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Header 2

List View

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

Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID: VS0000051574

Legal Name: Steck Systems, Inc.

Alias/DBA:

Total Bid: \$0.00

Response Date: 04/13/2026

Response Time: 18:22

Responded By User ID: SteckAustin

First Name: Muralidhar

Last Name: Bandlapalli

Email: murali@stecksystems.com

Phone: 5126991502

SO Doc Code: CRFQ

SO Dept: 0803

SO Doc ID: DOT2600000079

Published Date: 3/31/26

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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 ESR04132600000006975	1

VENDOR
 VS0000051574
 Steck Systems, Inc.

Solicitation Number: CRFQ 0803 DOT2600000079
Total Bid: 0
Response Date: 2026-04-13
Response Time: 18:22:25
Comments: Not Applicable.

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				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Please see attached Steck Systems_Exhibit A Pricing Page

Extended Description:

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Please see attached Steck Systems_Exhibit A Pricing Page

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				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Please see attached Steck Systems_Exhibit A Pricing Page

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				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Please see attached Steck Systems_Exhibit A Pricing Page

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				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Please see attached Steck Systems_Exhibit A Pricing Page

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				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Please see attached Steck Systems_Exhibit A Pricing Page

Extended Description:

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Please see attached Steck Systems_Exhibit A Pricing Page

Extended Description:

PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Senior PC Programmer Analyst				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Please see attached Steck Systems_Exhibit A Pricing Page

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				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Please see attached Steck Systems_Exhibit A Pricing Page

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				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Please see attached Steck Systems_Exhibit A Pricing Page

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				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Please see attached Steck Systems_Exhibit A Pricing Page

Extended Description:

GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Senior GIS Database Administrator				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Please see attached Steck Systems_Exhibit A Pricing Page

Extended Description:

Senior GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	GIS Architect				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Please see attached Steck Systems_Exhibit A Pricing Page

Extended Description:

GIS Architect

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
14	GIS Application Developer				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Please see attached Steck Systems_Exhibit A Pricing Page

Extended Description:

GIS Application Developer

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
15	Senior GIS Application Developer				0.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Please see attached Steck Systems_Exhibit A Pricing Page

Extended Description:

Senior GIS Application Developer

West Virginia Department of Transportation (WVDOT)

The West Virginia Purchasing Division

Response to CRFQ – WVDOT Information Technology Temporary Staffing Services

#CRFQ-0803-DOT2600000079-1

Date: April 14, 2026

Submitted To: wvOASIS

Name: John Estep

Email: john.w.estep@wv.gov

Phone: (304) 558-3970

Submitted By: Steck Systems Inc.

Address: 13706 N HIGHWAY 183 STE 109,
AUSTIN, TEXAS 78750

Contact: Murali Bandlapalli

Title: CEO

Email: murali@stecksystems.com

Phone: 512-699-1502(C) | 512-575-9558 (W)

Cover Letter

March 31, 2026
Department of Administration, Purchasing Division
2019 Washington Street East
Charleston, WV 25305-0130

Subject: In response to Centralized Request for Quote (CRFQ) – WVDOT Information Technology Temporary Staffing Services

Dear John Estep

Steck Systems Inc. (Steck Systems) is pleased to submit its response to the **Centralized Request for Quote (CRFQ) CRFQ DOT260000079** for **WVDOT Information Technology Temporary Staffing Services** in support of the **West Virginia Department of Transportation (WVDOT)**. We appreciate the opportunity to present our qualifications and demonstrate our capability to deliver compliant, responsive, and accountable IT staffing services aligned with the WVDOT's operational requirements.

Steck Systems is a technology consulting and IT staffing firm supporting Federal, State, Local, and Commercial clients. We provide staff augmentation across application development, systems administration, cybersecurity, data engineering, network support, project management, and related IT disciplines. Our professionals operate in regulated environments where compliance, security, and service continuity are required. We retain full employer responsibility for payroll, tax administration, benefits compliance, and reporting obligations for all assigned personnel.

We understand that WVDOT requires qualified IT staffing across fifteen defined position classifications spanning mainframe, Oracle, DB2, SQL Server, and GIS environments. WVDOT needs a vendor that acknowledges staffing requests within 48 hours, delivers fully documented candidate slates within 10 business days, and sustains placement quality across all active delivery orders. When replacements are needed, service continuity must be maintained without delay. Our delivery model is built around these requirements. We apply platform-specific candidate screening, documented response tracking, and structured replacement practices to ensure WVDOT receives qualified, verified candidates on time and in full compliance with the classification requirements defined in this solicitation.

Steck Systems confirms that this proposal is submitted in accordance with the requirements outlined in the solicitation. We are prepared to execute services in full compliance with the Scope of Work and associated contractual obligations.

Should the WVDOT require clarification or additional information, please contact:

Murali Bandlapalli
Email: murali@stecksystems.com
Phone: 512-699-1502

Very truly yours

By:



Murali Bandlapalli, CEO

Contents

Cover Letter	i
1. Executive Summary.....	1
2. Company Information	4
3. Steck Systems Preference Request.....	4
4. Steck Systems Qualifications	5
4.1. Experience Reference #1	5
4.2. Experience Reference #2	7
4.3. Demonstration of Staffing Capability Across Listed Classifications	9
5. Steck Systems Acceptance of Terms and Conditions	11
6. Acknowledgement of Amendments	12

1. Executive Summary

WVDOT requires qualified IT professionals across fifteen distinct classifications. These include mainframe analysts, Oracle and DB2 database administrators, SQL Server administrators, PC programmer analysts, and GIS professionals. Each classification carries defined minimum education and experience requirements. The agency needs a vendor that can reliably supply candidates meeting all mandatory qualifications. Gaps in any classification directly affect the department's ability to advance IT projects on schedule. WVDOT's systems span mainframe environments using DB2 and VSAM and client-server platforms using Visual Studio, Oracle, and Microsoft SQL Server. GIS systems further extend the technical landscape. The agency requires professionals with direct, hands-on experience on these specific platforms. A vendor that cannot source talent across this full range creates coverage gaps that delay project work and system enhancements.

Stakeholder Discovery Before Candidate Identification

- Steck Systems conducts discovery meetings with customer stakeholders before initiating any search.
- Discovery covers team dynamics, operational constraints, project context, and success criteria
- Candidates are screened against those factors in addition to technical qualifications.
- WVDOT receives candidates evaluated for fit, not just minimum classification requirements.

The contract requires vendors to acknowledge staffing requests within 48 hours. Qualified candidates must be delivered within 10 business days of initial notification. Failure to meet these timelines results in escalation to lower-priority vendors. The agency depends on vendors who respond consistently and on time to every request across all awarded classifications. Placed candidates must perform consistently across all delivery order requirements. The agency also expects vendors to support knowledge transfer through mentoring and shadowing opportunities for State analysts. When a candidate departs or underperforms, the vendor must replace them quickly. Service gaps exceeding ten business days place active delivery orders at risk of cancellation.

Steck Systems Proposed Solution and Approach:

Steck Systems maintains an active candidate network spanning more than 30 IT roles across 16 job families. This network covers all fifteen classifications identified in this RFQ. Our team pre-screens candidates against mandatory qualifications before presentation to the agency. WVDOT receives fully documented candidates, ready for evaluation, with each delivery order issued.

Platform-Aligned Screening for WVDOT's Operating Environment

Our professionals bring sourcing experience across mainframe, Oracle, SQL Server, and GIS platforms. Steck Systems applies platform-specific screening criteria for each classification. We evaluate candidates for direct experience with the technologies and environments described in this CRFQ. This ensures each candidate presented is relevant to WVDOT's actual operating environment, not broadly qualified in general IT.

Structured Response Process Aligned to Contractual Timelines

Steck Systems follows documented response protocols developed through active public sector staffing contracts. Our team acknowledges each request and confirms or waives within required timeframes. Candidate slates, including resumes, qualification records, and degree verifications, are delivered within 10 business days. Each notification is tracked through a documented internal process so no request goes unaddressed.

Replacement and Continuity Practices That Protect Delivery Orders

When a placed candidate departs or fails to meet performance standards, Steck Systems conducts a replacement search at no additional cost to the agency. Our standard replacement delivery time is five business days. We also provide up to ten days of complimentary orientation for replacement personnel. This practice reduces the burden of knowledge transfer for WVDOT's internal teams and keeps active projects on track.

Benefits to the West Virginia Department of Transportation (WVDOT):

Because Steck Systems maintains an active candidate network covering all required classifications, WVDOT gains faster time-to-fill when delivery orders are placed. Our hiring managers extend offers to their preferred candidate in 91 percent of completed searches. They do so after interviewing an average of 2.8 candidates per position. The agency's evaluation teams spend less time filtering candidates and more time advancing IT priorities.

Consistent Timeline Compliance That Prevents Operational Delays

Because our team follows structured response protocols proven under active state contracts, WVDOT receives timely acknowledgments and candidate slates within required contractual windows. This consistency reduces the risk of escalation to lower-priority vendors. The agency maintains staffing continuity across all 15 classifications throughout the full life of the contract.

Placement Quality That Reduces Failed Hires and Repeated Recruitment Costs

Because Steck Systems screens each candidate against technical requirements and platform-specific experience before presentation, WVDOT receives candidates aligned to actual

What accountability protections does WVDOT receive?

- Contingency fee structure means payment only upon successful hire and official start date.
- Zero cost for unfilled positions, cancelled searches, or rejected candidate slates.
- Twelve-month guarantee replaces separated candidates without additional placement fees.
- Performance-based model aligns Steck Systems success with WVDOT hiring outcomes.

Executive-Level Account Ownership

- Steck Systems CEO serves as the direct point of contact for this engagement.
- WVDOT communicates with the decision-maker from day one and throughout the contract.
- No account managers, no escalation chains, and no response delays created by internal routing.
- Decisions are made at the source, not passed through layers of organizational hierarchy.

delivery order needs. Our performance guarantee ensures replacements are provided at no additional cost during defined guarantee periods. The agency does not bear the financial burden of failed placements or extended vacancy periods.

All-Inclusive Pricing That Eliminates Budget Uncertainty

Because our hourly rates include wages, taxes, benefits, overhead, fringe benefits, and travel costs, WVDOT incurs no separate billing or unanticipated charges after award. The WVDOT can plan and manage delivery order expenditures with full cost visibility from the start of each engagement.

Steck Systems Discriminators and Proof:

Steck Systems is currently performing under the Florida Information Technology Staff Augmentation contract, supporting state agencies through September 2027. We successfully completed a six-year IT Staff Augmentation Contract with the Texas Department of Information Resources, serving state agencies, higher education institutions, and local governments. Both engagements required sustained performance across diverse IT classifications in accordance with government procurement standards and regulations. These are documented, verifiable contracts, not references to general organizational capability.

Dual-Contract Public Sector Validation

- Steck Systems holds an active contract with the State of Florida ITSA through September 2027.
- Steck Systems holds a successful six-year record with the Texas DIR
- Both engagements required sustained performance under formal government procurement standards.
- This combination demonstrates continuous public sector capability, not a single isolated engagement.

Documented Candidate Quality Metrics That Demonstrate Screening Precision

Our recruitment process produces an average of 2.8 candidate interviews per position. Hiring managers extend offers to their preferred candidate in 91 percent of completed searches. These figures reflect the precision of Steck Systems' pre-screening process, not candidate volume. WVDOT's evaluation teams receive a concise, qualified candidate slate rather than a broad pool that requires significant internal filtering.

Replacement Standards That Exceed the Contractual Minimums

Steck Systems delivers replacement candidates within five business days at no cost when placements do not meet performance requirements. Our team provides up to ten days of complimentary orientation for replacement personnel. These standards were applied consistently under the Texas DIR engagement. WVDOT's delivery orders are protected by a vendor with a defined, practiced, and verifiable replacement process, not a policy statement.

Certified Small Business With Seventeen Years of IT Staffing Experience

Steck Systems holds SBA Small Disadvantaged Business certification, Texas HUB certification, and Minority Business Enterprise recognition. Founded in 2008, our team brings seventeen years of IT consulting and staffing experience to this contract. Our size keeps us responsive at the account level, with no organizational layers between WVDOT and the decision-makers managing this engagement. The agency gains a certified, accountable vendor with a direct, proven public-sector track record.

2. Company Information

Company Name	Steck Systems Inc	
CAGE Code	9QFX7	
UEI	H2XYCU6TC359	
Number of years in Business	17	
Size of Business	11-50 Employee Strength	
Address	13706 N HIGHWAY 183 STE 109, AUSTIN, TEXAS 78750	
Point of Contact	Name	Muralidhar Bandlapalli
	Title	CEO
	Email	murali@stecksystems.com
	Phone	512-699-1502(C) 512-575-9558 (W)

Brief History and Offered Services

Steck Systems is a customer-focused, technology-driven IT consulting firm headquartered in Austin, Texas. Founded in 2008, we have built a solid reputation over the past 17 years by delivering reliable, high-quality solutions to clients across diverse industries in both the private and public sectors.

Our core offering is IT consulting and staffing. We place qualified IT professionals and provide strategic consulting to help organizations address technology needs with the right talent at the right time. This foundational capability drives the majority of our engagements and positions us to support WVDOT's contracted staffing requirements with precision.

Beyond staffing, Steck Systems extends its service portfolio to include software development, enterprise application design and integration, and product engineering. We also bring practical capability in advanced technologies, including big data, Hadoop, and DevOps practices. These extended services allow us to serve clients whose needs go beyond placement and into delivery, development, and technical advisory.

Steck Systems operates with approximately 32 employees and annual revenues in the \$5 to \$10 million range. This size is intentional. It keeps our operation lean, our response times short, and our client relationships direct. There are no layers between our clients and the professionals managing their accounts.

As a certified small business, Steck Systems holds SBA Small Disadvantaged Business status, Texas HUB certification, and Minority Business Enterprise recognition. These designations reflect both who we are and how we compete. We actively pursue set-aside and competitive contracts in federal and state procurement, bringing the same performance standards to every engagement regardless of contract vehicle or award size.

3. Steck Systems Preference Request

Steck Systems respectfully submits this written request for vendor preference consideration in connection with CRFQ-DOT2600000079, in accordance with the West Virginia Purchasing Division's preference provisions.

Steck Systems is a Minority Owned Small Business. We are nationally certified by the Southwest Minority Supplier Development Council, an affiliate council of the National Minority Supplier Development Council (NMSDC). This certification validates our status as a minority-owned enterprise under nationally recognized standards and is submitted with this bid as supporting documentation. In addition to our NMSDC certification, Steck Systems holds SBA Small Disadvantaged Business certification and Minority Business Enterprise recognition. These designations collectively confirm our standing as a certified minority-owned small business eligible for preference consideration under applicable state procurement guidelines.

Based on the foregoing, Steck Systems formally requests that the West Virginia Purchasing Division apply the applicable vendor preference or reciprocal preference to our bid submission.

All documentation supporting this request, including our current NMSDC certification, is enclosed with this bid for evaluation.

We welcome any follow-up from the Purchasing Division to verify or supplement the information provided herein.



Figure 1: Minority Owned Business Certification

4. Steck Systems Qualifications

Steck Systems has been in continuous operation since 2008, bringing seventeen years of experience delivering information technology consulting and staffing services to clients across the public and private sectors. This tenure exceeds the five-year minimum requirement established under Section 3.1 of this Solicitation. Supporting documentation confirming our years in business is included with this bid.

In satisfaction of Section 3.2, Steck Systems has provided qualified IT staffing professionals across multiple classifications consistent with those identified in Section 1 of this Solicitation. Our placements have supported public sector organizations through multi-year contracts, including our current engagement under the Florida Information Technology Staff Augmentation contract and our completed six-year contract with the Texas Department of Information Resources. Under these engagements, we have placed professionals across database administration, application development, systems engineering, and related IT disciplines. Documentation identifying the classifications filled, the entities served, and the applicable contact information is included with this bid for WVDOT's review and verification.

4.1. Experience Reference #1

Name of Organization	State of Florida
-----------------------------	------------------

Period of Performance	October 1, 2023- September 30, 2027	
Point of Contact	Name	Frank Miller
	Title	Contract Manager
	Telephone	(850) 488-8855
	Email	frank.miller@dms.fl.gov
Narrative of Services Performed		
Mapping WVDOT requirements with the Steck Systems engagement with the State of Florida:		
WVDOT Requirements	Steck Systems Engagement Proof Points	Relevance
Staffing across Oracle, DB2, and SQL Server database administration classifications, each with defined experience thresholds in maintenance, optimization, backup and recovery, and data modeling.	Under the Florida engagement, Steck Systems sources and places database administrators as part of the Data Strategy and Management job family, supporting database design, implementation, maintenance, backup and recovery, performance optimization, and data integrity management.	Directly relevant and similar. Steck Systems has an active, functioning candidate pipeline for database administration professionals working in state agency environments, directly comparable to WVDOT's database classification requirements
PC Programmer Analysts and Senior PC Programmer Analysts with experience in database management, system development, documentation, and complex systems maintenance	Under the Florida engagement, Steck Systems has placed application developers, systems analysts, and application architects who manage full development lifecycle activities including requirements analysis, coding, debugging, documentation, and system enhancement.	Direct match. Steck Systems current sourcing operations cover the full application development and programmer analyst classification spectrum required by WVDOT.
GIS professionals across five classifications, including GIS Database Administrator, Senior GIS Database Administrator, GIS Architect, GIS Application Developer, and Senior GIS Application Developer.	Under the Florida engagement, Steck Systems supports the Geospatial job family by placing GIS analysts and developers who build and manage GIS applications, perform spatial analysis, and develop custom GIS tools and integrations for state agencies.	Direct match. Steck Systems maintains an active GIS candidate network across both administrative and development classification levels, covering the full range of GIS roles identified in CRFQ DOT2600000079.
Senior and standard Mainframe Application Analysts with experience in COBOL, CICS, JCL, relational databases, and analysis and design within mainframe operating environments	Under the Florida engagement, Steck Systems supports operations and systems administration job families that include production support analysts and systems administrators working within complex, legacy, and enterprise computing environments.	Directly relevant. Steck Systems' experience sourcing professionals for legacy and enterprise computing environments directly supports WVDOT's mainframe classification requirements across both analyst levels.
Vendor capable of maintaining qualified candidate pipelines	Under the Florida engagement, Steck Systems maintains active	Direct match. Steck Systems' current operational capacity



across all fifteen classifications simultaneously and responding to delivery orders at any point during the contract period.	candidate networks across sixteen job families and more than thirty distinct IT roles on a continuous, sustained basis since October 2023.	exceeds the fifteen-classification coverage required by WVDOT, confirming a functioning recruitment infrastructure already in place
Vendor acknowledgment within 48 hours, candidate slates within 10 business days, and complete documentation including resumes, qualification records, and degree verifications with every submission	Under the Florida engagement, Steck Systems operates under formal Statements of Work, structured candidate submission protocols, and documentation standards consistent with state agency procurement regulations.	Direct match. Steck Systems applies to government procurement compliance practices daily under an active contract, ensuring WVDOT receives a vendor already conditioned to meet defined response and documentation timelines.

These elements confirm that Steck Systems enters this engagement with proven, relevant experience. We currently execute work that matches the classification breadth, compliance requirements, timelines, and candidate quality standards defined by WVDOT in this solicitation. Our active Florida contract shows that Steck Systems operates with the infrastructure, candidate networks, and government procurement discipline required to deliver consistent, compliant, and accountable staffing services. For WVDOT, this means selecting a vendor that is ready on day one, performs without a learning curve, and meets performance standards that are already established in practice, not just proposed.

4.2. Experience Reference #2

Name of Organization	State of Texas, Department of Information Resources (DIR)	
Period of Performance	2020 – Present (6 years)	
Point of Contact	Name	Lisa Massock
	Title	Chief Procurement Officer
	Telephone	(512) 475-4700
	Email	Lisa.massock@dir.texas.gov
Narrative of Services Performed		
<u>Mapping WVDOT requirements with the Steck Systems engagement with the State of Texas - Department of Information Resources (DIR):</u>		
WVDOT Requirements	Steck Systems Engagement Proof Points	Relevance
Staffing across Oracle, DB2, and SQL Server database administration classifications, each with defined experience thresholds in maintenance, optimization, backup and recovery, and data modeling.	Under the Texas DIR engagement, Steck Systems placed Database Administrators, Data Architects, and Data Analysts supporting database design, management, performance optimization, and data integrity for state agencies, higher education institutions, and local governments.	Directly relevant. Steck Systems has a documented record of sourcing and placing qualified database administration professionals in a public sector environment governed by formal procurement protocols, directly comparable to WVDOT's database classification requirements.
PC Programmer Analysts and Senior PC Programmer Analysts with experience in complex systems development, database	Under the Texas DIR engagement, Steck Systems placed Application Architects, Developers, Programmers, and Software Engineers who designed, coded,	Very relevant. Steck Systems' completed performance under a structured state IT staffing contract confirms its capacity to identify and place qualified programmer



management, documentation, and system maintenance.	tested, and implemented software solutions for DIR customers through formal Statements of Work and Requests for Resumes.	analyst professionals aligned to government agency system development and maintenance requirements.
Mainframe Application Analysts at both standard and senior levels with experience in legacy application development, relational databases, and analysis and design functions.	Under the Texas DIR engagement, Steck Systems supported Systems Administration and Engineering job categories by placing Systems Administrators and Systems Engineers managing enterprise and legacy computing environments for state agency customers.	Very relevant. Steck Systems experience sourcing professionals for complex enterprise and legacy computing environments within a state government staffing contract supports WVDOT's mainframe analyst classification requirements at both experience levels
GIS professionals across five classification levels covering database administration, application development, and enterprise architecture within GIS environments.	Under the Texas DIR engagement, Steck Systems supported IT staffing across ten core technical categories, including application development, database administration, and systems engineering, providing a foundational recruitment infrastructure applicable to specialized technical disciplines, including GIS.	Direct match. Steck Systems' multi-classification sourcing capability developed under the Texas DIR contract demonstrates the breadth of technical recruitment coverage required to support WVDOT's GIS staffing classifications.
Vendor capable of replacing placed candidates who resign, underperform, or are removed, within contractually defined timelines and at no additional cost to WVDOT.	Under the Texas DIR engagement, Steck Systems replaced workers within five business days at no additional cost when placements resigned, were removed, or failed to meet requirements. Steck Systems also provided up to ten days of complimentary orientation for replacement personnel to reduce the knowledge transfer burden on customer agencies.	Direct match. This replacement standard was applied consistently across all DIR customer engagements and is a documented practice Steck Systems brings to the WVDOT contract, ensuring delivery order continuity without financial burden to WVDOT.
All-inclusive hourly rates covering wages, benefits, overhead, fringe, and travel costs with no separate billing to WVDOT.	Under the Texas DIR engagement, Steck Systems operated under transparent, all-inclusive pricing structures where all compensation components, including wages, benefits, administrative fees, travel, and living costs, were incorporated into published hourly rates. Steck Systems paid a one percent administrative fee on all sales under the contract.	WVDOT's requirement for all-inclusive hourly rates is a pricing structure Steck Systems has executed and sustained under a completed government contract, confirming full alignment with the financial compliance standards required in this solicitation.
Vendor acknowledgment within defined timelines, candidate slates with complete documentation including resumes and qualification records submitted with every response.	Under the Texas DIR engagement, Steck Systems submitted candidate responses through the DIR ITSAC Portal in compliance with defined solicitation protocols. All responses included resumes, right-to-represent forms, and supporting qualification documentation, and	Direct match. Steck Systems' documented compliance with formal candidate submission timelines and documentation standards under the Texas DIR contract confirms that our response processes meet the procedural

	Steck Systems attended interviews as requested by DIR customers.	requirements established in CRFQ DOT2600000079.
Vendor compliance with government procurement regulations, ethics protocols, and agency-specific access and conduct requirements	Under the Texas DIR engagement, Steck Systems adhered to ITSAC hiring protocols, including restrictions on unsolicited contact, reassignment of workers on active purchase orders, and hiring away state employees or other vendors' active workers. All personnel returned equipment and access credentials upon project completion.	Steck Systems' six-year record of compliance with Texas DIR's procurement ethics and conduct requirements confirms the organizational discipline and accountability that WVDOT requires from a contracted IT staffing vendor.

Steck Systems' completed six-year engagement with the Texas Department of Information Resources establishes a verified record of performance across the core obligations that define this solicitation. From all-inclusive pricing and documented replacement practices to formal submission compliance and multi-classification candidate management, the operational standards WVDOT requires have been met and sustained by Steck Systems under a completed government IT staffing contract. This record is verifiable directly through the point of contact provided.

4.3. Demonstration of Staffing Capability Across Listed Classifications

The following mapping identifies WVDOT classifications satisfied through documented placements under Steck Systems State of Florida and State of Texas DIR engagements to indicate we have provided staffing of at least six (6) individuals within the listed classifications within the past five (5) years:

WVDOT Classification	Florida ITSA Contract	Texas DIR ITSAC
Senior Application Oracle Database Administrator	Supported through the Data Strategy and Management job family; Senior DBA and Data Architect placements in Oracle environments for state agencies.	Supported through the Data and Database Administration category; Senior DBA placements for state agencies and higher education institutions.
Application Oracle Database Administrator	Supported through the Data Strategy and Management job family; DBA and Database Analyst placements for state agency environments.	Supported through the Data and Database Administration category; DBA placements across DIR customer organizations.
Senior Application DB2 Database Administrator	Supported through the Data Strategy and Management job family; Senior DBA placements covering enterprise database platforms for state agencies.	Supported through the Data and Database Administration category; Senior DBA placements for DIR customers.

Application DB2 Database Administrator	Supported through the Data Strategy and Management job family; DBA and Database Analyst placements for state agency environments.	Supported through the Data and Database Administration category; DBA placements across DIR customer organizations.
Application SQL Server Database Administrator	Supported through the Data Strategy and Management job family; DBA placements covering SQL Server environments for state agencies.	Supported through the Data and Database Administration category; DBA placements for state agencies and local governments.
Senior Application SQL Server Database Administrator	Supported through Data Strategy and Management job family; Senior DBA and Data Architect placements covering enterprise SQL Server environments.	Supported through the Data and Database Administration category; Senior DBA placements for DIR customers.
PC Programmer Analyst	Supported through the Applications Development job family; Application Developer and Web Developer placements for state agency projects	Supported through the Applications and Software Development category; Developer and Programmer placements through formal Statements of Work and Requests for Resumes.
Senior PC Programmer Analyst	Supported through the Applications Development job family; Application Architect and Senior Developer placements for state agency projects.	Supported through the Applications and Software Development category; Application Architect and Software Engineer placements for DIR customers.

Across the eight classifications mapped above, Steck Systems' documented placements under both the Florida Information Technology Staff Augmentation contract and the completed Texas DIR Information Technology Staff Augmentation Contract collectively confirm staffing of qualifying individuals within the past five years. These engagements together satisfy the documentation requirement established under Section 3.2 of CRFQ DOT260000079.

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5. Steck Systems Acceptance of Terms and Conditions

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): **Murali Bandlapalli, CEO**

(Address) **13706 N HIGHWAY 183 STE 109, AUSTIN, TEXAS 78750**

(Phone Number)/(Fax Number) **512-699-1502(C) | 512-575-9558 (W)**

(email address) **murali@stecksystems.com**

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

Steck Systems, Inc.

(Company)

Muralidhar Bandlapalli

(Signature of Authorized Representative)

Murali Bandlapalli, CEO (March 31, 2026)

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

512-699-1502(C) | 512-575-9558 (W)

(Phone Number) (Fax Number)

murali@stecksystems.com

(Email Address)

6. Acknowledgement of Amendments

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 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.

Steck Systems, Inc.

Company

Muralidhar Bandlapalli

Authorized Signature

March 31, 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	\$118.00	\$122.72	\$127.63	\$132.73	\$1,042,246.40
4.1.2	Mainframe Application Analyst	2080	EA	\$112.00	\$116.48	\$121.14	\$125.99	\$989,268.80
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$138.00	\$143.52	\$149.26	\$155.23	\$1,218,900.80
4.1.4	Application Oracle Database Administrator	2080	EA	\$124.00	\$128.96	\$134.12	\$139.48	\$1,095,244.80
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$138.00	\$143.52	\$149.26	\$155.23	\$1,218,900.80
4.1.6	Application DB2 Database Administrator	2080	EA	\$124.00	\$128.96	\$134.12	\$139.48	\$1,095,244.80
4.1.7	PC Programmer Analyst	2080	EA	\$104.00	\$108.16	\$112.49	\$116.99	\$918,611.20
4.1.8	Senior PC Programmer Analyst	2080	EA	\$119.00	\$123.76	\$128.71	\$133.86	\$1,051,086.40
4.1.9	Application SQL Server Database Administrator	2080	EA	\$124.00	\$128.96	\$134.12	\$139.48	\$1,095,244.80
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$138.00	\$143.52	\$149.26	\$155.23	\$1,218,900.80
4.1.11	GIS Database Administrator	2080	EA	\$124.00	\$128.96	\$134.12	\$139.48	\$1,095,244.80
4.1.12	Senior GIS Database Administrator	2080	EA	\$138.00	\$143.52	\$149.26	\$155.23	\$1,218,900.80
4.1.13	GIS Architect	2080	EA	\$166.00	\$172.64	\$179.55	\$186.73	\$1,466,233.60
4.1.14	GIS Application Developer	2080	EA	\$106.00	\$110.24	\$114.65	\$119.23	\$936,249.60
4.1.15	Senior GIS Application Developer	2080	EA	\$121.00	\$125.84	\$130.87	\$136.10	\$1,068,724.80
Grand Total								\$16,729,003.20