



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 6

List View

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

Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID: VS0000051708

Legal Name: Soal Technologies LLC

Alias/DBA:

Total Bid: \$10,248,784.00

Response Date: 04/14/2026

Response Time: 9:17

Responded By User ID: rthurman@soaltec

First Name: Ray

Last Name: Thurman

Email: rthurman@soaltech.com

Phone: 7037727979

SO Doc Code: CRFQ

SO Dept: 0803

SO Doc ID: DOT2600000079

Published Date: 3/31/26

Close Date: 4/14/26

Close Time: 13:30

Status: Closed

Solicitation Description: WVDOT IT Temporary Staffing Services (81260081)

Total of Header Attachments: 6

Total of All Attachments: 6

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Mainframe Application Analyst				715020.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is total cost for years 1 through 4 based on yearly hours of 2080.

Extended Description:

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				595857.60

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is total cost for years 1 through 4 based on yearly hours of 2080.

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				774612.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is total cost for years 1 through 4 based on yearly hours of 2080.

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				655449.60

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is total cost for years 1 through 4 based on yearly hours of 2080.

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				774612.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is total cost for years 1 through 4 based on yearly hours of 2080.

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				655449.60

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is total cost for years 1 through 4 based on yearly hours of 2080.

Extended Description:

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				536265.60

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is total cost for years 1 through 4 based on yearly hours of 2080.

Extended Description:

PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Senior PC Programmer Analyst				655449.60

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is total cost for years 1 through 4 based on yearly hours of 2080.

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				655449.60

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is total cost for years 1 through 4 based on yearly hours of 2080.

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				774612.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is total cost for years 1 through 4 based on yearly hours of 2080.

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				595857.60

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is total cost for years 1 through 4 based on yearly hours of 2080.

Extended Description:

GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Senior GIS Database Administrator				715020.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is total cost for years 1 through 4 based on yearly hours of 2080.

Extended Description:

Senior GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	GIS Architect				834246.40

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is total cost for years 1 through 4 based on yearly hours of 2080.

Extended Description:

GIS Architect

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
14	GIS Application Developer				595857.60

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is total cost for years 1 through 4 based on yearly hours of 2080.

Extended Description:

GIS Application Developer

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
15	Senior GIS Application Developer				715020.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: This is total cost for years 1 through 4 based on yearly hours of 2080.

Extended Description:

Senior GIS Application Developer



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

State of West Virginia
 Centralized Request for Quote
 Service - Prof

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

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: **VS0000051708**

Vendor Name : **SOAL Technologies, LLC**

Address : **8870 Business Park Dr. Ste. 200**

Street : **8870 Business Park Dr. Ste. 200**

City : **Austin**

State : **Texas** Country : **United States** Zip : **78759**

Principal Contact : **Ahmed Moledina**

Vendor Contact Phone: **512-270-6700** Extension: -

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

Vendor Signature X 

FEIN# **27-1058277** DATE **04/10/2026**

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

ADDITIONAL INFORMATION

ADDENDUM NO_1

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

REQUEST FOR QUOTATION:

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

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

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

 CHARLESTON WV
 US

 CHARLESTON WV
 US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Mainframe Application Analyst	2080	EA	\$82.80	\$172,224

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Senior Mainframe Application Analyst

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

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

 CHARLESTON WV
 US

 CHARLESTON WV
 US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	Mainframe Application Analyst	2080	EA	\$69.00	\$143,520

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Mainframe Application Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior Application Oracle Database Administrator	2080	EA	\$89.70	\$186,576

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Application Oracle Database Administrator	2080	EA	\$75.90	\$157,872

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Senior Application DB2 Database Administrator	2080	EA	\$89.70	\$186,576

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Application DB2 Database Administrator	2080	EA	\$75.90	\$157,872

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	PC Programmer Analyst	2080	EA	\$62.10	\$129,168

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Senior PC Programmer Analyst	2080	EA	\$75.90	\$157,872

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	US	CHARLESTON	WV	US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Application SQL Server Database Administrator	2080	EA	\$75.90	\$157,872

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	US	CHARLESTON	WV	US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	Senior Application Oracle Server Database Administrator	2080	EA	\$89.70	\$186,576

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	GIS Architect	2080	EA	\$96.60	\$200,928

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Architect

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
14	GIS Application Developer	2080	EA	\$69.00	\$143,520

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Application Developer

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	Senior GIS Application Developer	2080	EA	\$82.80	\$172,224

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Application Developer

SCHEDULE OF EVENTS

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

SOLICITATION NUMBER: CRFQ DOT2600000079

Addendum Number: 1

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

Applicable Addendum Category:

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

Additional Documentation:

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

Attach Revised Terms and Conditions

Terms and Conditions:

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

GENERAL TERMS AND CONDITIONS:

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

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

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

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

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

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

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

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

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

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

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

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

Term Contract

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

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

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

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

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

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

the contract will continue for _____ years;

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

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

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

Other: Contract Term specified in _____

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

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

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

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

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

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

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

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

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

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

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

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

Vendor must maintain:

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

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

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

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

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

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

Pollution Insurance in an amount of: _____ per occurrence.

Aircraft Liability in an amount of: _____ per occurrence.

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

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

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

_____ for _____.

Liquidated Damages Contained in the Specifications.

Liquidated Damages Are Not Included in this Contract.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(Printed Name and Title) Ray Thurman, Project Manager

(Address) 8870 Business Park Dr. Ste. 200

(Phone Number) / (Fax Number) 703-772-7979 , 866-516-4415

(email address) rthurman@soaltech.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.

SOAL Technologies, LLC
(Company)

(Signature of Authorized Representative)
Ahmed Moledina, CEO/President

(Printed Name and Title of Authorized Representative) (Date)
512-270-6700 , 866-516-4415

(Phone Number) (Fax Number)
amoledina@soaltech.com

(Email Address)

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFO DOT2600000079

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

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

Addendum Numbers Received:

(Check the box next to each addendum received)

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

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

SOAL Technologies, LLC

Company



Authorized Signature

04/10/2026

Date

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



Office of the Secretary of State

Certificate of Fact

The undersigned, as Secretary of State of Texas, does hereby certify that the document, Certificate of Formation for Soal Technologies, LLC (file number 801172112), a Domestic Limited Liability Company (LLC), was filed in this office on September 19, 2009.

It is further certified that the entity status in Texas is in existence.

Delayed Effective date: September 23, 2009

In testimony whereof, I have hereunto signed my name officially and caused to be impressed hereon the Seal of State at my office in Austin, Texas on August 30, 2025.



A handwritten signature in black ink that reads "Jane Nelson".

Jane Nelson
Secretary of State

GENERAL TERMS AND CONDITIONS:

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

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

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

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

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

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

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

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

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

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

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

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

Term Contract

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

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

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

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

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

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

the contract will continue for _____ years;

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

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

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

Other: Contract Term specified in _____

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

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

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

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

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

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

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

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

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

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

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

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

Vendor must maintain:

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

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

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

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

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

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

Pollution Insurance in an amount of: _____ per occurrence.

Aircraft Liability in an amount of: _____ per occurrence.

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

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

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

_____ for _____.

Liquidated Damages Contained in the Specifications.

Liquidated Damages Are Not Included in this Contract.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(Printed Name and Title) Ray Thurman, Project Manager

(Address) 8870 Business Park Dr. Ste. 200

(Phone Number) / (Fax Number) 703-772-7979 , 866-516-4415

(email address) rthurman@soaltech.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.

SOAL Technologies, LLC

(Company)



(Signature of Authorized Representative)

Ahmed Moledina, CEO/President

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

512-270-6700 , 866-516-4415

(Phone Number) (Fax Number)

amoledina@soaltech.com

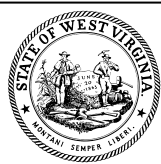
(Email Address)

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	\$82.80	\$85.28	\$87.84	\$87.84	\$715,020.80
4.1.2	Mainframe Application Analyst	2080	EA	\$69.00	\$71.07	\$73.20	\$73.20	\$595,857.60
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$89.70	\$92.39	\$95.16	\$95.16	\$774,612.80
4.1.4	Application Oracle Database Administrator	2080	EA	\$75.90	\$78.18	\$80.52	\$80.52	\$655,449.60
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$89.70	\$92.39	\$95.16	\$95.16	\$774,612.80
4.1.6	Application DB2 Database Administrator	2080	EA	\$75.90	\$78.18	\$80.52	\$80.52	\$655,449.60
4.1.7	PC Programmer Analyst	2080	EA	\$62.10	\$63.96	\$65.88	\$65.88	\$536,265.60
4.1.8	Senior PC Programmer Analyst	2080	EA	\$75.90	\$78.18	\$80.52	\$80.52	\$655,449.60
4.1.9	Application SQL Server Database Administrator	2080	EA	\$75.90	\$78.18	\$80.52	\$80.52	\$655,449.60
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$89.70	\$92.39	\$95.16	\$95.16	\$774,612.80
4.1.11	GIS Database Administrator	2080	EA	\$69.00	\$71.07	\$73.20	\$73.20	\$595,857.60
4.1.12	Senior GIS Database Administrator	2080	EA	\$82.80	\$85.28	\$87.84	\$87.84	\$715,020.80
4.1.13	GIS Architect	2080	EA	\$96.60	\$99.50	\$102.49	\$102.49	\$834,246.40
4.1.14	GIS Application Developer	2080	EA	\$69.00	\$71.07	\$73.20	\$73.20	\$595,857.60
4.1.15	Senior GIS Application Developer	2080	EA	\$82.80	\$85.28	\$87.84	\$87.84	\$715,020.80
Grand Total								\$715,020.80



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

State of West Virginia
 Centralized Request for Quote
 Service - Prof

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

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: VS0000051708
Vendor Name : SOAL Technologies, LLC
Address : 8870 Business Park Dr. Ste. 200
Street : 8870 Business Park Dr. Ste. 200
City : Austin
State : Texas **Country :** United States **Zip :** 78759
Principal Contact : Ahmed Moledina
Vendor Contact Phone: 512-270-6700 **Extension:** -

FOR INFORMATION CONTACT THE BUYER

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

Vendor
 Signature X

FEIN# 27-1058277

DATE 04/10/2026

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

ADDITIONAL INFORMATION

ADDENDUM NO_1

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

REQUEST FOR QUOTATION:

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

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Mainframe Application Analyst	2080	EA	\$82.80	\$172,224

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	2080	EA	\$69.00	\$143,520

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	2080	EA	\$89.70	\$186,576

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	2080	EA	\$75.90	\$157,872

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Senior Application DB2 Database Administrator	2080	EA	\$89.70	\$186,576

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Senior Application DB2 Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Application DB2 Database Administrator	2080	EA	\$75.90	\$157,872

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Application DB2 Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	PC Programmer Analyst	2080	EA	\$62.10	\$129,168

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Senior PC Programmer Analyst	2080	EA	\$75.90	\$157,872

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	2080	EA	\$75.90	\$157,872

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	2080	EA	\$89.70	\$186,576

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	2080	EA	\$69.00	\$143,520

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	2080	EA	\$82.80	\$172,224

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 US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	GIS Architect	2080	EA	\$96.60	\$200,928

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 US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
14	GIS Application Developer	2080	EA	\$69.00	\$143,520

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Application Developer

INVOICE TO	SHIP TO
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DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US
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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	Senior GIS Application Developer	2080	EA	\$82.80	\$172,224

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
 Senior GIS Application Developer

SCHEDULE OF EVENTS

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

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

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions



RESPONSE TO REQUEST FOR QUOTATION (RFQ)



SOLICITATION DETAILS:

- BUYER: JOHN ESTEP**
- SOLICITATION NO: CRFQ 0803 DOT2600000079**
- BID OPENING DATE: March 31, 2026**
- BID OPENING TIME: 1:30 PM**
- FAX NUMBER: 304-558-3970**

Prepared For:

West Virginia Purchasing Division

On behalf of the West Virginia Department of Transportation
Department of Administration,
Purchasing Division,
2019 Washington Street East
Charleston, WV 25305-0120

Prepared By:

SOAL Technologies, LLC

8870 Business Park Drive
Ste 200 Austin, TX 78759

- 512-270-6700**
- amoledina@soaltech.com
- www.soaltech.com



PERFECT HIRE. GUARANTEED!

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Cover Letter

West Virginia Purchasing Division
Department of Administration
2019 Washington Street East,
Charleston, WV 25305

Subject: Request for Quotation — WVDOT Information Technology Temporary Staffing Services (RFQ No. 81260081)

Dear Selection Committee,

SOAL Technologies, LLC is pleased to submit this response to RFQ No. 81260081, issued by the West Virginia Purchasing Division on behalf of the West Virginia Department of Transportation (WVDOT). We are a certified Disadvantaged Business Enterprise (DBE) and Minority Business Enterprise (MBE) with over 16+ years of proven experience delivering information technology temporary staffing services to government agencies, transportation authorities, and enterprise clients across the United States.

We have carefully reviewed all specifications, mandatory qualification requirements, and vendor responsibilities outlined in this solicitation. SOAL Technologies is fully prepared and eager to serve WVDOT as a reliable, compliant, and high-performing staffing partner.

Our Three Core Strengths for This Engagement

SOAL Technologies brings proven IT staffing expertise supporting major transportation agencies, including TxDOT, DART, Pennsylvania Department of Transportation, and CapMetro, backed by a large pool of pre-vetted candidates across all required roles. We ensure rapid delivery while maintaining full compliance with all RFQ terms and timelines.



Deep IT Staffing
in Transportation

1,355+
professionals placed



Pre-Vetted Talent —
All 15 Classifications

1M+
candidate database



100% Compliance
Commitment

48-hr acknowledgement,
10-day SLA

We are committed to delivering qualified, reliable professionals who enable WVDOT to meet its critical IT project goals. SOAL Technologies respectfully requests your favorable consideration of our proposal.

Sincerely,

Ahmed Moledina

Chief Executive Officer
SOAL Technologies, LLC

Company Overview

Company Background

SOAL Technologies, LLC was founded on September 19, 2009, as a dedicated IT staff augmentation firm. Over 16+ years, the company has evolved into a multi-industry staffing powerhouse headquartered in Austin, Texas, with offices in Flower Mound, TX, and Columbus, OH. SOAL is a certified Disadvantaged Business Enterprise (DBE) and Minority Business Enterprise (MBE), providing public agencies and enterprises with access to top-tier technology talent.

Founded	September 19, 2009 16+ Years in Business
Headquarters	8870 Business Park Dr, Suite 200, Austin, TX 78759
Additional Offices	Flower Mound, TX Columbus, OH California (via Tekberry)
Certifications	  
Employees (Recruiting)	50–60 dedicated recruiters, U.S. & offshore
Candidate Database	1,000,000+ pre-vetted, classified profiles

Core Services

SOAL provides end-to-end IT and technical workforce solutions across the following service lines:

- IT Temporary Staffing — All technical classifications including database, infrastructure, GIS, and application development
- Staff Augmentation — Onsite, hybrid, and remote delivery models for government and enterprise projects
- Direct Placement & Temp-to-Hire — Flexible conversion options once threshold hours are met
- Specialized Government & Public Sector Staffing — Compliance-driven placements for state and federal agencies

Company Milestones & Stability



- 2009 — Founded as an IT staff augmentation firm
- 2010 — Awarded Texas DIR vendor status
- 2017 — Acquired Kupplin (healthcare staffing); DART contract awarded (\$4.6M)
- 2021 — Launched proprietary patent-pending AI Applicant Tracking System (ATS)
- 2022 — Acquired Tekberry (engineering & manufacturing staffing, California)
- 2024 — Minority stake in TangoAlpha3 (veteran-owned firm); AI assessment tools integrated
- 2025 — SOAL brand trademarked; \$65M+ combined revenue across family of companies

Certification & awards

SOAL Technologies holds active certifications across multiple states and has received independent industry recognition for staffing excellence.



Relevant Industry Experience







SOAL has extensive experience supporting state and local government IT initiatives, with a particular focus on transportation departments and public agencies. Key sector experience includes:

Client Agency	Period	Value	IT Roles Provided	Relevance to WVDOT
Teachers Retirement System of TX	2013– Present	\$3,092,945	IT Staffing, DB Admin, ERP, Technical Specialists	Complex enterprise environment — DB2, Oracle, SQL Server, SDLC — maps directly to WVDOT classifications
Dallas Area Rapid Transit (DART)	2019– Present	\$4,308,349	Systems Engineers, .NET Developers, Technical Support	Government transit IT — PC Programmer, SQL Server DBA, systems analysis roles

Client Agency	Period	Value	IT Roles Provided	Relevance to WVDOT
NTT Data for Texas DOT	2013– Present	\$2,221,244	IT Technical, SQL Server, Mainframe, Data Admin	Direct DOT environment — transportation agency IT across Mainframe, SQL Server, and technical support
City of Austin	2017– Present	\$3,231,053	Systems Admin, App Developers, Network Engineers	Municipal government IT — broad classification coverage including GIS and application development
Austin Energy	2013– Present	\$1,942,563	Technical Professionals, Database Administrators	Utility government environment — sustained DBA and technical staffing across 12+ years
TX Dept. of Criminal Justice	2021– Present	\$2,183,992	IT Support, Technical Staffing, Infrastructure	State government IT — security-sensitive environment with strict background compliance requirements
Capital Metro Transportation Authority	2016– 2024	\$1,187,620	GIS Analyst, .NET Developers, SharePoint Admin	GIS Analyst, .NET Developer, and SharePoint placements map directly to WVDOT GIS and Programmer classifications
Pennsylvania Dept. of Transportation	2015– Present	\$2,346,300	IT Staffing, Security Analysts, Technical Professionals	State DOT environment — directly comparable to WVDOT's scope and technical requirements

Project Team

At SOAL Technologies, our strength lies in a dedicated team with proven expertise in IT staffing, operational delivery, and compliance. The following professionals will lead contract execution and ensure effective oversight of all assigned staff.

					
Ahmed Moledina CEO / President	Anila Moledina Chief Operating Officer	Jawad Khaliq Business Development Manager	David Miller Senior Lead IT Recruiter	Melanie Cunningham Recruiting Manager	Ray Thurman Project Manager

Ahmed Moledina — Chief Executive Officer — Executive Oversight

Education	MBA, St. Edward's University BA, Management Information Systems, University of Texas at Austin
Certifications	PMP, CSM (Certified Scrum Master), MCSA, ITIL Foundation
Experience	26+ years in IT consulting, public sector procurement, and workforce solutions delivery. Founded SOAL Technologies in 2009 and has led its growth into a 92-person firm with \$14.5 million in active Texas government contracts.

Anila Moledina — Chief Operating Officer

Education	M.Ed., Texas State University BS, Applied Learning & Development, University of Texas at Austin
Certifications	PMP
Experience	25+ years in staffing operations, compliance management, and process optimization. Maintains direct oversight of the HR and compliance team responsible for all background investigations, drug screening coordination, and onboarding documentation.

Jawad Khaliq — Business Development Manager

Education	BBA, Business Management, University of Texas at Dallas
Certifications	Certified Account Management Specialist (CAMS)
Experience	10+ years in account management and service delivery for public sector clients. Demonstrated success managing complex staffing engagements and multi-million-dollar accounts with high client satisfaction ratings.

Ray Thurman — Project Manager

Education	BBA, Marketing, University of Houston
Certifications	Certified Business Development Professional (CBDP)
Experience	20+ years of government and private sector staffing, account management, and project leadership. Extensive experience managing federal, state, and local contracts, including complex multi-departmental staffing engagements. Proven expertise in contingent workforce management, strategic partnerships, and vendor coordination.

Melanie Cunningham — IT Recruiting Manager

Certifications	OSHA 30 Certified (ISEI)
Experience	15+ years in IT recruiting, specializing in full-cycle recruitment processes, technical screenings, and compliance management. Expertise in coordinating client needs, managing background check processes, and ensuring regulatory compliance.

David Miller — Senior Lead IT Recruiter

Education	BA, Human Resources, Training & Development AA, Business Administration
Experience	15+ years in IT staffing and talent acquisition, specializing in technical screening, candidate evaluation, and recruitment performance optimization. Proven track record sourcing skilled professionals for government and enterprise clients across diverse technical disciplines.

Understanding of Requirements

SOAL Technologies has thoroughly reviewed RFQ No. 81260081 and understands that WVDOT requires multiple open-ended contracts for information technology temporary technical staffing services across 15 specific position classifications. The following outlines our understanding of the key service expectations and our alignment with each.

Minimum Qualification — Years in Business (Spec. 3.1)

Specification 3.1 requires a minimum of five years in business providing similar IT staffing services. SOAL Technologies was incorporated on September 19, 2009, and has operated continuously as a government IT staffing firm since that date — a span of 16+ years that exceeds the requirement by 12 years. A Certificate of Formation from the State of Texas is available upon request.

Requirement	Minimum 5 years in business providing similar IT staffing services
SOAL Technologies	✓ 16+ Years — Founded September 19, 2009 — exceeds requirement by 12 years
Supporting Documentation	Certificate of Formation — State of Texas — attached
Business Type	IT Staffing — exclusively government / public sector clients since founding
State Registrations	Active in TX, SD, OH, WI, KY, PA, and additional states — all in good standing

Note: SOAL Certificate of Formation attached at the end of this section.

Staffing Placement History — 6+ Placements in Listed Classifications (Spec. 3.2)

Specification 3.2 requires documentation of six or more placements in the listed IT classifications. SOAL Technologies documents 15 verified placements below — one for each WVDOT classification — all within active or recently completed contracts (2021–Present). Each entry includes the client entity, contact name and title, phone number, and email address as required for verification:

#	WVDOT Classification	Client Entity	Contact Name & Title	Phone / Email	Period
1	Senior Mainframe Application Analyst	NTT Data for Texas DOT	Naresh Boni — Vendor Manager	naresh.boni@nttdata.com 617-273-6163	2013–Present

#	WVDOT Classification	Client Entity	Contact Name & Title	Phone / Email	Period
2	Mainframe Application Analyst	Teachers Retirement System of TX	Billy Lowe — Mgr, Info Systems	Billy.Lowe@trs.texas.gov (512) 542-6816	2013–Present
3	Senior Application Oracle DBA	Dallas Area Rapid Transit (DART)	Jerry Perry — Contract Specialist	jperry@dart.org 214.749.4382	2019–Present
4	Application Oracle DBA	City of Austin	Roxanna Meneses — Procurement Specialist	roxanna.meneses@austintexas.gov 512-974-2000	2017–Present
5	Senior Application DB2 DBA	NTT Data for Texas DOT	Naresh Boni — Vendor Manager	naresh.boni@nttdata.com 617-273-6163	2013–Present
6	Application DB2 DBA	TX Dept. of Criminal Justice	Johnny Newsome — Infrastructure SME	John.Newsome@tdcj.texas.gov (936) 437-8316	2021–Present
7	PC Programmer Analyst	Capital Metro Transportation	Juliana Harris — Mgr, HR & Talent	juliana.harris@capmetro.org (512) 369-6293	2016–2024
8	Senior PC Programmer Analyst	Teachers Retirement System of TX	Billy Lowe — Mgr, Info Systems	Billy.Lowe@trs.texas.gov (512) 542-6816	2013–Present
9	Application SQL Server DBA	Austin Energy	Debbie Gonzalez	Debbie.Gonzalez@austinenergy.com 512-322-9100	2013–Present
10	Senior Application SQL Server DBA	NTT Data for Texas DOT	Naresh Boni — Vendor Manager	naresh.boni@nttdata.com 617-273-6163	2013–Present
11	GIS Database Administrator	Capital Metro Transportation	Juliana Harris — Mgr, HR & Talent	juliana.harris@capmetro.org (512) 369-6293	2016–2024

#	WVDOT Classification	Client Entity	Contact Name & Title	Phone / Email	Period
12	Senior GIS Database Administrator	Dallas Area Rapid Transit (DART)	Jerry Perry — Contract Specialist	jperry@dart.org 214.749.4382	2019–Present
13	GIS Architect	NTT Data for Texas DOT	Naresh Boni — Vendor Manager	naresh.boni@nttdata.com 617-273-6163	2013–Present
14	GIS Application Developer	City of Austin / Austin Airport	Roxanna Meneses — IT Manager	Roxanna.Meneses@austintexas.gov 512-974-0759	2021–Present
15	Senior GIS Application Developer	Dallas Independent School District	Abigail Fuentes — Exec. Asst., Asst. Supt. Technology	abfuentes@dallasisd.org 972-925-5021	2020–Present

Scope of Services — Key Understanding

RFQ Requirement	SOAL's Understanding & Alignment
15 IT Classifications	SOAL maintains active pipelines for all 15 classifications — from Mainframe Application Analysts to Senior GIS Application Developers.
Multi-agency Support	Work will support all entities within WVDOT, primarily in metro-Charleston, WV, with potential statewide coverage. SOAL's national network covers all WV locations.
Delivery Orders	SOAL will respond to each delivery order within required timelines: 48-hr acknowledgment + 10 business days for candidate submission.
Hourly Rate Billing	All rates submitted will be fully inclusive — covering wages, taxes, Medicare, unemployment, workers comp, and all overhead/fringe.
Background & Credentials	All candidates will include verified resumes, degrees, certifications, and compliance documentation as required per Section 4.2.4 and 4.2.5.
Timesheet Compliance	SOAL will ensure all placed candidates submit approved timesheets on a weekly basis as required by Section 4.2.7.
Replacement Obligations	In the event of departure or underperformance, SOAL will provide written notice within 1 business day and a replacement candidate list within 10 business days.

**Independent
Contractor Status**

SOAL acknowledges and will maintain proper independent contractor classifications in accordance with IRS and DOL guidance referenced in Section 4.3.4.

Alignment with Client Needs

SOAL Technologies is uniquely positioned to serve WVDOT because our existing experience with state DOTs (TxDOT – \$2.2M, Pennsylvania DOT – \$2.3M) has given us direct familiarity with the systems, workflows, and compliance requirements of transportation agencies. We understand that WVDOT systems span mainframe (DB2/VSAM), client-server (Visual Studio, .NET, Oracle, SQL Server), and GIS environments — and we have staffed professionals in every one of these technology domains.

Vendor Qualifications and Supporting Documentation

This section provides documentation demonstrating that SOAL Technologies, LLC meets the minimum qualification requirements outlined in the RFP.

Established in 2009, SOAL Technologies, LLC has been in continuous operation for more than five (5) years, delivering information technology services similar in scope and nature to those required under this contract. As evidence of our active status and established presence, a Certificate of Good Standing is included.

In addition, SOAL Technologies, LLC has demonstrated its capability to provide qualified personnel by successfully delivering staffing services for similar roles over the past five (5) years. Supporting documentation is provided to confirm that we have supplied personnel meeting the required classifications, along with relevant client details and contact information.

All documentation included herein verifies our compliance with the stated requirements and our ability to perform the scope of work successfully.

Corporations Section
P.O.Box 13697
Austin, Texas 78711-3697



Jane Nelson
Secretary of State

Office of the Secretary of State

Certificate of Fact

The undersigned, as Secretary of State of Texas, does hereby certify that the document, Certificate of Formation for Soal Technologies, LLC (file number 801172112), a Domestic Limited Liability Company (LLC), was filed in this office on September 19, 2009.

It is further certified that the entity status in Texas is in existence.

Delayed Effective date: September 23, 2009

In testimony whereof, I have hereunto signed my name officially and caused to be impressed hereon the Seal of State at my office in Austin, Texas on August 30, 2025.



A handwritten signature in black ink that reads "Jane Nelson".

Jane Nelson
Secretary of State

Phone: (512) 463-5555
Prepared by: SOS-WEB

Come visit us on the internet at <https://www.sos.texas.gov/>

Fax: (512) 463-5709
TID: 10264

Dial: 7-1-1 for Relay Services
Document: 1514161970003

Technical Capability & Service Approach

How SOAL Delivers Services

SOAL's service delivery is built on a structured, repeatable model that has been refined across 16+ years and hundreds of public-sector engagements. Our approach is designed to be both rapid and rigorous — meeting WVDOT's tight response timelines while ensuring every candidate is fully verified.

Service Delivery Workflow



Step	Phase	Key Actions
1	Receipt of Delivery Order	Acknowledge within 48 hours (2 business days). Log request in Zoho CRM. Assign Account Manager and Technical Recruiter to the classification.
2	Candidate Sourcing	Activate AI-powered ATS. Search pre-vetted database of 1M+ profiles. Post to LinkedIn, Dice, Indeed, ClearanceJobs (if applicable). Leverage employee referral network.
3	Screening & Vetting	AI resume parsing → recruiter phone screen → technical assessment (Glider/HackerRank) → SME technical interview → STAR behavioral interview.
4	Compliance Verification	Criminal background check (7-yr federal/state/local) via HireRight or Sterling. Employment + education verification. Drug screening if required. US work authorization confirmed.
5	Candidate Submission	Deliver full candidate package (resume, qualifications doc, certifications) within 10 business days of initial notification. Multiple candidates submitted for agency selection.
6	Placement & Onboarding	Coordinate offer, start date, credential access, and WVDOT orientation. Assign onboarding specialist for Day 1 readiness.
7	Performance Monitoring	30/60/90-day check-ins. Monthly KPI dashboards. Issue escalation within 24 hrs if performance concerns arise.



Tools & Systems Used

<p>Recruitment & ATS Patent-pending AI ATS, Zoho CRM, LinkedIn Recruiter, Dice, Indeed, ClearanceJobs</p>	<p>Technical Assessment Glider, HackerRank, Codility — custom scenario testing for all 15 classifications</p>	<p>Background Verification HireRight, Sterling — 7-year criminal, employment, education, and cert checks</p>	<p>Performance Tracking Zoho Analytics dashboards, MS Excel scorecards, SharePoint/Teams collaboration portals</p>
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Compliance with Contract Standards

- SOAL will comply with all WV State computing environment policies and procedures (Section 4.2.9).
- All candidates will be provided as independent contractors per Section 4.3.4; SOAL maintains strict IC classification standards reviewed by internal legal counsel.
- Hourly rates submitted will be all-inclusive covering federal/state withholding, FICA, Medicare, unemployment compensation, workers' comp, liability insurance, overhead, and all travel costs per Section 4.2.3.
- Facilities access cards and security protocol compliance will be managed per Section 9 of the RFQ.
- Vendor default provisions under Section 10 are acknowledged; SOAL has internal escalation and corrective action procedures to prevent default scenarios.

Staffing Plan — All 15 Required Classifications

The following table maps each of the 15 requested classification categories to SOAL's minimum qualification understanding (per Section 4.1 of the RFQ) and our demonstrated delivery capability for each role.

Classification	Minimum Qualifications Summary	SOAL Delivery Capability
Senior Mainframe Application Analyst	5+ yrs COBOL/CICS/JCL; 5+ yrs RDB; Bachelor's or 5 yrs exp; lead analyst experience	Active pipeline of mainframe specialists sourced via Dice and niche IBM forums; verified COBOL proficiency testing via Glider
Mainframe Application Analyst	3+ yrs COBOL/CICS/JCL; 3+ yrs RDB & Analysis/Design	Ready-to-deploy candidates with government mainframe background; screened via STAR interviews and technical assessments
Senior Application Oracle DBA	10+ yrs Oracle maintenance; PL/SQL; RMAN; UNIX/Linux; Data Modeling	Extensive Oracle DBA bench from TxDOT/TRS engagements; Oracle cert authentication via issuing authorities
Application Oracle DBA	5+ yrs Oracle; 2+ yrs PL/SQL, RMAN, UNIX/Linux	Direct-sourced DBAs from DIR ITSAC and TRS placements; 2-yr minimum Oracle experience verified
Senior Application DB2 DBA	5+ yrs DB2; permissions management; disaster recovery	IBM-skilled candidates sourced via LinkedIn and ClearanceJobs; DR experience validated
Application DB2 DBA	4+ yrs DB2; 3+ yrs SQL optimization & Data Modeling	Candidate pool from enterprise and state agency engagements; DB2 scenario-based testing administered
PC Programmer Analyst	3+ yrs database mgmt, system dev/maintenance; Bachelor's or equal	Access to .NET/Python developers from DART, CapMetro, TRS pipelines; coding assessed via HackerRank
Senior PC Programmer Analyst	5+ yrs complex systems; 5+ yrs documentation & data processing	Senior developer bench with public-sector project history; reference-checked through HireRight/Sterling
Application SQL Server DBA	5+ yrs SQL Server; T-SQL; backup/recovery; UNIX/Linux scripts	SQL Server specialists from DART and NTT Data assignments; backup/recovery scenarios tested

Senior Application SQL Server DBA	10+ yrs SQL Server; 5+ yrs each T-SQL, data modeling, UNIX/Linux	Senior SQL DBA pipeline maintained; data warehouse & fine-grain access control skills confirmed
GIS Database Administrator	3+ yrs ArcGIS Enterprise/ArcSDE; Oracle/SQL/PostGIS; 2+ yrs backup	GIS talent sourced via GIS Analyst placements at CapMetro; ArcGIS skills certified through Esri assessments
Senior GIS Database Administrator	7+ yrs enterprise GIS; Master's preferred; 3+ yrs DR planning	Niche senior GIS pipeline supplemented by Tekberry (CA-based); deep spatial SQL verification
GIS Architect	10+ yrs enterprise GIS design; Azure/AWS cloud; HA configurations	Cloud-GIS architects from infrastructure pipeline; Azure/AWS certs verified; senior SME interview panel
GIS Application Developer	5+ yrs ArcGIS apps; 2+ yrs JS/Python/.NET ArcGIS API; Agile	Full-stack GIS developers sourced via developer job boards and CapMetro GIS bench
Senior GIS Application Developer	7+ yrs ArcGIS enterprise apps; 3+ yrs Python/CI-CD; advanced spatial queries	Senior GIS dev candidates with transit/infrastructure background; CI/CD and Git skills tested

Bench Availability & Scalability

1M+ Pre-Vetted Candidate Profiles	24–72 hours First Candidate Slate Delivered	100% SLA Compliance Rate (Normal & Urgent)
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SOAL maintains a specialized recruiting team of 50–60 professionals dedicated to sourcing, screening, and placing technical candidates. For niche classifications (e.g., Senior GIS Architect, Senior Mainframe Analyst), SOAL activates our offshore recruiting team in parallel to maximize sourcing velocity without sacrificing quality.

In the event that a placed candidate leaves or must be replaced, SOAL guarantees:

- Written notice to WVDOT within 1 business day of departure or termination
- A list of qualified replacement candidates within 10 business days (per Section 4.2.8)
- Full documentation and resumes for each replacement candidate submitted
- No interruption of services exceeding 10 business days — if this threshold is at risk, SOAL escalates internally to senior management

Recruitment & Onboarding

Sourcing Strategy

- Proprietary AI-Powered ATS — Patent-pending platform scans 1M+ profiles using predictive skill-matching and keyword relevance scoring
- Multi-Platform Sourcing — LinkedIn Recruiter, Dice (IT specialists), Indeed, ClearanceJobs (security-cleared roles), niche GIS/mainframe community boards
- Internal Referral Network — Active SOAL consultant referrals provide pre-qualified, culturally vetted candidates
- Proactive Pipelining — SOAL pre-builds talent queues for anticipated classification requests prior to formal delivery orders

Screening & Background Check Process



Stage	What We Do
Stage 1	AI resume parsing — keyword match, skill proficiency, certification flags, stability scoring
Stage 2	Recruiter phone screen (30 min) — communication, technical aptitude, availability, WV work authorization
Stage 3	Technical Assessment — Glider/HackerRank platform tests; custom scenario exercises per classification (e.g., DB2 optimization scenarios, ArcGIS spatial queries, COBOL logic tasks)

Stage 4	SME Technical Interview — Senior subject matter expert validates depth of knowledge, problem-solving approach, and role-specific tool proficiency
Stage 5	Background Verification — 7-year criminal (local/state/federal), employment history, education/degree confirmation via HireRight and Sterling; drug screening for sensitive roles
Stage 6	Client-Ready Package — Resume + qualifications document + certification copies + technical scorecard submitted to WVDOT per RFQ Section 4.2.4

Onboarding Process

- Pre-Start Paperwork — Collect all documentation, verify US work authorization, confirm site access requirements (Section 4.2.5)
- Credential & Access Coordination — Coordinate badge issuance, system logins, and security protocol briefing per WVDOT/Agency requirements (Section 9)
- Day 1 Orientation — Deliver WVDOT-specific onboarding covering agency policies, computing environment rules, timesheet submission procedures
- Onboarding Specialist Assigned — Each new hire has a dedicated SOAL coordinator tracking Day 1 readiness and resolving any immediate issues

Quality Assurance

Key Performance Indicators (KPIs)

94%+ Placement Success Rate (5-yr avg)	93%+ Annual Consultant Retention Rate	4.8 / 5.0 Average Client Satisfaction Score
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Performance Monitoring

30/60/90-Day Check-ins	Structured interviews with both the placed candidate and WVDOT supervisor at 30, 60, and 90 days post-placement to identify gaps early
Monthly KPI Dashboards	Zoho Analytics reports covering attendance, task completion, SLA compliance, and supervisor feedback ratings — shared with WVDOT as needed
Quarterly Business Reviews	Joint sessions with WVDOT to review overall performance, address resource needs, and plan ahead for upcoming delivery orders
Mid-Assignment Reviews	Formal evaluations at assignment midpoint to assess performance trajectory and allow corrective action before end of term

Issue Resolution Process

- Tier 1 — Recruiter or Account Manager addresses performance concerns within 24 hours of notification
- Tier 2 — Escalation to Client Success Lead for issues requiring coordination between SOAL and WVDOT supervisors
- Tier 3 — Senior Management intervention for unresolved or critical matters including contract disputes or staffing shortages

Performance Improvement Plans (PIPs): If underperformance is identified, SOAL creates a tailored PIP with specific goals and timelines, monitored collaboratively with WVDOT. If PIP goals are not achieved, replacement procedures are initiated.

Compliance & Risk Management

Regulatory Compliance

- SOAL strictly adheres to all federal, state, and local employment laws, including Title VII, ADA, ADEA, FLSA, and West Virginia labor statutes
- All candidates are validated for US work authorization; legal documentation provided upon request per Section 4.2.5
- Compliance with WV State Purchasing Division requirements under WV Code Chapter 5A, Article 3
- SOAL is a DIR vendor (since 2010), demonstrating long-standing capability to operate within state procurement frameworks
- All background checks meet 7-year minimum standard for criminal, employment, and education history as required by the RFQ

Safety Standards

- All SOAL-placed candidates comply with Agency security protocols and computing environment access policies (Section 4.2.9)
- Access cards and facility keys managed per Section 9 — SOAL tracks issuance, reports losses within same day, and ensures all personnel are briefed on security procedures
- For roles with elevated security requirements, SOAL coordinates drug testing and fingerprinting as part of standard pre-placement screening

Risk Mitigation

Candidate No-Show Risk	SOAL maintains a warm bench of 2–3 backup candidates per active classification. If a selected candidate withdraws before start, a qualified replacement is offered within 24–48 hours.
Underperformance Risk	30-day monitoring detects early issues. Structured PIPs and clear replacement SLAs (10 business days) ensure continuity per Section 4.2.8.
Sourcing Gap Risk	SOAL's multi-channel approach (1M+ database + AI + external platforms) ensures we can source even niche classifications. Offshore recruiting team activated for hard-to-fill roles.
Contract Compliance Risk	Dedicated compliance specialist reviews all delivery orders for accuracy, rate alignment, and documentation completeness before submission.

**Independent Contractor
Misclassification**

SOAL's internal legal counsel reviews IC status regularly using IRS and DOL guidance (referenced in Section 4.3.4) to ensure no co-employment risk for WVDOT.

Insurance Coverage

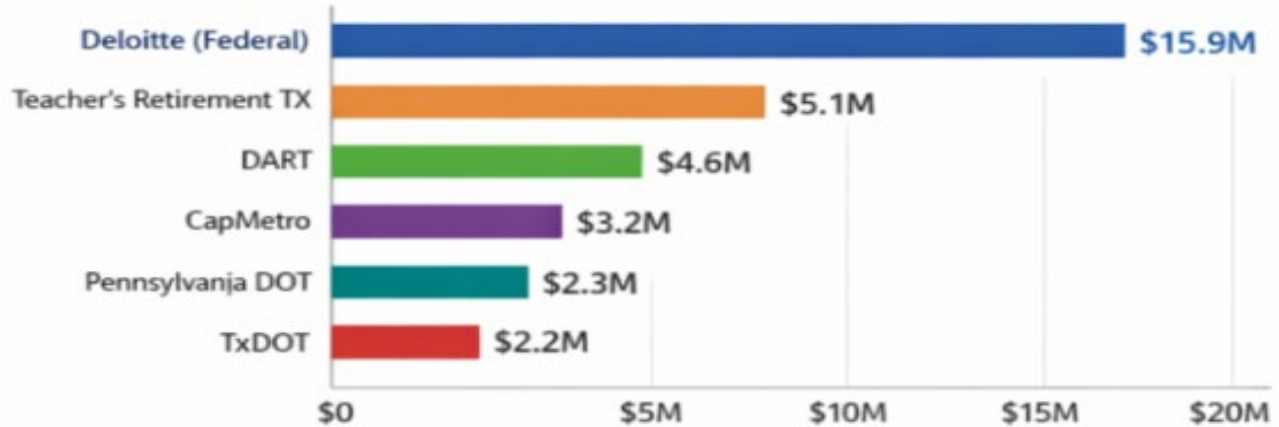
- General & Professional Liability Insurance — Maintained at levels meeting or exceeding state agency requirements
- Workers' Compensation — All placed candidates covered; costs included in quoted hourly rates
- Unemployment Compensation — Included in all-inclusive billing rates per Section 4.2.3
- Social Security & Medicare Taxes — Employer contributions included in hourly rates as required

Past Performance

SOAL Technologies has successfully executed staffing contracts for transportation agencies, state government departments, and critical infrastructure organizations. The following engagements represent our most directly relevant experience.

Key Contracts Summary

Past Performance



Client / Agency	Roles Supplied	Period
Dallas Area Rapid Transit (DART)	Business Analysts, IT Specialists, Systems Support, Technical Support Specialists, Developers	2017–Present
Capital Metro (CapMetro)	SharePoint Admin, GIS Analysts, .NET Developers, Technical Writers, PTC Consultants, CTC PMs	2016–Present
Pennsylvania DOT	IT Staffing across multiple classifications for state transportation systems	2015–Present
Texas DOT (via NTT Data)	Security Analysts, Systems Engineers, Network Engineers, Web Developers, DBAs, PMs	2013–Present
Teacher's Retirement System of TX	ERP Consultants, BI Specialists, Program Developers, Web Developers, DBAs	2013–Present
DIR ITSAC Contract (TX State)	IT Technical Specialists, DBAs, Business Analysts, Support Specialists — across TX state agencies	2013–Present
Deloitte (Federal)	Multi-role IT staffing for federal agency programs	2013–Present
Austin Energy	IT infrastructure, database, and system support staffing	2013–Present

Case Study: Texas Department of Transportation (TxDOT)

Challenge: TxDOT required rapid deployment of specialized IT professionals for infrastructure modernization, network security upgrades, and enterprise system enhancements — under strict public procurement timelines.

SOAL Solution: Placed 52 professionals including Security Analysts, Systems Engineers, Network Engineers, Web Developers, and Database Administrators. SOAL managed all compliance documentation, credential verification, and onboarding coordination.

Outcome: 100% of delivery orders fulfilled within required timelines; zero compliance violations; contract value reached \$2.2M with ongoing engagement status.

Case Study: Capital Metro (CapMetro) — GIS & IT Systems

Challenge: CapMetro needed specialized GIS Analysts, SharePoint Administrators, and Positive Train Control (PTC) system consultants to support rail modernization and network management.

SOAL Solution: Deployed 235 professionals including GIS Analysts, Rail Operations Consultants, and .NET Developers. SOAL's familiarity with transit agency culture and safety requirements ensured rapid integration.

Outcome: Ongoing partnership since 2016; contract has grown to \$3.1M; zero unplanned service gaps reported.

Client References

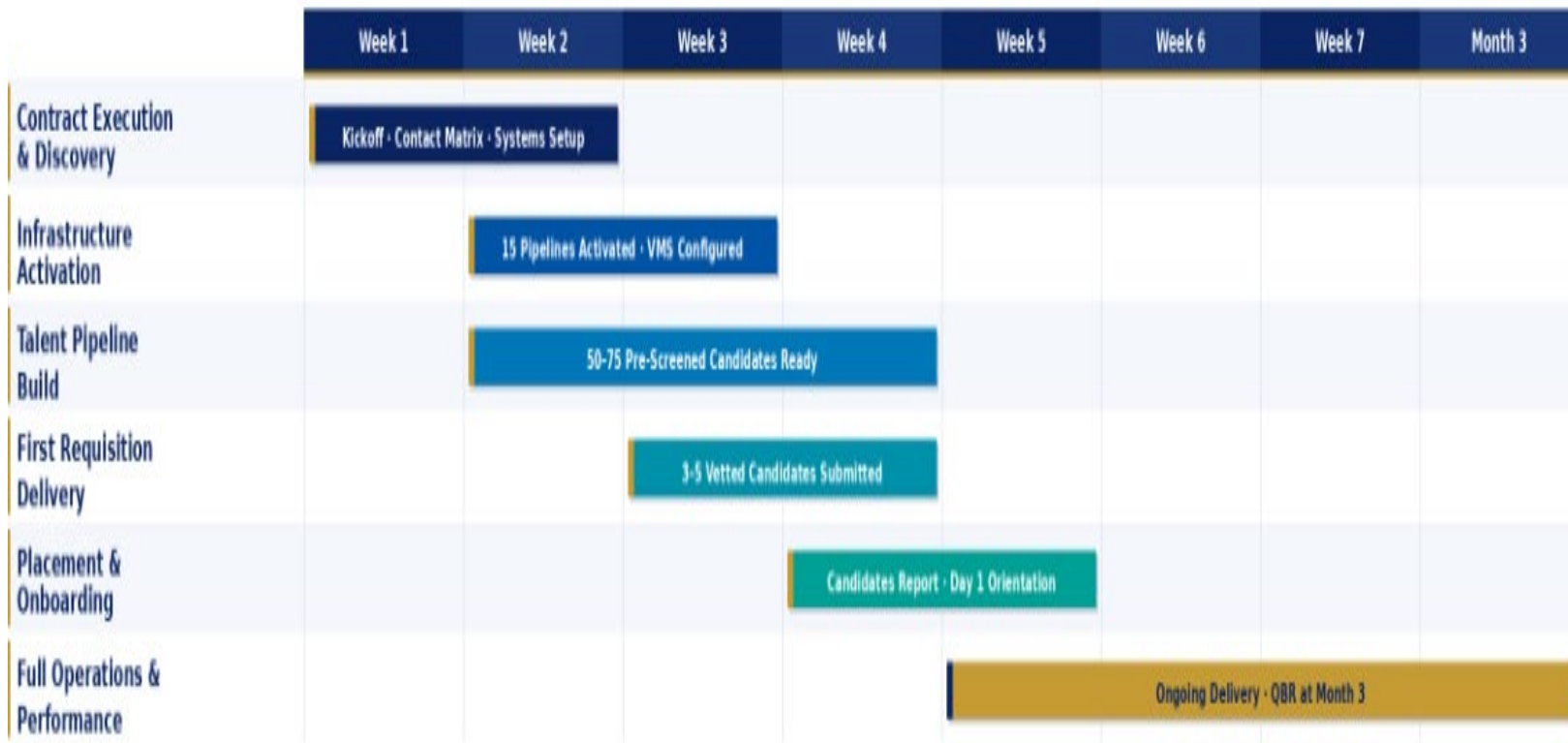
Reference 1 — City of Austin	Roxanna Meneses: roxanna.meneses@austintexas.gov 512-974-2000 P.O. Box 1088, Austin, TX, 78767 2017–Present
Reference 2 — Dallas ISD	Abigail Fuentes: abfuentes@dallasisd.org 972-925-5021 5501 Lyndon B Johnson Fwy, School Box #63 Dallas, TX 75240 2020–Present
Reference 3 — Insight Global	John Brooks: john.brooks@insight.com 512-691-2054 2701 E. Insight Way, Chandler, AZ 85286 2017–Present

Value-Added Services

What SOAL Brings Beyond the Minimum Requirements

Value-Added Benefit	Description
AI-Powered Candidate Matching	Our patent-pending ATS uses predictive analytics to rank candidates by success probability — reducing time-to-hire and improving first-placement quality compared to traditional keyword matching.
Veteran Talent Pipeline	Through our stake in TangoAlpha3, SOAL actively sources veteran candidates — ideal for public sector roles requiring discipline, reliability, and security-readiness. 12–15% of placements annually are veterans.
Diversity & Inclusion Sourcing	Internal target: 35%+ diverse candidate submittals; 30%+ placement diversity rate. SOAL sources from HBCUs, minority professional networks, and women-in-tech organizations.
Proactive Workforce Planning	For multi-year contracts, SOAL offers strategic talent pipelining — pre-building qualified candidate queues for upcoming classification needs based on WVDOT's projected workload.
Flexible Engagement Models	Beyond standard temporary staffing, SOAL supports freelance/project-based, temp-to-hire (after 640 hours), and direct placement options — providing WVDOT flexibility to convert top performers.
Sister Company Network	Tekberry (California-based) and Kupplin provide additional sourcing capacity and specialized pipelines for engineering and technical roles, expanding SOAL's reach without additional overhead.
Market Intelligence Reports	At client request, SOAL provides salary benchmarking and labor market trend reports — helping WVDOT calibrate competitive hourly rates and anticipate talent scarcity for future solicitations.

Implementation & Mobilization Readiness



Startup Readiness

SOAL Technologies is ready to begin servicing WVDOT delivery orders immediately upon contract award. No ramp-up period is required — our systems, team, and candidate pipelines are operational today.

Contract Award to First Delivery Response	< 48 hours — Account Manager assigned, CRM record created, classification requisition activated
First Candidate Slate Delivery	Within 10 business days of initial notification (standard); within 4 business days for urgent requests
On-Site Readiness	SOAL can deploy candidates statewide in West Virginia — primary focus on metro-Charleston, WV as specified in RFQ; national network covers all WV locations
Onboarding Coordination	Credential provisioning, badge/access request, WVDOT policy orientation — complete before Day 1
Reporting Infrastructure	Zoho CRM and Analytics dashboards active on contract start; weekly and monthly reports available from Day 1
Contract Manager Designated	Ray Thurman (Project Manager) will serve as WVDOT’s primary point of contact from award through delivery

Contract Manager Information

Contract Manager	Ray Thurman
Title	Project Manager, SOAL Technologies, LLC
Telephone Number	703-772-7979
Email Address	rthurman@soaltech.com
Business Address	8870 Business Park Dr, Suite 200, Austin, TX 78759

Contract Administrator Form

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) Ahmed Moledina, CEO/President

(Address) 8870 Business Park Drive, Suite 200, Austin, TX 78759

(Phone Number) / (Fax Number) 512-270-6700 / 866-516-4415

(email address) amoledina@soaltech.com

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

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

SOAL Technologies, LLC

(Company) 

(Signature of Authorized Representative)
Ahmed Moledina, CEO/President

(Printed Name and Title of Authorized Representative) (Date)
512-270-6700 / 866-516-4415

(Phone Number) (Fax Number)
amoledina@soaltech.com

(Email Address)

Revised 8/24/2023

Contract Manager Form

REQUEST FOR QUOTATION

WVDOT Information Technology Temporary Staffing Services (81260081)

11. MISCELLANEOUS:

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

Contract Manager: . [Ray Thurman](#)
Telephone Number: . [703-772-7979](#)
Fax Number: . [866-516-4415](#)
Email Address: . rthurman@soaltech.com

Revised 12/12/2017