



The following documentation is an electronically-submitted vendor response to an advertised solicitation from the *West Virginia Purchasing Bulletin* within the Vendor Self-Service portal at wvOASIS.gov. As part of the State of West Virginia's procurement process, and to maintain the transparency of the bid-opening process, this documentation submitted online is publicly posted by the West Virginia Purchasing Division at WVPurchasing.gov with any other vendor responses to this solicitation submitted to the Purchasing Division in hard copy format.

Header 2

List View

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

Procurement Folder: 1886131
 Procurement Type: Central Master Agreement
 Vendor ID: VS0000045684
 Legal Name: Net2Source Inc.
 Alias/DBA:
 Total Bid: \$16,108,205.80
 Response Date: 04/10/2026
 Response Time: 10:52
 Responded By User ID: Net2Source Inc
 First Name: Prateek
 Last Name: Srivastava
 Email: rfp@net2source.com
 Phone: 551-525-0395

SO Doc Code: CRFQ
 SO Dept: 0803
 SO Doc ID: DOT2600000079
 Published Date: 3/31/26
 Close Date: 4/14/26
 Close Time: 13:30
 Status: Closed
 Solicitation Description: WVDOT IT Temporary Staffing Services (81260081)
 Total of Header Attachments: 2
 Total of All Attachments: 2



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

**State of West Virginia
 Solicitation Response**

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

Solicitation Closes	Solicitation Response	Version
2026-04-14 13:30	SR 0803 ESR04102600000006830	1

VENDOR
 VS0000045684
 Net2Source Inc.

Solicitation Number: CRFQ 0803 DOT2600000079
Total Bid: 16108205.80000000074505805969 **Response Date:** 2026-04-10 **Response Time:** 10:52:38
Comments: N2S is not offering any discount.

FOR INFORMATION CONTACT THE BUYER

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

Vendor Signature X **FEIN#** **DATE**

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Mainframe Application Analyst				972753.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Price Sheet Attached Separately

Extended Description:

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				839488.00

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				1379144.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Price Sheet Attached Separately

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				1131249.60

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Price Sheet Attached Separately

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				1255072.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Price Sheet Attached Separately

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				1112446.40

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Price Sheet Attached Separately

Extended Description:

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				651934.40

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Price Sheet Attached Separately

Extended Description:

PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Senior PC Programmer Analyst				754187.20

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Price Sheet Attached Separately

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				869980.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Price Sheet Attached Separately

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				1148888.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Price Sheet Attached Separately

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				867776.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Price Sheet Attached Separately

Extended Description:

GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Senior GIS Database Administrator				1183436.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Price Sheet Attached Separately

Extended Description:

Senior GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	GIS Architect				1626081.60

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Price Sheet Attached Separately

Extended Description:

GIS Architect

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
14	GIS Application Developer				1071158.40

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Price Sheet Attached Separately

Extended Description:

GIS Application Developer

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
15	Senior GIS Application Developer				1244609.60

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Price Sheet Attached Separately

Extended Description:

Senior GIS Application Developer



N2S Global Workforce Solutions LLC

Solicitation 81260081

**Information Technology Temporary
Staffing Services**



Submitted By:

Prateek Srivastava – Business Development Manager

Address: 2805 North Dallas Parkway, Suite 110,

Plano, TX 75093

Ph: 551-525-0395

Email: rfp@net2source.com

Submitted To:





Cover Letter

Attn: John W Estep,

Date: April 03, 2026

N2S Global Workforce Solutions LLC. AKA **Net2Source** Inc (**N2S**) is pleased to submit its proposal through this transmittal letter for IT Temporary Staffing Services (81260081). N2S has been providing Information Technology staffing services to public and private sector clients for over 18 years. Our experience delivering IT staffing services across transportation, government, healthcare, higher education, and commercial sectors includes support for organizations such as the Metropolitan Transportation Authority of New York, the State of New York, the State of Utah, the State of California, the State of New Jersey, the State of Florida, University of Utah, Houston Independent School District, Milwaukee Public Schools. We also have an ongoing contract with State of West Virginia for Prequalification Agreements IT Temp Staffing.

As an experienced staffing partner and one of the top staffing suppliers in the United States, N2S is uniquely qualified to support the staffing requirements under IT Temporary Staffing Services (81260081). We currently support more than 250 clients nationwide and have successfully filled over 15,000 positions relevant to the requirements of this solicitation.

N2S is committed to delivering highly qualified IT professionals in a timely and cost-effective manner while maintaining the highest standards of service, responsiveness, and compliance. We appreciate the opportunity to participate in this solicitation and look forward to supporting your organization's staffing needs.

Understanding of Requirement:

The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Department of Transportation (WVDOT) to establish multiple open-end contracts for Information Technology Temporary Technical Staffing Services. WVDOT is seeking qualified vendors to provide staffing support for the following job classifications:

- Senior Mainframe Application Analyst
- Mainframe Application Analyst
- Senior Application Oracle Database Administrator
- Application Oracle Database Administrator
- Senior Application DB2 Database Administrator
- Application DB2 Database Administrator
- PC Programmer Analyst
- Senior PC Programmer Analyst
- Application SQL Server Database Administrator
- Senior Application SQL Server Database Administrator
- GIS Database Administrator
- Senior GIS Database Administrator

- GIS Architect
- GIS Application Developer
- Senior GIS Application Developer

N2S has thoroughly reviewed the solicitation requirements and understands that this engagement is a critical business enablement initiative for WVDOT. We are prepared to provide qualified professionals across all of the job classifications identified above.

By leveraging our extensive experience in delivering information technology staffing services to government and transportation agencies, N2S will ensure that WVDOT receives highly skilled personnel capable of supporting, enhancing, and maintaining its IT systems and operations. Our proposed resources will be able to provide technical expertise, system modifications and enhancements, mentoring, technical training, and shadowing support to WVDOT personnel, as required under the contract.

N2S is committed to delivering highly qualified IT professionals in a timely and cost-effective manner while maintaining the highest standards of service, responsiveness, and compliance. We appreciate the opportunity to participate in this solicitation and look forward to supporting WVDOT's staffing needs throughout the State of West Virginia.

Below mentioned, designated POC will serve as the primary contact for all RFQ response related communications, including any requests for clarification or other communication needed between the WVDOT and N2S. Our point of contact information is as follows:

Prateek Srivastava – Business Development Manager
N2S Global Workforce Solutions LLC
2805 North Dallas Parkway, Suite 110, Plano, TX 75093
Email: rfp@net2source.com | Ph: 551-525-0395
Web: www.n2s.global

N2S believes that its response fully satisfies the requirements set forth in the RFP. Should the WVDOT determine that any portion of N2S's response is deficient or incomplete, N2S respectfully requests notification of such deficiency and the opportunity to promptly correct or supplement its response.

Sincerely,



Prateek Srivastava
N2S Global Workforce Solutions LLC
Email: rfp@net2source.com | Ph: 551-525-0395



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Company Profile

N2S is a premier provider of Staffing (IT, NON-IT, Healthcare, Industrial, Engineering), headquarters in Plano, Texas. Certified as an MBE firm, N2S brings over 18 years of continuous operation and expertise to its clients. The company is recognized for its high-quality staff, possessing top-level certifications and degrees.

Founded and led by Ashish Garg, who has over twenty-five years of experience in professional services contracting, N2S operates with a streamlined corporate management structure that integrates business, administrative, technical, and human resources personnel. Our team of 650+ dedicated full-time recruits specialize exclusively in staffing, ensuring that we are responsive to our clients' needs with agility and precision.

With over 2500 employees dedicated to Staffing, N2S achieved over \$85 million in sales in 2025, demonstrating our capability and commitment to delivering quality services. We excel in sourcing, screening, and placing professionals, ensuring candidates not only meet the technical requirements of the position but also align with the client's unique organizational culture. Our in-house subject matter experts (SMEs) further enhance our recruitment processes by ensuring that only highly qualified candidates are presented to our clients.

N2S offers comprehensive Staffing services tailored to meet the unique needs of various industries, including local and state government agencies, federal agencies, and commercial clients. Our extensive experience includes working with prominent clients such as the University of Kansas, Milwaukee Schools, Oakland City MI, Douglas County School District, State of Texas, State of NJ. Our services encompass a wide range of IT disciplines, including large-scale computer rollouts, data center relocations, network infrastructure installations, software, and network security, help desk support, and project management.

Our commitment to quality is further demonstrated by our ISO 9001:2015 certification for Technical, Non-Technical and Professional Staffing Services. This certification reflects our adherence to the highest standards of quality management and continuous improvement. Additionally, we have invested significantly in advanced recruitment technologies, including the JobDiva Staffing and Recruiting software, which enhances our ability to efficiently match candidates with client requirements by integrating our extensive resume database with national job banks.

For the state, we are committed to delivering the same level of excellence and efficiency in Staffing that has defined our reputation over the past 18 years. Our experienced team, proven processes, and dedicated approach to client service position us uniquely to support the state's Staffing needs with precision and reliability. With a client-centric approach and deep industry expertise, N2S has successfully delivered staffing services

to Fortune 500 companies, government agencies, educational institutions, and mid-sized enterprises.

Key Statistics

- Operating as S-Corp with D&B open rating 92
- Over 250 clients, including 50% of the state and local government entities.
- 35 locations throughout the nation with 2500+ W2 employees
- A proprietary database of over 15M+ resumes, including 65% of the domestic IT workforce.
- The industry experts have consistently recognized our expertise and high standards of service through a wide range of awards, such as:



We understand that every organization has a unique set of challenges and opportunities, and we leverage our unique industry insights, honed through decades of experience in the technology sector, to deliver the talent and solutions necessary to achieve each client’s specific goals. Backed by our high-impact professionals, we deliver tangible and meaningful results powered by solutions that help create, innovate, and lead change. agencies.

N2S has a unique understanding for delivery of staffing services on Turnkey Basis to public sector organizations, given our continued outstanding service to government organizations across the country N2S has been awarded similar government contracts as the prime vendor by over 30 federal, state, and local government agencies.

Through our local market intelligence, we will deliver quality staff to the state.

Domain-specific Recruitment: Unlike many staffing agencies, our recruiting team is comprised of over 650 recruiters with domain-specific experience and knowledge to ensure responsive, high-quality, and timely service. By aligning our recruiters by specialization, we leverage their shared experience, networks, and best practices to expand our reach into each specific talent community and build robust talent pipelines.

A Versatile Staffing Services and Solutions Firm: Our staffing solutions for the public sector environment are founded on longstanding relationships with more than 120 states and local agencies. A broad experience responding to a wide variety of procurements for staffing services, with some key lessons learned regarding the structure and planning options. The expanded scope of service lines provides consistent delivery and a more well-rounded understanding of state needs across multiple business categories.

Strategic Partnerships: To provide our clients with the most cost-effective and innovative staffing services, N2S has worked diligently over the years to build a broad network of strategic partners. It enables us to provide premium-quality services to our clients through early access to new technologies as well as preferred access to training and technical support.

Contingent Recruiting: Our recruiting teams develop customized, targeted recruitment strategies for each client, including leading-edge methods to engage and attract staff that best align with the state's culture and mission. We have numerous strategies in place to handle high volume/contingency ramp-ups for clients, including our existing employees, proprietary candidate database, support from the surrounding N2S branch network, subcontracting partners, to name a few.

Productivity Tools: We offer an electronic suite of online tools to increase the efficiency of ordering, timekeeping, and reporting processes. With these productivity tools, N2S and the university will gain access to analytics that will allow the county and us to determine areas to improve so that the contract runs more efficiently and smoothly. We utilize Office Clip for Timesheet, QuickBooks for invoicing, and JobDiva as an Applicant Tracking System.

Brand Recognition: Because of our excellent past performance and D&B rating, N2S has greatly aided building brand consciousness in the industry than other staffing firms. For the county, this means we can attract and engage talent more effectively than our competitors.

N2S has an Overall Performance Rating of 95% which is based on survey feedback from past customers. Hence, N2S has been successful in providing top-notch quality services to our previous clients.

Qualifications and Experience

Established in 2007, N2S Global Workforce Solutions LLC (**N2S**) is a seasoned staffing and IT services provider with over 18 years of experience delivering high-quality staff augmentation and workforce solutions across Federal, State, and Local agencies nationwide. We are appraised at CMMI Level 3 and certified under ISO 9001:2015, 20000-1:2018, and 27001:2013. With a presence in all 50 states and a strong D&B Open rating score, N2S is recognized for consistent customer satisfaction and timely delivery.

N2S brings nearly decades of experience providing comprehensive Staff Augmentation Services across 250+ contracts with Federal, State, and Local agencies as a prime contractor. Our expertise spans a wide range of domains, including but not limited to: IT, Non-IT, Administrative, Clerical, Healthcare, Engineering, etc.

Our capabilities demonstrate N2S’s commitment to delivering high-quality solutions across both IT and non-IT domains. With a workforce of 2,500+ internal employees, including 650+ domain-specific recruiters, data miners, and research analysts, and a proprietary database of 15M+ candidates, we can provide the right professionals efficiently and within minimal timelines. Strategic partnerships with universities and local employment agencies further strengthen our talent pipeline.

Below is the list of a few clients similar to the size and scope:

Client Name	Scope of Work
Douglas County School District	Staff Augmentation Services
Milwaukee Public Schools	Technical Staff Augmentation Services
Utah State University	Technical Staff Augmentation Services
State of Florida	Staff Augmentation Services
CARE Authority GA	Staffing Services
Alabama State University	Staffing Services
University of California	Staff Augmentation Services

Capabilities

N2S delivers uninterrupted staffing services to government agencies, functioning as an extension of your HR organization to manage all recruitment needs efficiently. As a stable and rapidly growing company, N2S has successfully delivered over \$2 billion in staffing services since inception. Financially robust, we maintain a strong credit line, substantial deposits, and operate debt-free, ensuring the capacity to support large-scale staffing requirements.

We work closely with clients to develop multi-faceted solutions, integrating strategy, innovation, analytics, and process improvements. Our team ensures successful implementation of best practices while minimizing disruption and maximizing ROI. Our consultants are highly qualified: 45% hold master’s degrees, 90% hold bachelor’s

degrees, and 40% possess certifications in their core skills. Most candidates we place are certified professionals in their respective fields.

To streamline staffing operations, N2S utilizes our proprietary N2S System, scalable to manage 10,000 staff requisitions simultaneously and capable of handling millions of consultants. Our system currently manages biweekly timesheets and payroll for 5,000+ staff and finances exceeding \$380M, with scalability to support 25,000+ payrolls and contracts over billion.

Our staffing solutions leverage advanced Applicant Tracking Systems (ATS), including JobDiva, which integrates CRM capabilities with major job boards and a proprietary resume database of 15M+ professionals. This system allows precise candidate searches based on skills, experience, certifications, qualifications, location, pay rate, and other client-specific requirements.

To meet diverse staffing needs, N2S combines a robust ISO-certified recruitment process with partnerships with local employment agencies, and multiple staffing suppliers, providing nationwide access to talent. Recruiters are further supported with premium accounts on top job portals such as LinkedIn, Monster, Dice, Indeed, and CareerBuilder.

N2S Certifications & Licenses:

As part of our unrelenting focus on quality and compliance, N2S’s delivery is based on Certified Matured Processes including CMMI L3 Dev & SVC, 9001:2015, 20000- 1:2018, and 27001:2013, etc.

Quality Standard	Benefits to Client
ISO 20000- 1:2018	N2S leverages ISO 20000-1:2018 to drive continual process improvement, maximizing operational efficiency, reducing total cost of ownership, and delivering a higher return on investment for the State. By shifting from reactive to proactive processes, we ensure alignment between information technology services and the state’s strategic objectives.
ISO 9001:2015	With ISO 9001:2015, N2S maintains consistent, repeatable processes that produce predictable results and establish performance benchmarks for the state. This standard enhances visibility into management functions, promotes transparency and accountability, and empowers the state to implement a robust quality management system, ensuring efficiency, reliability, and continuous improvement across operations.
PMBOK Guide and Standards	N2S applies PMI global standards for project, program, and portfolio management, ensuring alignment with international best practices. These

	standards keep our project management knowledge current, enhancing our service delivery and helping the state achieve professional excellence, on time and within budget.
ISO 27001:2013	N2S follows ISO 27001:2013 frameworks to maintain high-quality standards in Security and Information Assurance (IA). This enables a more effective IA posture for IT support, safeguarding the state’s information and technology assets.
CMMI Level 3	By implementing CMMI Level 3 certified processes, N2S strengthens the state’s operational framework, ensuring the delivery of superior products, systems, and service solutions. This approach provides improved schedule and budget predictability, reduced cycle time, increased productivity, enhanced quality, higher customer satisfaction, and smoother contracting experience with N2S.

Our Alliances & Partnerships:

N2S has established key partnerships with leading technology providers to deliver best-of-breed solutions to our clients. As a **Microsoft Gold Partner, Oracle Gold Partner, Cisco Premier Partner, SAP Partner, IBM Gold Business Partner, and ServiceNow Partner**, N2S gains early access to emerging technologies, preferential training, and dedicated technical support.

Our strategic alliances with industry leaders including Microsoft, Oracle, Cisco, IBM, SAP, VMware, Dell, Juniper, SolarWinds, and others allow us to provide premium-quality services while ensuring our teams remain at the forefront of technological innovation. N2S emphasizes continuous learning and certifications for all practice members, enabling our consultants to stay current with the latest technologies and deliver superior outcomes to clients.

In addition to these, below we have outlined N2S's USPs that are tailored to facilitate an effective contract aligned with the distinct needs of the state.

- **Productivity Tools:** N2S provides a comprehensive suite of electronic tools designed to enhance efficiency for the state in onboarding, timekeeping, and reporting processes. These productivity tools enable both N2S and the county to access actionable analytics, driving continuous improvements in quality and operational efficiency. Our solutions include ERP-KICK for timesheet management, QuickBooks for invoicing, and other proprietary tools to streamline workforce and financial operations. N2S utilizes **JobDiva** as our primary onboarding and Applicant Tracking System (ATS), streamlining talent acquisition and candidate management. Our in-house ERP-KICK platform delivers robust Customer Relationship

Management (CRM) capabilities, bridging the gap between front-office operations and back-office payroll and accounting systems.

- **Our value-added services:** N2S's unique selling points have always differentiated us from our competitors- such as skills testing using multiple tools, background checks, drug testing, and compliance with relevant labor laws and regulations. These services have helped our clients make more informed hiring decisions and reduce risk.
- **Job Order fulfillment:** N2S' job order fulfillment approach is rooted in our deep understanding of public sector requirements and our commitment to comprehensively addressing each client's unique recruitment needs. We assess the skills, qualifications, experience, and other critical requirements for each position, and strategically align resources to effectively advertise jobs, conduct candidate outreach, and source talent from local, statewide, and national markets within the required timeframe. Our recruitment and candidate sourcing processes are fully customizable for each job order released by the state, ensuring a continuous pipeline of qualified candidates to meet current and future workforce needs.
- **Quality Control:** N2S maintains a robust Quality Control Program to ensure all services meet or exceed state expectations. The program is designed to guarantee that N2S consistently delivers the high level of service expected from a leader in technical staffing solutions.
- **Billing and Invoicing:** N2S provides accurate, concise, and timely invoicing. Should any adjustments be required during the contract term, we collaborate closely with the state's representatives to ensure full alignment with the state's invoicing processes and requirements.
- **Management Reports:** N2S offers comprehensive management reporting with fully customizable dashboards. Reports can include recruitment efforts, candidate views, applications generated, and other key metrics to provide complete visibility into workforce operations and project outcomes.
- **Payrolling Services:** N2S delivers end-to-end payroll processing, including management of benefits, workers' compensation, and unemployment claims. Our solutions range from traditional payroll administration to fully managed outsourcing plans that align with the talent strategy. Our team brings deep expertise in tax obligations, pay structures, HR compliance, employee handbooks, benefits administration, performance evaluation, hiring procedures, and other functions, providing a flexible and agile payroll solution.
- **Expertise and Skills:** N2S supports the state by providing highly skilled IT staffing on an as-needed basis, tailored to state-specific requirements. Our specialists, from in-house SMEs to proposed candidates, offer unique expertise that is often unavailable in the broader market. We ensure access to candidates with hard-to-source, in-demand skill sets, enabling the state to maintain a secure, efficient, and high-performing workforce.

- **Business Partnerships:** N2S has developed strategic alliances with leading providers of open-standard software platforms. These partnerships provide early access to new technologies, priority training, and technical support, enabling us to deliver premium-quality services to our clients.
- **E-Onboarding:** N2S uses JobDiva for seamless e-onboarding. The platform provides easy access to all onboarding documentation, e-signatures, new hire orientation, ethics training, and education on work culture and benefits, ensuring a smooth onboarding experience for all new employees.
- **Timesheet and Attendance Reports:** N2S leverages premier accounting and timekeeping software, including ERP-KICK, to collect, record, and manage time and attendance information. Customizable timesheet and attendance reports provide accurate and timely data for workforce management and decision-making.
- **Knowledge Exchange Portal:** N2S has implemented an innovative knowledge management portal for internal employees and key personnel, facilitating the sharing of technical data, lessons learned, and best practices across projects. Knowledge Exchange sessions, conducted through in-house training or via the portal, have been highly effective in reducing project delivery timelines and improving overall service quality.
- **On the Job Training (OJT) for the Employees:** N2S provides comprehensive internal and external management training for all staff. We recognize that investing in employee development not only fosters personal growth but also ensures a highly skilled and capable workforce, enhancing the state's operational success and overall efficiency.
- **Center of Excellence (CoE):** N2S operates a dedicated Center of Excellence (CoE) at our Texas office, focused on delivering advanced technological solutions to support our government clients. The CoE serves as a key resource for N2S staff, providing access to the latest industry trends, innovative solutions, and technical expertise to ensure the most effective and efficient service delivery. Through the CoE, N2S produces white papers on emerging technologies and best practices, keeping consultants current with industry developments and enabling them to provide cutting-edge solutions to clients. Since its launch, the CoE has driven significant operational efficiencies: the cost of building new workflows has decreased by over 70%, running costs have been reduced despite nearly doubling the number of processes, and delivery times have been cut by 50% through agile methodologies and reusable components.
- **Training Support:** N2S provides comprehensive training support for all employees, covering existing technologies, approved emerging technologies, refresher courses, desktop system training, emergency preparedness, and ad-hoc training specific to the client's technological environment and infrastructure. Our training programs are delivered through multiple modes to ensure efficiency, engagement, and the successful execution of contract tasks.

N2S's Mission:

At N2S, our mission is to build long-term partnerships with government organizations across states and counties by delivering exceptional value through world-class staffing and consulting solutions. Guided by integrity, competence, innovation, and operational excellence, we strive to be the most trusted and high-quality provider within every sector we serve.

We are committed to offering cost-effective, high-quality technical services that drive client success while fostering consistent growth and maintaining an empowering work environment for our consultants. Our focus on understanding clients' evolving needs enables us to provide timely, effective, and reliable staffing and technology solutions.

Through dedication, innovation, and an experienced delivery team, N2S consistently achieves outstanding contract performance and client satisfaction reflecting our reputation as a trusted industry partner.

N2S continues to strengthen client relationships by:

- Delivering value through quality technical services and solutions at cost-effective rates.
- Driving shareholder value through consistent growth and strong profitability.
- Creating an empowering and collaborative environment for our consultants and employees.
- Investing in training, testing, and quality assessment to stay ahead of market challenges.
- Continuously monitoring, benchmarking, and improving our services, processes, and team performance.

Our Vision:

At N2S, we envision becoming a leading force in the staffing and consulting industry recognized for our unwavering commitment to excellence, innovation, and client satisfaction. Our goal is to be the partner of choice for government organizations, setting new standards in service quality, technological advancement, and operational excellence. Through enduring collaborations and forward-thinking strategies, we aim to empower our clients and redefine success across every sector we serve.

Core Values:

Integrity: We uphold the highest standards of honesty, transparency, and ethics in all our interactions. Integrity is the cornerstone of every relationship with our clients, employees, and partners.

Excellence: We are committed to excellence in every aspect of our work. From delivering world-class solutions to fostering a high-performance culture, N2S continually strives to exceed expectations.

Innovation: We embrace innovation as a driving force for growth and transformation. By staying ahead of technological trends and encouraging creative problem-solving, we deliver forward-thinking solutions that add measurable value.

Collaboration: We believe success is best achieved together. N2S values teamwork, open communication, and shared goals both within our organization and in partnership with our clients.

Commitment: We are dedicated to fulfilling our promises and consistently delivering exceptional results. Our commitment extends beyond project success to the continuous development and well-being of our employees.

Adaptability: In an ever-evolving industry, adaptability is key. N2S thrives on changing learning, evolving, and refining our approaches to stay resilient and relevant in a dynamic business environment.

Client-Centric Focus: Our clients are at the heart of everything we do. We tailor our services to meet their unique needs, ensuring personalized attention, superior quality, and long-term satisfaction.

Social Responsibility: N2S is committed to making a positive impact beyond business. Through ethical practices, diversity and inclusion initiatives, and community engagement, we aim to contribute meaningfully to society.

N2S's Achievements:

As trusted advisors and innovative problem-solvers, N2S excels at turning complex and ambitious visions into reality. With unmatched scale, reach, and expertise, we are uniquely positioned to help government clients meet and exceed the evolving digital and operational demands of their constituents. Our approach empowers consultants to drive meaningful change not just for our clients, but for the communities they serve delivering measurable impact and long-term value.

- **Service Excellence Award for WorkSense** – KellyOcg (2025)
- **Largest Staffing Firm in the US** – Staffing Industry Analysts (SIA) (2021–2024)
- **Fastest Growing US Staffing Firm** – Staffing Industry Analysts (SIA) (2018–2023)
- **Top Diversity-Owned Staffing Firm** – Staffing Industry Analysts (SIA) (2020–2023)
- **Rookie of the Year** – Magnit (2024)
- **Diverse Supplier Award** – AgileOne (2022, 2023)
- **Best of the Best Supplier Excellence Award** – AgileOne (2016, 2017, 2018, 2021)
- **Proven Performer for Talent Quality** – Workforce Logic (2019, 2020)
- **America's Fastest Growing Companies** – Financial Times (2022)
- **Inc. 5000 – Fastest-Growing Private Company in the US** (2015–2022)
- **50 Fastest-Growing Companies** – NJ BIZ (2020, 2021)

Our Certifications



Our Technology Partners



Relevant experience

Case Study #1: University of California

Challenges: The University of California system required rapid IT staffing support during its digital enrollment transformation. The surge in online admissions and data processing created an urgent need for skilled IT professionals to manage student systems, troubleshoot applications, and support technical operations across multiple campuses.

Description: N2S deployed a dedicated team of IT Help Desk Technicians, System Support Specialists, and Database Administrators to support the state's information systems. Our staff managed user accounts, ensured data accuracy in ERP systems, and maintained high availability of mission-critical applications. The N2S project manager coordinated closely with university IT leadership to align staffing schedules, handle incident management, and optimize system performance during the peak period.

Position: IT Help Desk Technicians, System Support Specialists, Database Administrators, Application Support Engineers, Network Engineers, System Administrators, IT Project Coordinators, Information Security Analysts, ERP Functional Analysts, Desktop Support Engineers, Cloud Support Technicians, Data Entry Technicians, Technical Support Specialists, QA Testers, and IT Service Desk Leads.

Case Study #2: State of Utah

Challenges: The State of Utah needed qualified IT professionals to accelerate its digital transformation and manage concurrent public service technology initiatives. Existing teams lacked capacity in cloud deployment, project management, and cross-department coordination.

Description: N2S partnered with the State to provide a skilled IT workforce supporting project management, system modernization, and infrastructure migration. Our teams executed agile implementation, improved cybersecurity readiness, and provided dedicated cloud transition support while ensuring full compliance with state IT policies.

Position: IT Project Managers, Business Analysts, Cloud Engineers, DevOps Engineers, Systems Architects, Network Administrators, Cybersecurity Analysts, Application Developers, IT Support Specialists, Technical Writers, QA Engineers, Database Developers, System Integrators, Infrastructure Engineers, and Agile Scrum Masters.

Case Study #3: Florida Department of Transportation (FDOT)

Challenges: FDOT faced challenges in managing IT systems for procurement and engineering documentation amid large-scale infrastructure expansion. Resource constraints delayed contract tracking, document flow, and compliance reporting.

Description: N2S delivered a specialized team of IT and engineering technology professionals to optimize procurement automation and engineering system management. Our consultants streamlined digital documentation workflows, developed custom reporting dashboards, and strengthened IT-driven contract compliance through robust data integration solutions.

Position: Systems Analysts, IT Procurement Specialists, Engineering Project Coordinators, Application Support Engineers, Data Analysts, Database Administrators, IT Compliance Officers, Systems Developers, Integration Engineers, Automation Specialists, QA Testers, Reporting Analysts, IT Project Schedulers, GIS Technicians, and Infrastructure Support Engineers.

Case Study #4: Transcend Staffing Solutions LLC

Challenges: Transcend Staffing Solutions LLC experienced a sudden increase in customer service demand due to emergency response initiatives. Their legacy contact center systems lacked the scalability and IT support needed to handle high call volumes efficiently.

Description: N2S delivered a blended IT workforce to modernize Transcend's contact center infrastructure and improve technology reliability. Our professionals enhanced system uptime through proactive monitoring, integrated CRM and VoIP platforms, and introduced automated call routing and data analytics for performance tracking. 24/7 IT support was provided to maintain continuous system availability during peak periods.

Position: IT Help Desk Technicians, Network Support Engineers, Systems Administrators, VoIP Engineers, Contact Center System Analysts, Database Administrators, CRM Integration Specialists, Cloud Support Engineers, NOC Engineers, Software Support Analysts, IT Project Coordinators, Security Analysts, Field Technicians, Application Support Engineers, and Infrastructure Specialists.

Case Study #5: Oakland County

Challenges: Oakland County's IT and finance departments required advanced data management and automation support to handle fiscal year-end operations efficiently. Manual workflows and legacy reporting systems limited visibility and slowed audits.

Description: N2S deployed IT professionals to strengthen data architecture, automate reporting, and integrate analytics solutions. Our team implemented secure data migration, developed Power BI dashboards, and enhanced system interoperability between finance and compliance platforms.

Position: Data Engineers, IT Business Analysts, Systems Support Specialists, Reporting Analysts, Database Developers, BI Analysts, Cloud Data Architects, ETL Developers, Data Migration Specialists, IT Support Engineers, Application Developers, QA Analysts, Infrastructure Engineers, Automation Developers, and Software Implementation Specialists.

Case Study #6: KellyOcg

Challenges: KellyOcg needed to scale its IT infrastructure to support digital transformation and hybrid workforce models across statewide locations. Limited internal IT capacity delayed response times and system updates.

Description: N2S provided end-to-end IT support resources covering help desk operations, network management, and application administration. Our 24/7 IT service model ensured consistent user experience, proactive system monitoring, and continuous process improvement through automation tools.

Position: Help Desk Technicians, Network Engineers, System Administrators, Cloud Support Engineers, Application Support Specialists, IT Asset Managers, Service Desk Supervisors, Security Analysts, Endpoint Support Specialists, IT Coordinators, Software Deployment Engineers, Systems Integration Specialists, NOC Engineers, Field Technicians, and Technical Support Analysts.

Our Team

Prateek Srivastava – Account Manager

Summary

Prateek brings over 9 years of experience in Account Management, Operations, and Customer Relationship Management. He has consistently ranked among the top performers for 's Account Executives across the U.S. and has a proven track record in ensuring the timely and successful delivery of staffing solutions aligned with client objectives.

He is highly experienced in providing clear and consistent updates on weekly, monthly, and quarterly progress to internal stakeholders. Prateek has successfully managed multiple State accounts, overseen day-to-day operations and collaborating with key State agencies to gather requirements and understand the overall functionality of existing resources.

Well-versed in leading, motivating, and managing teams, he consistently drives successful business process operations and achieves service delivery targets. Prateek excels at identifying and expanding opportunities within accounts, working closely with recruitment teams to ensure growth and quality in candidate selection. He is adept at coordinating consultant interviews, conducting client meetings, and maintaining strong relationships with client management.

Core Competencies

- Expertise in end-to-end recruitment - from requirement gathering to candidate onboarding.
- Lead account management for multiple State, Local, and Federal staffing projects.
- Skilled in reviewing, negotiating, and executing NDAs, Teaming Agreements, and Subcontracts.
- Experienced in organizing executive and client meetings and managing company equipment logs.
- Proficient in coordinating initial screenings and subsequent interview rounds.

Education and Certification

- Bachelor of Computer Science
- Masters in Computer Applications

Professional Experience

Client	Position	Duration
N2S Global	Account Manager	March 2023 – Present
SoftSages Technology	BDM/Account Manager	May 2016- Feb 2023

Chris Markus – VP Success Manager

Summary

Chris is a highly skilled Recruitment Manager with strong experience in staffing and talent acquisition. His expertise lies in employee selection, recruitment strategy, and end-to-end hiring management. He has worked extensively with leading Information Technology firms and has a proven track record in Human Resources consulting, successfully meeting hiring targets and managing a large portfolio of clients, including Fortune 500 companies.

Chris possesses deep expertise in recruitment processes, resource management, sourcing strategies, process optimization, and compliance management. He will serve as the key for managing and tracking the staffing requirements, ensuring timely and efficient fulfillment. He is also adept at coordinating and managing interview schedules between clients and consultants to ensure a smooth and effective hiring process.

Core Competencies

- Expert in recruitment processes, resource management, sourcing strategies, process improvement, and compliance management.
- Mentors junior team members on end-to-end recruiting from identifying requirements, posting jobs, sourcing resumes, screening candidates, to extending offers and closing positions.
- Skilled in recruiting for various non-IT roles, including Accountants, Administrative & Clerical Staff, Accounting Managers, Auditing Managers, Budget Managers, and Data Analysts.
- Experienced in using job portals like Dice, Monster, and others for talent acquisition.
- Proficient with recruitment tools and software including Zoniac, C-Pas, Web Pas, Lotus Notes, Net-Temps, Jobs Ahead, as well as MS Office, Outlook, and Excel.

Education and Certification

- MBA

Professional Experience

Client	Position	Duration
N2S Global	Recruitment Manager	Aug 2020 - Present
Select Source International	Director of Operations (Recruitment and Delivery)	July 2015 - July 2020
Droisys	Sr. Account Manager	Sept 2014 - June 2015
Pyramid Consulting	Client Delivery Manager	Apr 2011 - Sept 2014
Artech Information Systems	Team Lead - Recruitment	Mar 2010 - Apr 2011
PBC	Team Lead - Recruitment	June 2007 - Mar 2010
Axiom Consulting Group	Recruitment Executive	Jan 2004 - May 2007

Andrew Hayes - Recruitment Lead

Summary

Andrew is a certified senior professional with strong experience in staffing and data mining, along with over 8 years of expertise in direct and indirect recruitment for US-based clients. He has worked extensively with major nationwide staff augmentation and solutions companies and thrives in fast-paced environments.

He has managed sourcing assignments for full-time, contract, and temporary roles, supporting both in-house corporate staffing and client requirements. Andrew possesses deep expertise in resourcing, headhunting, internet research, rate negotiation, and process implementation. He has a strong understanding of the US market and is highly skilled in managing its recruitment dynamics.

Core Competencies

- Extensive experience in US market recruitment, thriving in fast-paced environments.
- Managed full cycle recruiting from requirement identification, job postings, resume sourcing, candidate screening, to offer extension and position closure.
- Proficient with internet databases and job portals such as Monster, Dice, CareerBuilder, Yahoo Hot Jobs, and other traditional and creative sourcing methods.
- Handled end-of-the-end staffing for projects, including monitoring and managing resourcing needs.
- Mentored junior recruiters to develop a service-oriented approach focused on candidate growth and post-placement follow-up.
- Skilled in aligning candidate expectations (visa sponsorship, salary, location/relocation, work environment, reporting structure) with client requirements.
- Experienced in creating short-, medium and long-term talent pipelines to meet organizational needs.

Education and Certification

- PGDBM HR

Professional Experience

Client	Position	Duration
N2S Global	Recruitment Lead	Sept 2023 - Present
Opusing	Delivery Manager	Aug 2010 – Aug 2023
Amvrin Systems Pvt.	Team Lead/AM	Jul 2009 - Jul 2010

Ravi Tiwari – Finance Manager

Summary

With over 15 years of experience, Ravi is a skilled and results-oriented finance manager who specializes in developing and recording billing processes for a range of hiring and consulting assignments. With an emphasis on accuracy and efficiency, he has good

expertise in cost accounting, forecasting, month-end and year-end closing procedures, budget preparation, variance analysis, and process improvements. He has a great deal of expertise handling cash receipts, collecting accounts receivable (AR), and overseeing interactions with third-party service providers like PayPal. He is adept at overseeing all aspects of accounts receivable management, including sales orders, invoices, bank deposits, and daily cash reporting.

Core Competencies

- Fully conversant with the CRM, invoicing, timesheet-tracking & payment to consultants, rate negotiations, contract writing, and negotiations.
- Supervised the preparation of monthly, quarterly, and yearly financial reports.
- Organized financial records & created accounting systems for small businesses.
- Skilled in performing routine accounting activities such as maintenance of the general ledger, preparation, and distribution of various financial reports, payroll input, reconciliation of balance sheet accounts, and journal entries.
- Resolved months of backlogged accounts, restored order, and organization to processes/records in disarray, researched and solved billing issues to correct invoicing and journal entry errors previously missed.
- Set up new billing processes and procedures during new system implementation and ensure a smoother transition for the organization to deliver accurate invoices to clients.

Education and Certification

- Delhi University, India - B. Com, Commerce (2003 - 2006)

Professional Experience

Client	Position	Duration
N2S Global	Finance Manager	January 2010 – Present
VTLGlobal, Inc	Finance Analyst	January 2008 - January 2010

Approach and Management

N2S Global Workforce Solutions LLC (**N2S**) proposes a comprehensive, responsive, and compliant staffing solution designed specifically to support the operational goals of the West Virginia Department of Transportation (State). N2S understands that state requires a reliable partner capable of delivering highly qualified temporary employees for maintenance, clerical, administrative, and technical positions on an as-needed and time-sensitive basis while maintaining strict compliance with federal, state, and local employment regulations.

Our approach combines proactive talent sourcing, rigorous screening, streamlined onboarding, transparent reporting, and strong workforce management practices to ensure WVDOT receives highly capable temporary employees who can contribute immediately to agency operations. N2S will manage the entire life cycle of temporary staffing from recruitment and candidate evaluation to payroll administration, compliance monitoring, and performance tracking allowing WVDOT to focus on its mission of providing quality services to state.

Through our scalable staffing infrastructure, extensive talent networks, and proven government staffing experience, N2S is fully prepared to deliver high-quality temporary employees quickly, efficiently, and cost-effectively.

Service Delivery Model

At N2S, recruitment is a core competency executed through proven, industry-optimized best practices. Upon receiving a contract award, our dedicated Account Manager conducts a detailed study of the state, evaluating the scope of work, workforce requirements, and critical skill needs.

Candidate Screening and Selection:

All applicants undergo a comprehensive evaluation, including detailed screening, skills assessments, testing, and interviews before placement. N2S employs its ISO 9001:2015-compliant ten-step Recruitment Productivity Framework, which breaks recruitment into ten structured steps to ensure quality, consistency, and efficiency. What distinguishes N2S is not only the framework itself but also our extensive staffing experience, which has been refined over hundreds of government contracts.

Recruitment Team and Expertise:

N2S maintains a team of 650+ recruiters, data miners, and research analysts with an average of 6+ years of experience. Our team collaborates closely with the Account Manager to understand the state's specific staffing requirements and ensure the best-fit candidates are sourced and presented. Our ISO-compliant staffing processes, proprietary sourcing tools, and methodologies have been perfected through execution on over 250+ government contracts.

Holistic Recruitment Plan:

Our strategy addresses every aspect of the state’s staffing needs:

- Posting detailed job descriptions across a wide spectrum of platforms and channels.
- Screening and vetting resumes to ensure only the most qualified candidates are submitted.
- Coordinating interview schedules efficiently to facilitate seamless interactions between candidates and state’s decision-makers.
- Collecting and submitting all necessary clearances, background checks, and paperwork in full compliance with state’s policies.
- Managing onboarding processes tailored to the state’s operational requirements and workflows.

Commitment to Diversity and Inclusion:

N2S emphasizes diversity, equity, and inclusion in all recruitment efforts. Our approach ensures a robust, qualified, and diverse candidate pool, minimizing turnover and providing the State’s with multiple options for each labor category.

Outcome-Oriented Approach:

Our recruitment methodology is designed to provide the State’s with highly qualified, pre-vetted candidates, enabling timely fulfillment of staffing needs while maintaining compliance, quality, and operational continuity. This end-of-the-end staffing process ensures a seamless, scalable, and efficient solution aligned with the state’s expectations.

N2S’s Proactive Approach in building the candidates’ network.

Step 1 - Understanding the State: Upon contract award, N2S identifies the project team and defines the responsibilities for each member. The assigned Account Manager prepares a detailed report capturing N2S’s understanding of the state’s operations, scope of work, and staffing requirements. This report provides critical input to the Recruiting Manager, outlining the nature of work at the state’s site, anticipated future needs, and location-specific considerations.

Step 2 - Building the Candidate Network: Using the insights from the Account Manager, the recruitment team initiates a proactive sourcing approach to identify qualified resources internally and externally, building a robust database for the state. This includes outreach to potential candidates, presenting the state’s opportunities, and establishing long-term relationships. N2S leverages previous employee networks, referrals, job fairs, and targeted advertising to expand the candidate pool. Candidates are added to the database only after successful screening to ensure quality and suitability.

N2S’s Reactive Approach:

N2S leverages JobDiva as its comprehensive Applicant Tracking System (ATS) and end-to-end talent management platform. JobDiva integrates Applicant Tracking, Talent Management, Customer Relationship Management (CRM), E-Verify, Onboarding, Reporting, and Billing & Invoicing dashboards. The platform maintains a dynamic and

synchronized database of over 15 million profiles, combining data from multiple job boards with N2S’s active employee pool. Profiles are carefully categorized as active, inactive, or “do not disturb,” ensuring that only candidates actively seeking opportunities are contacted.

The system automatically removes inactive profiles, while recruitment and backend teams continuously maintain and update the database. This enables efficient and targeted candidate outreach while ensuring data integrity and quality.

N2S’s structured recruitment and onboarding process includes the following key steps:

- **Requirement Qualification:** Initial call or meeting with the state’s Hiring Manager to review and confirm job requirements, skills, number of personnel, work environment, culture, and other critical details.
- **Candidate Sourcing and Selection:** Identification and initial screening of candidates from internal and external sources.
- **Initial Screening Interview:** Conducted via phone to evaluate basic qualifications.
- **Technical Screening:** Performed by Technical SMEs through face-to-face or web-based interviews to assess technical competency.
- **Detailed Interview:** In-person or video interviews conducted by the Account Manager and Recruitment Manager.
- **Reference Checks:** Verification of at least three professional references.
- **Shortlisting:** Presentation of the top three qualified candidates to apply to the state for consideration.
- **Candidate Selection:** Final interview and selection conducted by the state.
- **Background Checks:** Comprehensive verification of credentials, employment history, and other requirements.
- **Drug Testing:** Conducted as per state policies.
- **Onboarding:** Managed centrally through N2S’s HRMS platform.
- **Orientation:** Job-specific orientation, including culture, policies, and expectations.
- **Post-Onboarding Follow-Up:** Regular engagement and support from the assigned Account Manager at a local N2S branch to ensure successful integration and performance.

N2S’s Recruitment Timeline:

Recruitment Activity	Description / Steps	Timeline / Hours / Days
Client Requisition	Initial receipt and review of staffing request from client	Day 1
Requirement Analysis	Detailed analysis of job requirements and qualifications needed	2 hours on Day 1
Requirement Allocation	Assigning recruitment tasks to appropriate sourcing teams	2 hours on Day 1-Day 2



Pre-Screening & Security Screening	Initial candidate screening, background, and security checks	8–16 hours on Day 2–Day 3
Status Update to Client	Provide progress updates on candidate sourcing and shortlisting	24–40 hours on Day 1–Day 2
Candidate Evaluation & Presentation	Consultant reviews, shortlists candidates, sets up client interviews	4 hours on Day 3–Day 5 (depending on department review)
Background Check	Initiated after candidate accepts job offer	3–5 days in total
Onboarding	Complete employment documentation, orientation, and client introduction	5–10 working days (7–14 days total)
Performance Evaluation	Evaluate employee performance; first review at 90 days, then ongoing	7–14 days for each evaluation; three times a year
Ongoing Support & Training	2–3 weeks of training and mentoring by senior consultants	2–3 weeks after placement
Timesheet Management	Daily work hours tracked; bi-weekly payroll processing	Daily tracking; bi-weekly payment
Maintain Candidate Pool	Continuously maintain and update a pool of qualified candidates	5–10 minutes daily for ongoing 10 working days
Ongoing Recruitment Activity	Continuous sourcing and candidate engagement to maintain readiness	1–7 days as required

N2S’s Sourcing Process

N2S has developed a comprehensive sourcing strategy specifically designed for the State, leveraging our extensive experience supporting diverse government clients. Our strategy draws deep insights into the local labor market, informed by engagements with organizations such as the State of FL, State of UTAH, and others. This enables us to effectively account for local demographics, labor conditions, unemployment trends, and workforce projections.

Our recruitment process is powered by JobDiva, a robust Applicant Tracking System (ATS) that enables seamless posting of job requirements, proactive candidate sourcing, engagement with passive talent, customized interview workflows, and centralized candidate data management. By integrating JobDiva with major job boards and our active

employee database, N2S focuses on evaluating and vetting candidates rather than spending time on the initial search, ensuring efficiency and high-quality candidate placement.

Leveraging **JobDiva** alongside other talent identification strategies including social media outreach, job boards, targeted searches, and our extensive local and national networks N2S can deliver highly qualified candidates rapidly. JobDiva enhances the efficiency of candidate searches by filtering location, skills, experience, certifications, qualifications, and other key criteria to ensure precise matches for the State’s staffing requirements. Additionally, our ATS automates multiple aspects of the recruitment workflow, including continuous harvesting of resumes from subscribed job boards that meet our recruiters’ specifications. This approach allows us to maintain a substantial and up-to-date database of qualified professionals, ensuring timely, effective, and high-quality candidate sourcing for all State positions.

The screenshot displays the JobDiva search interface. At the top, there is a search bar with the text "Search...". Below it, the main search area is titled "Number of resumes matching a skill set" and "Search (F2)". The interface is divided into several sections:

- Required Skills:** A list of skills with checkboxes for "Require", "Exclude", "Qualify", "Attribute", and "Title". The current skill is "Developer". There are options for "Years Recent" and "Alternate". A "+New Skill" button is visible.
- Location:** Includes "STATE" (GA -Geor, CA, GA) and "AREACODE" (ALL). There are "REMOVE" buttons for each. Below this is a "Zip" field with a "within mi" dropdown.
- Pay Range:** A field for "Pay Range" with a "\$/Yr" dropdown.
- Degree:** A dropdown menu for "Degree".
- Major:** A text input field for "Major".
- Display candidates available on or prior to:** A date field set to "01/16/2024".
- Filters:** A section with "Require", "Exclude", "Qualification", "Attribute", "Title", "Licenses", "Certifications", and "Candidate UDF".
- Keywords:** A text input field for "Keywords".
- Years:** Checkboxes for "Years", "Recent", and "w/o Mapping".
- Location (Detailed):** A section with "Country", "State", "Area Codes", and "Zip Code" dropdowns.
- SALARY:** A section with "Pay Range" and "/Yr" dropdown.
- EDUCATION:** A section with "Major" and "Degree" dropdown.

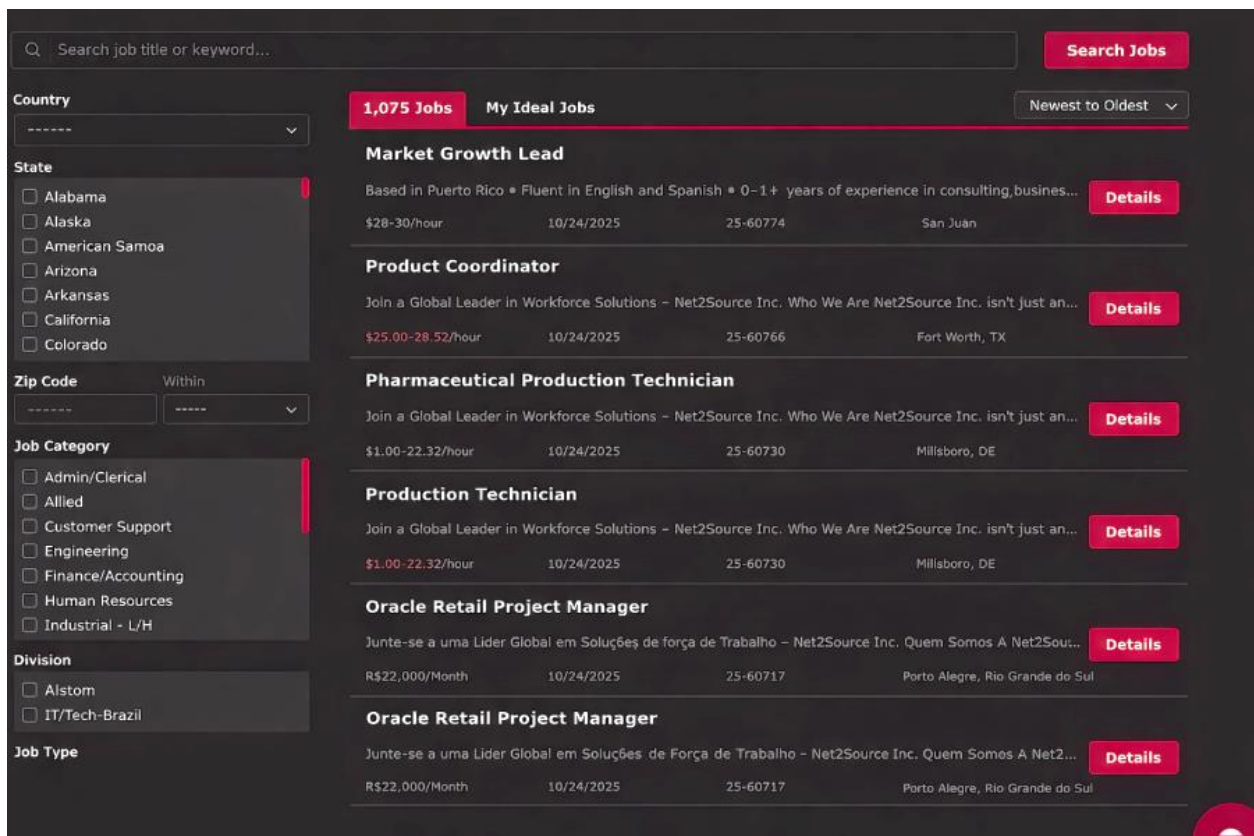
At the bottom of the interface, there are additional filters and options:

- Display candidates available on or prior to:** A date field set to "10/24/2025".
- Real Time Job Board Access:** A checked checkbox.
- Only Include Results in JobDiva:** A checked checkbox.
- Relevance Sorting (available when searching a single Job Board):** A dropdown menu.
- Sort by:** A dropdown menu.

Multichannel Sourcing Strategy:

- **Proprietary Technology - Automated Candidate Sourcing:** In addition to our extensive recruitment networks and streamlined methodologies, one of our most effective mechanisms for staffing positions is our prescreened resume database, which includes pre-qualified candidates local to DC as well as consultants previously deployed on other client engagements. Our proprietary technology analyzes thousands of resumes against specified job attributes within seconds, enabling simultaneous outreach via calls, emails, and texts to gauge candidate interest in the State's open positions.
- **Internal Resume Database:** We maintain a proprietary talent database of over 15M qualified professionals across diverse Information Technology and related skill categories. Our Applicant Tracking and Talent Management System (TMS) is designed for vertical sourcing of talent tailored to target markets and can be queried by skill set, experience, certifications, location, and other relevant criteria. This ensures on-demand recruitment that aligns precisely with the State's unique staffing needs.
- **Online Job Boards:** Our recruitment team leverages numerous external, national, and vertical job boards to complement our customized sourcing strategies. Unlike other firms that rely solely on subscription databases, N2S actively posts openings across major online platforms, including Dice, Monster, CareerBuilder, indeed, ZipRecruiter, LinkedIn, Twitter, and Facebook, maximizing reach and candidate engagement.
- **Employee Referrals:** There are currently over 8,000 contract employees working throughout the US working and serving various SLED agencies, citizens, and communities. We have designed an employee referral program to aid this factor. This candidate referrals from our talent, our clients, and other divisions, making N2S's most successful means of sourcing quality candidates.
- **N2S Job Boards:** We maintain a proprietary job board that drives talent to our organization. We are focused on continually enhancing our dynamic website to attract web traffic.
- **Traditional Media & Targeted Outreach:** We utilize a comprehensive media strategy, including advertising on radio, newspapers, and job directories. For specific staffing engagements, N2S can deploy micro-campaigns that leverage predictive analytics to identify and attract the most relevant candidates. These campaigns are designed for maximum visibility and precise targeting to ensure high-quality candidate engagement.
- **Local Directories:** We leverage local directories such as Yellow Pages, and White Pages to creatively advertise openings, reaching candidates who may be actively seeking opportunities or passively exploring options.

- **Alumni Networks:** We tap into alumni chat rooms and sites to reach potential candidates, benefiting from both a focused talent pool and the network effect, as postings are shared among qualified peers.
- **Career-Related Online Discussions:** N2S actively participates in career-focused online forums and discussion platforms, including Reddit, Quora, and HubSpot, to engage potential candidates cost-effectively while increasing brand visibility for future recruitment efforts.
- **Social & Web Media:** We leverage social media and web platforms, incorporating inbound marketing strategies that include social listening, search engine optimization, and content marketing. This multi-channel approach enhances the reach and engagement of each recruitment campaign.
- **3rd Party Vendor Network:** N2S collaborates with a network of over 800 staffing vendors. When a position is posted in our ATS, it can be shared across this vendor network, ensuring access to a broad pool of qualified candidates from multiple sources, including vendor benches and active talent pools.



Maintaining Diversity, Equity, And Inclusion:

Recognizing the rich diversity of the NJ region, N2S is dedicated to fostering an inclusive and representative candidate pool that mirrors the State. We have established enduring partnerships with a wide array of recruitment sources, including organizations supporting individuals with disabilities, faith-based groups, veteran organizations, women’s networks, placement services, and multicultural or ethnic centers.

N2S implements a local staffing model that maintains strong ties to the state. To address the linguistic diversity of the region, we provide job postings and application materials in multiple languages, ensuring accessibility for all candidates.

Our recruitment and management teams actively participate in regular job fairs, host open houses, distribute referral and recruit flyers throughout local markets, and collaborate closely with state and local employment agencies to maximize sourcing opportunities. Additional initiatives include multi-lingual job postings and diversity-focused referral bonus programs; all designed to promote equitable access and attract top talent from every segment of the State.

N2S's Screening Process:

N2S full-service Talent Acquisition Team (TAT) screens the candidate's qualifications for the position. We have been implementing these processes successfully in the State of Texas for the last decade to create across-the-board client satisfaction. Our TAT comprises:

- **Recruiters:** Across multiple levels and domains, with 1-7 years of experience in sourcing, screening, and candidate engagement across IT, non-IT, administrative, and clerical roles.
- **Resourcing Managers:** Professionals with 7-12 years of combined talent acquisition and managerial experience, overseeing recruitment operations and ensuring optimal candidate fit.
- **HR Managers:** Experts with 7-12 years of experience in HR management, talent acquisition, and team leadership, responsible for aligning staffing strategies with organizational objectives.
- **Account Managers:** Senior professionals with 10-15 years of experience in account management and service delivery, serving as the primary liaison between clients and recruitment teams to ensure seamless staffing execution.
- **Screening Experts Panel:** A dedicated team of leads and managers specializing in candidate screening, assessment, and compliance, ensuring high-quality hires and adherence to client requirements.

Candidate Screening: At N2S, making the right match is our core competency, and we strive for the highest quality alignment every time we place talent on assignment. We collaborate closely with the State to gain a comprehensive understanding of your technical and functional personnel needs. Rather than simply compiling a basic list of requirements, our Service Delivery Team engages in detailed discussions to develop a robust functional job profile. This profile includes key success milestones, essential attributes, and critical nuances such as alignment with managerial style, organizational culture, and team dynamics. Leveraging this in-depth understanding, we create a thorough candidate profile that drives our targeted recruitment strategy, ensuring the optimal combination of skills, experience, and cultural fit for every placement.

N2S employs a rigorous screening and selection process for technical personnel prior to assigning them to any State project or position, beginning with resume qualification. Upon receiving a Task Order Request (TOR) from the State, the assigned Account Manager (AM) collaborates with the Recruitment Manager (RM) reviewing the job description and preparing a draft for internal recruitment purposes.

The evaluation framework is designed to determine whether a candidate meets the eligibility criteria for a specific project. Recruitment officials establish a set of “Must-Have” qualifications aligned with the job requirements. Screening at N2S begins with a meticulous resume evaluation. For each open requirement, our RM executes a comprehensive approach to source the most qualified candidates, assessing resumes against critical criteria, including skills, experience, certifications, and other key elements relevant to the position.

Evaluation Category	Key Questions / Criteria
Resume Organization	<ul style="list-style-type: none"> • Is the resume presented in a professional manner? • Is the information organized clearly and logically?
Dates of Employment	<ul style="list-style-type: none"> • Is the resume up to date? • Are the personnel currently employed on a job or project? • What is the duration of each job or project held?
Experience	<ul style="list-style-type: none"> • What is the overall length and nature of the candidate’s projects? • Are earlier projects and associated responsibilities explained? • Does the candidate have experience in the required domain, tools, or platforms? • Has the candidate used all skills requested by the client in previous/recent jobs? • Is there any significant career shift to/from the requested job profile?
Education and Certification	<ul style="list-style-type: none"> • Does the candidate have the required education or degree? • Does the candidate hold the requested certifications? • Does the candidate have the requested licenses?

Once the resume evaluation is completed, N2S’ recruitment team initiates initial candidate screening using profiles identified through the resume review process.

During this phase, candidates are assessed against our proprietary “Must Have” framework, which categorizes qualifications into Required, Desired, and Essential attributes for a successful placement. The framework is designed after a thorough

analysis of the project requirements and addresses all critical components needed for an effective placement.

Only candidates who fully satisfy the criteria outlined in the “Must Have” framework advance to the next stage. Candidates who do not meet any of the framework’s requirements are not considered further.

Following initial screening, the recruitment team prepares a list of top-rated candidates and forwards it to the Technical Testing Panel (Technical SMEs). This panel consists of N2S technical employees with relevant experience matching the job requirements, who perform in-depth technical assessments to validate candidate skills and suitability for their role.

N2S Interviewing Process

All N2S candidates are interviewed by a highly trained recruiter skilled in identifying a candidate’s past performance, core competencies, and future goals. Each interview is a comprehensive evaluation designed to assess the candidate’s technical proficiency, soft skills, work ethic, career aspirations, and overall fit with the client’s organizational culture and long-term objectives.

Our recruiters are trained to delve deep into each candidate’s background, uncovering key behavioral and performance indicators that help ensure the State receives candidates who excel not only in skill but also in attitude, motivation, and retention potential.

Key objectives of our interview process include aligning each candidate’s capabilities, experience, and goals with the State’s unique requirements and work environment.

Interview Criteria:

Upon receiving a new requirement, the assigned N2S recruiter immediately develops a customized checklist of technical and functional qualification questions aligned with the role’s specific needs. Open-ended questions are used to evaluate both the depth of technical knowledge and the candidate’s ability to apply that knowledge in real-world scenarios.

Interview Process:

N2S prioritizes structured in-person interviews with our internal team of Subject Matter Experts (SMEs). When in-person interviews are not feasible, we conduct video interviews via Microsoft Teams or Skype to ensure a thorough evaluation process.

- Telephone Screening: After a detailed resume review, our recruiters conduct an initial telephone interview to confirm the candidate’s relevance to the client’s requirements. This discussion covers work experience, education, certifications, salary expectations, availability, travel preferences, and willingness to undergo background checks and drug screening.
- In-person / Video Interview: Shortlisted candidates then participate in an in-depth face-to-face or video interview with an N2S staffing professional. This step explores

previous experience, core skills, performance achievements, compensation history, and future career objectives to ensure complete alignment with client expectations.

Education and Certifications:

N2S verifies all educational qualifications and professional certifications, requesting valid documentation as part of the screening process.

Social Media and Professional Review:

To gain a holistic understanding of each candidate's professional persona, N2S reviews publicly available professional profiles (e.g., LinkedIn) to validate background information, professionalism, and overall cultural alignment.

Pre-Screening:

With our ISO 9001:2015-certified quality management framework, N2S ensures a consistent and structured assessment and testing process aligned with the State's requirements. Every N2S candidate undergoes comprehensive skill validation to confirm their qualifications, experience, and readiness to perform successfully in the assigned role.

As part of our standardized recruitment methodology, we focus on hiring the right people from the very beginning. Our experienced recruiters are adept at screening and evaluating candidates across diverse technical and non-technical domains, ensuring precise alignment with the State's skill requirements.

Leveraging over 18 years of experience in providing IT and Professional Staff Augmentation Services, N2S has developed a suite of customized aptitude, personality, and skills-based assessments. These tests are designed to measure both technical competence and behavioral attributes, ensuring candidates not only meet but exceed the State's performance expectations.

Our assessment framework evaluates key areas such as:

- **Technical Proficiency:** Practical tests and scenario-based evaluations to measure job-specific technical expertise.
- **Aptitude and Analytical Skills:** Logical reasoning and problem-solving tests to assess cognitive abilities.
- **Personality and Cultural Fit:** Behavioral assessments to evaluate alignment with the State's work culture, communication style, and values.
- **Situational Judgment Tests:** Case-based exercises to gauge decision-making and adaptability in real-world scenarios.

Behavioral & Aptitude Tests: At N2S, we recognize that a candidate's attitude and behavior are just as critical as technical proficiency in determining success within a role and the organization. Our behavioral and cognitive testing framework is designed to evaluate both intellectual capability and interpersonal effectiveness, ensuring each candidate is a well-rounded fit for the State's work environment.

Cognitive Ability Tests measure a candidate’s overall mental aptitude and problem-solving skills. These assessments may include evaluations of verbal reasoning, numerical ability, spatial perception, and logical reasoning (both inductive and deductive). Such tests provide insights into how effectively a candidate can process information, analyze situations, and make informed decisions.

Behavioral and Aptitude Tests help validate a candidate’s previous work experience and ability to apply their knowledge effectively in real-world scenarios. Behavioral assessments identify interaction styles, communication approaches, and professional temperament, offering valuable insights into how candidates will collaborate with clients and colleagues.

- **Spoken Language Evaluation:** Assesses a candidate’s ability to verbally communicate in the target language, through conversation with a certified language proficiency tester. The conversation is tape recorded; with questions asked that assess the ability to speak the standard form of the target language without using another language or slang.
- **Written Language Evaluation:** Comprises questions that require a written response in the target language, dealing with professional writing situations that are typically encountered in formal and informal business environments.

Technical Testing:

N2S follows a comprehensive and structured vetting process to ensure that only the most qualified and suitable personnel are assigned to any client project or position. This process begins with resume qualification and continues through multiple layers of evaluation designed to confirm alignment with the State’s technical, functional, and cultural requirements.

Upon receiving a new requirement from the State, the assigned Account Manager collaborates with the Recruitment Manager to thoroughly review the job description, develop an internal recruitment plan, and establish a clear set of candidate evaluation criteria based on the position’s key requirements.

To achieve this, N2S utilizes a structured “Must-Have” Framework, developed specifically for each job order. This framework outlines the critical qualifications, certifications, and experience levels required to meet the State’s expectations. Candidates who meet all “must-have” parameters proceed to the next phase of assessment.

N2S operates a dedicated Candidate Assessment Center, designed to evaluate a broad range of job-related skills and competencies, including:

- Technical proficiency and problem-solving
- Interpersonal communication and collaboration
- Planning, organization, and analytical ability
- Adaptability and situational judgment

Each candidate participates in simulated exercises that mirror real job responsibilities and challenges. Multiple trained evaluators observe, classify, and assess behaviors against predefined benchmarks to ensure an unbiased and data-driven selection process.

Testing Panel (Group of Technical SMEs) also focuses on the following testing as given below:

- **Experience Test:**

During this phase, the N2S Technical Panel conducts an in-depth discussion with candidates to review their past accomplishments, challenges, and project experiences. The goal is to identify specific skills, actions, and responsibilities that demonstrate the candidate's ability to succeed in similar client environments.

- **Case Test:**

N2S assesses a candidate's problem-solving and analytical thinking by presenting a real-world client scenario. This interactive case discussion evaluates the candidate's ability to structure complex problems, identify key priorities, interpret data, and formulate practical solutions while clearly communicating their thought process.

- **Problem-Solving Test:**

To complement the case discussion, candidates complete a multiple-choice analytical assessment based on real project cases. This test measures logical reasoning, data interpretation, and decision-making skills, ensuring candidates possess the critical thinking ability required for client success.

This phase streamlines the pool of applicants by identifying only the most qualified candidates who meet the State's requirements. The results of these evaluations are shared with the Recruitment Team and Account Manager for subsequent steps, which include employment verification, education and certification validation, and comprehensive background checks. Status updates are then communicated to the client based on their specific compliance and reporting requirements.

Online Assessments

As part of our ISO 9001:2015-compliant quality framework, N2S conducts customized skill and personality assessments using leading online testing platforms and proprietary tools. Our objective is to distinguish between a good candidate and a great candidate identifying individuals who demonstrate not only technical proficiency but also adaptability, motivation, and the ability to thrive under dynamic client environments.

N2S leverages industry-recognized partnerships to ensure precision and credibility in assessments:

- **SHL Partnership:** Through our collaboration with SHL, a global leader in talent assessment, N2S accesses a comprehensive database of predictive testing content derived from over 20 million candidate assessments. These tools are grounded in industrial-organizational psychology and are proven to accurately forecast on-the-job

performance. SHL assessments can be tailored to specific job profiles and combined with custom tests to streamline the hiring process and identify high-performing talent.

- **eSkill Partnership:** N2S utilizes eSkill, a leading web-based testing platform, to host our Technical Testing Center. Candidates can conveniently complete skill evaluations online at no cost. Results are automatically recorded in our secure proprietary database and shared with recruitment teams for data-driven hiring decisions.
- **Prove It! Partnership:** Our collaboration with Prove It! enables precise measurement of each candidate's functional expertise through quantitative, task-based testing. The platform provides detailed analytics such as keystrokes per hour, accuracy rates, and task completion speed.

Background Check:

N2S ensures complete compliance with the State's policies by managing all required clearances, documentation, and background verification procedures. We collaborate closely with the State to establish business rules and customize the background screening process in alignment with specific contractual and security requirements.

Once a candidate is selected, N2S engages a trusted third-party agency to conduct comprehensive background and drug screening checks. Each candidate is informed of the process and provides written consent as per our Background Check and Data Privacy Policy. The Account Manager then communicates the screening results to the State for approval. Candidates who successfully clear all verifications are authorized to begin their assignments.

The verification process begins when the candidate submits a duly filled Background Verification (BGV) form along with supporting documents. N2S ensures strict compliance with I-9 employment eligibility requirements through a thorough and efficient verification workflow.

Our partnered agencies possess the capability to perform checks at the local, state, and federal levels. Based on the State's specific requirements, the background screening may include verification of:

- Employment and Education history
- Identity and Criminal records
- Professional credentials and references
- Residence and Social Security validation
- Driving and database record checks
- Social media and online presence reviews (if required)

As part of N2S's commitment to maintaining a fully compliant and transparent hiring process, all candidates complete a Background Verification (BGV) Form that includes a self-declaration clause, confirming that employment is contingent upon successful

completion of all required checks. Candidates also sign a Letter of Authorization, granting N2S permission to initiate the verification process.

The scope of background verification is defined based on the contractual agreement, the client's specific requirements, and the nature of the position. Each verification is customized to align with the industry standards and the State's compliance framework.

To ensure reliability and accuracy, N2S partners with accredited third-party agencies conduct drug and substance screening in accordance with the State's guidelines. Our screening partners include Sterling Information Systems and Quest Diagnostics, both of which operate under strict federal and clinical standards.

Drug Screening Process:

- Candidates are notified in advance and must provide written consent as per N2S's Drug and Substance Policy.
- Testing is performed by certified laboratory technicians, typically through urine sample collection under supervised conditions.
- Samples are analyzed by an independent, CAP-ADT certified laboratory meeting all requirements for collection, security, transportation, and storage.
- Test results are securely reported to N2S for review and confirmation.
- A positive result is defined as the presence of prohibited substances or metabolites in the candidate's sample.
- The Account Manager formally communicates the final drug screening results to the client in writing.

References

Reference #1 – University of California, Berkeley

Category	Details
Agency Name	University of California, Berkeley
Agency Address	103 Sproul Hall #5800, Berkeley, CA
Period of Performance	Jan 2020 – Present
Skill / Labor Categories	Sr. Accountant, Accountant, Contract Administrator, Auditor, Purchasing Agent, Sourcing Specialist, Recruiter, Technical Recruiter, Administrative Assistant, Digital Document Specialist, Project Manager, Project Coordinator, GIS Analyst, Construction Engineer, Sr. Labor Relations Officer, Customer Service Representative, IT Asset Manager, Translation Project Manager, Communication & Outreach Project Manager, Sr. Manager/Vice President, Senior Mainframe Application Analyst, Application Oracle Database Administrator, GIS Application Developer, Senior GIS Application Developer, and related support staff.
Total Labor Hours	48,000+ hours
Contract Value (to date)	\$6,500,000
Brief Scope of Services	N2S provided comprehensive IT and non-IT staffing services, supporting program administration, IT operations, HR, finance, legal, project management, medical, translation, communications, and executive leadership. Services included recruiting, onboarding, project and program management, compliance support, and full lifecycle development and operational support. N2S adhered to ISO 9001:2015 standards, CMMI-based process improvement, and PMI PMBOK practices to ensure quality, efficiency, and continuous improvement.
Contact Person	Lisa Collins – MSP POC
Phone / Email	510-987-9600 / Lisa.Collins@kellyocg.com

Reference #2 – TAPFIN Resource Professional

Category	Details
Agency Name	TAPFIN Resource Professional
Agency Address	Dallas Fort Worth Area
Period of Performance	Mar 2020 – Dec 2024
Skill / Labor Categories	Sourcing Specialist, Sr. Sourcing Specialist, Compensation Administrator, Recruiter, Administrative Assistant, Inventory

	Clerk, Project Manager, Planner, Systems Specialist, Office Engineer, Contract/Business Analyst, Construction Inspector, Legal Secretary, Customer Service Representative, PC Programmer Analyst, Senior Application SQL Server Database Administrator, GIS Architect
Total Labor Hours	41,500+ hours
Contract Value (to date)	\$5,200,00
Brief Scope of Services	N2S delivered IT personnel and consulting services, covering clerical, administrative, HR, legal, finance, customer service, project management, and technical staffing. Services included talent acquisition, onboarding, operational support, IT systems support, program administration, and compliance. N2S employed iterative and flexible approaches to address evolving requirements, following ISO and PMI best practices.
Contact Person	Heather Brock - Manager
Phone / Email	940-595-8820 / Heather.brock@tapfin.com

Reference #3 – Transcend Staffing Solutions

Category	Details
Agency Name	Transcend Staffing Solutions
Agency Address	NJ
Period of Performance	Oct 2018 – Present
Skill / Labor Categories	Help Desk Agent, Systems Engineer, QA/Test Engineer, Software Developer, Network Administrator, Cloud Architect, Data Warehouse Architect, Biomedical Technician, DevOps Engineer, Integration Engineer, M365 Engineer, Epic Specialists, IT Asset Management Administrator, Telecommunications Engineer, Security Analyst, Data Center Technician, Project Manager, Systems Administrator, Clinical Analyst, Drug & Alcohol Compliance Technician, Medical Services Assistant, Administrative Law Research Librarian, Translation Project Manager, Senior Application DB2 Database Administrator, Application DB2 Database Administrator, Senior GIS Application Developer
Total Labor Hours	55,000+ hours
Contract Value (to date)	\$7,750,000
Brief Scope of Services	N2S provides comprehensive temporary staffing services across IT, medical, administrative, HR, legal, and project management roles. Services include recruitment,



	onboarding, compliance, technical support, systems operations, and full lifecycle project and program support. N2S ensures quality, efficiency, and continuity using ISO, CMMI, and PMI-based standards.
Contact Person	Deepak Sachdeva – Sr. Manager
Phone / Email	201-877-9083/ deepak@transcendstaffing.com

Section 3. Minimum Qualification

Vendor, or Vendor's staff, if requirements are inherently limited to individuals rather than corporate entities, shall have the following minimum qualifications:

SECTION 3.1 MINIMUM YEARS OF EXPERIENCE

3.1. Vendors shall be in business a minimum of five (5) years, providing similar information technology services. Vendors must provide documentation to indicate that their company meets this requirement prior to award; however, bidders may include this documentation with their bid.

N2S has over 18 years of experience providing similar information technology staffing services. N2S is an ISO 9001-certified organization and a recognized leader in workforce solutions, consistently delivering high-quality staffing services across the United States. With a strong nationwide presence and operations supporting all 50 states, N2S offers flexible, scalable, and customizable talent optimization programs in partnership with many of the world's leading brands.

N2S currently supports more than 250 information technology staffing projects for both public and private sector clients. Over the past 12 months, N2S has successfully placed more than 15,000 candidates across a wide range of technology programs. N2S has provided information technology staffing services to numerous public entities, including the Metropolitan Transportation Authority of New York, the State of New York, the State of Utah, the State of California, the State of New Jersey, the State of Florida, University of Utah, Houston Independent School District, Milwaukee Public Schools.

**STATE OF NEW JERSEY
DEPARTMENT OF THE TREASURY
DIVISION OF REVENUE AND ENTERPRISE SERVICES
SHORT FORM STANDING**

**NET2SOURCE INC
0400189655**

I, the Treasurer of the State of New Jersey, do hereby certify that the above-named New Jersey Domestic For-Profit Corporation was registered by this office on July 23, 2007.

As of the date of this certificate, said business continues as an active business in good standing in the State of New Jersey, and its Annual Reports are current.

I further certify that the registered agent and office are:

**ASHISH GARG
270 DAVIDSON AVE.
SUITE 704
SOMERSET, NJ 08873-4140**



IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed my Official Seal at Trenton, this 26th day of June, 2024.

**Elizabeth Maher Muoio
State Treasurer**

Certificate Number : 6154774582

Verify this certificate online at

https://www1.state.nj.us/TYTR_StandingCert/JSP/Verify_Cert.jsp

State of West Virginia



Certificate

*I, Kris Warner, Secretary of State,
of the State of West Virginia, hereby certify that*

NET2SOURCE INC

has filed the appropriate registration documents in my office according to the provisions of the West Virginia Code and hereby declare the organization listed above as duly registered with the Secretary of State's Office.

*Given under my hand and
the Great Seal of West Virginia
on this day of
January 24, 2025*



Secretary of State

3.2 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: documentation should include enough information to indicate that the Vendor provided an employee meeting the requirements of a specifically named classification from Section 1, above: the documentation should name the entity to whom the individual was supplied and provide contact information for that entity. Vendors must provide documentation to indicate that their company meets this requirement prior to award; however, bidders may include this documentation with their bid.

N2S has placed similar job classifications as listed in the WVDOT RFQ. N2S has strong and proven track record of placing similar technical professionals to various public and private sector clients. We have deployed more than 15000 technical professionals throughout the nation, out of finish nearly 700 are similar to the WVDOT classifications.

Our extensive experience in managing a network of resources and providing well qualified technical professionals to various prestigious clients like State of FL, State of TX, State of NJ, State of WV.

We acknowledge and have successfully demonstrated our past performance as detailed in the above **Reference** section.

Section 4.2 Vendor Responsibilities

4.2.1 Bidders must provide an hourly rate for each position they expect to submit qualifications for proposed candidates when the need arises. When presenting candidates for review by the Agency, Vendor shall provide the qualifications of proposed candidates who meet all requirements of the RFQ

N2S agrees with the above statement.

N2S has already included hourly rates for all proposed positions in our pricing sheet (Exhibit A). N2S assigned Contract Manager will ensure that all candidates possess the required qualifications, experience, licenses, and certifications before being presented to the Agency. The Contract Manager will also guarantee that all candidates submitted fully meet the RFQ qualification requirements.

4.2.2 Successful vendors must provide staffing as requested by the Agency. Assignments also may be for a specified period of time and quantity of hours as indicated on each delivery order. Consistent failure on the part of a successful vendor to fulfil requests from the Agency or consistently being unresponsive to Agency's requests for staffing services, may be grounds for cancellation of the vendor's entire contract.

N2S understands and agrees with the above statement.

4.2.3 Successful vendors must provide hourly rates that are inclusive of all costs including, but not limited to, federal, state and local withholding taxes, social security & Medicare taxes as well as all unemployment compensation, workers compensation, general and professional liability premiums. All overhead for the vendor and fringe for the candidate must be included in the successful vendor's hourly rates. All travel expenses must be included in the vendor's hourly rates.

N2S understands and agrees with the above statement.

The hourly rates provided by N2S include all costs associated with federal, state, and local withholding taxes, Social Security and Medicare taxes, as well as unemployment compensation, workers' compensation, general and professional liability premiums, and travel expenses.

4.2.4 Successful vendors shall provide the Agency with information on each staffing candidate according to the state and federal standards, including applications. Vendors must include a current resume and completed qualification documentation for each candidate with their responses. Resumes will identify the candidate's qualifications listed in the requirements section above and will include copies as verification of degrees and certifications. Resume pages will be

numbered (ex: 1 of 2, 2 of 2 etc...). These must be sent to the Agency along with the listing of possible candidates to interview.

N2S understands and agrees with the above statement.

4.2.5 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.

N2S understands and agrees with the above statement.

The assigned N2S Contract Manager will ensure WVDOT that all presented candidates are U.S. citizens and eligible to work in the United States. The Contract Manager will provide appropriate documentation as proof of eligibility.

4.2.6 Successful vendor having the first priority contract for any classification required by the Agency will be contacted first and will have 48 hours (2 business days) to acknowledge the initial contact request for staffing (in writing, by a means dictated by the Agency on the initial contact request, but likely by email or fax), and must inform the Agency if they are able or unable to fulfill the request. If unable to supply a candidate at the time, Vendor must provide a written waiver to the Agency within this same 48 hours (2 business days) timeframe. Failure to provide a written waiver will serve as a waiver as it pertains to the Agency's ability to proceed to contacting lower priority vendors. However, repeated failure to provide a written waiver may be grounds for cancellation of a vendor's entire contract (i.e., all awarded classifications).

If able to supply candidate(s), Vendor must provide the Agency a list of potential candidates for staffing needs within 2 weeks (10 business days) of the initial notification of need. Vendors must provide all documentation for every candidate who indicates they meet the requirements for the classification, including a qualifications document, template supplied by the agency, and resumes. Vendors may send multiple resumes so the agency may choose the most appropriate candidate.

Should a vendor not respond within the allowed number of days from the original notice of the Agency need (e.g., 2 days to confirm/waiver a request; 10 business days to provide a list of candidates), the vendor with the second priority contract and other priority vendors for the classification will be contacted and given the opportunity to provide needed staffing. Evaluation will be completed in order of priority.

This second vendor will follow the same process as the first vendor; then the third vendor, and so on, until either a vendor successfully provides a staffing candidate, or all vendors qualifying for award of a contract for that classification are

contacted. No second opportunity to meet the need will be given to any vendor until all vendors have been contacted in order of award.

The Vendor's provided candidate must consistently perform the contracted duties as outlined in these specifications or in the project-specific scope included within any Delivery Order. The Agency will notify the awarded vendor if a Vendor's employee fails to consistently perform the contracted duties. The Agency may, as part of this notification, request the Vendor replace the candidate; if so, the Vendor has 2 weeks (10 business days) from this notification to provide the qualifications for a replacement. If the vendor provided a candidate under false documentation, that will be grounds for cancellation of the Delivery Order.

N2S understands and agrees with the above statement.

4.2.7 The successful candidate(s) will be required to present a timesheet for approval on a regular basis not less than a one (1) week period and not more than monthly.

N2S understands and agrees with the above statement.

The N2S Contract Manager will submit candidates time sheets to WVDOT for approval on a weekly or monthly basis. The timesheets will include all required information, such as candidate names, dates worked, and hours worked each day, and can be customized to meet WVDOT's specific requirements.

4.2.8 If during the term of the Delivery Order the candidate placed by the vendor leaves the company and/or has to be replaced; the vendor must give written notice to the Agency within one (1) business day, explaining the circumstances of departure, and must replace the candidate with another candidate meeting or surpassing all the requirements for the filled classification listed in Section 4.1 of this contract to maintain continuity of services. Vendor must provide to the Agency a list of potential candidates for the replacement staffing needs within 2 weeks (10 business days) of the notification of replacement. Vendors must provide documentation and resumes for every candidate which indicates their meeting the requirements for the classification. Vendors may send multiple resumes so that the agency may choose. Any interruption of service greater than ten (10) business days will be grounds for cancellation of the Delivery Order. If the Agency needs to issue a secondary Delivery Order to cover any cancelled Delivery Order, they are not required to contact or acquire waivers from any vendor for which they had previously contacted to fill the classification (copies of the original waivers and documentation regarding the cancellation should be kept in the files for both the original the replacement Delivery Order(s)).

N2S understands and agrees with the above statement.

N2S Candidate Replacement Policy:

In the event a candidate is unable to perform on a project, leaves an assignment mid-project, or for any other reason, N2S follows these steps:

- Provide a replacement candidate to the client within **24–36 business hours** for standard requirements, and for critical requirements, a replacement can be provided on the **same day**.
- Facilitate the client interview and onboarding process for the new candidate.
- Execute proper handover/takeover from the outgoing candidate to the new candidate.
- Provide Knowledge Transfer (KT) to the new candidate to prevent delays in the project schedule.

N2S maintains a backup pool of skilled technical professionals with experience across a wide range of projects and varying levels of complexity. These candidates are continuously trained to ensure excellence and can serve as offsite support to on-site candidates if needed. N2S consistently meets client expectations by providing the Right People, at the Right Time, at the Right Place.

The success rate for N2S in backfilling positions lost due to attrition is 97%.

4.2.9 Successful Vendors and candidates must comply with all Agency policies and procedures. Any access or user accounts issued to a candidate to permit work in the State computing environment are subject to revocation without notice, and random or periodic audit of user activity may be conducted by the Agency.

N2S understands and agrees with the above statement.

Section 11. Miscellaneous

11.1. Contract Manager: During its performance of this Contract, Vendor must designate and maintain a primary contract manager responsible for overseeing Vendor's responsibilities under this Contract. The Contract manager must be available during normal business hours to address any customer service or other issues related to this Contract. Vendor should list its Contract manager and his or her contact information below.

Contract Manager : Kunal Marwadi

Telephone Number : (551) 554-9507

Fax Number : 201-221-8131

Email Address : marwadi.kunal@net2source.com



Exhibit A- Revised Pricing Sheet

Exhibit A - Pricing Page

WVDOT Information Technology Staffing Services RFQ(81260081)

CRQM DOT26*44

Contract Item	Description	Est. Qty.	Unit of Measure	Year 1 Unit Cost	Year 2 Unit Cost	Year 3 Unit Cost	Year 4 Unit Cost	Extended Cost
4.1.1	Senior Mainframe Application Analyst	2080	EA	\$81.11	\$101.39	\$126.74	\$158.43	\$972,753.60
4.1.2	Mainframe Application Analyst	2080	EA	\$70.00	\$87.50	\$109.38	\$136.72	\$839,488.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$115.00	\$143.75	\$179.69	\$224.61	\$1,379,144.00
4.1.4	Application Oracle Database Administrator	2080	EA	\$94.39	\$117.99	\$147.49	\$184.00	\$1,131,249.60
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$104.76	\$130.95	\$163.69	\$204.00	\$1,255,072.00
4.1.6	Application DB2 Database Administrator	2080	EA	\$92.76	\$115.95	\$144.94	\$181.18	\$1,112,446.40
4.1.7	PC Programmer Analyst	2080	EA	\$54.36	\$67.95	\$84.94	\$106.18	\$651,934.40
4.1.8	Senior PC Programmer Analyst	2080	EA	\$62.89	\$78.61	\$98.26	\$122.83	\$754,187.20
4.1.9	Application SQL Server Database Administrator	2080	EA	\$72.54	\$90.68	\$113.35	\$141.69	\$869,980.80
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$95.80	\$119.75	\$149.69	\$187.11	\$1,148,888.00
4.1.11	GIS Database Administrator	2080	EA	\$72.36	\$90.45	\$113.06	\$141.33	\$867,776.00
4.1.12	Senior GIS Database Administrator	2080	EA	\$98.68	\$123.35	\$154.19	\$192.74	\$1,183,436.80
4.1.13	GIS Architect	2080	EA	\$135.59	\$169.49	\$211.86	\$264.83	\$1,626,081.60
4.1.14	GIS Application Developer	2080	EA	\$89.32	\$111.65	\$139.56	\$174.45	\$1,071,158.40
4.1.15	Senior GIS Application Developer	2080	EA	\$103.78	\$129.73	\$162.16	\$202.70	\$1,244,609.60
Grand Total								\$972,753.60



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 US	CHARLESTON WV US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Mainframe Application Analyst	2080		\$81.11	\$168,708.80

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	2080		\$70.00	\$145,600.00

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 US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior Application Oracle Database Administrator	2080		\$115.00	\$239,200.00

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 US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Application Oracle Database Administrator	2080		\$94.39	\$196,331.20

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	2080		\$104.76	\$217,900.80

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	2080		\$92.76	\$192,940.80

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	2080		\$54.36	\$113,068.80

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	2080		\$62.89	\$130,811.20

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 US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Application SQL Server Database Administrator	2080		\$72.54	\$150,883.20

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 US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	Senior Application Oracle Server Database Administrator	2080		\$95.80	\$199,264.00

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	2080		\$72.36	\$150,508.80

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	2080		\$98.68	\$205,254.40

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	2080		\$135.59	\$282,027.20

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	2080		\$89.32	\$185,785.60

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				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	2080		\$103.78	\$215,862.40

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Application Developer

SCHEDULE OF EVENTS		
Line	Event	Event Date
1	Tech Questions due by 10:00am	2026-03-20



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) Prateek Srivastava - Business Development Manager

(Address) 2805 North Dallas Parkway, Suite 110, Plano, TX 75093

(Phone Number) / (Fax Number) 551-525-0395 / 201-221-8131

(email address) rfp@net2source.com

CERTIFICATION AND SIGNATURE: By signing below, or submitting documentation through ~~WV~~OASIS, 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.

N2S Global Workforce Solutions LLC
signed by:
(Company) Prateek Srivastava
(Signature of Authorized Representative)
Prateek Srivastava - Business Development Manager 4/14/2026
(Printed Name and Title of Authorized Representative) (Date)
551-525-0395 / 201-221-8131
(Phone Number) (Fax Number)
rfp@net2source.com
(Email Address)



ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFO 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 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.

N2S Global Workforce Solutions LLC

 Signed by **Company**
Prateek Srivastava
ABFC5C2A709D435

Authorized Signature

4/14/2026

Date

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



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.

N2S Global Workforce Solutions LLC

Company
Signed by:
Prateek Srivastava
ABFCS2A709DE35
Authorized Signature

4/14/2026

Date

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

Exhibit A - Pricing Page

WVDOT Information Technology Staffing Services RFQ(81260081)

CRQM DOT26*44

Contract Item	Description	Est. Qty.	Unit of Measure	Year 1 Unit Cost	Year 2 Unit Cost	Year 3 Unit Cost	Year 4 Unit Cost	Extended Cost
4.1.1	Senior Mainframe Application Analyst	2080	EA	\$81.11	\$101.39	\$126.74	\$158.43	\$972,753.60
4.1.2	Mainframe Application Analyst	2080	EA	\$70.00	\$87.50	\$109.38	\$136.72	\$839,488.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$115.00	\$143.75	\$179.69	\$224.61	\$1,379,144.00
4.1.4	Application Oracle Database Administrator	2080	EA	\$94.39	\$117.99	\$147.49	\$184.00	\$1,131,249.60
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$104.76	\$130.95	\$163.69	\$204.00	\$1,255,072.00
4.1.6	Application DB2 Database Administrator	2080	EA	\$92.76	\$115.95	\$144.94	\$181.18	\$1,112,446.40
4.1.7	PC Programmer Analyst	2080	EA	\$54.36	\$67.95	\$84.94	\$106.18	\$651,934.40
4.1.8	Senior PC Programmer Analyst	2080	EA	\$62.89	\$78.61	\$98.26	\$122.83	\$754,187.20
4.1.9	Application SQL Server Database Administrator	2080	EA	\$72.54	\$90.68	\$113.35	\$141.69	\$869,980.80
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$95.80	\$119.75	\$149.69	\$187.11	\$1,148,888.00
4.1.11	GIS Database Administrator	2080	EA	\$72.36	\$90.45	\$113.06	\$141.33	\$867,776.00
4.1.12	Senior GIS Database Administrator	2080	EA	\$98.68	\$123.35	\$154.19	\$192.74	\$1,183,436.80
4.1.13	GIS Architect	2080	EA	\$135.59	\$169.49	\$211.86	\$264.83	\$1,626,081.60
4.1.14	GIS Application Developer	2080	EA	\$89.32	\$111.65	\$139.56	\$174.45	\$1,071,158.40
4.1.15	Senior GIS Application Developer	2080	EA	\$103.78	\$129.73	\$162.16	\$202.70	\$1,244,609.60
Grand Total								\$972,753.60