configuring, upgrading, and patching SQL Server instances, Monitoring database performance and identifying areas for improvement.
- Managing user access and permissions to ensure data security and ensuring data integrity and availability through proper backup and recovery procedures.
- Managed and optimized Azure SQL Databases to ensure high availability and performance.
- Optimizing SQL queries, indexes, and server configurations and monitoring database performance metrics and identifying bottlenecks.
- Tested Mango DB installation on Test server.
- Supported Mango DB database. Experience with working on VM's. NetApp storage.
- Hands-on experience in writing python scripts to parse CSV, XML documents and load the data in different resources/databases like MYSQL, Mango DB.
- Expertise in Querying RDBMS and NoSQL such as Oracle, MYSQL, Dynamo DB, Mango DB and PostgreSQL by using SQL for Data integrity.
- Administered DB2 LUW databases across production, QA, and development environments ensuring high availability and optimal performance.

- Performed installation, configuration, and patch upgrades for DB2 LUW on Linux/Unix systems following enterprise standards.
- Designed and optimized DB2 LUW database objects including tables, indexes, tablespaces, and buffer pools to support mission-critical workloads.
- Conducted advanced performance tuning in DB2 LUW using EXPLAIN, db2top, db2pd, and snapshot monitoring to improve query efficiency.
- Supported data modeling for cloud-native architectures ensuring scalability and high availability.
- Implemented and managed high-availability features in DB2 LUW, such as HADR, TSA, and disaster recovery configurations.
- Conducted regular HADR monitoring using db2pd, db2pd-hadr, and snapshot views to validate HADR health and replication status.
- Designed and deployed TSA domain setups for multiple DB2 LUW nodes, configuring TSA resource groups and dependencies.
- Experienced in Snowflake data warehousing, including database, schema, and warehouse creation with proper role-based access control (RBAC).
- Implemented Snowflake data loading using COPY INTO, Snowpipe, and staged files (AWS S3/Azure Blob) for batch and near real-time ingestion.
- Optimized performance in Snowflake using clustering keys, query profiling, virtual warehouse scaling, and micro-partition management.
- Developed and managed Snowflake objects such as tables, views, materialized views, streams, tasks, and secure data sharing.
- Integrated Snowflake with ETL/ELT tools (e.g., Informatica, Talend, Azure Data Factory) and BI tools like Power BI/Tableau for analytics and reporting.
- Executed controlled HADR failovers and switchovers during maintenance windows, validating HADR readiness and disaster recovery procedures.
- Lead SQL Server Engineering DBA tower in preparing Checklists of Installation (single and Cluster), Patching, Mirroring and Always-on and handed over to production support team.
- Managed Oracle and PostgreSQL database clusters and optimized data replication using Striim CDC pipelines for real-time streaming.
- Led database migration projects from Oracle to PostgreSQL with minimal downtime using AWS DMS, SCT, and Striim
- Implemented high-availability architectures (Oracle Data Guard, RAC, PostgreSQL replication) to ensure business continuity.
- Developed and automated database maintenance, monitoring, and recovery routines using Shell and Python scripts.
- Tuned Oracle and PostgreSQL workloads for query performance, partitioning, and indexing strategies.
- Supported ongoing data integration between on-prem and cloud platforms (AWS RDS, Azure, OCI) for enterprise analytics.
- Maintained data consistency and reliability across systems using Striim-based streaming and continuous data validation.
- Managed and optimized Azure SQL Databases to ensure high availability and performance.
- Successfully migrated on-premises SQL databases to Azure Managed SQL
- Extract transforms load process to move and clean data, integration of data from multiple sources into a central database, data migration across systems using SSIS
- Web based access to reports via a browser and generating business intelligence reports using SSRS
- Using TSQL scripts for scheduling automating tasks, monitoring health with system views and dynamic management views (DMV).
- Developed and maintained automation routines for PostgreSQL, enhancing system efficiency by 40%.
- Successfully migrated enterprise databases from Oracle to PostgreSQL using AWS and open-source tools, supporting cloud adoption.

- Developed and maintained automation routines for PostgreSQL services. Performance tuning of PostgreSQL clusters.
- Managed Oracle to PostgreSQL migration projects. And ensured secure, reliable, and optimized database systems.
- Documented quality standards and procedures for PostgreSQL services.
- Automate the configuration of SQL Server settings, such as max server memory, network protocols, and auditing.
- Worked on data model design during Oracle to PostgreSQL migration, ensuring schema consistency and performance.
- Installed, configured, and maintained MS SQL Server (2012–2019/2022) across production and non-production environments, ensuring high availability and optimal performance.
- Performed advanced performance tuning using indexing strategies, query optimization, execution plan analysis, and monitoring via DMVs, Extended Events, and MS SQL Profiler.
- Developed automated backup, restore, and maintenance routines using MS SQL Agent Jobs and PowerShell, improving reliability and reducing manual intervention.
- Managed database deployments and change automation using SSIS, MS SQL Agent Jobs, CI/CD pipelines, and PowerShell scripts to streamline releases and reduce manual effort.
- Using Power shell Automate the creation, modification, and scheduling of SQL Server Agent jobs, Monitor the status of SQL Server Agent jobs and generate reports on job execution.
- DMS to migrate on-premises SQL Server databases to AWS with minimal downtime and AWS Schema Conversion Tool (SCT) to convert database schemas.
- Developed automated scripts for DB2 LUW maintenance activities including backups, reorgs, run stats, and monitoring tasks.
- Executed backup and recovery strategies for DB2 LUW databases using native tools, online backups, and TSM integration.
- Monitored DB2 LUW environments for performance, resource usage, and storage growth, proactively resolving system issues.
- Ensured security and compliance in DB2 LUW environments through access control, auditing, encryption, and policy enforcement.
- Collaborated with developers to analyze SQL workloads and optimize stored procedures, ensuring smooth application integration with DB2 LUW databases.
- Integrated TSA with HADR automation to ensure seamless failover handling and reduce operational effort using TSA automation scripts.
- Tuned HADR parameters such as HADR_TIMEOUT, HADR_SYNCMODE, and HADR_TARGET_LIST to optimize HADR performance.
- Troubleshoot TSA cluster issues involving node failures, quorum loss, resource fencing, and TSA resource recovery scenarios.
- Documented HADR workflows, TSA configurations, and DR procedures, providing knowledge transfer to support teams for smooth operations.
- Developed an automated analytics pipeline in Microsoft Azure, streamlining data processing and reducing processing times.
- Ensured high availability and disaster recovery capabilities for Azure Synapse Analytics.
- Directed the implementation of a secure Azure Blob Storage solution, which integrated with existing on-premises systems, reducing data access latency.
- Used Db2 Recovery Expert for other RDBMS which provides advanced backup, log analysis, and recovery tools to protect critical data.
- Designed data models for Azure-based analytics pipelines, enabling efficient data processing and reporting.
- Implemented Oracle Data Guard for DR and RAC/Grid Infrastructure for high availability.
- Tuned queries using AWR, ADDM, and ASH reports, reducing query execution times by up to 40%.
- Migrated Oracle workloads to SQL Server using Oracle SQL Developer Migration Workbench and SSIS.
- Performed upgrades (Oracle 10g → 12c, SQL Server 2012 → 2016) ensuring minimal downtime.
- Automated monitoring and housekeeping using PL/SQL, shell scripts, and DBMS_SCHEDULER.

- Supported developers in optimizing PL/SQL packages, triggers, and stored procedures.
- Lead SQL Server Engineering DBA tower in preparing Checklists of Installation (single and Cluster), Patching, Mirroring and Always-on and handed over to production support team.
- Ability to understand the Heterogeneous Datacenter Environment with multiple Databases, Operating Systems, Storage Management, Middleware and ITSM/BSM Tools.
- Creates subscription of reports in different formats like PDF, excel, word etc. to be generated automatically on daily/weekly/monthly basis using SSRS.
- Providing Tier3 Technical Support and preparing Run Books for Documentation.
- Analyzing the Databases of TE internal databases
- Interacting with Customer on weekly basis.
- Designed data models for Azure-based analytics pipelines, enabling efficient data processing and reporting.
- Responsible for Installing, configuring, administering and securing our database servers with custom-tailored backup/restore and disaster recovery plans for database servers Using Lite Speed tools etc.
- Supporting Different versions, Installing, Migrating, Upgrading & troubleshooting of SQL Server like 2008,2008R2,2012, 2016
- Configuring and managing Maintenance plans including Backups, Rebuilding and Update statistics jobs based on client and application requirements.
- Monitoring Blockings, Deadlocks & Involved in applying the service packs and hot fixes on the server.
- Working on tickets and ensuring they are addressed within the SLAs.
- Expertise in Upgrade database versions (from On-Prem SQL Server to Azure SQL Server).
- Expertise in using Upgrade Advisor tool to identify potential issues before the upgrade.
- Configured custom reports for the company using SSIS and SSRS.
- Strong experience in mentoring team members and writing documentation.
- Coming up with custom-tailored backup/restore and disaster recovery plans for database servers Using Lite Speed tools etc.
- Analyzing the Databases of Philips& providing Tier3 Technical Support, Installation of SQL Servers.
- Optimized PL/SQL scripts and storage procedures to improve application response time by significantly improving user satisfaction
- Maintaining of Production Databases of over 450 Instances of SQL server 2000 and SQL Server 2005
- Migrating/Upgrading of SQL Server 2000 to SQL Server 2005 in Standalone and Cluster Environments
- Migration from old versions of SQL Server 2005 to SQL Server 2012.
- Participated in Transition of SQL server with client.
- Maintaining of Production Databases of over 70 Instances of SQL server 2005, 2008 & 2012
- Upgrading of SQL Server 2005 to SQL Server 2008 in Standalone and Cluster Environments
- Designing and implementing of SSIS Packages and Db Maintenance Plans
- Preparing SQL and IIS questionnaires for new build servers.
- Expert in performing T-SQL DDL / DML/ DCL commands using SQL Server Management studio (SSMS).
- Installing and Configuring IIS as per the SOW, Installing and Configuring TDP backup tools.
- Creating Change Requests for new installations.
- Creating jobs and maintains plans for New built servers as per the customer requirements.

TECHNICAL SKILLS

- **Operating Systems:** Windows NT, windows 98/2000/2003/2008 R2/2012
- **Database Tools:** SQL Server-2000,2005,2008R2, 2012,2014,2016,2017,2019,2022, Cassandra, MySQL Workbench, Oracle, DB2, PostgreSQL, MongoDB, Dynamo DB, Power BI, DAX, SSRS, SSAS, SSIS
- **Cloud Technology:** Azure, AWS, Azure Data factory, Azure Data bricks, Snowflake, MariaDB, SAP Hana DB Studio, Azure Synapse
- **Ticketing Tools:** Service Now, BMC Remedy, DeskFlow.
- **Other Tools:** TSM and VERITAS Net Backup, Red Gate, Jira, Solar Winds DPA

2.5.6 Application DB2 Database Administrator

- Our consultant has Masters in Management and Sciences and Bachelors of Technology in Information Technology and AWS Certified Solutions Architect.
- Overall, 9+ years of enterprise IT experience specializing in PostgreSQL, Oracle, and IBM DB2 database administration, migrations, and performance optimization for large-scale, mission-critical applications.
- Deep expertise in PostgreSQL and EDB Postgres Advanced Server, with extensive hands-on experience in Oracle (12c/11g/10g/9i) and IBM DB2 (LUW) environments.
- Proven track record of executing end-to-end database migration projects, including Oracle to PostgreSQL and cross-platform modernization initiatives, covering assessment, schema and code conversion, data migration, validation, reconciliation, and production cutover.
- Strong experience refactoring complex DB2 SQL PL objects—packages, procedures, triggers, sequences, functions, and materialized views—into optimized PL/pgSQL and DB2 equivalents.
- Design and implement data models (logical and physical), supporting scalable and efficient database architecture aligned with business requirements.
- Advanced proficiency in SQL and procedural languages (PL/SQL, PL/pgSQL, DB2 SQL PL), with strong knowledge of performance-optimized queries, dynamic SQL, cursors, and collections.
- Extensive performance tuning and optimization experience across PostgreSQL, DB2, using tools such as EXPLAIN / EXPLAIN PLAN, SQL Trace, TKPROF, pg_stat_statements, RUNSTATS, indexing strategies, partitioning, and parallel execution.
- Hands-on experience with high availability and disaster recovery solutions, including DB2 HADR, along with PITR and automated failover strategies.
- Strong knowledge of modern database features, including full-text search, GIN/Gist indexes, DB2 advanced storage and optimization techniques.
- In-depth expertise in database security and compliance, including role-based access control, SSL/TLS, encryption at rest and in transit, auditing, and alignment with regulatory standards.
- Expert-level experience in backup, recovery, and lifecycle management, including physical and logical backups, patching, major version upgrades, and zero- or near-zero-downtime upgrade planning.
- Strong production support experience in 24x7 environments, including on-call support, incident management, root cause analysis (RCA), and post-incident reporting.
- Proven ability to collaborate and lead cross-functional teams, working closely with application, DevOps, security, and infrastructure teams to deliver highly available database solutions.
- Demonstrate strong communication and stakeholder management skills, effectively interacting with technical teams and non-technical business users.
- Excellent documentation and communication skills, producing migration runbooks, technical designs, SOPs, operational guides, and knowledge-transfer documentation.

The responsibilities of the consultants include:

- Serve as the Database Admin for multiple mission-critical MDTHINK state systems, including E&E (LTC & FSP) and CSMS (Child Support Management System), supporting large-scale Maryland Health and Human Services programs.
- Administer and support IBM DB2 databases and PostgreSQL across DEV, TRN, UAT, STAGE, and PROD environments, serving thousands of internal users and public-facing applications.
- Ensure high database availability and reliability through proactive monitoring, capacity planning, performance tuning, and rapid incident resolution in mission-critical systems.
- Lead database architecture and design coordination, defining technical scope and ensuring compliance with state, federal, security, and audit standards.
- Install, configure, upgrade, and patch PostgreSQL and IBM DB2 across AWS (RDS, EC2, S3) and on-premises/co-located data center environments.
- Design and implement robust backup, recovery, and disaster recovery (DR) strategies using PITR, DB2 backup utilities, and perform regular DR drills.

- Perform advanced performance tuning for DB2 SQL queries and database objects, including procedures, functions, triggers, packages, query optimization, execution plan analysis, indexing strategies, partitioning, workload management and enhance performance.
- Implement and maintain high availability (HA) solutions including replication, clustering, failover configurations, and disaster recovery for business continuity.
- Collaborate with application development, QA, DevOps, and infrastructure teams to support CI/CD pipelines, database deployments, schema migrations, and release management.
- Develop and enforce database security best practices, including role-based access control, encryption, auditing, and compliance with data governance policies.
- Manage data migrations, environment refreshes, and data validation processes to ensure consistency and integrity across all environments.
- Provide 24x7 on-call production support, lead incident response, perform root cause analysis (RCA), and implement preventive measures to improve system stability and performance.
- Collaborate with developers, business analysts, and project managers to translate business requirements into technical database solutions and provide ongoing database support.
- Create and maintain database architecture diagrams, SOPs, runbooks, and operational documentation, supporting audits, compliance reviews, and knowledge transfer.
- Serve as the Database Admin for multiple mission-critical MDTHINK state systems, including E&E (LTC & FSP) and CSMS (Child Support Management System), supporting large-scale Maryland Health and Human Services programs.
- Administer and support IBM DB2 databases and PostgreSQL across DEV, TRN, UAT, STAGE, and PROD environments, serving thousands of internal users and public-facing applications.
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- Develop and enforce database security best practices, including role-based access control, encryption, auditing, and compliance with data governance policies.
- Manage data migrations, environment refreshes, and data validation processes to ensure consistency and integrity across all environments.
- Provide 24x7 on-call production support, lead incident response, perform root cause analysis (RCA), and implement preventive measures to improve system stability and performance.
- Collaborate with developers, business analysts, and project managers to translate business requirements into technical database solutions and provide ongoing database support.
- Create and maintain database architecture diagrams, SOPs, runbooks, and operational documentation, supporting audits, compliance reviews, and knowledge transfer.
- **Environment:** PostgreSQL, EDB Postgres, IBM DB2 (LUW), Oracle, MongoDB, Cassandra, Linux/Unix, DB2 Backup & Restore Utilities, Point-in-Time Recovery (PITR), DB2 HADR (High Availability Disaster Recovery), DB2 Replication, ODBC/JDBC, Performance Tuning, Query & Index Optimization, Monitoring & Alerting Tools, Change

& Release Management, Failover, PITR, Backup/Recovery, Query Tuning, Indexing, Partitioning, pgAdmin, DB2 CLP, monitoring tools, CI/CD, Git.

TECHNICAL SKILLS

- **Databases** : IBM DB2 (LUW), Oracle, PostgreSQL, EDB Postgres Advanced Server
- **Migration** : Oracle-to-PostgreSQL, ora2pg, EDB Migration Toolkit, Schema & Code Conversion
- **Languages** : QL, PL/SQL, PL/pgSQL, Stored Procedures, Functions, Triggers
- **Performance Tuning** : EXPLAIN PLAN, SQL Trace, TKPROF, pg_stat_statements, Indexing, Partitioning
- **Containers & Architecture** : Docker, Data Modelling, ER Design, Scalable Architecture
- **Backup & DR** : PITR, Logical & Physical Backups, Disaster Recovery, Zero-Downtime Upgrades
- **Monitoring & Security** : pgBadger, Prometheus, Grafana, RBAC, SSL/TLS, Auditing & Compliance
- **Cloud & DevOps** : AWS, Azure, Jenkins, Git, CI/CD, Terraform, CloudFormation

2.5.7 PC Programmer Analyst

- Our consultant has Masters of Science in Management Information Systems and Bachelors of Technology in Electronics & Communication Engineering and Professional Scrum Master, PMP, AWS Cloud Practioner, Tableau Specialist, Microsoft Power BI Data, Certified Scrum Product Owner (CSPO -1) certified.
- Dedicated Program Analyst professional with 7+ years of experience in bridging the gap between business needs and technological solutions.
- Combining strong analytical skills with project management and IT expertise to drive innovation and efficiency.
- Eager to bring my ability to translate data insights into strategic recommendations in a challenging environment.

The responsibilities of the consultants include:

- Conducted in-depth systems analysis for the Paid Family and Medical Leave Insurance Product, assessing current and target system states, mapping work activities, and evaluating technological changes to enhance system functionality.
- Partnered with ITS, vendors, and stakeholders to assess BMC Remedy and design a compliant migration strategy to BMC Helix, aligning with institutional goals and ensuring operational continuity.
- Defined Requirements and developed architectural system model and workflows to compare dual insurance claims, detect fraud, and prevent duplicate payouts.
- Developed feature, epics & user stories in Azure Devops (ADO) and product mock-ups in Visio for the Customer product, incorporating features and epics from Product Managers and customer feedback from the Customer Care team.
- Analyzed and optimized benefit claim processing workflows within FACETS, identifying configuration gaps and improving adjudication accuracy for Paid Family & Medical Leave and healthcare benefit programs.
- Analyzed customer data and requests for the Paid Leave product, creating Power BI reports using key KPIs, bar charts, scatter plots, line, and pie charts to visualize insights and support decision-making.
- Led UAT efforts and authored over 50 comprehensive test cases for insurance workflows in both the customer portal and Microsoft Dynamics CRM, ensuring 100% requirements coverage and seamless data flow from application submission to adjudication and database integration.
- Partnered with Product Managers, Scrum Lead, and IT PMs to build Claims and Employer Account Dashboards for the CCT, highlighting backlog, denial/approval rates, and customer complaints by ZIP code to enhance decision-making and workflow efficiency.
- Managed incident, problem, and change management activities, ensuring rapid response and resolution of IT issues while minimizing business disruptions.
- Engineered data integration solutions for Analyst Portal (.NET Framework) and Microsoft Dynamics CRM using APIs, achieving 40% reduction in manual processing and enabling real-time customer application workflows.
- Performed technical systems analysis and backend optimization using SQL, Python, and Power BI for data pipeline automation, resulting in 25% improvement in reporting accuracy and streamlined CRM operations.
- Worked with the Project, Planning, and Performance (PPP) team to deliver project status updates and monthly reports to senior leadership, facilitating informed decision-making and strategic planning.

- Led End to End cloud system integration at a mid-sized IT firm, crafting detailed project plans using Agile methodologies; managed timelines and resources effectively, boosting operational efficiency by 30% and reducing process turnaround time by 25%.
- Tasked with upgrading outdated systems to improve workflow efficiency, managed the SDLC process and meticulously planned budgets, achieving a 40% reduction in system downtime and saving \$500K in annual IT maintenance costs.
- Business Analytics activities:
- Developed and implemented project health reports and data dashboards in Power BI, providing real-time insights into performance metrics for leadership decision-making, resulting in a 20% increase in efficiency and a 15% reduction in error rates.
- Coordinated with cross-functional teams to gather business process flows requirements and created detailed documentation aligning with Agile concepts, meeting senior management expectations and leading to a 20% reduction in customer inquiry response time within three months.
- Identified gaps and risks in mission critical applications during a significant system enhancement project, conducted comprehensive analysis of business rules, user stories, and use cases, successfully recommended alternative solutions that reduced system downtimes by 30%.
- Spearheaded application modernization from on-premise legacy systems (Java, Lotus Notes, .NET/JavaScript) to cloud-native solutions, implementing automated deployment pipelines and microservices architecture for zero-downtime transitions.
- Orchestrated the planning, design, and procurement phases of a cloud-based application launch, ensuring technical feasibility and adherence to project timelines, which resulted in a successful deployment and a 40% improvement in operational efficiency.
- Delivered a data migration project, successfully transferring over 1 million records using complex SQL queries and ETL tools with zero data loss, ensuring seamless system transitions for the client.
- Implemented a mentorship program to provide ongoing support to associates post-training, leading to an 80% decrease in operational errors and a 10% increase in customer satisfaction scores.
- Developed interactive dashboards using Power BI and Sharepoint to visualize and analyze customer interaction and application functionality, resulting in a 20% increase in user engagement and efficiency
- Executed a critical path analysis to evaluate two project timelines, selecting the optimal path that minimized delays by three weeks and ensured project scope achievement.
- Developed and managed project plans to align resource allocation with timelines and budget goals, incorporating task progress and cost tracking for internal and external stakeholders. This approach significantly enhanced project management efficiency and adherence to key performance objectives.
- Created and implemented standardized project documentation templates, by improved transparency and communication with business stakeholders and customers resulting in better project execution and increased stakeholder collaboration by 15%. Development & support Activities:
- Led a team of 5 support professionals managing 4 business applications, achieving a 98% resolution rate for Level 1-3 incident tickets within SLA. Effectively assigned low-level tickets based on junior associate expertise and priority, optimizing workflow and improving team efficiency.
- Collaborated with cross-functional teams, including developers and support staff, to gather business requirements and design catalog items, workflows, and dashboards in ServiceNow to enhance data visibility and user interface. Resulted in improved customer satisfaction metrics.
- Directed a cross-functional agile team for the launch of 12 Finance and Audit applications, optimizing data storage and processing for 100K users and resolving critical business challenges generated a project revenue of \$150K.
- Worked closely with Product Management and Business stakeholders to create a comprehensive product requirements document, resulting in a streamlined migration process for apps.
- Implemented daily stand-up meetings, sprint planning & retrospective sessions to streamline communication and project progress tracking, resulting in a 30% increase in on-time project delivery.

- Developed an Excel application that utilizes macros and other functionalities to efficiently generate a user data set for seamless migration from IBM to Kyndryl, resulting in a 60% reduction in migration time and associated costs.
- Managed Data Flow from Excel into dashboard software such as Salesforce, ServiceNow ensuring compliance with PCI and GDPR guidelines while interpreting complex patterns for strategic governance purposes within Global Business services.
- Managed project backlogs and KPIs for enterprise software development using JIRA, which facilitated an 8% increase in user satisfaction and expedited issue resolution by fostering cross-team collaboration.
- Led a team in the design and iterative improvement of ServiceNow app interfaces, resulting in a 25% boost in user adoption and enhanced client satisfaction.
- Facilitated a collaborative initiative with the development team for strategic app upgrades based on in-depth market analysis, driving a 15% revenue increase and a 6-month project lifecycle extension.
- Provided ITSM training and support to team members, increasing process adherence and overall service quality.
- Coordinated with the client for User Acceptance Testing (UAT) of new application enhancements, identifying and resolving 15+ critical issues, ensuring a 100% error-free release to production within project timelines.
- Led the requirement gathering sessions and developed a comprehensive project proposal and Statement of Work (SoW) for a critical business application, securing client approval and a \$500,000 budget to initiate the project.
- Collaborated with Technology Managers and Directors to leverage MS Visio for comprehensive project planning, leading to a 20% decrease in scope changes and ensuring more stable project execution.
- Orchestrated global incident management strategies and implemented innovative automation solutions within ServiceNow, significantly reducing manual labor and decreasing customer incident ticket volume, thereby enhancing overall service efficiency and customer satisfaction.
- Developed and implemented customized catalog item forms, utilizing required UI policy actions and client scripts, resulting in a 40% improvement in user experience and increased efficiency in capturing business requirements.
- Conducted rigorous data analysis to pinpoint and mitigate risk areas, reducing operational errors by 20% and elevating customer satisfaction.
- Participated actively in all scrum ceremonies, including daily stand-ups, CAB(Change Management) calls, sprint planning meetings, and sprint retrospectives, to facilitate effective communication and collaboration within the development team.

TECHNICAL SKILLS

- **SaaS & Development tools:** FACETS, Microsoft Dynamics, ServiceNow, PowerApps, SharePoint, Lotus Notes, Salesforce.
- **Programming Languages:** Python, MySQL, JavaScript, HTML, CSS.
- **Business Intelligence tools:** Power BI, Tableau, Looker Studio.
- **Data Analytics & Database:** MySQL Server, Excel, DAX, Microsoft Access, DB2, Postgre SQL, Power Query.
- **Project Management tools:** Jira, Azure Devops, Microsoft office tools, Visio, Microsoft projects, Asana.

2.5.8 Senior PC Programmer Analyst

- Our consultant has Masters in Information Systems & Data Management and Bachelors in Electrical & Electronics Engineering.
- 10+ years of information technology experience gained by working for healthcare clients at the capacity of Senior Business Systems/Data Analyst & IT Analyst on several integration & enhancements/ upgradation projects.
- Subject Matter Expertise in Medicaid, Medicare and Managed Care lines of business which gained by working at Payor and Provider settings.
- Experienced in working with EDI X12 ANSI Transactions (837, 835, 834, 270/271, 278) for Claims Processing, Eligibility & Enrollment, Prior Authorization and Inquiry/Responses, HL7 for Immunization Data.
- Working knowledge on HIPAA 5010 compliance, HEDIS and STAR Reporting, CMS mandates implementation across lines of businesses within healthcare.

- Experience on projects dealing with the following data sets: Medicare (Part A, B, C (Medicare Advantage), D (Pharmacy Benefit Management), Medicaid, claims process, Procedural, Diagnostic codes including experience in determining membership eligibility in different plans.
- Pharmacy Benefits Management System (PBMS) Implementation with PerformRx Vendor.
- Experienced in working on SDLC projects (Implementations/Enhancements/Maintenance) with Waterfall and Agile (Scrum, Kanban) settings.
- Experienced in Requirements Management (gathering/analysis), writing User Stories & Use Cases, Risk Assessment with potential fail-safe mechanisms and working on BA artifacts include Business Requirements Document (BRD), Technical Design Document/System Design Document (TRD/SDS), Requirements Traceability Matrix (RTM), Gap Analysis (include Gaps between As-Is and To-Be systems, Solutions and Fit-Gaps).
- Experienced in Data Management includes Data Migration with expert hands in Data Transformation using conversion logics, Data Staging and Data Profiling (includes Indexing).
- Experienced in handling Metadata on Data Lake (MS Azure), DataBricks and Enterprise Data Warehouse (IBM Informix, MS SQL Server), Dev/Test/Prod Data, Staging environment with mock run of pseudo prod.
- Experienced in Server Configuration (Client Server Architecture, Distributed Model, Publisher Services) and File Transmission Protocols (FTP) required for Interfaces Development.
- Knowledge of rules surrounding the Enrolment and Eligibility piece. Experienced in SSIS, SSAS, SQL Server Reporting Service (SSRS), Executing Queries and Running Store Procedures. In-depth knowledge of creating use cases, functional design specifications, activity diagrams, logical, component and deployment views to extract business process flow. Used Query Analyzer, Execution Plan to optimize SQL Queries.
- Extensive experience in Strategic development of a Data Warehouse and in Performing Data Analysis and Data Mapping from an Operational Data Store (ODS) to an Enterprise Data Warehouse (EDW).
- In depth knowledge in software development methodologies like Agile/SCRUM AGILE and project management principles.
- Performed Data Analysis of existing data through SQL and experience with EDI & ETL Strong exposure in DBMS & RDBMS Concepts, Data Mapping, and SQL queries. Familiarity with Data Warehouse (DW) concepts and schemas & Business Intelligence (BI) concepts & reports.
- Interacted with the ETL team, developer(s), management, and account holders to get the requirements, document them, design templates, and write specifications.
- Experience in development methodologies like RUP, SDLC, AGILE, SCRUM and Waterfall Experience with designing and verifying databases on Oracle and SQL Server RDBMS using Entity - Relationship Diagrams (ERD).
- Expertise in UML (class diagrams, object diagrams, GAP Analysis, use case diagrams, state diagrams, sequence diagrams, activity diagrams, and collaboration diagrams) as a business analysis methodology for application functionality designs using IBM's Rational Rose.
- Expertise in understanding and supporting the client with Project Planning, Project Definition, Requirements Definition, Analysis, Design, Testing, System documentation and user training.

The responsibilities of the consultants include:

- Data warehouse from requirements gathering to conceptualization and implementation Strong in Data warehouse concepts, Data Modelling, ETL Architecture and Tools like Informatica Powercenter, Erwin and Control - M.
- Achieved cross-domain success in the analysis and capture of data requirements, database design and application development within the Teradata ecosystem.
- Hand-on experience in the Hadoop ecosystem including data ingestion, pipeline design, Hadoop file distribution system and Hive Started the career in Mainframe technologies. Worked in application development and support of Mainframe applications.
- Instrumental in bringing automations as well as reusable tools and frameworks in various environments and projects.
- Having extensive domain knowledge in MMIS, EPIC, EDI X12, HL7, HIPAA, ICD-10, System, Medicare and Medicaid, CMS Compliances/Regulations. Strong institutional knowledge of Medicaid; including Medicaid Information Technology Architecture (MITA), and Medicaid Management Information Systems (MMIS).

- Strong Experience in Claims Processing and Claims Scrubbing in HMO, PPO, Medicaid and Medicare. Validated 837 (Healthcare Claims), 835 (Healthcare Claims payment/ Remittance), 270/271 (Eligibility request/Response), 834 (Enrollment/Dis-enrollment to health plan) for Part B and Part A of Medicare and Medicaid health claims.
- Third Party Liability System ensures that the State Medicaid Health Insurance program is the 'payer of last resort'. When Medicaid beneficiaries are enrolled in other insurance programs, the State is able to enforce its subrogation interest in beneficiaries' third-party resources, such Workers Compensation, other insurance payments, trusts and estates.
- Through a system of business rules within the claims processing system, the TPL unit maintains beneficiary medical insurance information and is able to exchange insurance policy information with Medicaid providers and other information trading partners.
- Developed requirements management document that includes business requirements, functional & technical specifications, user acceptance criteria for to-be system functionalities.
- Developed data transformation & data validation rules for reconciling data ensuring togetherness of historical & current data, consistency in synchronized data across transactional Provider System & Enterprise Data Warehouse.
- Performed Load, stress and Performance Testing, Co-ordinate with the UAT testing team and created UAT Test Strategy, UAT Test Plans and UAT defect reporting.
- Responsible for coordinating and performing functional and data-related testing.
- Unit Tested 837 (Institutional, Dental, and Professional), 835, 270/271, 276/277, 820, and 277U transactions with TSO, ISPF, and File Aid. Involved in writing Test plans, cases and Test Scripts for Healthcare Claims EDI X12 837 and performed Test Execution on it.
- Coordinate with Scrum Master & development team with requirements grooming, establishing user acceptance criteria, story points estimation & epic-level dependencies.
- Responsible for analyzing the current state of SAS reports, make an inventory of SAS report details with sources, libraries, global config files, logics, report formats, report frequencies.
- Responsible for analyzing the existing Tableau dashboards for logics of data pull (table/ views), compare them against SAS reports data pull logic & categorize them for Sunset/ Enhancement/ New Dashboard for data engineers & BI developers to work.
- Collaborate with business stakeholders to transition them from using SAS reports to Tableau dashboards. This includes facilitating demo sessions, training & post-training activities, 30-days trial for Tableau dashboard & sunseting respective SAS reports.
- Responsible for resolving Service Tickets (Ivanti HEAT) which includes ad-hoc report generation with custom dataset requests.
- Experience in onboarding the PerformRX vendor for PBM system implementation.
- Requirements gathering for PBM system includes Point of Sale transactions with eligibility verifications, ADA claims files in NCPDCP D.0 version for claims adjudication.
- Experienced in writing configuration logics for claims adjudications as 'edits' with inputs from business, cross referencing Medicare Part D eligible members, commercial insurance members, updating the reference databases with Medispan NDC's datasets.
- Analysis of functional and non-functional categorized data elements for data profiling and mapping from source to target data environment.
- Strong experience with Care Management and Care Transition Programs designed to target high cost, complex patients for improved care transitions and care coordination using the embedded nurse care manager and medical home model.
- Involved with data profiling for multiple sources and answered complex business questions by providing data to business users.
- Worked in projects involving Benefit Base Plan changes and Configuration changes to ensure the accurate processing of claims.
- Work with Enterprise Data Management Platform on Data Lake 1.0 and Data Bricks enhancements that involved data mappings on JIVA, SQL Server & Enterprise Data Warehouse tables that are currently feeding the Data Lake

1.0, source changes in code, validating the output reports, generate data exception reports & resolving the data issues. Working knowledge on ETL tool – Informatica MDM.

- Data validation by applying the transformation rules & verifying the source to target conversion is success else data transformation is flagged & reviewed as part of exception reports review. The major sources of data are JIVA, SQL server data warehouse, Hadoop (HUE).
- The project is currently undergoing as-is to-be state feasibility & gap analysis between MS SQL Servers, Teradata enterprise data warehouse & future state MS-Azure Cloud. This involves DevOps, Azure Data Factory, Tableau to Power BI migration & data migration orchestration.
- Experienced in Product Evaluation between Collibra and ERWIN for Data Governance, Data Catalog and Data Lineage. Product evaluation included technical details, inbound and outbound data exchanges, compatibility with COTS products, connectors, and product demos. Detailed Evaluation Documentation on Product Specifications were delivered to the Director of IT.
- Data Governance experience includes Data Analysis with inbound/outbound files, file frequencies, applications that handle files, authorized users, jobs,
- Performed As-Is System Analysis included Control-M jobs with associated File Watchers, FTP_GET, FTP_PUT, SQL Agent jobs and SSIS Packages.
- Implemented an Enterprise Data Governance Program (EDGP) influencing across multiple domains, complex-level datasets and Business Terms, managing framework, architecture, modeling, migration, process management, data stewardship management and email notification, multiple domain-level and practice-led approval process, data quality metrics, monitoring & reporting, user/group roles and access, data access, preventive and corrective governance, master data, data administration, retention, classification, risk and SDLC requirements.
- Set up Collibra Communities, Domains, Types, Attributes, Status, Articulation, and Workflow and customize attribution and solution including custom dashboard with data quality, metrics, status, workflow initiation and issue management for each Domain specific requirements.
- Experienced in building As-Is and To-Be system architectural designs and supported end-to-end healthcare enrollment solutions using the PEGA platform, enabling streamlined workflows for Medicaid/Medicare enrollment, commercial insurance onboarding, eligibility determination, plan selection, renewals, and disenrollment.
- Leveraged PEGA's Case Management, Business Rules Engine, and integration capabilities to automate complex enrollment processes, ensure regulatory compliance (e.g., HIPAA, CMS), and enhance processing accuracy and operational efficiency.
- Experienced in analyzing and documenting complex benefit plan configurations, including coverage tiers, cost-sharing rules, eligibility criteria, and dependent structures, to support yearly changes.
- Determined dependencies between enrollment and benefits processes and ensured each Business Areas delivered their tasks on the projected target dates.
- Collaborated with product owners and benefit managers to define business requirements for new or updated medical, dental, vision, and pharmacy plan offerings.
- Supported end-to-end configuration lifecycle—gathering requirements, creating configuration specs, and validating rule logic in system build and testing phases.
- Partnered with QA and UAT teams to create test scenarios and validate plan configurations, ensuring benefits logic aligned with employer group setup and member expectations.
- Assisted in root cause analysis of benefits-related production issues, identifying misconfigurations or rule gaps and recommending sustainable fixes.
- Requirements gathering for Broker Portal that included high-level requirements written as user stories on Atlassian JIRA. Requirements grooming with Product Owner & Product Team to detail the requirements & create User Acceptance Criteria.
- Broker Portal included multiple sub-modules like case inquiries, case reviews, case submission, commercial plans with compensation plans, rate packages, broker-employer dashboard & TPA Portal.
- FHIR included working on several aspects mainly involving Active Programming Interfaces enhancements and new development depending on the need of resources and associated linked Web Services.

- Experienced working with service integration team in writing business requirements for client-server architecture, connection needs, data location mapping, API design documents and testing REST API's using Postman tool.
- Establish documentation for Agile methodology for implementation with a very water-fall-centric development team.
- Requirements gathering for Network Enhancement for aligning current network to FHIR (Fast Health Interoperability Resources) guidelines recommended by Federal CMS. This included high-level Requirements gathering using JAD session and Brainstorming sessions more often and writing them as user stories on Atlassian JIRA, Requirements grooming with Product Owner and Product Team to detail the requirements and create User Acceptance Criteria.
- FHIR included working on several aspects mainly involving Active Programming Interfaces enhancements and new development depending on the need of resources and associated linked Web Services. Experienced working with service integration team in writing business requirements for client-server architecture, connection needs, data location mapping, API design documents and testing REST API's using Postman/Swagger tool.
- Analyzing the current system (As-Is) and developing relevant documentation (Technical Operations & Contingencies Documentation), Provider Management System (PMS) that included Provider Roster Management module, Provider Enrollment module, Provider Contracting module and Provider Directory module.
- Based on current state data repository and business logics in provider credentialing, re-credentialing and de-credentialing, Disease Management, Care Management and Case Management, claim build using EPIC tool, Revenue Cycle Management a current-future state documentation is developed which is known as 'Concept of Operations – Network Enhancements'.
- In depth Understanding of HIPAA X12 EDI transaction 834 for enrollment and eligibility, X12 EDI transaction 820 for Payment Order/Remittance Advice, Acknowledgement transactions 999 and TA1. Performed analysis of enrollment and eligibility data in the XML format to determine if data is compatible with X12 data.
- Developed and optimized pharmacy benefit (PBM) workflows to streamline processes and reduce turnaround time.
- Experienced in documenting the workflows for Decision Support System (DSS), Prior Authorizations (PA) for drug dispensing mainly for certain medications, Eligibility, Claims, and Remittance Advice.
- Experienced in building test files in Pharmacy NCPDP layouts and writing the test cases and executing the test cases.
- Managed the integration of pharmacy benefit systems (PBM'S) with electronic health records (EHR) and billing systems.
- Experienced in data validation on tables with pharmacy claims data and associated remittances.
- Created 834 X12 format using Edifecs Specbuilder and Note Pad ++.
- Developed Schemas of EDI x12 Claims (837) and Eligibility forms in XML.
- Analyzing the proprietary Broker Management that is an MS-Access based data repository for extracting business logics in rate package configuration, credentialing, re-credentialing & de-credentialing brokers, updating compensation & financials. A current state documentation is developed as part of 'Concept of Operations – Broker Portal'.
- Source to target data mapping, platform events for application programming interface (APIs) between Salesforce & Oracle Incentive Compensation (OIC) EEE data servers to facilitate the data flow from external data source to Broker Portal's OIC.
- Involved in extract, transform, and load (ETL) data from multiple federated data sources (JSON, relational database, etc.) with Data Frames.
- Good knowledge of web service standards like XML, XPATH, XSLT, XSD, SOAP and WSDL.
- Understanding appropriate technologies for business requirements (SOAP, REST, AJAX, JSON, and XML).
- Gathered requirements for Client-Side Validation, and Server-Side Validation. Experience in API documentation.
- Rules configuration on Salesforce CPQ (Content, Price & Quote) module with broker profile creation that included broker demographics, employer grouping, subgrouping, compensation & commission grades, categories of health care plans & benefits.
- Data validation of Salesforce CRM (Customer Relationship Management) module with configuration of commercial health plans & Salesforce CPQ with broker data & Medicare health plans.

- Vlocity application is integrated to Salesforce mainly on products, contracts & quotes. The models included pricing for health plans, quotes for employer group insurances, provider quotes, broker portal integration for brokerage percentages.
- Formed advanced SQL Queries & used Microsoft Excel to investigate data issues in the data warehouse & worked with the users & technology team to formulate a solution to resolve the issue.
- Worked with a data warehouse for data mining, making consolidated reports & finding relationships/correlations.
- Experience of working with Care Management teams responsible for coordinating primary and specialty care, applying for government assistance benefits and enrolling in medical day programs. Excellent experience with Care Management workflows such as Complex Case Management, Monitored Case Management and Lifestyle Management.
- Worked closely with the Enterprise Data Warehouse team & Business Intelligence Architecture team to understand repository objects that support the business requirement & process.
- Used SQL, data warehousing & data cleansing for the arrangement of customer data. Used data mapping for collecting the data.
- Worked on data mapping, logical data modeling used SQL queries to filter data within the Oracle database tables.
- Experience in implementation of HIPAA 4010 and HIPAA 5010 changes in the existing claim processing integrated system.
- Experience on Membership, Patient Records, Billing, Claims Payment Processing in relation to HIPAA, EDI 4010, codes 270, 271.
- Experience in working on Healthcare system implementation including enterprise Electronic Medical Records (EMR) and Electronic Health Records (EHR) software.
- Experience in the full HIPAA compliance lifecycle from GAP analysis, mapping, implementation, and testing for processing of Medicaid Claims.
- Experience in leading the team of Business Analysts for creation of Business and Functional Requirements for the creation of Electronic Health Records (EHR).
- Articulated UML through use cases, use case documents by specifying actors, normal flow, sub flow, alternative flows.
- Performed SQL queries for retrieving, organizing the database with general commands like select, create, update, & joins.
- Conducted data analysis using SQL on the backend databases for producing mapping documentation & transformation rules for developers.
- Worked on database schema for the Network & Voice components data as ICM Database & CVP Database.
- Configured the synchronizing data to generate Contact Centre real time data into the Standalone solution as VMware Servers & Hybrid Solution as Cloud technology as MS Azure.
- Integrated health care application data under HIPAA & PCI compliance guidelines staging & hosting on cloud servers.
- Worked on Covid vaccinations of hotlines regarding the schedule of appointments of vaccinations & patients' data to underlying conditions per federal mandate of implementing CDC guidelines.
- Maintained meeting minutes, meeting agenda & communicated them with the SMEs & the stakeholders in a timely manner using MS Word, MS PowerPoint & created reports using MS Excel.
- Worked on reviewing, analyzing, & evaluating business systems & user needs relating to service authorization & claims interfaces between CMBHS & the Texas Medicaid & Healthcare Partnership (TMHP).
- Performed gap analysis between the "AS-IS" system & "TO-BE" system to identify technical & business gaps. As-Is system included multiple isolated data marts that served the hospital & clinical network. To-Be system included a single, advanced transactional Provider System that hosted a MS SQL database linked to multiple sites of operation & backend enterprise data warehouse as a centralized repository.
- Experience with Care Management workflows such as Complex Case Management, Monitored Case Management and Lifestyle Management.
- Developed requirements management document that includes business requirements, functional & technical specifications, user acceptance criteria for to-be system functionalities.

- Developed data transformation & data validation rules for reconciling data ensuring togetherness of historical & current data, consistency in synchronized data across transactional Provider System & Enterprise Data Warehouse.
- Created workflow rules & defined related tasks, time triggered tasks, email alerts, field updates to implement business logic.
- Designed UML diagrams using MS-Visio to illustrate data flow & dependencies across cross-functional business areas.
- Collaborated with the development & testing team in building user stories, detailed design documents, concept of operations, file layouts, test cases with test data. Coordinated test results across developers & testers for smooth flow of SDLC.
- Test results are logged against test cases using Microsoft Team Foundation Server (TFS).
- Closely monitored the testing, performed smoke tests, facilitated UAT sessions, & SIT sessions
- Worked on defect life cycle using Atlassian JIRA.
- Assisted Senior Analysts in building UMLs for business processes, data flows, interface-interface, & interface-system communications. Designed data models using Rational Rose.
- Scheduled & facilitated meetings with third party vendors to gather requirements, interface details including data file layout, file transmission protocols, defining hosting & sample files.
- Reviewed technical documents for consistencies across dependent functionalities across cross-functional systems & inconsistencies are logged to MS-Excel based issue log for Project Manager review.
- Maintained status documents, business decisions document, ad-hoc requirements, user stories (with use cases), test cases & associated defect log.
- Generated defects status reports & logged change requests to maintain track of the requirements & bugs in the system.
- Developed user manuals for multiple systems developed that adds to training module for new starts.
- Created tracking documentation so that training/ help desk can use them.

TECHNICAL SKILLS

- **Healthcare domain:** Medicaid, Medicare, Managed Care Fee-For-Service (FFS) & Encounter claims adjudication/ processing in compliance to HIPAA 5010, ICD9, ICD10, CPT, HCPCS, Provider, Eligibility & enrollment, prior authorizations, contracts management for capitation, 834, 837, 278, 835, 270/ 271, 276/ 277 & HL7.
- **Database tools:** Amazon web service Redshift – Athena; Oracle Developer (TOAD); MS SQL Server; Management Studio 17; Enterprise data warehouse– Teradata SQL Assistant; Data virtualization (Denodo); data governance & data lineage (Collibra & ERWIN).
- **IT tools:** Atlassian JIRA, Ivanti HEAT, ServiceNow, MS-Project, MS-Visio, FlowChart6, Lucid Charts, HP Quality Center (ALM), Sandbox, Empirix-Hammer, Core20 Regression, Postman for RESTful API.
- **Software applications:** Salesforce (CRM, CPQ, Sales Cloud, Vlocity, Partner Management), Tableau Server & Desktop Reader, Medicaid Management Information Systems (MMIS).

2.5.9 Application SQL Server Database Administrator

- Our consultant has Masters in Computer Technology and Bachelors in Electronics and Communication Engineering.
- Around 10 years of extensive experience in the IT industry as a MS SQL Server Developer with strong Database Administration (DBA) skills, including design, development, implementation, and maintenance of database systems using MS SQL Server 2022/2019/2018/2016/2014/2012.
- Experienced in supporting OLTP and Data Warehousing applications across Financial, Pharmaceutical, and Manufacturing domains.
- Hands on experience in installing, configuring, managing, monitoring SQL Server 2022/2018/2016/2014/2012.
- Strong SQL development skills including writing Stored Procedures, Triggers, Views, and User Defined functions.
- Strong experience in SQL Server Database Administration (DBA) including backup & recovery, database maintenance, and production support.

- Hands-on experience with performance tuning, query optimization, and troubleshooting database issues.
- Exposure to Oracle SQL, Linux/UNIX environments, and shell scripting for automation.
- Good understanding of Data Marts, Data warehousing, Operational Data Store (ODS), OLAP, Star Schema Modeling, Snow-Flake Modeling, Fact and Dimensions Tables using MS Analysis Services.
- Involved in Database Design, Data Modeling (Relational and Dimensional) using Erwin and Microsoft Visio for logical and physical data models
- Worked to establish connectivity between ASP.Net applications by using ODBC.
- Experience in using Audit functions and extensively used Exception Handling for catching and reporting errors
- Extensive experience in creating enterprise reports using SSRS 2016 using Report Manager, Report Builder, and BIDS
- Excellent knowledge in designing and developing Data Warehouses, Data marts and Business Intelligence using multi-dimensional models for developing SSAS Cubes using MDX
- Have hands on experience in Performance Tuning and Query Optimization. Worked on identifying and resolving blocking and deadlocks
- Worked with different types of Replication Models like Transaction, Snapshot, and Merge
- Experience with version control systems like Microsoft Visual Source Safe (VSS), Team Foundation Server (TFS).
- Good team player with strong analytical skills

The responsibilities of the consultants include:

- Developed SSIS packages to extract data from various sources into SQL Server.
- Used different SSIS transformations like Conditional Split, Derived column, Lookup, Multicast, Union All, Merge, Merge Join
- Worked on transforming data from different sources like SQL Server, Flat File, Excel to different destinations
- Performed full, differential, and transaction log backups and supported database recovery activities.
- Executed database restore operations across development and production environments.
- Monitored database health using DMVs, Query Store, and SQL Profiler.
- Supported database cloning and refresh activities for non-production environments.
- Worked on index maintenance and statistics updates to improve performance.
- Configured Database Mail for automated notifications on SSIS package execution status.
- Deployed SSIS packages to SQL catalog
- Designed ETL processes using SSIS to streamline data integration from multiple sources into a centralized data warehouse.
- Created SQL Agent jobs to run automatically and monitor jobs daily as production support.
- Created complex T-SQL queries for data extraction, transformation, and loading into reporting databases.
- Worked on Views, Stored Procedure and Functions to retrieve data from SQL Server
- Conducted logical and physical data modeling, ensuring robust database design and implementation.
- Performed performance tuning on stored procedures, eliminating unnecessary cursors for efficiency.
- Utilized SQL Server Management Studio for database management and performance tuning.
- Optimized database structures and stored procedures to improve application performance.
- Built and maintained SQL-based reports and dashboards to support decision-making in Verint Operations
- Analyzed large datasets from Verint using SQL joins, aggregations, and filtering to provide actionable insights
- Proficient in Python with strong understanding of data structures, OOP, and functional programming
- Developed scalable applications using Python frameworks and modular design principles
- Developer and implemented a database application.
- Developed custom SQL scripts to improve database efficiency, reduce data load time and enhance performance.
- Created SQL Agent jobs to automate the stored procedures to run
- Strong in writing SQL queries, functions, triggers and views
- Develop ETL Packages with different data sources (SQL Server, Flat Files, Excel Sources files and XML files etc.) and load the data into target tables by performing different kinds of transformation using SQL Server Integration Services (SSIS)

- Develop various T-SQL stored procedure, triggers, views and adding/changing tables for data load and transformation and data extraction.
- Developed Bash shell scripts for automation of database-related tasks in Linux environments.
- Worked in Linux (RedHat/Ubuntu) systems for deployment and database support activities.
- Assisted in optimizing SQL queries and improving execution performance.
- Supported Oracle database interactions using PL/SQL and SQL Developer tools.
- Designed and maintained scalable data warehouses using Amazon Redshift for analytics and reporting.
- Developed optimized ETL/ELT pipelines to load structured and semi-structured data into Redshift.
- Experienced in Data analyzing the data loaded
- Automate SSIS packages using the SQL server agent jobs
- Experience in ETL processes involving migrations and in sync processes between two databases.
- Experience in Microsoft Visual C# in script component of SSIS.
- Transformed data from one server to other servers using tools like Bulk Copy Program (BCP), and SQL Server Integration Services (SSIS)
- Experience creating configuration files to deploy the SSIS packages across all environments.
- Created Complex ETL Packages using SSIS to extract data from staging tables to partitioned tables with incremental load.
- Strong experience working in Linux environments (Ubuntu, Red Hat)
- Proficient in Bash scripting for automation and system tasks
- Administered Linux servers including installation, configuration, and maintenance
- Develop various T-SQL stored procedures, triggers, views and adding/changing tables for data load and transformation and data extraction.
- Created extensive monthly, bi-annual and annual SSRS reports, maintaining 95% deadline adherence
- Developed a new data warehouse for the application using Hive and SSRS, which was used to store the data in a relational table
- Working with SQL Agent jobs to schedule packages
- Experience with SSIS performance tuning using counters, error handling, event handling, re-running of failed SSIS packages using checkpoints
- Worked with shared data sources and shared data sets
- Assisted in performance tuning using execution plans and indexing strategies.
- Supported SQL Server job monitoring and troubleshooting failures.
- Provided support in debugging stored procedures, triggers, and functions.
- Worked with SSRS subscriptions and SSRS Data Driven subscriptions to scheduled reports Daily, weekly and Monthly to auto generate report to inbox or save on file directory
- Design and develop Reports using Business Intelligence reporting tools such as SQL Server Reporting Servers (SSRS)
- Implemented role-based access control (RBAC) and data governance policies to ensure secure data access in Snowflake.
- Develop ETL Packages with different data sources (SQL Server, Flat Files, Excel Sources files and XML files etc.) and load the data into target tables by performing different kinds of transformation using SQL Server Integration Services (SSIS)
- Very strong in building and using CTE's Common table expressions for building recursive queries
- Created Power BI dashboards using Excel and SQL data sources for business analysis projects.
- Developed basic DAX measures such as totals, averages, YTD, and growth percentages.
- Cleaned and transformed raw datasets using Power Query.
- Created extensive monthly, bi-annual and annual **SSRS** reports, maintaining 95% deadline adherence
- Created different SSRS reports like Cascading reports, parameterized reports, Drill down reports, Drill through reports, Pie reports and Chart Reports
- Deployed the reports on SSRS server and configured
- Supported SQL Server installation, configuration, and environment setup.
- Assisted in database performance tuning and query optimization.

- Worked with Oracle data sources for ETL and data migration tasks.
- Worked with shared data sources and shared data sets
- Worked with SSRS subscriptions and SSRS Data Driven subscriptions to scheduled reports Daily, weekly and Monthly to auto generate report to inbox or save on file directory
- Writing Stored Procedures, views, triggers and Functions
- Working on SSIS packages for Extract Transform and Load the data daily
- Extensively used SSIS Transformation like data conversation, Multi cast, Conditional Split, Derived column, Row count and send Mail Task
- Experience working with Breakpoints for restart process
- Used Execution Plan, SQL profiler for performance of the SQL script
- Used sub-queries and joins to simplify complex queries involving multiple tables
- Develop ETL Packages with different data sources (SQL Server, Flat Files, Excel Sources files and XML files etc.) and load the data into target tables by performing different kinds of transformation using SQL Server Integration Services (SSIS)
- Develop various T-SQL stored procedures, triggers, views and adding/changing tables for data load and transformation and data extraction.
- Automate SSIS packages using the SQL server agent jobs
- Performed analysis and collection of claims data involved in Scheduling the monthly, weekly Crystal reports Using Crystal Enterprise.
- Expertise in writing T-SQL Queries, Dynamic-queries, sub-queries and complex joins for generating Complex Stored Procedures, Triggers, User-defined Functions, Views and Cursors.
- Experience in using recursive CTEs, CTE, temp tables and effective DDL/DML Triggers to facilitate efficient data manipulation and data consistency as well as to support the existing applications.
- Skilled in error and event handling: precedence Constraints, Break Points, Check points and Logging.
- Developed HIPAA ETL processes using SSIS to securely transfer healthcare data
- Ensured compliance with HIPPA regulations while handling protected health information
- Experience in using SSIS tools like Import and Export Wizard, Package Installation, and SSIS Package Designer.
- Supported SQL Server installation, configuration, and environment setup.
- Assisted in database performance tuning and query optimization.
- Worked with Oracle data sources for ETL and data migration tasks.
- Experience in importing/exporting data between different sources like Oracle/Access/Excel etc. using SSIS/DTS utility.
- Experience in ETL processes involving migrations and in sync processes between two databases.
- Transformed data from one server to other servers using tools like Bulk Copy Program (BCP), and SQL Server Integration Services (SSIS)
- Developed, deployed, and monitored SSIS Packages.
- Involved in fine tuning the existing packages for better performance and providing on-going support to existing applications and troubleshooting errors when occurred.
- Installed, Configured, and Maintained SQL Server 2016 and 2014 in development, test, and production environment
- Assisted in audit preparations and compliance documentation for healthcare
- Work with the various agile development teams to standardize branching and tagging of code in our repository and maintain code base integrity using Git, Bitbucket and Team Foundation Server (TFS).
- Proficient with source code management systems (GIT, bitbucket)
- Gathered ELT requirements from Business team and designed its high level and low level technical documents.
- Designed end-to-end ELT process flow and implemented it using SSIS packages.
- Assisted in debugging SQL code and resolving data-related issues.
- Worked with Oracle and SQL Server databases for reporting and ETL processes.
- Analysis of data issue reported by business team and provided its resolutions
- Design, develop and deploy reports need for Business Intelligence reporting; Development of Stored Procedures, packages, views and functions in Oracle or MS SQL server using SQL Server

- Developing Reports using Business Intelligence tools, create data models, participate in data architecture and warehouse sessions. Developed Query for generating Drill Down and Drill Through reports on SSRS Microsoft Visual Studio(MSVS).
- Created many Drills Through, Drill Down, Parameterized reports using SSRS 2008
- Actively involved in developing Complex SSRS Reports involving Sub Reports, Matrix/Tabular Reports, Charts, and Graphs
- Imported data from SQL Server DB, Azure SQL DB to Power BI to generate reports.
- Used Power BI to develop data analysis prototype and used power view and power map to Visualize reports.
- Excellent knowledge in designing and developing Data Warehouses, Data marts and Business Intelligence using multi-dimensional models for developing SSAS Cubes using MDX
- Extracted structured and unstructured data from source systems, transforming them to fit dimensional models. Data source formats include relational databases, flat files and non-relational structures such as XML
- Implemented and enhanced different Knowledge Modules in mappings for loading and integrating the data from sources to targets.
- Debug the sessions by utilizing the logs of the sessions.
- Created SQL agent and monitored the daily update loads.
- Performed unit testing at various levels of the ETL experience in configuring SQL Agent on SQL server and creating new agents and test them.
- Working with various upstream and downstream customers in interfacing various systems and processes for Data extractions, ETL.
- Designing and Developing SSIS Packages to import and export data from MS Excel, XML, SQL Server, Flat files and used SSIS Package Configuration, Expressions, passing variables dynamically, logging, Event Handler.
- Created Stored Procedures, Triggers and Views on SQL Server Management Studio.
- Worked with Business Intelligence tools to develop reports and SSRS Reports.
- Deployed and Scheduling reports using Subscriptions and Data-Driven Subscriptions.
- Querying, creating stored procedures and writing complex queries and T-SQL joins to address various reporting operations and random data requests
- **Environment:** MS SQL Server 2018/2016/2014/2012, SQL BI Suite SSIS, Visual Studio 2019/2017/2013/2012, C#, Asp.Net 4.0, Visual Source Safe (VSS), Share Point, MS Project, MS Access, VBA, C++, JIRA, Power BI, TFS and Verint Operations Manager (Verint OM), SQL Loader, SQL, PL/SQL, SQL Developer, Bitbucket,

TECHNICAL SKILLS

- **Database:** MS SQL Server 2022/2019/2018/2016/2014/2012, Azure SQL Database
- **ETL Tools:** SSIS, Bitbucket, JIRA, GIT
- **Database Skills:** Cursors, Stored Procedures, Functions, Views, Triggers, Packages, SQL Optimization, Entity Framework Core, Microsoft .NET Framework / .NET Core, Backup & Recovery (Full, Differential, Transaction Log), Database Cloning & Refresh, Query Optimization & Performance Tuning, Indexing Strategies, Execution Plans
- **Operating Systems:** Windows 2000/2003/XP/Vista/Windows 7/Windows 10, UNIX/Solaris, Linux (RedHat, Ubuntu)
- **Languages & Utilities:** SQL, PL/SQL, MDX Queries, Bash / Shell Scripting
- **Database Tools:** SQL Developer, SQL Loader, SQL Server Management Studio (SSMS), SQL Server Profiler, Query Store

2.5.10 Senior Application SQL Server Database Administrator

- Our consultant has Masters in Computer Applications and Bachelors in Computer Science and Azure Solutions Architect Expert, Azure Database Administrator Associate, Microsoft SQL Server 2008: Implementation and Maintenance certified.
- Highly experienced and performance-driven Senior Application SQL Server DBA with over 15 years of expertise in managing, securing, and optimizing large-scale SQL Server environments across diverse industries. Proven track record in database administration, high availability (HA/DR) solutions, performance tuning, automation, and

cloud migration (Azure/AWS). Skilled in implementing disaster recovery plans, replication, Always On Availability Groups, Log Shipping, and Failover Clustering.

- Strong background in compliance, security hardening, and patching strategies, with hands-on experience in SQL Server versions from 2005 to 2022, including hybrid cloud environments (Azure SQL, Managed Instances, IaaS VMs). Excellent collaborator with DevOps, application teams, and infrastructure leads to support mission-critical systems with 24/7 uptime requirements.
- Expert in defining and enforcing SLAs/SLOs, driving incident response and root cause analysis, reducing operational toil via automation, and implementing observability best practices. Trusted leader with experience mentoring teams, enabling DevOps culture, and aligning SRE practices with enterprise-wide cloud modernization initiatives.
- Strong MS SQL Server DBA background, including experience in high availability (AlwaysOn, clustering), performance tuning, backup/restore strategies, replication, index optimization, and T-SQL scripting.
- Adept at proactively identifying and resolving database performance issues and ensuring **secure, compliant, and cost-effective data storage**.
- Deep understanding and working experience of SQL Server, includes installation, configuration & maintenance of standalone and Clustered Servers [Active/Active and Active/Passive Cluster Design].
- Hands-on experience in architecting and managing Azure services such as Azure App Services, Azure Kubernetes Service (AKS), Azure SQL, Azure Monitor, Azure DevOps, and Azure Virtual Machines. Skilled in Infrastructure as Code (IaC) using ARM templates, Bicep, and Terraform, along with automation through PowerShell and Azure CLI.
- Core experiences are in Data Migration, Installation, Indexes, Disaster Recovery, **Performance Tuning Optimization (PTO), Backup and Recovery, Database Security**.
- Experience in using tools like **Database Engine Tuning Advisor, SQL Profiler, Index Tuning Wizard** and Windows Performance Monitor for monitoring and tuning MS SQL Server performance.
- Expert in Implementing High Availability (HA) and Disaster Recovery (DR) Features (Always On, Clustering, Database Mirroring, Log Shipping and Replication).
- Good experience in writing and debugging SQL Server **stored procedures/triggers** and documenting issues/resolutions of SQL Server Application
- Designing, implementing, securing, and maintaining SQL Server backup encryption (AES 256).
- Experience in implementing security and government policies such as ISPE, ARS, GRC.

The responsibilities of the consultants include:

- Designed and implemented high availability (HA) and disaster recovery (DR) strategies using Always On Availability Groups, failover clustering, log shipping, and replication.
- Planned and executed on-premises SQL Server → Azure SQL Managed Instance migration.
- Created migration strategy, including full backup, differential, and transaction log backups for minimal downtime.
- Conducted point-in-time recovery (PITR) tests to validate RPO/RTO targets.
- Architected scalable database infrastructure for on-premises, cloud (Azure/AWS), and hybrid
- Developed and enforced database security and compliance policies including TDE, SSL/TLS, Row-Level Security, Dynamic Data Masking, and audit mechanisms for SOX, HIPAA, and PCI-DSS.
- Supported cloud migration by redesigning data models for Azure SQL Managed Instance and hybrid architectures.
- Led SQL Server upgrade, migration, and modernization projects, including moving on-premises workloads to Azure SQL Database, Managed Instance, and SQL Server VMs.
- Defined enterprise-wide backup and recovery strategies, ensuring RPO/RTO alignment with business SLAs and conducting regular DR drills.
- Implemented performance tuning and monitoring frameworks, including index optimization, query tuning, resource governance, and baseline performance metrics.
- Developed and maintained Linux shell scripts to automate database health checks, backup validation, and system monitoring tasks.

- Automated routine DBA tasks, CI/CD pipelines, and database deployments using PowerShell, SQL Agent, DevOps tools, and infrastructure-as-code (IaC).
- Developed and maintained database standards, guidelines, and runbooks, covering naming conventions, indexing strategies, partitioning, backup schedules, and patching policies.
- Configured Azure Front Door (AFD) firewall and implemented rate limiting techniques.
- Mentored and guided DBA teams, collaborating with developers, DevOps, and business stakeholders to ensure consistent architecture and governance
- Optimized licensing and resource utilization across SQL Server environments to reduce costs while maintaining high availability and performance.
- Led end-to-end upgrade of enterprise SQL Server estate from **2017** → **2022** across on-prem virtual machines (Hyper-V/VMware), including Always On Failover Cluster availability
- Provide project support of engineering-based decisions and scope to assist the customer with over all layouts, design and installation of DB system, Configuration, Migration, Upgrades and Patching.
- Implemented scripts to find out the orphan users in the servers. Successfully migrated logins and users between multiple servers.
- Configuring and maintaining Azure KeyVault (Secrets, Certificates)
- Recommend and Review Backup and Recovery Strategies based on Service Level Agreement (SLA) and test plan for failure scenario.
- Design, Configure and deploy offsite DR solution using Database mirroring and log shipping.
- Designing and hardening SQL Server Security (Server hardening, Auditing and user/group access monitoring).
- Implementing high Availability Features (Always On, Clustering, Database Mirroring, Log Shipping and Replication (Snapshot, Transactional)).
- Created complex SSIS packages using proper control and data flow elements with error handling
- Performed Documentation for all kinds of reports and SSIS packages
- Troubleshoot long running queries by using various methods including PERFMON, SQL Profiler, Database Engine Tuning adviser and 3rd party tools.
- Developed and maintained physical data models for large-scale SQL Server environments, ensuring data integrity and consistency.
- Investigate performance issues and make recommendations to resolve them.
- Perform root cause analysis and troubleshooting any database issues (such as locking, blocking, deadlock etc.)
- Implement storage management strategies.
- Wrote and maintained Linux shell scripts to automate database backup processes, job monitoring, and performance reporting
- All day-to- day activities to keep the service up and running to agreed SLAs and to be compliance with Dominion IT control policy such as health checks, monitoring ticket queues, changes, End user requests and automation of processes.
- All activities relating to preventing services problems occurring and the general adherence to SLAs by proactive means such as patch management, performance tuning, capacity management, DB indexes maintenance, DB security, DB integrity checks and DB recovery.
- Design daily table reports, matrix reports, sub-reports based on business needs using SSRS
- Maintaining & updating database inventory.
- Optimized the performance of queries with modification in T-SQL queries, removed unnecessary columns, eliminated redundant and inconsistent data, normalized tables, established joins and created indexes wherever necessary.
- Developed and automated daily, weekly and monthly counts of Claims by Scheduling the SQL Job.
- Maintaining 400+ SQL Servers with multiple instances in different environments (RTE, DEV, Pre-prod and Production) and proficiency in deploying new code base release to UAT and Production Environments.
- Performed day-to-day activities of SQL data base administrator on SQL server 2014 enterprise edition.
- Implementation of automated jobs for database backup on a weekly and monthly basis, based on the volatile nature of database tables and indexes.

- Troubleshooting and resolving day-to-day issues such as job failures, transactional log issues, blocking and deadlock issues, permission issues etc.
- Migration, creation and configuration of databases based on the specifications sent by the client and meet the SLA (Service Level Agreement).
- Involved in heavy PowerShell scripting to perform database true-ups, BCP and moving XML based data across servers.
- Used Power Shell Scripting for Day-to-day activities to backup and restoring of sites, editing permissions, maintaining alerts.
- Rebuilding / monitoring the indexes at regular intervals for better performance.
- Created proper Indexes on different tables that improve the performance of T-SQL queries on the database.
- Using TSQL for developing stored procedures to enhance the performance of the database system.
- Worked on the architecture of the continuous feed throughout the day for real time warehousing
- Maintaining the Database Consistency with DBCC commands.
- Monitoring Jobs & Alerts, CPU utilization, Data & log file sizes, and troubleshooting space issues.
- Set up Database Maintenance Plans to reorganize, rebuild and update the index statistics for better performance.
- Recovering the databases from backup in disasters. Implementing Point-In-Time Recovery solutions.
- Configured log shipping, database mirroring (Synchronous & Asynchronous) and replication (peer-peer) for synchronization of databases.
- Performed various day-to-day activities of SQL database administrator on SQL server 2008/2008R2/2012/2014/2016 enterprise edition.
- Used SSIS jobs for importing data from the flat files that brings the data to the application tables.
- Creation of logins, roles, assigning permissions and mapping users as per the client's request.
- Performing SQL Server service pack and Windows Service pack upgrades.
- Scheduling JOBS (Daily, Weekly, and Monthly) as per the client request.
- To analyze long running slow queries and tune the same to optimize application and system performance.
- Automated messaging services on server failures, for task completion and success.
- Executed stored procedures requested by the application team to accomplish short-term business goals.
- Handling Memory configurations for SQL Server and responsible for monitoring and making recommendations for performance improvement in hosted databases. This involved index creation, index removal, index modification, file group modifications, and adding scheduled jobs to re-index and update statistics in databases.
- Running Database tuning wizard and continuously monitoring and updating the Backup and Recovery strategy.
- Maintained the physical database by monitoring and optimizing performance, data integrity and SQL queries for maximum efficiency using SQL Profiler.
- Implementation of Database maintenance plan for Database consistency & Integrity
- Monitoring SQL server performance to find dead locks and blocking to improve the performance.
- Provided reports via PowerShell scripts, T-SQL, or a combination of both
- Used PowerShell and T-SQL in combining data from multiple sources.
- Analyzing database health and consistency by using DBCC Commands and DMVs.
- **Monitoring Jobs & Alerts, CPU utilization, Data & log file sizes, Space availability in Storage Devices.**
- Worked extensively on Extraction, Transformation, loading data from Oracle, DB2, Access, Excel, Flat Files and XML using DTS, SSIS. Created and deployed various reports using SSRS.
- Set up SolarWinds DPA/SAM agents on SQL Servers
- Performed various day-to-day activities of SQL database administrator on SQL server 2008/2008R2/2012/2014 enterprise edition.
- Used SSIS jobs for importing data from the flat files that brings the data to the application tables.
- Creation of logins, roles, assigning permissions and mapping users as per the client's request.
- Performing SQL Server service pack and Windows Service pack upgrades.
- Scheduling JOBS (Daily, Weekly, and Monthly) as per the client request.
- To analyze long running slow queries and tune the same to optimize application and system performance.
- Implementing high Availability Features (Failover Clustering, Database Mirroring, Log Shipping and Replication).

- Troubleshoot long running queries by using various methods including PERFMON, SQL Profiler, Database Engine Tuning adviser and 3rd party tools
- Performed in **Performance Tuning, Query Optimization**, Client/Server Connectivity, Database Consistency Checks using DBCC Utilities
- Automated messaging services on server failures, for task completion and success.
- Created different maintenance plans to monitor the database for Day-to-day backups, DBCC checks, indexing and similar tasks.
- Advance Database Performance tuning (Perfmon, SQL Profiler, Database Engine Tuning adviser etc.) & Install, configure and Administering SSRS, SSIS.
- Implementing high Availability Features (Always On, Clustering, Database Mirroring, Log Shipping and Replication (Snapshot, Transactional)).

TECHNICAL SKILLS

- **Databases** : MS SQL Server 2005 to 2022, Azure SQL, Azure Cosmos DB, MongoDB
- **Languages** : T-SQL, Power Shell, KQL
- **Operating System** : Windows Server 2008/2008R2/2012/2016/2019
- **Business Intelligence Tools** : SSIS (SQL Server Integration Services), SSRS (SQL Server Reporting Services)
- **Ticketing Tools** : ServiceNow, MS ICM Portal, JIRA, Zendesk
- **3rd Party Tools** : SolarWinds, Spotlight, COMM vault, IDERA (SQL Safe, Diagnostic Manager), LightSpeed, UC4
- **Applications** : IIS, Visual Studio 2005/2008/2010, Visual Source Safe.

2.5.11 GIS Database Administrator

- Our consultant has Masters of Science in Computer Science and Information Technology and Bachelors of Technology in Electronics & Communication Engineering.
- Results-driven GIS Database Administrator with 6+ years of experience in managing and maintaining enterprise GIS database systems using Esri ArcGIS Enterprise, ArcSDE, and relational databases including Oracle, SQL Server, and PostgreSQL/PostGIS.
- Strong expertise in configuring ArcGIS services, establishing database connectivity, and integrating GIS applications with enterprise systems.
- Proven ability in debugging stored procedures, spatial queries, geoprocessing scripts (ArcPy), and database functions.
- Hands-on experience in spatial SQL optimization and implementing database backup, replication, and cloning strategies.

The responsibilities of the consultants include:

- Administer and maintain ArcGIS Enterprise and ArcSDE enterprise geodatabases.
- Configure ArcGIS Server services, database connections, and GIS integrations.
- Optimize spatial SQL queries, stored procedures, and triggers.
- Perform database performance tuning and ArcGIS service optimization.
- Implement full/incremental backups, replication, and database cloning.
- Develop ArcPy scripts for GIS automation and validation.
- Debug stored procedures, spatial queries, and geoprocessing scripts.
- Publish Map, Feature, and Geoprocessing Services.
- Managed ArcGIS Enterprise, ArcSDE, and Oracle spatial databases.
- Configured ArcGIS services and database connectivity.
- Optimized spatial SQL queries, indexes, and database functions.
- Debugged spatial queries, stored procedures, and ArcPy scripts.
- Led ArcGIS upgrade (10.6 → 10.9).
- Developed dashboards and web GIS applications.
- Administered ArcSDE geodatabases and ArcGIS Server.
- Developed web GIS apps integrated with SQL Server.

- Automated workflows using Python (ArcPy).
- Optimized spatial queries and supported debugging.
- Configured web maps and GIS services.
- Managed GIS databases using PostgreSQL/PostGIS and ArcSDE.
- Developed stored procedures, triggers, and spatial queries.
- Integrated GIS with OGC services (WMS/WFS).
- Performed spatial analysis and data validation.

TECHNICAL SKILLS

- ArcGIS Enterprise, ArcGIS Server, ArcGIS Online, ArcGIS Pro, ArcMap
- Oracle, SQL Server, PostgreSQL, PostGIS, ArcSDE
- Python (ArcPy), JavaScript (ArcGIS API), SQL
- ArcGIS REST API, Web GIS Integration, Service Configuration
- Spatial SQL Optimization, Stored Procedures, Functions, Triggers
- Debugging: Spatial Queries, ArcPy Scripts, Database Functions
- Backup & Recovery: Full/Incremental Backups, Replication, Cloning
- QGIS, GeoServer, OpenLayers, Git

2.5.12 Senior GIS Database Administrator

- Our consultant has Masters of Science in Business Intelligence & Analytics and Bachelors of Science in Computer Science and Google Data Analytics , Tableau Business Intelligence and Databricks certified.
- Senior GIS Database Administrator with 10+ years of experience in designing and implementing scalable geospatial solutions
- Strong expertise in ArcGIS Pro, ArcGIS Online, and ArcGIS Enterprise (Portal, Server, Datastore)
- Proficient in Python (ArcPy, ArcGIS API for Python, GeoPandas) for automation, ETL, and spatial analysis
- Experienced in building web GIS applications using ArcGIS API for JavaScript, Experience Builder, and REST services
- Hands-on experience with spatial databases (PostgreSQL/PostGIS, SQL Server, Oracle Spatial)
- Skilled in developing and managing geospatial data pipelines and ETL workflows
- Strong experience in publishing and optimizing GIS services in ArcGIS Enterprise and Server
- Expertise in spatial analysis techniques including buffer, overlay, and network analysis
- Experience integrating GIS with cloud platforms (AWS, Azure)
- Proven ability to deliver interactive dashboards and data-driven insights
- Extensive experience in ArcGIS Pro-based data engineering workflows, including model building, geoprocessing automation, and service publishing
- Strong knowledge of enterprise geodatabase design, including schema modeling, versioning, and performance optimization
- Expertise in spatial indexing and query optimization using PostGIS (GiST) and Oracle Spatial for large-scale datasets
- Hands-on experience building and consuming RESTful GIS services, enabling seamless integration across enterprise applications
- Proven ability to design scalable cloud-based GIS architectures using AWS and Azure for high availability and performance
- Experience implementing data validation, QA/QC, and governance frameworks to ensure spatial data integrity
- Strong understanding of end-to-end GIS lifecycle, from data ingestion and processing to visualization and deployment
- Ability to collaborate with stakeholders to translate complex business problems into actionable geospatial solutions and insights

The responsibilities of the consultants include:

- Designed and implemented enterprise GIS architecture using ArcGIS Enterprise (Portal, Server, Datastore) and ArcGIS Pro, supporting large-scale infrastructure and spatial analytics use cases
- Leveraged ArcGIS Pro for advanced geoprocessing workflows, map authoring, and publishing optimized feature/map services to ArcGIS Enterprise
- Built modern, scalable web GIS applications using ArcGIS API for JavaScript, Experience Builder, and REST services, enabling real-time geospatial visualization
- Developed end-to-end geospatial ETL pipelines using Python (ArcPy, ArcGIS API for Python, GeoPandas) to automate ingestion, transformation, and validation of spatial datasets
- Engineered high-performance spatial data models using PostgreSQL/PostGIS, implementing indexing (GiST) and query optimization techniques for large datasets
- Integrated GIS platforms with enterprise systems using REST APIs, JSON services, and cloud-native architectures (AWS S3, Lambda, API Gateway)
- Developed advanced spatial analytics solutions including network analysis, proximity modeling, and location intelligence workflows
- Built executive dashboards and operational monitoring tools using ArcGIS Dashboards, improving visibility into spatial KPIs
- Implemented CI/CD pipelines (GitHub Actions, Azure DevOps) for automated deployment and version control of GIS services and applications
- Established data governance and QA/QC frameworks for geospatial datasets, improving data accuracy and consistency
- Optimized performance of GIS services through caching strategies, service tuning, and load balancing techniques
- Utilized advanced SQL to manage and query large-scale datasets, including writing complex joins, aggregations, and performance-optimized queries to support reporting and analytics use cases.
- Supported data integration across multiple systems, ensuring consistent connectivity between databases, reporting tools (Tableau, Data Studio), and analytics platforms.
- Collaborated with technical teams to troubleshoot and debug data issues, including validating query outputs, resolving discrepancies, and improving data reliability.
- Assisted in maintaining structured datasets and ensuring data consistency, integrity, and performance optimization across reporting workflows.
- Developed interactive web GIS applications using ArcGIS API for JavaScript, HTML5, and REST services
- Extensively used ArcGIS Pro for spatial data preparation, map authoring, and publishing optimized services to ArcGIS Enterprise
- Designed and maintained enterprise geodatabases using Oracle Spatial and PostgreSQL/PostGIS, enabling efficient spatial storage and retrieval
- Optimized spatial queries and indexing strategies in Oracle Spatial, improving performance for large-scale geospatial datasets
- Automated geospatial workflows using Python (ArcPy, ArcGIS API for Python) for data processing and reporting
- Published and managed map/feature services in ArcGIS Server, improving performance via caching and service tuning
- Built dashboards and web applications using ArcGIS Online, Experience Builder, and Dashboards
- Integrated GIS data with enterprise systems using REST APIs and JSON services
- Migrated geospatial datasets across AWS S3 and Azure Blob storage
- Conducted QA/QC and validation processes for spatial datasets ensuring data quality and consistency
- Utilized ArcGIS Pro for spatial analysis, data processing, and map creation, transitioning from legacy ArcMap workflows
- Automated geospatial workflows using Python (ArcPy) to improve operational efficiency
- Developed geoprocessing tools for buffer, overlay, and spatial joins using ArcGIS Pro toolsets
- Supported publishing and management of GIS services in ArcGIS Server and ArcGIS Online
- Worked with Oracle Spatial and SQL Server for managing geospatial datasets and performing spatial queries
- Performed spatial data modeling and analysis to support business insights
- Built initial dashboards and web GIS visualizations

- Conducted QA/QC validation for large geospatial datasets
- Designed GIS solutions using ArcGIS Desktop (ArcMap) and ArcGIS Pro, supporting enterprise mapping and analytics
- Transitioned workflows from ArcMap to ArcGIS Pro, improving efficiency and modernizing GIS processes
- Managed enterprise geodatabases using ArcSDE, SQL Server, and Oracle Spatial, including versioning and schema design
- Performed complex spatial queries and analysis using Oracle Spatial and SQL, supporting reporting and analytics
- Developed automation workflows using Model Builder and Python (ArcPy)
- Executed ETL workflows using FME for data migration and transformation
- Supported development of REST-based GIS services for enterprise integrations
- Created cartographic outputs and thematic maps using ArcGIS tools
- Conducted QA/QC and ensured data integrity across geospatial systems
- Created and maintained spatial datasets using ArcGIS Desktop (ArcMap)
- Performed georeferencing, digitization, and raster/vector data processing
- Conducted spatial analysis using Spatial Analyst tools
- Developed cartographic maps and visualizations
- Managed geodatabases and ensured data accuracy through validation
- Executed SQL queries to analyze spatial data
- Supported GIS projects with data preparation and reporting

TECHNICAL SKILLS

- **GIS Platforms:** ArcGIS Desktop (ArcMap), ArcGIS Pro, ArcGIS Online, ArcGIS Enterprise (Portal, Server, Datastore), ArcSDE, Geodatabases
- **Programming:** Python (ArcPy, ArcGIS API for Python, GeoPandas), JavaScript (ArcGIS API for JavaScript), SQL, Arcade
- **Web GIS:** ArcGIS API for JavaScript, Web AppBuilder, Experience Builder, REST APIs, JSON
- **Databases:** SQL Server, Oracle Spatial, Querying & Indexing
- **ETL & Data:** FME, GDAL, Spatial Data Pipelines, Data Migration
- **Tools & Others:** AWS (S3), Git, GitHub, Agile / Scrum, QA/QC & Data Validation
- **Analytics & Visualization:** Spatial Analysis (Buffer, Overlay, Network Analysis), Predictive Spatial Modeling (basic ML exposure), Power BI / GIS Dashboards, Cartographic Design & Visualization
- **Collaboration & Delivery:** Agile/Scrum, Stakeholder Requirement Gathering, Cross-Functional Collaboration, Documentation, Problem Solving

2.5.13 GIS Architect

- Our consultant has Masters of Science in Information Technology and Bachelors of Science and Azure Solutions Architect Expert certified.
- Results-driven GIS Solution Architect and PMP-certified professional with 18+ years of experience designing and delivering enterprise geospatial platforms for utilities, oil & gas, telecom, and government sectors.
- Expert in ArcGIS Enterprise, Utility Network, and Azure cloud architecture with a proven track record of leading end-to-end cloud migrations, integrating GIS with enterprise systems (SAP, ADMS), and architecting high-availability spatial data platforms at national and municipal scale.
- Dual-certified (PMP + Azure Solutions Architect Expert) with deep experience translating complex geospatial requirements into scalable, production-grade solutions.

The responsibilities of the consultants include:

- Architected and delivered 5+ enterprise ArcGIS Enterprise platforms for utility and government clients across the US and Middle East, supporting 200–500+ concurrent users per deployment.
- Led cloud migration of national-scale GIS infrastructure (Abu Dhabi Digital Authority) from on-premise Oracle/ArcGIS to Azure IaaS/PaaS, cutting infrastructure costs by ~30% and achieving 99.9% uptime SLA.

- Designed high-availability ArcGIS Enterprise environments (active-passive clustering, load balancing, automated failover) with sub-5-minute RTO for mission-critical utility operations.
- Integrated GIS platforms with enterprise systems including SAP PM/AM and Advanced Distribution Management System (ADMS) via REST APIs, reducing data synchronization time from hours to near real-time.
- Drove Utility Network (UN) migrations from geometric network for two major utility clients, enabling enhanced connectivity analysis and supporting 15+ field applications built on the new data model.
- Defined enterprise spatial data governance frameworks covering schema design, data migration runbooks, and quality validation pipelines for Oracle Spatial and SQL Server.
- Mentored and led cross-functional GIS teams of 4–8 engineers across client engagements; managed project delivery on PMP-aligned schedules across multi-month programs.
- Developed GIS web and desktop applications using ArcObjects, .NET (C#), and ArcGIS API for JavaScript across utilities and telecom projects.
- Built automated spatial data processing and validation tools in Python/.NET, reducing manual QA effort by 40% on large-scale data migration projects.
- Designed database schemas and ETL workflows for enterprise GIS systems; migrated terabytes of legacy spatial data to Esri geodatabase format with zero data loss.
- Architected ArcGIS REST services integration for Viper Pro Mobile app, connecting a tri-module platform (admin console, dashboards, field map) used by field crews managing transmission-line vegetation across National Grid's US service territory.
- Designed real-time data synchronization between ArcGIS Enterprise and the mobile field app, enabling offline field data capture with automatic conflict resolution on reconnect.
- Built role-based authentication and permission model for administrators and field users, ensuring secure data access across distributed mobile deployments.
- Delivered operational dashboards surfacing work order status, crew locations, and vegetation risk scores, improving planning efficiency and data-driven resource allocation.
- Led end-to-end technical documentation and user training for field staff and administrators, driving successful go-live with high adoption across field operations.
- Designed and configured a high-availability ArcGIS Enterprise environment (ArcGIS Server, Portal for ArcGIS, Web Adaptor, ArcGIS Datastore) serving 300+ city staff across utilities, public works, and planning departments.
- Developed 6 production GIS applications: General Map Viewer, Parcel Report Application, Utility Map Viewer, GeoHub open-data portal, and operational dashboards for COVID-19 monitoring, Gas & Water Valve inspection, Meter & Ground tracking, and Fire Hydrant inspection.
- Customized Portal for ArcGIS home page and published map/feature services; built applications using ESRI JavaScript API, Bootstrap, HTML5/CSS3, and Oracle database backend.
- Delivered GeoHub open-data application enabling public access to location-based city datasets, supporting transparency and smart-city initiatives.
- Provided ongoing GIS administration and operational support, maintaining platform performance and service availability across all city departments.
- Led end-to-end architecture and migration of the Abu Dhabi Spatial Data Infrastructure (ADSDI) from on-premise to Azure cloud, supporting 70+ government agencies and 1,000+ licensed users across the emirate.
- Sized and architected GIS cloud infrastructure on Azure (IaaS/PaaS), designing scalable, high-availability topology with load balancing, automated failover, and disaster recovery.
- Directed full data migration from Oracle Spatial to SQL Server using FME; developed ArcGIS Pro automation tools for data quality validation, ensuring 100% geometry integrity across multi-TB datasets.
- Developed GIS web applications using ArcGIS Hub, Web App Builder, and ESRI JavaScript API; built and modified ArcObjects components to extend platform functionality for agency-specific workflows.
- Delivered ArcGIS Portal, Operational Dashboards, and ArcGIS Server services enabling enterprise-wide geospatial data sharing and spatial analysis across all government entities.
- Architected and delivered a map-based approval workflow system (Smart Planning System) handling municipal planning applications end-to-end, integrating GIS spatial context into each approval stage.

- Developed management dashboards providing real-time operational visibility across planning workflows, used by 200+ municipal planners and senior decision-makers.
- Enhanced the Cemetery Management System — a map viewer application cataloguing Abu Dhabi cemeteries with area and section information — improving spatial data accessibility for municipal records management.
- Built solutions using ESRI JavaScript API, ASP.NET MVC5, REST Services, jQuery, Bootstrap, HTML5/CSS3, and Oracle, ensuring full-stack integration with existing municipal enterprise systems.
- Implemented a complete enterprise GIS solution for planning and asset management across 25+ retail properties in the UAE, delivering the full stack from infrastructure to end-user applications.
- Built high-availability GIS production infrastructure using Portal for ArcGIS, ArcGIS Server, and SQL Server; configured SDE database administration and map service publishing.
- Developed GIS applications including a General Map Viewer and Planning & Assets Management tool using Web AppBuilder and ESRI JavaScript API, enabling spatial decision-making across property teams.
- Implemented data automation tools using ArcObjects (C#) to streamline spatial data processing workflows and reduce manual effort in asset data management.
- Led GIS environment upgrade from ArcGIS 9.3 to ArcGIS 10.5 and replaced the legacy Silverlight-based GEARS application with a modern ESRI JavaScript API 3.23 implementation.
- Delivered the full GEARS 3.0 web application using ArcGIS JavaScript API, Bootstrap, HTML5/CSS3, replacing deprecated technology with a fully supported, responsive GIS platform for Sempra Energy's operations.
- Collaborated with the Sempra Energy team on end-to-end system implementation, ensuring continuity of all existing GIS workflows on the upgraded platform.
- Led GIS data model change management for the production environment, identifying and implementing schema modifications to align with updated business and operational requirements.
- Managed spatial data migration pipeline from development to QA environments, creating and updating ArcGIS map services and configuring Web AppBuilder and Operational Dashboard applications post-migration.
- Ensured service continuity and data integrity across ArcGIS Server, Portal for ArcGIS, and SQL Server stack throughout the model transition.
- Designed and built the complete GIS infrastructure from scratch, including geodatabase design, ArcGIS Server deployment, Portal for ArcGIS configuration, and Collector for ArcGIS mobile setup.
- Developed geo-enabled applications using Web AppBuilder, Operational Dashboard, and ESRI JavaScript API; implemented Collector for ArcGIS for mobile field data collection by inspection teams.
- Provided full GIS system administration and operational support on Oracle 11g backend, maintaining platform stability for the authority's food safety and land-use monitoring programs.

TECHNICAL SKILLS

- **Programming & Scripting:** C#, .NET, JavaScript, AngularJS, HTML5, jQuery
- **GIS & Integration Technologies:** ArcGIS JavaScript API, ArcGIS Server, ArcGIS REST Services, ASP.NET MVC, Enterprise System Integrations (SAP, ADMS)
- **Databases & Data Management:** SQL Server, Oracle, Oracle Spatial, Arc SDE, PostgreSQL/Post GIS, Spatial Data Modeling & Data Migration
- **GIS Platforms & Enterprise Tools:** ArcGIS Enterprise (Portal, Server, Data Store), ArcGIS Hub, Web App Builder, Operations Dashboard, ArcGIS Pro, Field Maps / Collector

2.5.14 GIS Application Developer

- Our consultant has Masters in Computer Science and Bachelors in Computer Applications.
- GIS Application Developer with 10+Years of extensive experience on Object Oriented design, analysis, development, and implementation of n-tier Business Applications using Microsoft Technologies and .Net Framework.
- Involved in the complete life cycle (**SDLC**) of the project, including (design, development, implementation, testing, support, and production maintenance).
- Good experience working with GIS software's ArcView, Arc/Info, ArcGIS Online (AGOL), ArcGIS Pro, and ArcGIS SDE.

- Experience and proficiency with Python, JavaScript, REST APIs, Map/Web Services, GIS/Geospatial processing.
- Extensive experience in developing various applications using Visual Studio .NET technologies like **C#, ASP.NET, ADO.NET, XML, DOJO Toolkit, AngularJS, Web Services, MVC**, Modification and bundling of JavaScript for improved performance.
- Experience in **jQuery API** for **HTML** document traversal and manipulation, event handling, animation, **Ajax Web** service calls Validations, **UI Design** across a multitude of browsers.
- Extensive working knowledge on **SQL Reporting Services (SSRS)**.
- Used **GIS** for managing data workflow by transaction model of geodatabase, created databases, schemas, and tables.
- Developed SQL script with DDL commands for creating Database objects (**tables, indexes, triggers, Views, functions, and stored procedures**).
- Writing SQL triggers/ queries and Stored Procedure's, SQL designing, Functions and packages.
- Experienced in both UNIX and Windows platform.
- Expertise with full Project Life Cycle, have excellent team spirit, communication and interpersonal skills and works well in a team environment.
- Involved in daily Scrum Meeting, spring planning and good interaction with end clients. Attended Agile Training sessions and involved in implementation of waterfall to Agile Methodology.

The responsibilities of the consultants include:

- Designed and developed GIS applications using ArcGIS suite, Python, and ArcGIS API for JavaScript 4.x.
- Build and configure simple interactive web-maps and web-apps using existing COTS products such as ESRI ArcGIS Online, Portal for ArcGIS and Latitude Geographics Geocortex
- Designed and developed enterprise GIS web applications using Angular 21, TypeScript, and modern front-end architecture patterns.
- Provide technical support with Python scripting and the ArcPy site package for ArcGIS 10.7 or above.
- Provided technical support and troubleshooting for GIS applications, including ArcFM, QGIS, GeoServer, and Global Mapper, ensuring minimal downtime and efficient issue resolution.
- Create and manage data automation scripts using FME, Python, and/or JavaScript.
- Developed high-performance GIS front-end modules using Angular 21, leveraging signals, standalone components, and modern dependency injection.
- Understand performance parameters and assess data processing performance
- Develops GIS applications using ESRI software, .NET, JavaScript, HTML or Windows client-based development tools.
- Develops, manages, and tests backup and recovery plans.
- Provide detail and summary reporting on global GIS analytics for senior management
- Support process improvements which guide the development, sustaining & support activities
- Assists others in team with work overflow.
- Deployment, configuration, and implementation of Esri's ArcGIS Enterprise platform, including Portal, ArcGIS Server, and Data Store, enabling secure access and efficient management of spatial services across the organization.
- Designed and implemented Esri's Roads and Highways Linear Referencing System (LRS) to support transportation asset management workflows, ensuring compliance with federal HPMS reporting standards.
- Performed spatial data analysis, map creation, and geoprocessing using QGIS to support business and operational requirements.
- Built Angular 14+ applications using standalone components, lazy-loaded modules, and optimized routing for scalable GIS front-end architecture
- Published and managed secure, high-performance web services using ArcGIS Server and Portal for ArcGIS; implemented fine-grained security roles and performed regular service tuning and monitoring for optimized performance.
- Configured and supported ArcFM applications for utility network management, including electric, gas, and water distribution systems.

- Developed and maintained automated geospatial workflows using FME Form and FME Flow, streamlining ETL processes between enterprise GIS, CAD, and tabular data systems.
- Employed PMG's HPMS/SLD Manager software for efficient submission and validation of Highway Performance Monitoring System data, supporting DOT compliance and linear referencing updates.
- Developed and enhanced web-based GIS applications using Angular 14+, TypeScript, and modern UI frameworks to visualize and manage geospatial data.
- Created interactive dashboards and geospatial visualizations in Tableau, integrating GIS data to deliver executive-level insights and performance metrics.
- Administered and developed FME workflows in an FME Server (Flow) environment using Safe Software's FME Enterprise subscription, supporting enterprise-wide data integration and automation tasks.
- Developed and published geospatial data services using GeoServer, including WMS, WFS, and REST-based services for web-based GIS applications.
- Configured and maintained large-scale ArcGIS Online and ArcGIS Pro deployments, including user roles, hosted feature layers, and map services to support enterprise-wide web mapping solutions and mobile data collection efforts.
- Designed and configured ArcGIS Field Maps applications for field data collection, integrating smart forms, symbology, and offline map areas.
- Streamlined field data capture by developing intuitive Field Maps web maps and forms integrated with hosted feature layers on ArcGIS Online and ArcGIS Enterprise.
- Building AGOL Applications and Services in ArcGIS Desktop and ArcPRO with work across a wide range of Business Areas and needs for Liaison with all departments in the State of South Dakota Dept of Environmental and Natural resource.
- Administered ArcGIS Online (AGOL) organization accounts including user roles, content management, and security settings.
- Managed AGOL users, groups, licenses, and security configurations to ensure efficient enterprise GIS operations.
- Utilized Global Mapper for terrain analysis, LiDAR data processing, and coordinate system transformations.
- Facilitated collaboration across teams by sharing web maps, layers, and applications via AGOL groups and external partner access.
- Developed a Spatial database out of the customer data and created maps and published the web services in ArcGIS server.
- Upload and symbolize GIS layers on ESRI's arcgis.com for use by maintenance division staff.
- Automated repetitive GIS tasks using Python scripting (PyQGIS/ArcPy), improving efficiency and reducing manual effort.
- Customize and/or extend the ArcGIS for Desktops using Python or .Net, including creating new Desktop add-ins for Citrix XenApp and Citrix XenDesktop Environments.
- Developed the user interface using, C# .NET and designed UI using CSS, HTML, and JavaScript, Developed and consumed Web Services using XML/SOAP and REST API.
- Created complex business components in C#.NET using .NET Class Library assemblies.
- Used GIS software's ArcView, ArcInfo, ArcCatalog, ArcGIS Server, ArcIMS, ArcSde for editing, formatting data and data management.
- Involved in development of web-based projects module for the utility permit application utilizing .NET, ArcGIS API for JavaScript, DOJO, and REST.
- Used AngularJS as framework to create Single Page Applications which can bind data to specific views and synchronize data with server.
- Troubleshoot the issues on a day-to-day basis and Prepared Test Plans and reviewed Test Cases.
- Developed a Spatial database out of the customer data and created maps and published the web services in ArcGIS server.
- Created the SSRS reports required for multiple projects using SSRS reporting services.
- Involved with the client team to design and develop the application according to client requirement using ASP .NET with the business logic implemented using C#.

- Designed and published interactive web maps and web applications using AGOL, Web AppBuilder, and Experience Builder.
- Developed custom web applications integrating AGOL services using ArcGIS API for JavaScript.
- Published and maintained hosted feature layers, tile layers, and map image layers in AGOL.
- Performed data preparation and optimization for publishing to AGOL for web mapping applications.
- Configured AGOL-based field data collection apps such as Survey123, Field Maps, and QuickCapture for real-time data gathering.
- Created dynamic surveys linked to AGOL feature services for streamlined data workflows.
- Configured and managed content sharing across ArcGIS Enterprise and AGOL (Distributed Collaboration).
- Automated AGOL content updates and maintenance scripts using ArcGIS API for Python to streamline daily GIS operations.
- Developed JavaScript code based on project specifications.
- Tested and delivered presentation demos.
- Developed a Spatial database out of the customer data and created maps and published the web services in ArcGIS server.
- Map production, and data creating using various methods and published on GIS server
- Used ESRI GIS package and various extensions to conduct geospatial analysis of business data
- Used Excel documents, XML documents, Visual Studio, SQL server.
- Developed the application using C# and SQL server database, involved in developing Stored Procedures, Functions, Views, Indexes and Triggers in SQL Server.
- Involved in the code enhancement for version 4 models using C# 3.5 and consumed the SOAP Web Service methods.
- Design and develop server-side code for desktop/web using ASP.NET and WinForms applications. Development of screens for capturing, retrieving and manipulating of data using Sitecore (CMS).
- Used HTML, CSS, JavaScript, web forms (for testing purposes) and Created the XML and XSD files required for the project.
- Worked to create, develop, and deploy multiple Drill down, Drill through, Sub-report and Parameterized reports by using SQL Server Reporting Services (SSRS).
- Used ADO.NET to execute stored procedures as well as queries for data manipulation
- Integrated JavaScript samples from ESRI JavaScript API 3.X.
- Designed and published layers on ArcMap and ArcGIS server.
- Worked along with ArcObjects development team, assisted with gathered requirements and implemented strategies for the internal and external projects.
- Design and Development of GIS based applications using ArcObjects
- Assisted GIS Administrator to maintain tabular and spatial data in Geodatabase (Arc SDE)
- Analyzed new data sources for availability and quality, and integrated
- Work independently and in team to understand and explain the requirements to various teams. Designed and developed project document, activity and sequence diagrams. Designed and developed the HTML front-end screens and validated forms using JavaScript.
- **Environment:** Visual Studio 2017, LINQ, SQL Server 2012, SSRS, ArcGIS 9.3.0, 9.3.1, 10.0, 10.1 ArcView, ArcInfo, ArcCatalog, ArcGIS Server, ArcSde, ESRI JavaScript, JavaScript, AngularJS, ArcGIS APIs & SDKs, ArcGIS for Server, ArcMap, Portal for ArcGIS, Windows, Windows Server, C#, ASP.Net, ADO.Net, Visual Studio.Net, XML, UML, JavaScript, CSS, Ajax, Crystal Reports, Web Services, Visual Source Safe, SQL Server 2008, IIS, Windows XP, ESRI ArcGIS Desktop, Visual Studio, ArcObjects, HTML

TECHNICAL SKILLS

- **.Net Technologies :** ASP.NET 4.0, ADO.NET 4.0.
- **Languages:** C#.Net, JavaScript, Python (ArcPy)
- **ArcGIS Tools :** ArcMap, ArcGIS Pro, ArcCatalog, ArcGIS Server, ArcSDE, ESRI JavaScript API 3.x, 4.x
- **Web Technologies:** HTML, CSS, JavaScript, Bootstrap, REST, SOAP.
- **Framework :** Angular, NodeJS, React JS

- **RDBMS / DBMS:** SQL Server 2018, Oracle 19c, SQL server Management Studio, SDE.
- **Version Controller:** Visual SourceSafe, Team Foundation Server
- **Software Packages :** MS-Office, MS – Visio,
- **Reporting Tools :** Crystal Reports, SSRS, Tableau
- **GUI & IDE:** Visual Studio, Pycharm, GIT, TFS.

2.5.15 Senior GIS Application Developer

- Our consultant has Masters of Science in Computer Science and Bachelors of Science in Computer Application.
- Sr GIS Application Developer with 10+ years of IT experience, excellent knowledge in Esri ArcGIS Enterprise, ArcGIS Online, ArcGIS ProSDK and web-based GIS frameworks. with both ESRI & Open-source technologies and great knowledge on the principles and best practices of software configuration Management (SCM) in agile, scrum methodologies.
- Proficient experience on ArcGIS Pro Desktop handling with different data sets.
- Experience in building web applications using ESRI ArcGIS JavaScript API 3.16/3.18/3.23/4+ versions.
- experienced in developing web applications with ReactJs
- Worked on DevOps pipeline Azure with Bit-Bucket, GIT.
- Automating the GIS Data processing and Managing the Environment with Python Scripts.
- Experience in Creating Geo-processing tools using ArcPy
- Worked on Batch processing scripts with ArcPy for Automation process of GIS Data from survey teams.
- Experience in Building web applications using ESRI WebApp builder and Experience Builder latest versions.
- Experience in customization and deployment of Experience builder in cloud environments Azure.
- Web Application development using ESRI JavaScript API 4.X for ReactJs platform.
- Experience on ArcGIS Enterprise software's- ArcGIS Portal, ArcGIS Server.
- Experience in handling GIS services, WebMpas, User's creation and Data handling using ArcGIS Online.
- Experience in GIS Survey applications like Survey123 and Field Maps Apps
- Experience in collecting data and converting GIS services in various formats and publishing web applications.
- Developed various Geo-processing jobs using ArcGIS API for Python and Created Batch Jobs.
- Proficient in building Web User Interface (UI) using HTML5, CSS3, JavaScript that follows W3C Web Standards and are browser compatible.
- Hands on experience In Front end technologies like Node.JS and ReactJS.
- Experience in back-end code implementation using C# programming.
- Solid experience with Responsive Web Design (RWD) and building cross browser compatibility applications.
- Expertise in analyzing the DOM Layout, JavaScript functions, Cascading Styles across cross-browser using Fire Bug.
- Proven experience developing web applications using Next.js and React, with a strong understanding of their features and best practices.
- Expertise in developing front end web applications and designing interfaces by using client scripting such as JavaScript and JavaScript frameworks like jQuery and Reactjs library.
- Experience integrating with JSON/Restful APIs and back-end services and experience in jQuery and JavaScript, ReactJs.
- Experienced in FME Scripts development using FME Software's like – FME Desktop and Knowledge on FME transformers
- Manage and maintain source code management with GIT including writing hooks, resolving issues with repositories, ensuring accessibility of environment.

The responsibilities of the consultants include:

- Involved in the user requirements gathering and identifying the sources and creating the documentation.
- Developed the UI Design using HTML5, Bootstrap.
- Worked on Front-End Development with JavaScript, ES6, React, Redux, Restful services, HTML5/CSS3/SASS/Bootstrap
- Complete handling ArcGIS Server for all development scenarios.

- Web Application development using Esri's ArcGIS API for JavaScript.
- Developed the Spatial Analysis, Linear referencing and shortest path and various other modules.
- Creating web methods to get the data from the database and populating on the map as layers
- Working with Different Road layers
- Maintaining Esri ArcGIS Enterprise, ArcGIS Online, ArcGIS Pro SDK and web-based GIS frameworks.
- Displaying road properties on grid click and Map click fetching the data from the Database
- Tile cache creating based on the updated data to display immediately.
- Responsible for the analysis, coding & testing of the objects before delivery to client.
- Responsible for the analysis, coding & testing of the objects before delivery to client
- Asset types and attributes, Field crew workflow and GIS and reporting needs
- Determine system architecture (Survey123, ArcGIS Online/Enterprise, dashboards, etc.)
- Survey123 Form Development along with Design and build a robust XLSForm in Survey123 Connect:
- Define data types, constraints, and default values
- Implement relevant logic, appearance, and repeat groups (if needed)
- Include required fields such as location, image, sign type, and condition
- Enable offline data collection capabilities
- **GIS Integration:** Configure Survey123 to publish to a hosted feature layer, Ensure correct field aliases, domains, and geometry types , Enable field snapping or location validation if integrated with other GIS layers
- **Mobile Testing and Deployment:** Test form on multiple mobile devices (iOS/Android), Validate GPS accuracy, photo uploads, and offline syncing, Deploy finalized version to production environment with proper access control
- **Data Validation and QA/QC:** Set up rules or scripts to validate incoming data (e.g., no null locations, photo size limits), Implement field constraints or calculations for automatic QA (e.g., timestamp auto-capture)
- **Dashboards & Reporting:** Build ArcGIS Dashboards for real-time visibility of sign assets, Create custom reports (PDF or web) for supervisors or compliance
- **Define Asset Collection Requirements:** Sign type (e.g., regulatory, warning, informational), Sign condition, Mount type (pole, wall, etc.), Materials (metal, reflective coating, etc.), Location (lat/long or snapped to GIS street layer), Photo of sign, Date of inspection, Technician name or ID
- Migrated the SignShopPaints application from ESRI Web-AppBuilder to the latest ESRI Experience Builder, leveraging the
- ArcGIS JavaScript API for project customization.
- Integrated various feature classes into the application using ArcGIS services, including web and feature services for components like stop boards, cleaning vans, sign shops, intersection nodes, curbs, and lot numbers.
- Implemented customized tools, such as Add-Sign, Batch Attribute Editor, Move from Stack, Measure, and Sign Code Search, to enable users to create, edit, and search for features on the map.
- Involved in Requirements and Analysis Understanding the requirements of the client and the flow of the application as well as the application Framework.
- Handled Gas data and various layers published and created the services for the application development process
- Analysis tools developed for Gas pipelines and network process
- Developed the UI Screens using HTML 5, DHTML, XML, Esri's ArcGIS API for JavaScript, Ajax, JQuery Custom tags.
- Designed dynamic client-side JavaScript codes to build web forms and simulate process for web application, page navigation and form validation.
- Implemented the latest HTML5 and CSS3 features like creating various effects, shading, 2D 3D animation, Shapes, Handling multimedia files and many others.
- Responsible for the overall layout design and color scheme of the web site using HTML 5, XHTML and CSS3 and Responsible for creating detailed wire frames and process flows.
- Built Reactjs Directives, Graphic UI services to consume rest services using Component based architecture provided by Reactjs.
- Created various Reactjs library components and made them reusable across different applications. Used Reactjs to validate the input at UI level rather than validating the data at back-end.
- Used Bootstrap for creating rich, Responsive UI Screens for varying screen sizes and devices.

- Working on Dashboard page using ReactJS with Material-UI.
- Responsible for developing UI pages using ReactJS, HTML5, CSS3, JSON.
- Getting GIS data from the different API calls and handling in the React components and populating on map canvas.
- Handling the attribute information and related layer information displaying on Panels within Open layers.
- Creating WMS Layers from SSQL Database.
- Publishing WMS layers in Geo-server to consume in application view.
- Extensively worked on custom directives with Pop-over and Pop-up functionalities with specific requirements matched to the conditions.
- Used UI Router to create different hierarchy structures in single page application.
- Unit Testing with Enzyme with jest packages.
- Involved in Agile/SCRUM process, attending daily stand up and completing tasks in sprints.
- Converting the GIS Data from python 2 to python 3.
- Handled Melisa data in Arcpy to run various validation rules to clear the issues.
- Publishing ArcGIS layers to consume in Verizon 5G application portal.
- FIM- Application adding the Map view and handling controls.
- Handled locations using Geocoding process and displayed on the FIM map viewer application.
- Unit Testing with Enzyme with jest packages.
- Involved in Agile/SCRUM process, attending daily stand up and completing tasks in sprints.
- Responsible for developing UI pages using ReactJS, HTML5, CSS3, TypeScript and JSON.
- Developed responsive web pages for smart devices using Bootstrap and media queries.
- Used ReactJS as framework to create Single Page Applications which can bind data to specific views and synchronize data with server.
- Worked on creating log-in authentication modules using ReactJS and JavaScript.
- Extensively worked on custom directives with Pop-over and Pop-up functionalities with specific requirements matched to the conditions.
- Used UI Router to create different hierarchy structures in single page application.
- Created custom directives and filters using ReactJS built-in \$http service from controller through dependency injection.
- Created ReactJS service and integration with RESTful APIs.
- Used ReactJS \$http to send GET/POST requests to fetch data from server.
- Used open-source libraries like ReactJS material to create customized components.
- Active participation throughout the entire SDLC from project inception, code development and elaborate testing of various modules.
- Involved in Agile/SCRUM process, attending daily stand up and completing tasks in sprints.
- Participated in Agile methodology of the project process from gathering requirements, system design, development and integration testing.
- Utilized the front-end technologies including HTML, CSS, Type Script to layout the front-end pages.
- Created responsive web pages by using Bootstrap Grid System, navigation, forms, panels, image carousels, button and form inputs.
- Used Reactjs as a framework to create a Single Page Application (SPA).
- Implemented two-way data binding among models, controllers and views to provide continuous updates among view and model.
- Implemented Factory, Service and Provider to organize code and allow for easier future maintenance.
- Used client-side form validation of Reactjs framework to monitor the states of the form and input fields and notify the user about the current state.
- Develop new user interfaces and implement new features.
- Build reusable code and libraries for future use.
- Worked closely with the programmers and graphic designers for project requirements and analysis.
- Achieving technical feasibility of UI designs using JavaScript, CSS and HTML.

- Designed dynamic client-side JavaScript codes to build web forms and simulate process for web application, page navigation and form validation.
- Plan the layout of the website. Ensure the websites are optimized for various devices.
- Developing new user-facing features using ReactJS.
- Translating designs and wire frames into high quality code.
- **Environment:** HTML5, CSS3, JQuery, JSON, Bootstrap, Node.js, Responsive Web Design, Postgres-SQL, ArcGIS Pro SDK, .Net, ArcPy, SQL Server, Agile Windows, Survey123, ArcGIS Pro, AutoCAD, Experience Builder, ReactJS, Arcpy, ArcGIS Portal, ArcGIS Server, ArcGIS Maps API, Python, React, Redux, FME, C#, Python, Oracle, React 7.15.1, HTML5, SCSS, Material-UI, JSON, RESTful APIs, Git, Arcpy/Python, Arc-Objects, Visual Studio Code Editor, CSS3, Bootstrap, TypeScript, DOM, SDLC, Agile, JavaScript API, TFS

TECHNICAL SKILLS

- **Source Code Management :** GIT, Gitlab, Bitbucket
- **GIS Software's :** ESRI Enterprise, ArcGIS Online, ArcGIS Pro, ArcGIS Server 10X/11X, ArcGIS (10.2,10.4), OpenLayers2,3,4. Survey123, ArcGIS Field Maps, GeoServer-2.12.1, MapServer, QGIS, Geocortex Essential, Geocortex Workflow Designer, FME Desktop, FME Server
- **GIS SDK's :** ArcGIS Maps SDK for JavaScript, ArcGIS Pro SDK for .Net, ArcGIS Rest API.
- **Scripting & Programming Languages :** ReactJS, Python, Power-Shell, Bash/Shell, Esri's ArcGIS API for JavaScript, Openlayers, Angular, Node.Python
- **Web Technologies :** C#.Net, ASP.Net, HTML5, CSS3
- **Cloud :** AWS, EC2, S3, Azure & GCP
- **Databases :** Oracle 11g/12c, MySQL, PostgreSQL, PostGIS
- **Application/Web Servers :** Apache Tomcat, IIS.
- **Operating Systems :** Linux, Windows
- **Agile Approach :** JIRA Tools, Scrum methods
- **Bug Tracking Tools :** Bugzilla, HP Quality Center and JIRA.

2.6 Contract Manager

Contract Manager	Matilda Sandou
Telephone Number	(410) 730-1901
Fax Number	(410) 730-1901
Email Address	matildas@aditicorp.com , contracts@aditicorp.com

2.7 Exhibit A Pricing

The pricing has been provided in the CRFQ DOT2600000079 Exhibit A – Pricing Page_Aditi LLC.xlsx document and the total price is also included in Addendum 2 and Final_CRFQ_0803_DOT2600000079_3_WV_CRFQ_FORM for each line item. In addition, the pricing details are available in the portal under the “Respond to Lines” section.