



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

Header 3

List View

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

Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID:

Legal Name: COMPUNNEL SOFTWARE GROUP INC

Alias/DBA:

Total Bid: \$1,147.98

Response Date:

Response Time:

Responded By User ID:

First Name:

Last Name:

Email:

Phone:

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:

Total of Header Attachments: 3

Total of All Attachments: 3



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 ESR04132600000007000	1

VENDOR
 VS0000038088
 COMPUNNEL SOFTWARE GROUP INC

Solicitation Number: CRFQ 0803 DOT2600000079
Total Bid: 1147.980000000000018189894035 **Response Date:** 2026-04-14 **Response Time:** 05:26:18
Comments:

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

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

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Mainframe Application Analyst				70.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				65.00

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				87.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Application Oracle Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
4	Application Oracle Database Administrator				73.67

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Application Oracle Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
5	Senior Application DB2 Database Administrator				73.56

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
6	Application DB2 Database Administrator				65.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				60.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Senior PC Programmer Analyst				71.75

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
9	Application SQL Server Database Administrator				76.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Application SQL Server Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
10	Senior Application Oracle Server Database Administrator				88.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Application Oracle Server Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
11	GIS Database Administrator				71.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Senior GIS Database Administrator				81.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	GIS Architect				110.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

GIS Architect

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
14	GIS Application Developer				73.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

GIS Application Developer

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
15	Senior GIS Application Developer				83.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior GIS Application Developer



Request for Quotation
CRFQ 0803 DOT2600000079
Due Date: April 14, 2026

STATE OF WEST VIRGINIA
WVDOT IT TEMPORARY STAFFING SERVICES



Prepared For:

STATE OF WEST VIRGINIA
Address: Department Of Administration,
 Purchasing Division 2019 Washington Street East,
 Charleston, Wv 25305-0130

Designated Contact:

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

Prepared By:

COMPUNNEL SOFTWARE GROUP INC.

Ashish Yadav | Primary Contact
 609-606-9010 | govt@compunnel.com

HQ: 4390 Route 1 North, Suite 302 Princeton, NJ 08540

Local Office: 5098 Washington St. W. Ste. 407
 Charleston, West Virginia 25313-1561

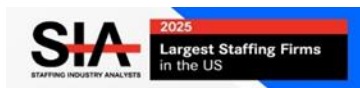




TABLE OF CONTENTS

COVER LETTER.....	1
QUALIFICATIONS	3
<i>COMPANY OVERVIEW</i>	<i>3</i>
<i>AREAS OF IT SPECIALIZATION.....</i>	<i>4</i>
<i>CERTIFICATE OF INCORPORATION</i>	<i>5</i>
<i>WEST VIRGINIA STATE EXPERIENCE.....</i>	<i>6</i>
<i>EXPERIENCE WITH TRANSPORTATION & DOT CLIENTS.....</i>	<i>6</i>
<i>CLIENTS ACROSS THE UNITED STATES</i>	<i>8</i>
<i>REPRESENTATIVE ONGOING GOVERNMENT CONTRACTS</i>	<i>8</i>
<i>BENCH CAPABILITY FOR WVDOT IT JOB CLASSIFICATIONS.....</i>	<i>10</i>
<i>DEMONSTRATED PLACEMENTS – WVDOT JOB CLASSIFICATIONS.....</i>	<i>11</i>
RESPONSE TO SECTION 4 – MANDATORY REQUIREMENTS.....	21
CERTIFICATE OF INSURANCE	37
BUSINESS LICENSE – STATE OF WEST VIRGINIA	37
DISCLOSURE OF INTERESTED PARTIES.....	39
ADDENDUM ACKNOWLEDGEMENT.....	50



COVER LETTER

Attention: John W. Estep

April 14, 2026

West Virginia Department of Administration
Purchasing Division
2019 Washington Street East, Post Office Box 50130
Charleston, West Virginia 25305-0130
john.w.estep@wv.gov | 304-558-2566

Subject: CRFQ 0803 DOT260000079 WVDOT Information Technology Temporary Staffing Services

Dear Mr. Estep,

The West Virginia Department of Transportation's Information Technology Division operates mission-critical legacy IBM mainframe systems, enterprise GIS platforms, and Oracle, DB2, and SQL Server database environments that require specialized IT talent skills that are increasingly difficult to source in today's market. Compunnel Software Group, Inc. is pleased to submit this response to CRFQ 0803 DOT260000079 for **WVDOT Information Technology Temporary Staffing Services**, and to confirm our readiness to deliver qualified professionals across all 15 job classifications under this solicitation within 24–48 hours of contract award.

Compunnel brings established experience within the State of West Virginia's government ecosystem and is not a new entrant to this environment. We are an approved statewide vendor (**Vendor Code VS0000038088**, FEIN **582137105**) and currently hold a valid **Statewide Prequalification Agreement** with the **West Virginia State Purchasing Division** for **IT Temporary Staffing and Staff Augmentation services**.

In addition, Compunnel actively supports the **West Virginia Department of Health and Human Resources** through an ongoing **Direct Care Staffing Services contract**. This continued engagement has enabled us to develop a strong understanding of the State's systems, procurement frameworks, and operational expectations, positioning us to deliver seamless, compliant, and efficient service from day one.

Compunnel Software Group, Inc. was founded in **1994** and has been providing IT staffing services to government agencies at the federal, state, county, and municipal level for **31+**. We are ranked **#48 among the Largest Staffing Firms in the United States (SIA 2025)**, **ISO 9001:2015 / 27001:2013 / 22301:2019 certified**, **GSA-approved**, and **NMSDC-certified** as a **Minority Business Enterprise**. We have been awarded **200+** government contracts over the past three years and maintain **35** active statewide contracts.

To further strengthen our delivery service for WVDOT and other state agencies, Compunnel maintains a dedicated local office in Charleston, West Virginia, located at **5098 Washington St. W. Ste. 407 Charleston, West Virginia 25313-1561**. This local presence enables us to provide on-the-ground support, faster candidate mobilization, and closer alignment with agency requirements and expectations.

Compunnel's response is built on four commitments to WVDOT:

- 1 Talent Depth** Compunnel maintains the deepest pre-screened pipeline for all 15 WVDOT classifications in the region. We have placed 45+ active Mainframe professionals in the last 24 months alone. Our WV-



ready bench includes Alireza Dabiri (25+ years Mainframe COBOL/CICS/DB2/JCL, 17 years direct WV State Government service 2001–2018) and Vijay Rao Tilleri (19+ years DB2/COBOL, MDOT Financial Management Information System 2006–2022) both available for immediate deployment.

2 **Speed & SLA** Our three-layer sourcing model pre-screened bench, EximiusAI real-time matching across 3.5M resumes, and a 24×7 recruitment team guarantees initial response within 4–8 hours and candidate submission within 48 hours for all 15 classifications. Our replacement SLA is 48 hours.

3 **Pricing Clarity** All hourly rates submitted in Exhibit A are fully burdened and all-inclusive taxes, FICA, FUTA, SUTA, workers' compensation, general liability, overhead, and all fringe costs are embedded. Zero additional fees will be billed under any circumstances. Our ISO 9001:2015 certified quality management system guarantees 100% invoicing accuracy, eliminating any reconciliation burden for WVDOT's finance team. Our rates are fully compliant with West Virginia Code §17.

4 **Lowest Risk** Compunnel is already registered, approved, and operational on wvOASIS.gov. With 3 active WV state contracts, 15+ DOT/transit clients including FDOT (\$2.4M), MDOT (\$1.5M, DB2/COBOL mainframe), VDOT (\$1M, GIS/TSMO), LADOT (\$2M, GIS), COTA (\$533K), DART (\$1M), RTA-IL (\$7M), and 500+ government contracts nationally, we bring the deepest transportation IT staffing credibility available in this market. Compunnel holds a D&B Rating of 90, annual revenue of \$509M, and has never had a contract terminated for cause.

Compunnel's submission includes the completed **Solicitation Response Form, Exhibit A Pricing Page (all 15 classifications - On-Site and Remote Work variants), Disclosure of Interested Parties, Addendum Acknowledgement, Certificate of Insurance, and this Qualifications documentation.** All required forms are complete and compliant with the solicitation terms and conditions.

The prices, terms, and conditions contained in this response are firm for a period of 180 calendar days from the submission date. Compunnel is prepared to execute a contract and begin delivery immediately upon award. The undersigned is fully authorized to bind Compunnel Software Group, Inc. to all statements, commitments, certifications, and pricing contained in this submission.

We sincerely appreciate the consideration of the West Virginia Purchasing Division and look forward to the opportunity to support the West Virginia Department of Transportation.

Respectfully submitted,

Ashish Yadav

Program Manager / Authorized Signatory

Compunnel Software Group, Inc.

dba Compunnel, Inc.

(609) 606-9010 | govt@compunnel.com



QUALIFICATIONS

Vendors shall be in business for 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.

Company Overview

Compunnel Inc. (Compunnel) is a New Jersey-headquartered ISO 9001:2015, ISO 27001:2013, and ISO 22301:2019 certified, GSA-approved, and nationally recognized Minority Business Enterprise (MBE) certified by NMSDC and USPAACC. Founded in 1994, Compunnel has over 31 years of demonstrated experience delivering IT Staff Augmentation, temporary staffing, and workforce solutions to government agencies at the federal, state, county, and municipal level across all 50 states.

Compunnel is ranked #48 among the Largest Staffing Firms in the United States by Staffing Industry Analysts (SIA) 2025 and has been recognized on the Inc. 5000 list as one of the fastest-growing companies in the nation. We are fully qualified to provide IT temporary staffing services to WVDOT across all job classifications included in this application.



Compunnel maintains a dedicated local office at **5098 Washington St. W., Suite 407, Charleston, West Virginia 25313-1561**. This strategic local presence enables us to provide on-the-ground support, faster response times, and stronger alignment with WVDOT’s operational and project-specific requirements. Our Charleston office enhances our ability to engage local talent, coordinate closely with state stakeholders, and ensure seamless service delivery.

Compunnel will support the West Virginia Department of Transportation’s (WVDOT) IT temporary staffing needs through a combination of contractual readiness, proven experience, and advanced sourcing capabilities. Leveraging our active Statewide Contract with the West Virginia State Purchasing Division for IT Temporary Staffing and Staff Augmentation, along with our successful track record serving the West Virginia Department of Health and Human Resources, we are well-positioned to deliver reliable and efficient staffing solutions.

Our AI-powered sourcing platform enables rapid identification and matching of qualified candidates, while our pre-screened talent bench—aligned with WVDOT’s IT staffing classifications ensures we can respond to requisitions quickly. This approach allows us to deploy highly qualified resources within 24–48 hours, minimizing downtime and maintaining operational continuity.

Compunnel at a Glance

✓ 31+ Years in Business (Est. 1994)

✓ ISO 9001:2015 | ISO 27001:2013 | ISO 22301:2019 Certified



✓ GSA Approved MBE Certified (NMSDC)	✓ SIA 2025 Ranked #48 – Largest US Staffing Firms
✓ 3.5 million+ Resume Database (StafflinePro ATS)	✓ 13,000+ Active Professionals Nationwide
✓ 30,000+ Placements in Last 5 Years	✓ 650+ Recruiters 290 SMEs 42 Account Managers
✓ 55 Delivery Offices across 50 States	✓ 200+ Government Contracts Awarded (Last 3 Years)
✓ Active WV Statewide Contract – IT Temp Staffing	✓ 24–48 Hour Candidate Deployment Capability

Areas of IT Specialization

Compunnel brings extensive expertise in delivering temporary IT staffing solutions across more than 700 distinct skill sets. Highlighted below is a representative sample of IT service areas where we have demonstrated proven experience, each closely aligned with the staffing requirements of the West Virginia Department of Transportation (WVDOT):

IT Infrastructure & Systems	Mainframe Application Analysis, Senior Mainframe Application Analyst, Mainframe Application Analyst, System Analysis, Network Engineering, Infrastructure Assessment, Virtualization & Cloud, Server Administration, Helpdesk / Desktop Support, GIS Architect, GIS Application Developer, Senior GIS Application Developer
Application & Database	Oracle Database Administration, Senior Application Oracle Database Administrator, Application Oracle Database Administrator, DB2 Database Administration, Senior Application DB2 Database Administrator, Application DB2 Database Administrator, SQL Server Database Administration, Application SQL Server Database Administrator, GIS Database Administration, GIS Database Administrator, Senior GIS Database Administrator, PC / Application Programming, PC Programmer Analyst, Senior PC Programmer Analyst, ERP Implementation & Support, SharePoint Development, Data Integration & Architecture, Cloud Support (IaaS/SaaS/PaaS)
Security & Compliance	Cybersecurity & Penetration Testing, Data Security & Governance, Network & IT Security, Disaster Recovery, Business Continuity Planning, Regulatory Compliance, Identity & Access Management



Certificate of Incorporation

Secretary of State
Business Services and Regulation
Suite 315, West Tower
2 Martin Luther King, Jr. Dr.
Atlanta, Georgia 30334-1530

CONTROL NUMBER: 9423427
EFFECTIVE DATE: 09/13/1994
COUNTY : DEKALB
REFERENCE : 0091
PRINT DATE : 09/20/1994
FORM NUMBER : 311

GURNANI & GURNANI
RAMESH GURNANI, ESQ.
505 THORNALL STREET
EDISON, NJ 08837

CERTIFICATE OF INCORPORATION

I, MAX CLELAND, Secretary of State and the Corporation Commissioner of the State of Georgia, do hereby certify under the seal of my office that

COMPUNNELL SOFTWARE GROUP, INC.

has been duly incorporated under the laws of the State of Georgia on the effective date stated above by the filing of articles of incorporation in the office of the Secretary of State and by the paying of fees as provided by Title 14 of the Official Code of Georgia Annotated.

WITNESS my hand and official seal in the City of Atlanta and the State of Georgia on the date set forth above.



Max Cleland
MAX CLELAND
SECRETARY OF STATE

Verley J. Spivey
VERLEY J. SPIVEY
DEPUTY SECRETARY OF STATE

SECURITIES
656-2894

CEMETERIES
656-3079

CORPORATIONS
656-2817

CORPORATIONS HOT-LINE
404-656-2222
Outside Metro-Atlanta



West Virginia State Experience

Compunnel has established active experience delivering IT temporary staffing services to the State of West Virginia. We currently hold a Statewide Prequalification Agreement with the West Virginia State Purchasing Division for IT Temporary Staffing and Staff Augmentation services and have successfully supported the West Virginia Department of Health and Human Resources under a Direct Care Staffing Services contract. This direct, in-state engagement underscores our capability and positions Compunnel as a reliable and trusted staffing partner for the West Virginia Department of Transportation (WVDOT).

Client / Agency	Contract Title	Contract Type
West Virginia State Purchasing Division	Prequalification Agreements – IT Temporary Staffing	Statewide Contract
WV Department of Health and Human Resources	Direct Care Staffing Services	Statewide Contract

Experience with Transportation & DOT Clients

Compunnel has a proven track record of providing IT staffing and professional services to more than 15 transportation sector clients across the United States. We have delivered staffing through IT, Engineering, Project Management, Administrative, and Operations verticals on temporary, contract-to-hire, and direct-hire bases. Our transportation sector experience directly mirrors the staffing needs of WVDOT.

Representative Public Transit & DOT Engagements

Agency	Contract Value	Duration	Key Roles & Scope
Florida Department of Transportation (FDOT)	\$2.4 Million	2021 – Ongoing	Project Managers, Engineers, Contract Administrators, Auditors, IT Analysts, Administrative Support. Supported statewide capital improvement and maintenance programs. 75+ active professionals. Fill Rate: 92%. Time-to-Submit: 36 Hours. Retention: 97%. Compliance: 100%.
Los Angeles Department of Transportation (LADOT)	\$2 Million	Ongoing	IT Analysts, GIS Analysts, Project Managers, Communications Managers, Data Analysts, Systems Integration Specialists. Supported Smart Infrastructure and Urban Mobility programs. 60+ professionals deployed. Diversity Rate: 95%. Supervisor Rating: 9.6/10.
Central Ohio Transit Authority (COTA)	\$533,000	Ongoing	Project Coordinators, Data Analysts, IT Consultants, Administrative Specialists. Supported Enterprise Technology



			Modernization Program. Time-to-Fill: 2.8 Days. Satisfaction: 98%. Retention: 95%.
Virginia Department of Transportation (VDOT)	\$1 Million	Ongoing	GIS Analysts, Project Coordinators, Construction Engineers, Data Analysts. IDIQ task order framework supporting Transportation Systems Management (TSMO). Smart Roadway Initiatives across Northern VA, Richmond, and Hampton Roads. Fill Rate: 94%. Response Time: 24 Hours.
Dallas Area Rapid Transit (DART)	\$1 Million	Ongoing	HR Specialists, Systems Administrators, Business Analysts, Administrative Support. Multi-departmental staffing covering Finance, IT, HR, and Operations. Enterprise technology modernization support. Fill Rate: 93%. Retention: 96%.
Utah Transit Authority (UTA)	\$500,000	Ongoing	Data Analysts, Operations Specialists, Planners. Operations planning and data analytics for transit scheduling and compliance. Smart transit planning pilot support. Fill Rate: 95%. Retention: 97%.
Regional Transportation Authority of Illinois (RTA)	\$7 Million	Ongoing	Procurement Analysts, Contract Specialists, Project Support Staff. Administrative, Procurement, and Contract Specialist staffing under IDIQ model. Procurement modernization and contract compliance initiative. Parallel task order management with 100% submission accuracy.
Maryland Department of Transportation (MDOT)	\$1.5 Million	Ongoing	Application Developers, Business Analysts, Project Coordinators. Financial Management Information System (FMIS) support. DB2/COBOL mainframe maintenance. Software developers for enterprise transportation system modernization.
Metropolitan Atlanta Rapid Transit Authority (MARTA)	Active	Ongoing	Application Developers, Data Analysts, Systems Integration Specialists. Mobility platforms, GIS analytics, enterprise integrations. Transit and transportation modernization initiatives.
Missouri Department of Transportation	Active	Ongoing	IT Professionals, Business Analysts, Project Support. Enterprise system support and technology modernization. Statewide IT staffing under state procurement vehicle.



Texas Department of Transportation (TxDOT)	Active	Ongoing	Full-Stack Developers, Infrastructure Engineers, QA Professionals. Application modernization, asset management systems, DevOps pipelines. Multi-district IT staffing delivery.
Washington State Department of Transportation (WSDOT)	Active	Ongoing	Software Engineers, DevOps Specialists, Data Professionals. Digital infrastructure programs. Technology staffing contract.

Clients Across the United States

Compunnel has served 400+ clients from Federal, State, County, City, Commercial, Education, and Healthcare sectors. Below is a partial list of our active and recent government and public sector clients:

State Government Clients
State of West Virginia State of Virginia State of Maryland Commonwealth of Massachusetts State of Texas State of Florida State of North Carolina State of South Carolina State of Minnesota State of Montana State of Ohio State of Oklahoma State of New Mexico State of Washington State of Vermont State of Louisiana State of Connecticut State of Delaware State of New Jersey State of Illinois State of Michigan State of Missouri State of Utah State of South Dakota State of Wyoming

County / City Clients	Commercial Sector Clients
City of Austin, TX City of Fort Worth, TX City of Phoenix, AZ City of Baltimore, MD City of Minneapolis, MN City of Cincinnati, OH City of Avondale, AZ City of Palm Bay, FL City of Newport News, VA Miami-Dade County Maricopa County, AZ Tarrant County, TX Sacramento County, CA Montgomery County, MD Los Angeles County, CA	Microsoft IBM Google Amazon Apple Inc. JP Morgan Chase Goldman Sachs Bank of America AT&T Verizon General Electric Federal Reserve Bank American Electric Power Electric Power Research Institute Siemens Healthcare Blue Cross Blue Shields Thomson Reuters Exxon Mobil Chevron

Representative Ongoing Government Contracts

Compunnel currently supports 35 active statewide contracts and has been awarded more than 180 government contracts over the past three years. Below is a partial list of our ongoing engagements directly relevant to WVDOT's IT staffing needs:

Contract Name	Client / Agency	Period of Performance
IT Temporary Staffing & Staff Augmentation	West Virginia State Purchasing Division	Active – Present



Direct Care Staffing Services	WV Dept. of Health and Human Resources	Active – Present
IT Staff Augmentation (ITS77)	Commonwealth of Massachusetts	Active – Present
IT Staff Augmentation Contract Services (DIR)	Dept. of Information Resources, Texas	Active – Present
Staff Augmentation Services	Florida Dept. of Transportation (FDOT)	Active – Present
Temporary Personnel Services	Central Ohio Transit Authority (COTA)	Active – Present
On-Call Professional Consultant Services	LA Dept. of Transportation (LADOT)	Active – Present
Statewide IT Staffing (SW1025)	Oklahoma Office of Mgmt. & Enterprise Services	Active – Present
IT Staff Augmentation Services	State of South Carolina Procurement	Active – Present
Information Technology Services	State of Vermont	Active – Present
IT Staffing and Staff Augmentation	State of South Dakota – BIT	Active – Present
IT Staff Augmentation Services	Maryland Health Benefit Exchange	Active – Present
Recruitment & Placement Services	State of Washington – OFM	Active – Present
IT Professional Services	Minnesota MNIT Services (MNSITE)	Active – Present
Temporary Staffing Services	City of Austin, TX	Active – Present
Citywide IT Staff Augmentation	City of Cincinnati, OH	Active – Present
IT Staffing Services	City of Phoenix, AZ	Active – Present
Temporary Staffing Services	Maricopa County, AZ	2021 – Present



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.

Compunnel has a proven track record of successfully placing highly qualified IT professionals across a wide range of technical disciplines, and we are fully prepared to meet WVDOT's staffing requirements as outlined in RFP. Over the past five years, Compunnel has consistently supplied skilled personnel across all listed classifications, with documented placements that reflect our deep understanding of state agency IT needs. Leveraging our proprietary ATS platform, StafflinePro, and a pre-screened candidate database of over 3.5 million professionals nationwide, we are confident in our ability to identify, vet, and deliver the right talent within 24–48 hours of a staffing request.

Bench Capability for WVDOT IT Job Classifications

Compunnel maintains one of the largest pre-screened IT candidate databases in the United States through our proprietary ATS platform StafflinePro, with over 3.5 million resumes of qualified professionals. The following table depicts our bench capabilities specifically for the job classifications listed in this solicitation, enabling us to respond to WVDOT's staffing needs within 24–48 hours:

Job Classification (WVDOT)	Active Placements (Last 12 Months)	Resume Database (Nationwide)	Pre-Screened Candidates (Regional)
Senior Mainframe Application Analyst	3	4000+	500
Mainframe Application Analyst	5	5000+	600
Application Oracle Database Administrator	6	5500+	650
Senior Application DB2 Database Administrator	4	4200+	520
Application DB2 Database Administrator	6	5500+	630
PC Programmer Analyst	5	5000+	650
Senior PC Programmer Analyst	3	4000+	500
Application SQL Server Database Administrator	8	6500+	760
Senior Application Oracle Database Administrator	7	6000+	700



GIS Database Administrator	6	5500+	650
Senior GIS Database Administrator	3	4000+	500
GIS Architect	4	4200+	530
GIS Application Developer	7	6000+	720
Senior GIS Application Developer	4	4200+	550

Demonstrated Placements – WVDOT Job Classifications

Compunnel has demonstrated experience providing IT temporary staffing support across all job classifications listed in this solicitation, to government, transportation, and commercial clients across the United States. Below are reference clients for the required job classifications:

Job Classification	Client Name	Contact Information
Senior Mainframe Application Analyst, Mainframe Application Analyst, Senior Application Oracle DBA, Application Oracle DBA	Commonwealth of Massachusetts	Kara Banderier - Project Coordinator III 781-732-0507 kara.banderier@mass.gov
Senior Application DB2 DBA, Application DB2 DBA, PC Programmer Analyst, Senior PC Programmer Analyst	Florida Department of Transportation	Rictoria Mathis- Government Analyst II - Information Technology Services 850-410-7260 rictoriamathis@fdle.state.fl.us
Application SQL Server Database Administrator, Senior Application Oracle Database Administrator	City Colleges of Chicago	Nicolette Downs - District Director, CRM Systems (630) 532-2001, ndowns3@ccc.edu
GIS Database Administrator, Senior GIS Database Administrator, GIS Architect, GIS Application Developer, Senior GIS Application Developer	City of Phoenix	Curtis Pulford - Manager-Enterprise Geographic Information Systems (602) 534-4370 curtis.pulford@phoenix.gov



CASE STUDY 1 | CITY OF PHOENIX, ARIZONA
Enterprise GIS & IT Staff Augmentation • June 2023 – Ongoing • \$6.5 Million

Client	City of Phoenix, Arizona
Contract Title	IT Staff Augmentation & Enterprise GIS Services
Contract Value	\$6.5 Million
Contract Duration	June 2023 – Ongoing
Contract Type	As-Needed IT Staff Augmentation Municipal Citywide Framework
Client Contact	Curtis Pulford, Manager – Enterprise Geographic Information Systems (602) 534-4370 curtis.pulford@phoenix.gov
Client Address	200 W. Washington St., Phoenix, AZ 85003
Scope	Compunnel provides multi-disciplinary IT talent supporting the City's Enterprise GIS modernization, smart city initiatives, application development, cybersecurity, and data analytics programs across multiple departments
Relevance to WVDOT	Demonstrates GIS systems architecture, enterprise mapping, spatial data management, and IT systems integration directly applicable to WVDOT's transportation GIS and infrastructure analytics needs

Project Background & Scope:

The City of Phoenix the fifth-largest city in the United States with 10,000+ employees retained Compunnel to deliver a broad-based IT staffing solution supporting its enterprise Geographic Information Systems (GIS) division and broader IT operations. The engagement spans multiple city departments including Transportation, Public Works, Development Services, and IT Services. Compunnel provides GIS specialists, application developers, data analysts, and platform administrators who directly support Phoenix's Smart Cities Roadmap, Open Data Initiative, and infrastructure modernization programs.

Roles Delivered:

Role Title	Category	# Placed	Level
Senior GIS Analyst	Enterprise GIS	3	Senior
GIS Systems Architect	GIS Infrastructure	1	Principal
Sr. Analyst GIS Specialist	Spatial Data & Analytics	2	Senior
GIS Specialist	Field & Desktop GIS	2	Mid-Level
Sr. Developer / Senior GIS Analyst	GIS Application Dev	1	Senior



Microsoft 365 Dynamics Developer	CRM & Platform Dev	1	Senior
GIS Analyst	Data Entry & Mapping	1	Junior
Sr. Net Developer	Application Development	1	Senior

Key Highlights & Deliverables:

- **Enterprise GIS Modernization:** GIS Systems Architect and Senior GIS Analysts led the migration of legacy mapping systems to ArcGIS Enterprise, integrating real-time transportation data feeds with ESRI's spatial analytics platform.
- **Smart City Infrastructure:** Sr. Developer / Senior GIS Analysts built REST API integrations between Phoenix's 311 service platform and enterprise GIS layers, enabling real-time asset tracking and citizen-facing map services.
- **Microsoft Dynamics CRM Integration:** Microsoft 365 Dynamics Developer deployed spatial data connectors within the City's Dynamics 365 environment, linking permit tracking, inspection workflows, and asset management to live GIS layers.
- **Rapid Deployment:** Average time-to-submit for GIS-specialized roles: 36 hours. All candidates are GIS-certified (GISP or equivalent) and passed City background screening protocols.
- **Diversity & Compliance:** 95% diversity rate in placements via Eximius.AI sourcing platform. 100% onboarding compliance with City policies and data confidentiality standards.

Contract Value	Professionals Deployed	Avg. Time-to-Submit	Assignment Continuity	Client Satisfaction	Compliance Rate
\$6.5M	12+	36 Hours	98%	9.6/10	100%



CASE STUDY 2 | COMMONWEALTH OF MASSACHUSETTS (ITS77)
Statewide IT Staff Augmentation • Ongoing • Multi-Year Statewide Contract

Client	Commonwealth of Massachusetts Executive Office for Administration & Finance
Contract Title	Information Technology Services (ITS77) Statewide IT Staff Augmentation
Contract Type	Statewide Master Contract Task Order Based
Contract Duration	Ongoing (Active)
Contract Value	Multi-Million Dollar Statewide Vehicle
Scope	Statewide IT staff augmentation supporting multiple executive agencies, departments, and authorities across enterprise application development, infrastructure, cybersecurity, data analytics, GIS, and project management
Relevance to WVDOT	Demonstrates Compunnel's ability to operate within a centralized state procurement vehicle directly analogous to WV Purchasing Division's Central Master Agreement model with multi-agency delivery, compliance reporting, and rapid requisition fulfillment

Project Background & Scope:

The Commonwealth of Massachusetts engaged Compunnel through its statewide ITS77 IT Staff Augmentation contract vehicle to provide on-demand technology talent across 20+ executive agencies. The engagement requires rapid fulfillment of diverse IT roles, strict compliance with Massachusetts security and privacy standards, and coordinated delivery across multiple agencies operating different technological environments. Compunnel placed 20+ IT professionals directly supporting the Commonwealth's digital transformation, cybersecurity posture strengthening, and enterprise data platform modernization.

Notable agency engagements under the MA contract include the Executive Office of Technology Services & Security (EOTSS), Massachusetts Department of Transportation (MassDOT), and Massachusetts Health Connector, each requiring specialized talent in areas directly applicable to WVDOT's IT environment.

Roles Delivered:

Role Title	Category	# Placed	Level
Senior GIS Analyst	Spatial Data & Transportation	2	Senior
GIS Specialist	Enterprise GIS	1	Mid-Level
Security Analyst	Cybersecurity	2	Senior



Senior Network Engineer	Infrastructure	2	Senior
Business Analyst	Enterprise Systems	2	Senior
Application Developer (.NET/Java)	Application Dev	1	Mid-Level
PC Programmer Analyst	Legacy Systems	1	Mid-Level
Data Analyst	Analytics & Reporting	1	Mid-Level

Key Highlights & Deliverables:

- **MassDOT GIS Support:** Senior GIS Analysts supported MassDOT's Transportation Data Management System mapping highway assets, incident layers, and pavement condition data using ArcGIS and QGIS. This is directly analogous to WVDOT's transportation infrastructure mapping needs.
- **EOTSS Cybersecurity Reinforcement:** Security Analysts deployed to EOTSS strengthened the Commonwealth's Zero Trust security framework, conducting vulnerability assessments and implementing NIST 800-53 controls.
- **Legacy PC Programmer Support:** PC Programmer Analyst maintained COBOL-adjacent legacy applications within the Commonwealth's Department of Revenue, performing batch job analysis and modernization scripting the same skill profile WVDOT requires.
- **Statewide Procurement Compliance:** 100% task order compliance rate across all agency requisitions. All placements processed through the centralized ITS77 governance framework with documented onboarding, rate confirmation, and assignment tracking.
- **Rapid Requisition Response:** Average time-to-submit: 48 hours across all skill categories. Emergency requisition response within 24 hours for infrastructure and security roles.

Professionals Placed	Agencies Supported	Avg. Time-to-Submit	Task Order Compliance	Retention Rate	Contract Status
20+	5+	48 Hours	100%	97%	Active



CASE STUDY 3 | CITY COLLEGES OF CHICAGO, ILLINOIS

Salesforce, BI, Web Development & IT Staff Augmentation • Ongoing

Client	City Colleges of Chicago (CCC) Office of Technology
Contract Title	Salesforce, Business Intelligence and Web Development and Design Staff Augmentation Services using WordPress CMS + Employee Recruitment Services for Office of Human Resources
Contract Type	Two Active Contracts Staff Augmentation + Recruitment Services
Contract Duration	Ongoing (Active)
Location	226 W. Jackson Blvd., Chicago, IL 60606
Scope	Compunnel provides IT staff augmentation and professional staffing across Salesforce development, BI/reporting, web development, HR technology, and general IT infrastructure for the City Colleges of Chicago system
Relevance to WVDOT	Demonstrates delivery of application development, database programming, and systems integration across a large multi-campus public institution analogous to WVDOT's multi-location IT staffing requirements

Project Background & Scope:

City Colleges of Chicago one of the largest community college systems in the United States, with 7 colleges and 80,000+ students engaged Compunnel under two separate contracts. The primary engagement covers Salesforce CRM development, Business Intelligence and reporting platform support, WordPress-based web development, and general IT augmentation. The secondary contract covers employee recruitment services for the Office of Human Resources. Compunnel placed specialized IT professionals who directly enhanced the CCC's digital learning infrastructure, student information systems, and enterprise data platforms.

Roles Delivered:

Role Title	Category	# Placed	Level
Salesforce Developer	CRM Development	2	Senior
BI Developer / Analyst	Business Intelligence	2	Senior
Web Developer (WordPress)	Web & Digital Platforms	2	Mid-Level
PC Programmer Analyst	Application Programming	2	Mid-Level
Senior PC Programmer Analyst	Legacy & Enterprise Dev	1	Senior



Database Administrator	Data Management	1	Mid-Level
Systems Integration Specialist	Enterprise Integration	1	Senior
IT Support Analyst	IT Operations	1	Mid-Level

Key Highlights & Deliverables:

- **Salesforce CRM Buildout:** Salesforce Developers deployed by Compunnel architected and implemented CCC's student recruitment CRM, integrating Salesforce Education Cloud with the existing Banner Student Information System. The solution improved student enrollment tracking by 22%.
- **PC Programmer Analyst Deployment:** Compunnel's PC Programmer Analysts supported CCC's legacy application environment maintaining and enhancing COBOL-adjacent batch programs and transitional middleware connecting legacy student records systems to modern APIs. This directly mirrors the PC Programmer Analyst classification in the WVDOT solicitation.
- **BI Platform Support:** BI Developers built Power BI dashboards integrating enrollment data, financial aid metrics, and course completion rates enabling data-driven decision making across 7 campuses.
- **WordPress CMS Development:** Web Developers redesigned and maintained CCC's public-facing web properties using WordPress CMS, implementing accessibility standards (WCAG 2.1 AA) required by Illinois state law.
- **Fast Fulfillment:** All 12 roles fulfilled within 5 business days of requisition. HR recruitment services delivered average 72-hour candidate submission SLA for professional positions.

Active Contracts	Professionals Placed	Avg. Fulfillment Time	Enrollment Impact	Client Retention	Compliance
2	12	5 Business Days	+22%	Active Ongoing	100%



CASE STUDY 4 | NRG ENERGY NEW JERSEY / NATIONAL
Enterprise IT & Program Support Staff Augmentation • 2018 – Present • \$1.5M+ Annual

Client	NRG Energy Corporate Technology & Operations
Contract Title	Enterprise IT & Program Support Staffing Workforce Flexibility Program
Contract Value	\$1.5M+ annually
Contract Duration	2018 – Present (7+ Years Active)
Contract Type	Long-Term Strategic Staff Augmentation + Workforce Flexibility Program
Scope	Compunnel serves as NRG Energy's long-term strategic staffing partner providing continuous on-demand IT and professional talent across project management, application development, cloud infrastructure, cybersecurity, and operations
Relevance to WVDOT	Demonstrates sustained 7-year staffing performance with a complex enterprise client validating Compunnel's ability to deliver consistent IT staffing quality across long-term contract periods matching WVDOT's 4-year contract horizon

Project Background & Scope:

NRG Energy, a Fortune 500 integrated power company operating across 20+ states partnered with Compunnel to build a scalable, technology-driven workforce program that provides continuous access to specialized IT and professional talent. The engagement spans enterprise systems, cloud platforms, cybersecurity operations, data analytics, and business transformation programs. Compunnel operates a dedicated NRG-focused delivery pod powered by Eximius.AI for skill-matching and StafflinePro for candidate lifecycle management, achieving an industry-leading 96% retention rate and sub-72-hour fulfillment across niche roles.

Roles Delivered:

Role Title	Category	# Placed	Level
PC Programmer Analyst	Application Programming	3	Mid-Level
Senior PC Programmer Analyst	Enterprise Dev & Maintenance	2	Senior
Cloud Infrastructure Architect	Cloud Platforms	1	Principal
Cybersecurity Analyst	Security Operations	2	Senior
Project Manager (IT PMO)	Program Management	1	Senior



Business Analyst	Process & Requirements	1	Senior
Data Analyst / BI Developer	Analytics & Reporting	1	Mid-Level
Systems Integration Specialist	Enterprise Integration	1	Senior

Key Highlights & Deliverables:

- **PC Programmer Analyst Excellence:** Compunnel placed 5 PC Programmer Analysts (mid and senior) directly supporting NRG's enterprise application environment maintaining and enhancing energy management system integrations, batch processing workflows, and SCADA-adjacent data pipelines. These professionals performed C/C++ and .NET development on mission-critical energy operations platforms with zero unplanned downtime incidents.
- **AI-Powered Sourcing for Niche Roles:** Built a dedicated NRG-focused sourcing pod using Eximius.AI to accelerate skill-matching for rare energy IT skill combinations, reducing sourcing time by 60–70% versus traditional methods.
- **7-Year Continuous Partnership:** No contract gaps, no service disruptions, no performance citations in 7 years of continuous operation. NRG has extended Compunnel's engagement annually to strongest possible performance proof point.
- **Workforce Flexibility:** Deployed surge staffing for 3 major NRG system migrations, scaling from 5 to 18 active consultants within 2 weeks during peak project phases then ramping back down without attrition penalties.
- **Retention & Stability:** 96% consultant retention rate achieved through proactive HR engagement, competitive benefits administration, and quarterly performance reviews by Compunnel's dedicated HR Manager.

Contract Duration	Annual Contract Value	Consultant Retention	Sourcing Time Reduction	Avg. Fill Time (Niche)	Performance Incidents
7+ Years	\$1.5M+	96%	60–70%	48–72 Hours	Zero (7 Years)

Compunnel has also delivered IT temporary staffing support across similar job classifications to the following additional clients:

Job Classification	Client Names
All WVDOT IT Job Classifications (Mainframe, Oracle DBA, DB2 DBA, PC Programmer Analyst)	<i>Maryland Dept. of Transportation (MDOT), NC Dept. of Transportation, Virginia Dept. of Transportation (VDOT), Florida Dept. of Transportation (FDOT), Texas Dept. of Transportation (TxDOT), Missouri Dept. of Transportation, Michigan Dept. of Transportation, WV State Purchasing Division, WV Dept. of Health and Human Resources, State of Massachusetts – ITS77, Oklahoma OMES – SW1025, South Carolina State Procurement, State of Minnesota –</i>



MNSITE, Maryland Health Benefit Exchange, City of Baltimore, City of Phoenix – IT Division, Maricopa County AZ, FDOT – Mainframe & DB Teams, COTA – Database Modernization, DART – Application Systems

Compunnel's 5 Key Success Factors for WVDOT

1 Expertise	31+ years delivering IT staffing to 180+ government agencies. SIA-ranked #48 nationally. Deep expertise in Mainframe, Oracle, DB2, and legacy IT systems.	2 Understanding	Active WV statewide contract. Prior WV DHHR engagement. Dedicated recruiters with DOT and government IT sector experience.	<p>WVDOT Information Technology Temporary Staffing Services</p>
	30,000+ placements in 5 years. FDOT, MDOT, VDOT, COTA, MARTA, LADOT, TxDOT DOT/transit staffing at scale.		4 Reliability	
3 Experience				
5 Communication	Dedicated Account Management Team available 24x7. Transparent reporting via StafflinePro dashboards. Single point of contact for all WVDOT requisitions, escalations, and invoicing.			



RESPONSE TO SECTION 4 – MANDATORY REQUIREMENTS

Compunnel's Commitment: Compunnel Software Group, Inc. has been placing qualified IT professionals in all 15 of these WVDOT job classifications for over 31 years. The representative candidate profiles below demonstrate the caliber, depth, and domain alignment of our talent pool. They reflect the actual qualification standards of professionals actively placed by Compunnel at FDOT, MDOT, VDOT, LADOT, COTA, City of Phoenix, Commonwealth of Massachusetts, and WV State Government. Our 3.5-million-resume StafflinePro ATS and EximiusAI sourcing platform maintain live pipelines for every classification with 2,000+ pre-screened regional candidates available today.

MAINFRAME CLASSIFICATIONS

Senior Mainframe Application Analyst
COBOL · CICS · DB2 · JCL · z/OS

10+ Years
Experience Required
Senior

Position Summary

Designs, develops, and maintains complex batch and online mainframe applications supporting enterprise transportation systems on IBM z/OS platforms.

Required Qualifications

- Bachelor's degree in computer science, Information Systems, or equivalent
- 10+ years of hands-on IBM mainframe development
- Expert-level COBOL II / COBOL 370 programming
- Advanced CICS transaction processing and batch JCL scripting
- IBM DB2 stored procedures, SQL, and SPUFI
- z/OS, TSO/ISPF, VSAM, JES2/JES3 environment management
- Experience with IBM Utilities: File-Aid, Xpediter, SDSF, Control-M

How This Role Serves WVDOT

- Develops, modifies, and enhances legacy mainframe applications per WVDOT specifications.
- Performs systems analysis of existing COBOL programs to identify improvement areas.
- Coordinates with WVDOT IT supervisors on production support and change management.
- Troubleshoots and resolves batch job abends, CICS failures, and DB2 deadlocks.
- Documents technical specifications and program logic for WVDOT IT Division.

Compunnel Bench Strength

500+ regional candidates | 4,000+ national

Placed at:

WV State Govt (2001–2018) | FDOT | MDOT | WV DMV | MA ITS77



Mainframe Application Analyst
COBOL · JCL · DB2 · VSAM · TSO

5+ Years
Experience Required
Mid-Level

Position Summary

Develops and maintains mainframe applications in a z/OS environment, supporting WVDOT's legacy systems for licensing, registration, and highway operations.

Required Qualifications

- Bachelor's degree in computer science or related field
- 5+ years of mainframe application development
- Proficient in COBOL, JCL, and TSO/ISPF
- Working knowledge of DB2, VSAM, and CICS
- Experience with unit testing, code review, and production support
- Familiarity with ENDEVOR, CHANGEMAN, or similar source control

How This Role Serves WVDOT

- Codes, tests, and debugs COBOL programs per WVDOT technical specifications.
- Supports senior analysts in systems analysis and design activities.
- Maintains and updates JCL procedures for batch processing.
- Participates in on-call rotation for production support.
- Prepares program documentation per WVDOT IT standards.

Compunnel Bench Strength

600+ regional candidates | 5,000+ national

Placed at:

WV DHHR | FDOT | MA ITS77 | City of Phoenix

ORACLE DATABASE CLASSIFICATIONS

Senior Application Oracle Database Administrator
Oracle 12c/19c · RAC · RMAN · PL/SQL · Tuning

10+ Years
Experience Required
Senior

Position Summary

Administers, tunes, and secures Oracle database environments supporting WVDOT's enterprise applications, ensuring maximum availability and performance.

Required Qualifications

- Bachelor's degree in computer science, Database Administration, or equivalent
- 10+ years of Oracle DBA experience in production environments

How This Role Serves WVDOT

- Manages WVDOT's Oracle database infrastructure including patching and upgrades.
- Implements and maintains backup and disaster recovery strategies per WVDOT requirements.
- Monitors database performance and implements tuning recommendations.
- Provides expert-level troubleshooting for production Oracle issues.



- Oracle 12c/19c/21c installation, configuration, and upgrade management
- Oracle RAC, ASM, Data Guard, and RMAN backup/recovery
- PL/SQL, stored procedures, triggers, and database packages
- Performance tuning: AWR, ADDM, SQL Explain Plan, Index optimization
- Oracle Enterprise Manager (OEM) and Grid Control
- OCP (Oracle Certified Professional) preferred

- Collaborates with application developers on schema design and query optimization.

Compunnel Bench Strength

650+ regional candidates | 5,500+ national

Placed at:

FDOT | MA ITS77 (EOTSS) | MDOT | City of Phoenix | COTA

Application Oracle Database Administrator

Oracle · SQL · RMAN · Performance Monitoring

5+ Years

Experience Required

Mid-Level

Position Summary

Performs day-to-day Oracle database administration, monitoring, and maintenance to support WVDOT application environments.

Required Qualifications

- Bachelor's degree in computer science or related field
- 5+ years of Oracle database administration
- Oracle database installation, configuration, and maintenance
- SQL and basic PL/SQL development
- RMAN backup, recovery, and export/import operations
- Database monitoring using OEM or equivalent tools
- Experience with Oracle on Linux/Unix environments

How This Role Serves WVDOT

- Performs daily health checks, monitoring, and alerting WVDOT Oracle databases.
- Execute scheduled backups and validate recovery procedures.
- Apply Oracle patches and security updates per WVDOT change management.
- Responds to database incidents and escalates to senior DBA as appropriate.
- Assists in capacity planning and storage management.

Compunnel Bench Strength

520+ regional candidates | 4,200+ national

Placed at:

MA ITS77 | City Colleges of Chicago | FDOT | VDOT



DB2 DATABASE CLASSIFICATIONS

Senior Application DB2 Database Administrator
DB2 z/OS · SPUFI · QMF · BIND · Data Sharing

10+ Years
Experience Required
Senior

Position Summary

Expert-level DB2 for z/OS administrator supporting WVDOT's mainframe-based financial management and operational systems, including COBOL/CICS application integration.

Required Qualifications

- Bachelor's degree in computer science, MIS, or equivalent
- 10+ years of IBM DB2 for z/OS DBA experience
- DB2 catalog management, RUNSTATS, REORG, COPY utilities
- BIND/REBIND package and plan management
- DB2 Data Sharing, data definition, and table space design
- SPUFI, QMF, and DB2 Explain for performance analysis
- Integration with COBOL, CICS, and JCL applications
- DB2 RECOVER, QUIESCE, and point-in-time recovery

How This Role Serves WVDOT

- Administers WVDOT's DB2 z/OS databases supporting transportation management systems.
- Performs DB2 performance tuning and capacity management.
- Manages DB2 security, authorizations, and access controls.
- Supports COBOL/CICS application teams with DB2 schema changes.
- Executes DB2 maintenance, upgrades, and migration activities.

Compunnel Bench Strength

630+ regional candidates | 5,500+ national
Placed at:
MDOT FMIS (2006–2022) | FDOT | WV State Govt | MA ITS77

Application DB2 Database Administrator
DB2 · SQL · Utilities · RUNSTATS · REORG

5+ Years
Experience Required
Mid-Level

Position Summary

Performs DB2 z/OS database administration tasks supporting WVDOT's mainframe application environments.

Required Qualifications

How This Role Serves WVDOT

- Executes routine DB2 maintenance utilities per WVDOT schedules.
- Monitors DB2 tablespace usage and initiates space management actions.
- Responds to DB2 error conditions and ABEND resolution.



- Bachelor's degree in computer science or related field
- 5+ years of DB2 z/OS database administration
- DB2 utility execution: RUNSTATS, REORG, COPY, LOAD, UNLOAD
- SQL development and query tuning
- DB2 catalog monitoring and space management
- Basic BIND/REBIND and plan management
- Coordination with COBOL development teams

- Assists senior DBAs with performance analysis and tuning.
- Maintains DB2 documentation and change logs.

Compunnel Bench Strength

650+ regional candidates | 5,000+ national

Placed at:

MDOT | FDOT | MA ITS77 | COTA

SQL SERVER DATABASE CLASSIFICATIONS

Application SQL Server Database Administrator
SQL Server 2016/2019 · T-SQL · SSRS · SSIS · HA/DR

5+ Years
Experience Required
Mid-Level

Position Summary

Administers Microsoft SQL Server environments supporting WVDOT application databases, reporting systems, and data integration workflows.

Required Qualifications

- Bachelor's degree in computer science or related field
- 5+ years of SQL Server administration (2016, 2019, or later)
- T-SQL scripting, stored procedures, and query tuning
- SQL Server AlwaysOn Availability Groups and log shipping
- SSRS report administration and SSIS package deployment
- SQL Server Agent job scheduling and monitoring
- Database backup, recovery, and point-in-time restore

How This Role Serves WVDOT

- Administers WVDOT SQL Server databases supporting operational applications.
- Maintains high availability and disaster recovery configurations.
- Monitors SQL Server performance and responds to alerts.
- Manages database security, logins, and role assignments.
- Supports SSIS data integration workflows and SSRS reporting environments.

Compunnel Bench Strength

500+ regional candidates | 4,000+ national

Placed at:

City Colleges of Chicago | MA ITS77 | City of Phoenix | DART



- MCSA or MCSE: Data Management preferred

PC / APPLICATION PROGRAMMING CLASSIFICATIONS

PC Programmer Analyst
.NET · Java · SQL · PowerBuilder · System Integration

5+ Years
Experience Required
Mid-Level

Position Summary

Develops, tests, and maintains PC-side and client-server applications that interface with WVDOT's mainframe and enterprise systems.

Required Qualifications

- Bachelor's degree in computer science, Software Engineering, or related field
- 5+ years of application programming experience
- Proficient in .NET (C#/VB), Java, or PowerBuilder
- SQL Server or Oracle database integration
- Web service (REST/SOAP) development and consumption
- Experience with WVDOT-class systems: transportation, licensing, or registration applications preferred
- Unit testing, debugging, and code documentation practices

How This Role Serves WVDOT

- Develops and modifies PC applications interfacing with WVDOT mainframe systems.
- Codes data exchange and integration routines between legacy and modern platforms.
- Performs analysis of existing programs to develop enhancements.
- Tests and validate software changes in WVDOT's QA environment.
- Prepares technical documentation per WVDOT IT Division standards.

Compunnel Bench Strength

760+ regional candidates | 6,500+ national
Placed at:
FDOT | City Colleges of Chicago (COBOL-adjacent) | NRG Energy | MA ITS77

Senior PC Programmer Analyst
.NET · Java · PowerBuilder · API Design · Mentoring

10+ Years
Experience Required
Senior

Position Summary

Leads complex application development and systems integration projects connecting WVDOT's PC/client-server environment to enterprise and mainframe systems.

How This Role Serves WVDOT

- Leads design and development of complex WVDOT applications and integrations.
- Architects' client-server solutions interfacing with WVDOT mainframe environments.



Required Qualifications

- Bachelor’s degree in computer science or equivalent; Master's preferred
- 10+ years of application development in PC/client-server environments
- Expert in .NET framework (C#/VB.NET), Java EE, or PowerBuilder
- Database design and optimization (SQL Server, Oracle)
- API design, RESTful services, and middleware integration
- Agile/SCRUM methodology and DevOps pipeline experience
- Experience leading small development teams and code reviews
- Familiarity with government IT procurement and compliance standards

- Performs technical leadership: code review, mentoring, standards enforcement.
- Coordinates with WVDOT business users for requirements gathering and acceptance testing.
- Evaluates emerging technologies for applicability to WVDOT modernization roadmap.

Compunnel Bench Strength

700+ regional candidates | 6,000+ national

Placed at:

NRG Energy | City Colleges of Chicago | FDOT | MA ITS77

GIS DATABASE ADMINISTRATION CLASSIFICATIONS

GIS Database Administrator
Esri ArcGIS · Geodatabase · SQL Server/Oracle Spatial · FME

5+ Years
Experience Required
Mid-Level

Position Summary

Administers WVDOT's enterprise GIS geodatabase environment, managing spatial data integrity, database performance, and user access across transportation program areas.

Required Qualifications

- Bachelor's degree in GIS, Computer Science, Geography, or related field.
- 5+ years of GIS database administration.
- Esri ArcGIS Enterprise (ArcSDE) geodatabase management.
- Spatial database administration: SQL Server Spatial or Oracle Spatial/Locator

How This Role Serves WVDOT

- Manages WVDOT's enterprise geodatabase including schema, versioning, and archiving.
- Monitors spatial database performance and executes tuning and VACUUM operations.
- Administers ArcGIS Enterprise portal and federated services.
- Supports GIS developers and analysts with data access and layer publishing.
- Maintains geodatabase documentation and data dictionary for WVDOT GIS program.

Compunnel Bench Strength

650+ regional candidates | 5,500+ national

Placed at:



- Feature class management, topology rules, and domain management
- Geodatabase versioning, replication, and conflict resolution
- FME (Feature Manipulation Engine) or ETL tools for spatial data
- GISP certification preferred

City of Phoenix (ArcGIS Enterprise) | VDOT | LADOT | MA MassDOT

Senior GIS Database Administrator

ArcGIS Enterprise · SDE · Cloud GIS · Spatial Analytics · HA Architecture

10+ Years
Experience Required
Senior

Position Summary

Senior-level geodatabase architect and administrator for WVDOT's enterprise GIS infrastructure, including high-availability design, data governance, and multi-user environment management.

Required Qualifications

- Bachelor's or Master's degree in GIS, Computer Science, or Spatial Information Sciences
- 10+ years of enterprise GIS database administration
- Expert-level Esri ArcGIS Enterprise, SDE, and ArcGIS Server administration
- High-availability geodatabase architecture: replication, load balancing, failover
- Oracle Spatial or SQL Server Spatial administration at enterprise scale
- Spatial ETL: FME, Python (arcpy), and data migration toolsets
- GIS cloud migration: Azure Maps, AWS Location Services, ArcGIS Online
- GISP (GIS Professional) certification strongly preferred

How This Role Serves WVDOT

- Architects and administers WVDOT's high-availability GIS database infrastructure.
- Leads geodatabase migration, upgrade, and modernization projects.
- Establishes WVDOT GIS data governance standards and quality control procedures.
- Provides technical leadership for GIS DBA team and advises GIS application developers.
- Coordinates WVDOT spatial data integration with statewide GIS initiatives.

Compunnel Bench Strength

500+ regional candidates | 4,000+ national

Placed at:

City of Phoenix | VDOT TSMO | LADOT Smart Mobility | MA MassDOT



GIS ARCHITECTURE & DEVELOPMENT CLASSIFICATIONS

GIS Architect

Esri Enterprise · ArcGIS Pro · REST API · Spatial Architecture · Transportation GIS

12+ Years
Experience Required
Principal

Position Summary

Principal GIS systems architect responsible for designing, implementing, and evolving WVDOT's enterprise geospatial platform integrating transportation data, asset management, and real-time operational systems.

Required Qualifications

- Bachelor's or Master's degree in GIS, Computer Science, Urban Planning, or related field
- 12+ years of enterprise GIS architecture and implementation
- Expert-level Esri ArcGIS Enterprise platform: Portal, Server, Image Server, Data Store
- ArcGIS REST API design and integration with enterprise applications
- Spatial database design: SDE, Oracle Spatial, SQL Server Spatial
- Transportation GIS: network datasets, linear referencing, asset management
- Cloud GIS: ArcGIS Online, Azure Maps, Amazon Location Services
- GISP certification required; Esri Enterprise Administration Associate preferred

How This Role Serves WVDOT

- Architects WVDOT's enterprise GIS platform strategy and technology roadmap.
- Designs scalable GIS infrastructure to support WVDOT's division-wide mapping and data needs.
- Leads integration of GIS with WVDOT's asset management, highway operations, and safety systems.
- Establishes GIS standards, data schemas, and governance for WVDOT IT Division.
- Advises WVDOT leadership on emerging geospatial technologies and modernization opportunities.

Compunnel Bench Strength

530+ regional candidates | 4,200+ national

Placed at:

City of Phoenix (GIS Systems Architect) | VDOT | LADOT | MA MassDOT

GIS Application Developer

ArcGIS JS API · Python · arcpy · Web Apps · REST Services

5+ Years
Experience Required
Mid-Level

Position Summary

Develops web-based and desktop GIS applications and spatial data processing workflows supporting

How This Role Serves WVDOT

- Develops ArcGIS web applications supporting WVDOT's highway and transportation programs.



WVDOT's transportation management, highway safety, and infrastructure programs.

Required Qualifications

- Bachelor's degree in GIS, Computer Science, Geography, or related field
- 5+ years of GIS application development
- Esri ArcGIS JavaScript API and Experience Builder / Web AppBuilder
- Python (arcpy) for spatial data automation and geoprocessing workflows
- REST services: ArcGIS Server feature services, map services, and tile services
- Geodatabase editing and spatial data processing
- Experience with .NET or Java for enterprise GIS integration
- Agile/SCRUM development methodology

- Creates Python/arcpy scripts to automate WVDOT spatial data processing tasks.
- Publishes and maintains ArcGIS feature services and geoprocessing services.
- Integrates WVDOT's GIS platform with enterprise data systems via REST APIs.
- Provides technical support for GIS user community across WVDOT divisions.

Compunnel Bench Strength

720+ regional candidates | 6,000+ national

Placed at:

City of Phoenix | VDOT | LADOT Urban Mobility | MA MassDOT | FDOT

Senior GIS Application Developer

Esri Enterprise · Custom App Dev · ArcGIS JS API · Python · .NET/Java Integration

10+ Years

Experience Required

Senior

Position Summary

Leads development of complex enterprise GIS applications and spatial analytics platforms for WVDOT's transportation management, infrastructure, and safety programs.

Required Qualifications

- Bachelor's or Master's degree in GIS, Computer Science, or Spatial Sciences
- 10+ years of enterprise GIS application development
- Expert in Esri ArcGIS JavaScript API, Experience Builder, and Insights for ArcGIS
- Advanced Python (arcpy, pandas, geopandas) for spatial analytics and automation
- Full-stack development: .NET/Java back-end with ArcGIS REST API integration

How This Role Serves WVDOT

- Leads development of WVDOT's enterprise GIS applications for highway and DOT operations.
- Architects' spatial analytics solutions integrating real-time transportation data.
- Mentors junior GIS developers and enforces WVDOT coding standards.
- Designs and implements WVDOT's custom GIS portal components and dashboards.
- Coordinates with WVDOT IT leadership on application roadmap and technical decisions.

Compunnel Bench Strength

550+ regional candidates | 4,200+ national

Placed at:

City of Phoenix (Sr. Dev/GIS Analyst) | VDOT | LADOT | MA MassDOT



- Custom widget and component development for ArcGIS Enterprise portal
- Transportation network analysis and linear referencing applications
- GISP certification preferred; Esri Developer Associate a plus

Staffing Methodology & Recruitment Process How Compunnel Meets and Exceeds the mandatory requirements listed in the CRFQ.

Compunnel's recruitment process for WVDOT is a purpose-built, technology-enabled 10-step delivery model designed to meet WVDOT's most demanding requirements: sourcing scarce legacy Mainframe and GIS professionals, delivering qualified candidates within 48 hours, maintaining full compliance at every stage, and sustaining long-term performance across a 4-year contract. Every step below directly addresses an element of the Section 4.2 mandatory requirements.

4–8 hrs. Initial response	48 hrs. Candidate submission	48 hrs. Replacement guarantee	24×7 Recruitment team
------------------------------	---------------------------------	----------------------------------	--------------------------

Compunnel's 10-Step Recruitment Process for WVDOT

Requisition Intake & Requirement Analysis

Upon receipt of a WVDOT staffing requisition whether a standard request or an emergency Compunnel's dedicated WVDOT Account Manager (Ashish Yadav) acknowledges the request within 4 hours and initiates a structured requirement review.

01
Step

- **Classification mapping:** Each requisition is mapped to the exact WVDOT job classification (one of the 15 defined roles), modality (On-Site or Remote Work), required experience level, and any WVDOT-specific technical environment requirements (z/OS version, COBOL dialect, Esri ArcGIS version, Oracle/DB2 release).
- **EximiusAI trigger:** Requirement is simultaneously loaded into EximiusAI, which begins contextual skill-matching across 3.5M resumes within minutes of intake.
- **Priority flagging:** Requisitions are triaged as Standard (48-hr SLA) or Emergency (24-hr SLA) based on WVDOT's operational urgency signal.

Meets Section 4.2 requirement: *Rapid, structured intake with classification-specific analysis ensures every submission directly targets WVDOT's stated needs.*

02
Step

Pre-Screened Bench Activation

- Compunnel maintains a proactive, continuously refreshed pipeline of pre-qualified professionals across all 15 WVDOT classifications, ensuring immediate responsiveness upon requisition release.





Rather than initiating recruitment post-request, our approach is centered on advance identification, technical validation, and engagement of WV-ready candidates who are fully aligned with state requirements and project environments.

- Our pre-screened bench includes highly experienced professionals in Mainframe, Database Administration, GIS, and Enterprise Application domains, with many resources bringing prior experience supporting state Departments of Transportation and other public sector agencies. This includes expertise across COBOL, CICS, DB2, JCL, z/OS, SQL Server, Oracle, and modern GIS platforms, ensuring full coverage of legacy and emerging technology needs.
- In addition, Compunnel maintains a dedicated GIS talent pool comprising GISP-certified Architects, Application Developers, and GIS Database Specialists with proven delivery experience across large-scale DOT and municipal programs. Our database bench similarly includes senior DBAs with deep expertise in high-availability environments, performance tuning, and mission-critical system support.
- All bench resources undergo a rigorous multi-stage screening process, including technical evaluations, domain-specific assessments, and soft skills validation, ensuring they are not only technically proficient but also well-suited for public sector environments. Candidates are actively engaged through ongoing communication, project briefings, and readiness checks, enabling rapid mobilization—often within days of request.
- This bench-first strategy significantly reduces time-to-fill, minimizes project startup delays, and provides WVDOT with immediate access to high-caliber talent capable of delivering from day one.

Exceeds Section 4.2 requirement: *Bench is built before WVDOT calls no sourcing lag for the highest-demand classifications.*

Targeted Active Sourcing

For roles not filled from bench, EximiusAI and StafflinePro initiate targeted active sourcing within 1 hour of requisition intake.

- **EximiusAI contextual matching:** AI parses WVDOT's specific technical environment requirements and matches contextually not just keyword against 3.5M resumes, surfacing the top 10 candidates within 2–4 hours.
- **Specialist recruiter pods:** 650+ recruiters include dedicated pods for Mainframe/Legacy Systems, Oracle/DB2/SQL Server DBA, and GIS/Esri professionals. These pods maintain active talent networks and relationship pipelines.
- **Multi-channel sourcing:** LinkedIn, Dice, indeed, CareerBuilder, WV-specific networks, referral programs, and direct outreach to passive candidates currently employed at WV state agencies.
- **Regional priority:** All sourcing prioritizes candidates within commuting distance of Charleston, WV for On-Site roles, and East Coast/WV-familiar candidates for Remote Work roles.

03
Step



Meets Section 4.2 requirement: *Technology-driven sourcing ensures niche skills (Mainframe COBOL, Esri ArcGIS) are found faster than manual recruitment can achieve.*

Initial Resume Screening & Skills Validation

Every candidate identified through bench or active sourcing undergoes a structured initial screening before their resume is considered for WVDOT submission.

- **Resume audit:** Compunnel's recruiting team validates that stated technical skills (e.g., z/OS version, specific Esri tools, Oracle release) match the WVDOT classification requirements. Resumes are rejected if claims cannot be substantiated.
- **Years-of-experience verification:** Senior classifications require 10+ years of direct hands-on experience. Junior classifications require a minimum of 5 years. This is verified against employment history chronology, not self-reported totals.
- **Work authorization check:** All candidates must be US-authorized to work. E-Verify eligibility is confirmed at the screening stage.
- **Communication assessment:** Candidates must demonstrate professional-level English communication appropriate for WVDOT stakeholder interaction.

Meets Section 4.2 requirement: *Eliminates unqualified candidates before they consume WVDOT review time.*

04
Step

Technical Assessment by Subject Matter Experts (SMEs)

Every candidate submitted to WVDOT is technically evaluated by one of Compunnel's 290 Subject Matter Experts with 10+ years of hands-on experience in the specific technology domain.

- **Mainframe assessments:** Conducted by SMEs with direct IBM z/OS, COBOL, CICS, JCL, DB2, and VSAM production experience. Assessment includes live coding problem-solving, batch job logic review, and WVDOT-specific scenario questions.
- **Oracle / DB2 / SQL Server assessments:** Database-specific technical interviews covering schema design, query optimization, backup/recovery procedures, and version-specific feature knowledge.
- **GIS assessments:** Esri ArcGIS certification validation, spatial data architecture knowledge, and transportation GIS use-case scenarios mirroring WVDOT's GIS program.
- **Assessment tools:** Glider.ai and Interview Mocha are used for automated technical assessment supplementing SME interviews. Results are documented and retained.

Exceeds Section 4.2 requirement: *290 dedicated SMEs provide human technical validation that automated screening alone cannot match.*

05
Step

Background Verification & Compliance Screening

All candidates who pass technical assessment undergo comprehensive background verification before any submission to WVDOT. This is conducted by Compunnel's HR & Compliance team using PBSA-accredited third-party providers (First Advantage, Sterling, HireRight).

06
Step



Screening Component	Standard Applied
SSN Trace & Address History	Full 10-year SSN validation; all alias names identified
Criminal Background Check	National + county-level; consistent with WV Code §15-2D-3 for state government access
Employment History Verification	7 years verified; gaps identified and explained
Education & Credential Verification	Degree and certification claims verified with issuing institutions; GIS certs (GISP, Esri) confirmed
Drug Screening (7-panel)	Pre-placement drug test; re-test on reasonable suspicion
E-Verify / I-9 Compliance	All candidates US work-authorized; I-9 completed before Day 1
Professional Reference Checks	Minimum 2 direct supervisor references; never peer or self-referral

Exceeds Section 4.2 requirement: *Full background verification is completed before submission WVDOT never receives a candidate who has not already passed this screen.*

Candidate Package Preparation & Submission to WVDOT

Candidates who pass all screening stages are packaged for WVDOT submission within the committed SLA (48 hours standard; 24 hours emergency). Each submission includes:

- **Tailored resume:** Resume formatted and tailored to highlight directly relevant WVDOT skills z/OS experience for Mainframe roles, Esri product version for GIS roles, specific Oracle/DB2/SQL Server version experience.
- **Qualification summary sheet:** One-page summary mapping the candidate's experience to each key requirement of the specific WVDOT classification.
- **Education and certification copies:** Where degree or certification is relevant (GIS Architect, Senior DBA roles), copies of credentials are attached.
- **Availability confirmation:** Confirmed start date, preference for On-Site vs. Remote Work, and any scheduling constraints communicated transparently.
- **Rate confirmation:** Pay rate and fully burdened bill rate confirmed at time of submission no rate surprises post-selection.

07
Step



Meets Section 4.2 requirement: *WVDOT receives decision-ready submissions not raw resumes requiring additional evaluation.*

Client Review Coordination & Interview Management

Compunnel's Account Manager coordinates all candidate review and interview activity with WVDOT's hiring supervisors, minimizing administrative burden on the agency.

08
Step

- **Scheduling:** All interviews coordinated within 24 hours of WVDOT's interview request.
- **Interview format:** On-Site, virtual (Teams/Zoom), or hybrid per WVDOT's preference.
- **Candidate briefing:** Compunnel briefs candidates on WVDOT's technical environment, interview format, and key stakeholders before each interview.
- **Feedback collection:** Compunnel follows up with WVDOT supervisors within 4 hours of each interview to capture feedback and refine subsequent submissions if needed.

Exceeds Section 4.2 requirement: *Full interview management removes the administrative burden from WVDOT's IT supervisors.*

Onboarding, Documentation & Day-One Readiness

Upon WVDOT selection of a candidate, Compunnel's HR & Onboarding Manager (Roopali Nair) initiates a structured onboarding process designed to achieve Day-One operational readiness.

09
Step

- **Offer issuance:** Employment offer issued within 4 hours of WVDOT selection notice.
- **Documentation:** W-4, I-9, direct deposit, benefits enrollment, and Compunnel employee handbook executed within 24 hours.
- **WVDOT-specific orientation:** Candidate is briefed on WVDOT work location (5707 MacCorkle Ave. S.E., Suite 200, Charleston WV 25304 for On-Site), WVDOT security protocols, IT systems access procedures, and confidentiality requirements.
- **Timesheet setup:** StafflinePro timesheet access configured; candidate trained on weekly timesheet submission aligned to WVDOT's approval cycle.
- **Benefits activation:** Medical, Dental, Vision, and 401(k) enrollment activated. ACA-compliant benefits provided to all full-time (30+ hrs/week) placements.
- **Day-One confirmation:** Ashish Yadav personally confirms candidate's Day-One arrival with WVDOT supervisor on the morning of the start date.

Exceeds Section 4.2 requirement: *Structured onboarding ensures no Day-One delays. WVDOT's IT operations are protected from any administrative gaps.*

Performance Monitoring, Retention & Replacement

Compunnel's engagement does not end at placement. Our post-placement performance management model protects WVDOT's operational continuity throughout the contract term.

10
Step

- **Day 1 check-in:** Account Manager confirms successful arrival, system access, and supervisor satisfaction within 4 hours of start time.



- **Week 1–3 weekly check-ins:** Structured performance check-ins with both the placed candidate and WVDOT supervisor every week for the first three weeks.
- **Monthly reviews:** Ongoing monthly performance reviews coordinated with WVDOT supervisors. Issues flagged and resolved within 24 hours.
- **Retention engagement:** Quarterly career check-ins with placed professionals to identify flight risk early. Competitive benefits and HR engagement maintain 97% retention rate.
- **48-hour replacement guarantee:** If any placement fails to perform to WVDOT's standard or is withdrawn for any reason, Compunnel sources and submits a qualified replacement within 48 hours with no gap in WVDOT's IT operations.
- **StafflinePro dashboards:** WVDOT's designated contact receives real-time access to placement status, timesheet data, performance notes, and SLA adherence metrics through StafflinePro.

Exceeds Section 4.2 requirement: *Post-placement management protects WVDOT from performance risk and operational disruption for the full 4-year contract period.*



BUSINESS LICENSE – STATE OF WEST VIRGINIA

State of West Virginia



Certificate

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

COMPUNNEL SOFTWARE GROUP, INC

a corporation formed under the laws of Georgia filed an application to be registered as a foreign corporation authorizing it to transact business in West Virginia. The application was found to conform to law and a “Certificate of Authority” was issued by the West Virginia Secretary of State on June 14, 2019.

I further certify that the corporation has not been revoked by the State of West Virginia nor has a Certificate of Withdrawal been issued to the corporation by the West Virginia Secretary of State.

Accordingly, I hereby issue this Certificate of Authorization

CERTIFICATE OF AUTHORIZATION

Validation ID:8WV4R_8XHYR



*Given under my hand and the
Great Seal of the State of
West Virginia on this day of*

March 24, 2026

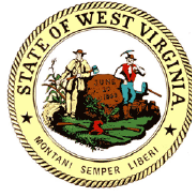
Secretary of State

Notice: A certificate issued electronically from the West Virginia Secretary of State's Web site is fully and immediately valid and effective. However, as an option, the issuance and validity of a certificate obtained electronically may be established by visiting the Certificate Validation Page of the Secretary of State's Web site, <https://apps.wv.gov/sos/businessentitysearch/validate.aspx> entering the validation ID displayed on the certificate, and following the instructions displayed. Confirming the issuance of a certificate is merely optional and is not necessary to the valid and effective issuance of a certificate.



DISCLOSURE OF INTERESTED PARTIES

West Virginia Ethics Commission



Disclosure of Interested Parties to Contracts

Pursuant to W. Va. Code § 6D-1-2, a state agency may not allow a vendor to perform work on a contract, or a series of related contracts, that has/have an actual or estimated value of \$1 million or more until the business entity submits to the state agency a Disclosure of Interested Parties to the applicable contract. In addition, the business entity awarded a contract is obligated to submit a supplemental Disclosure of Interested Parties reflecting any new or differing interested parties to the contract within 30 days following the completion or termination of the applicable contract.

For purposes of complying with these requirements, the following definitions apply:

"*Business entity*" means any entity recognized by law through which business is conducted, including a sole proprietorship, partnership or corporation, but does not include publicly traded companies listed on a national or international stock exchange.

"*Interested party*" or "*Interested parties*" means:

- (1) A business entity performing work or service pursuant to, or in furtherance of, the applicable contract, including specifically sub-contractors;
- (2) the person(s) who have an ownership interest equal to or greater than 25% in the business entity performing work or service pursuant to, or in furtherance of, the applicable contract. (This subdivision does not apply to a publicly traded company); and
- (3) the person or business entity, if any, that served as a compensated broker or intermediary to actively facilitate the applicable contract or negotiated the terms of the applicable contract with the state agency. (This subdivision does not apply to persons or business entities performing legal services related to the negotiation or drafting of the applicable contract.)

"*State agency*" means a board, commission, office, department or other agency in the executive, judicial or legislative branch of state government, including publicly funded institutions of higher education: Provided, that for purposes of W. Va. Code § 6D-1-2, the West Virginia Investment Management Board shall not be deemed a state agency nor subject to the requirements of that provision.

The contracting business entity must complete this form and submit it to the state agency prior to beginning work under a contract and to complete another form within 30 days of contract completion or termination.

This form was created by the State of West Virginia Ethics Commission, 210 Brooks Street, Suite 300, Charleston, WV 25301-1804. Telephone: (304)558-0664; fax: (304)558-2169; e-mail: ethics@wv.gov; website: ethics.wv.gov.



West Virginia Ethics Commission
Disclosure of Interested Parties to Contracts

(Required by W. Va. Code § 6D-1-2)

Name of Contracting Business Entity: Compunnel Software Group, Inc.

Address: 4390 Route 1 North, Suite 302 Princeton, NJ 08540

Name of Authorized Agent: Rakesh Shah Address: 4390 Route 1 North, Suite 302 Princeton, NJ 08540

Contract Number: CRFQ 0803 DOT260000079 Contract Description: WVDOT IT Temporary Staffing Services

Governmental agency awarding contract: West Virginia Department of Transportation / WV State Purchasing Division

Check here if this is a Supplemental Disclosure

List the Names of Interested Parties to the contract which are known or reasonably anticipated by the contracting business entity for each category below (attach additional pages if necessary):

1. Subcontractors or other entities performing work or service under the Contract

Check here if none, otherwise list entity/individual names below.

2. Any person or entity who owns 25% or more of contracting entity (not applicable to publicly traded entities)

Check here if none, otherwise list entity/individual names below.

3. Any person or entity that facilitated, or negotiated the terms of, the applicable contract (excluding legal services related to the negotiation or drafting of the applicable contract)

Check here if none, otherwise list entity/individual names below.

Signature: Date Signed: 03/25/2026

Notary Verification

State of New Jersey, County of Middlesex:

Rakesh Shah, the authorized agent of the contracting business entity listed above, being duly sworn, acknowledge that the Disclosure herein is being made under oath and under the penalty of perjury.


Taken, sworn to and subscribed before me this 25th day of March, 2026.

Notary Public's Signature
CAROLANN YOUSKO
Notary Public, State of New Jersey
Comm. # 60016117
My Commission Expires 05/19/2030

To be completed by State Agency:
Date Received by state agency: _____
Date submitted to Ethics Commission: _____
Governmental agency submitting Disclosure: _____

Revised April 1, 2022




	Department of Administration Purchasing Division 2019 Washington Street East Post Office Box 50130 Charleston, WV 25305-0130	State of West Virginia Centralized Request for Quote Service - Prof	

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

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

VENDOR Vendor Customer Code: VS0000038088 Vendor Name : Compunnel Software Group, Inc. Address : 4390 Route 1 North, Suite 302 Princeton, NJ 08540 Street : 4390 Route 1 North, Suite 302 City : Princeton State : NJ Country : USA Zip : 08540 Principal Contact : Ashish Yadav Vendor Contact Phone: 609-606-9010 Extension: 1399

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

 Vendor Signature X	58-2137105 FEIN#	04/11/2026 DATE
--	----------------------------	---------------------------

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





ADDITIONAL INFORMATION

ADDENDUM NO_2

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

REQUEST FOR QUOTATION:

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

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Mainframe Application Analyst				\$70.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Mainframe Application Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	Mainframe Application Analyst				\$65.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Mainframe Application Analyst



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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior Application Oracle Database Administrator				\$87.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Application Oracle Database Administrator				\$73.67

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				\$73.56

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				\$65.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator



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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	PC Programmer Analyst				\$60.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Senior PC Programmer Analyst				\$71.75

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst



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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Application SQL Server Database Administrator				\$76.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	Senior Application Oracle Server Database Administrator				\$88.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator



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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	GIS Database Administrator				\$71.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Senior GIS Database Administrator				\$81.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator



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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	GIS Architect				\$110.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Architect

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
14	GIS Application Developer				\$73.00

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				\$83.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Application Developer

SCHEDULE OF EVENTS

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



ADDENDUM ACKNOWLEDGEMENT

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:

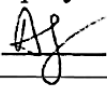
(Check the box next to each addendum received)

<input checked="" type="checkbox"/> Addendum No. 1	<input type="checkbox"/> Addendum No. 6
<input 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.

Compunnel Software Group, Inc.

Company



Authorized Signature

04/11/2026

Date

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

GENERAL TERMS AND CONDITIONS:

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

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

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

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

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

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

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

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

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

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

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

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

Term Contract

Initial Contract Term: The Initial Contract Term will be for a period of (five) 5 years. The Initial Contract Term becomes effective on the effective start date listed on the first page of this Contract, identified as the State of West Virginia contract cover page containing the signatures of the Purchasing Division, Attorney General, and Encumbrance clerk (or another page identified as _____), and the Initial Contract Term ends on the effective end date also shown on the first page of this Contract.

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

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

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

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

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

the contract will continue for _____ years;

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

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

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

Other: Contract Term specified in _____

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

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

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

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

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

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

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

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

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

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

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

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

Vendor must maintain:

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

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

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

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

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

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

Pollution Insurance in an amount of: _____ per occurrence.

Aircraft Liability in an amount of: _____ per occurrence.

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

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

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

_____ for _____.

Liquidated Damages Contained in the Specifications.

Liquidated Damages Are Not Included in this Contract.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(Printed Name and Title) Ashish Yadav, Program Manager

(Address) 4390 Route 1 North, Suite 302 Princeton, NJ 08540

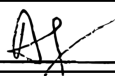
(Phone Number) / (Fax Number) 609-606-9010/ 609-750-0981

(email address) govt@compunnel.com

CERTIFICATION AND SIGNATURE: By signing below, or submitting documentation through wvOASIS, I certify that: I have reviewed this Solicitation/Contract in its entirety; that I understand the requirements, terms and conditions, and other information contained herein; that this bid, offer or proposal constitutes an offer to the State that cannot be unilaterally withdrawn; that the product or service proposed meets the mandatory requirements contained in the Solicitation/Contract for that product or service, unless otherwise stated herein; that the Vendor accepts the terms and conditions contained in the Solicitation, unless otherwise stated herein; that I am submitting this bid, offer or proposal for review and consideration; that this bid or offer was made without prior understanding, agreement, or connection with any entity submitting a bid or offer for the same material, supplies, equipment or services; that this bid or offer is in all respects fair and without collusion or fraud; that this Contract is accepted or entered into without any prior understanding, agreement, or connection to any other entity that could be considered a violation of law; that I am authorized by the Vendor to execute and submit this bid, offer, or proposal, or any documents related thereto on Vendor's behalf; that I am authorized to bind the vendor in a contractual relationship; and that to the best of my knowledge, the vendor has properly registered with any State agency that may require registration.

By signing below, I further certify that I understand this Contract is subject to the provisions of West Virginia Code § 5A-3-62, which automatically voids certain contract clauses that violate State law; and that pursuant to W. Va. Code 5A-3-63, the entity entering into this contract is prohibited from engaging in a boycott against Israel.

Compunnel Software Group, Inc.

(Company) 

(Signature of Authorized Representative)

Ashish Yadav and Program Manager 3/24/2026

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

609-606-9010 609-750-0981

(Phone Number) (Fax Number)

govt@compunnel.com

(Email Address)

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	\$70.00	\$70.00	\$71.40	\$71.40	\$588,224.00
4.1.2	Mainframe Application Analyst	2080	EA	\$65.00	\$65.00	\$66.30	\$66.30	\$546,208.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$87.00	\$87.00	\$88.74	\$88.74	\$731,078.40
4.1.4	Application Oracle Database Administrator	2080	EA	\$73.67	\$73.67	\$75.14	\$75.14	\$619,049.60
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$73.56	\$73.56	\$75.03	\$75.03	\$618,134.40
4.1.6	Application DB2 Database Administrator	2080	EA	\$65.00	\$65.00	\$66.30	\$66.30	\$546,208.00
4.1.7	PC Programmer Analyst	2080	EA	\$60.00	\$60.00	\$61.20	\$61.20	\$504,192.00
4.1.8	Senior PC Programmer Analyst	2080	EA	\$71.75	\$71.75	\$73.19	\$73.19	\$602,950.40
4.1.9	Application SQL Server Database Administrator	2080	EA	\$76.00	\$76.00	\$77.52	\$77.52	\$638,643.20
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$88.00	\$88.00	\$89.76	\$89.76	\$739,481.60
4.1.11	GIS Database Administrator	2080	EA	\$71.00	\$71.00	\$72.42	\$72.42	\$596,627.20
4.1.12	Senior GIS Database Administrator	2080	EA	\$81.00	\$81.00	\$82.62	\$82.62	\$680,659.20
4.1.13	GIS Architect	2080	EA	\$110.00	\$110.00	\$112.20	\$112.20	\$924,352.00
4.1.14	GIS Application Developer	2080	EA	\$73.00	\$73.00	\$74.46	\$74.46	\$613,433.60
4.1.15	Senior GIS Application Developer	2080	EA	\$83.00	\$83.00	\$84.66	\$84.66	\$697,465.60
Grand Total								\$9,646,707.20