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Header 4

List View

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

Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID: VS0000045681

Legal Name: TRI-FORCE CONSULTING SERVICES INC

Alias/DBA:

Total Bid: \$13,502,387.80

Response Date: 04/14/2026

Response Time: 11:17

Responded By User ID: Operations@1245

First Name: Manish

Last Name: Gorawala

Email: operations@triforce-inc.com

Phone: 2157406806

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: 4

Total of All Attachments: 4



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

**State of West Virginia
 Solicitation Response**

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

Solicitation Closes	Solicitation Response	Version
2026-04-14 13:30	SR 0803 ESR04142600000007037	1

VENDOR
 VS0000045681
 TRI-FORCE CONSULTING SERVICES INC

Solicitation Number: CRFQ 0803 DOT2600000079
Total Bid: 13502387.80000000074505805969 **Response Date:** 2026-04-14 **Response Time:** 11:17:42
Comments:

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

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

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Mainframe Application Analyst				900159.19

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				857294.46

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Senior Application Oracle Database Administrator				900159.19

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Application Oracle Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
4	Application Oracle Database Administrator				857294.46

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Application Oracle Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
5	Senior Application DB2 Database Administrator				900159.19

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
6	Application DB2 Database Administrator				857294.46

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				857294.46

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Senior PC Programmer Analyst				900159.19

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
9	Application SQL Server Database Administrator				857294.46

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Application SQL Server Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
10	Senior Application Oracle Server Database Administrator				900159.19

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Application Oracle Server Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
11	GIS Database Administrator				857294.46

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Senior GIS Database Administrator				900159.19

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	GIS Architect				1200212.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

GIS Architect

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
14	GIS Application Developer				857294.46

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

GIS Application Developer

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
15	Senior GIS Application Developer				900159.19

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior GIS Application Developer

Exhibit A - Pricing Page

WVDOT Information Technology Staffing Services RFQ(81260081)

CRQM DOT26*44

Contract Item	Description	Est. Qty.	Unit of Measure	Year 1 Unit Cost	Year 2 Unit Cost	Year 3 Unit Cost	Year 4 Unit Cost	Extended Cost
4.1.1	Senior Mainframe Application Analyst	2080	EA	\$105.00	\$107.10	\$109.24	\$111.43	\$900,159.19
4.1.2	Mainframe Application Analyst	2080	EA	\$100.00	\$102.00	\$104.04	\$106.12	\$857,294.46
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$105.00	\$107.10	\$109.24	\$111.43	\$900,159.19
4.1.4	Application Oracle Database Administrator	2080	EA	\$100.00	\$102.00	\$104.04	\$106.12	\$857,294.46
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$105.00	\$107.10	\$109.24	\$111.43	\$900,159.19
4.1.6	Application DB2 Database Administrator	2080	EA	\$100.00	\$102.00	\$104.04	\$106.12	\$857,294.46
4.1.7	PC Programmer Analyst	2080	EA	\$100.00	\$102.00	\$104.04	\$106.12	\$857,294.46
4.1.8	Senior PC Programmer Analyst	2080	EA	\$105.00	\$107.10	\$109.24	\$111.43	\$900,159.19
4.1.9	Application SQL Server Database Administrator	2080	EA	\$100.00	\$102.00	\$104.04	\$106.12	\$857,294.46
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$105.00	\$107.10	\$109.24	\$111.43	\$900,159.19
4.1.11	GIS Database Administrator	2080	EA	\$100.00	\$102.00	\$104.04	\$106.12	\$857,294.46
4.1.12	Senior GIS Database Administrator	2080	EA	\$105.00	\$107.10	\$109.24	\$111.43	\$900,159.19
4.1.13	GIS Architect	2080	EA	\$140.00	\$142.80	\$145.66	\$148.57	\$1,200,212.25
4.1.14	GIS Application Developer	2080	EA	\$100.00	\$102.00	\$104.04	\$106.12	\$857,294.46
4.1.15	Senior GIS Application Developer	2080	EA	\$105.00	\$107.10	\$109.24	\$111.43	\$900,159.19
Grand Total								\$13,502,387.81

RFQ# CRFQ DOT260000079
Title: WVDOT Information Technology Temporary Staffing Services
The West Virginia Department of Transportation
State of West Virginia
PROPOSAL RESPONSE



Date: April 14, 2026

<p>Submitted to:</p> 	<p>Attn: John W Estep, Contract Specialist Department of Administration Purchasing Division 2019 Washington Street East Post Office Box 50130 Charleston, WV 25305-0130 Phone: 304-558-2566 E-mail: john.w.estep@wv.gov</p>
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Submitted By:

Company:	Tri-Force Consulting Services, Inc.
Address:	Business Center of Lansdale 650 North Cannon Avenue, Lansdale, PA 19446
POC:	Manish Gorawala, President
Phone:	(215) 362-2611
Cell:	(215) 740-6806
Fax:	(267) 200-0026
Email:	mgorawala@triforce-inc.com
Website:	www.triforce-inc.com
Business Size:	Small Business
GSA MAS Schedule Contract #:	47QTCA19D00ET
CAGE Code:	39SG4
DUNS Number:	098793321
SAM UEI Number:	XYX2JP7AC7C3
NAICS Codes:	541511, 541512, 541513, 541519, 518112, 541690, 518210, 519190, 541614, 541490
ISO Certified:	ISO/IEC 27001:2022 & ISO 9001:2015

Our quote submitted in response to this solicitation will be valid for 90 days from the due date.

❖ **Our Government Clients:**



❖ **Our Commercial Clients:**



➤ **Contracts & Certifications:**

- GSA MAS Schedule Contract #:47QTCA19D00ET
- Seaport 8(a) prime (Zones 1,2,3,4, 5, & 6) IDIQ.
- Certified MBE - PA, DE, NYC, NJ, NY, Port Authority of NY & NJ, Eastern Minority Supplier Diversity Council (EMSDC), City of Philadelphia.
- ISO Certification: ISO/IEC 27001:2022 & ISO 9001:2015

➤ **Awards:**

- Inc. 5000 award program and ranked 895, 996, 931, and 651 in 2011, 2012, 2021, and 2022 respectively.
- Six times winner among the fastest-growing companies in Philadelphia.
- Top 500 Minority-owned businesses in the USA.



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1. Transmittal Letter

Attn: John W Estep, Contract Specialist Department of Administration Purchasing Division 2019 Washington Street East Post Office Box 50130 Charleston, WV 25305-0130	From: Tri-Force Consulting Services, Inc. Business Center of Lansdale 650 North Cannon Avenue Lansdale, PA 19446
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Ref.: RFQ # CRFQ DOT260000079; Title: WVDOT Information Technology Temporary Staffing Services

Respected Proposal Evaluation Team members,

Tri-Force Consulting Services, Inc. (Tri-Force) is pleased to submit this proposal in response to the Centralized Request for Quotation (CRFQ DOT260000079) for IT Temporary Staffing Services issued on behalf of the West Virginia Department of Transportation (WVDOT).

We have carefully reviewed all solicitation documents, including instructions to vendors, specifications, and contractual requirements, and confirm our full understanding of the scope, objectives, and expectations outlined in this request. Tri-Force is committed to providing highly qualified IT professionals across all required classifications, ensuring alignment with the State's operational, technical, and strategic needs.

Tri-Force fully understands the intent of this solicitation to establish multiple open-ended contracts for providing highly skilled IT resources across a wide range of classifications, including database administrators, GIS specialists, application developers, and mainframe professionals.

Our organization brings deep experience supporting state and local government agencies, delivering high-quality technical staffing solutions that align with evolving enterprise IT environments. We are confident in our ability to provide qualified professionals who meet or exceed the mandatory requirements outlined in the solicitation, including expertise in Oracle, DB2, SQL Server, GIS platforms, and application development technologies.

Tri-Force confirms its ability to:

- Provide qualified personnel meeting or exceeding all mandatory requirements
- Respond rapidly to staffing requests within defined timelines
- Support multiple delivery orders concurrently
- Ensure continuity, knowledge transfer, and performance management

We are confident that our experience, technical expertise, and commitment to excellence position us as a strong partner for WVDOT. We appreciate your consideration and look forward to the opportunity to contribute to the success of your IT initiatives.

Based on our successful execution of current and past contract experiences with the City of Philadelphia, Philadelphia Gas Works, NYC Department of Correction, NAVSUP, Judicial



RFQ# CRFQ DOT260000079

Title: WVDOT Information Technology Temporary Staffing Services

Council of California, City of Sunnyvale, and Computer Aid, we are confident in our ability to successfully perform WVDOT's IT Temporary Staffing Services.

We appreciate the opportunity to participate in this solicitation and look forward to supporting WVDOT's IT initiatives.

We look forward to this opportunity to extend our commitment to WVDOT.

A handwritten signature in black ink, appearing to read "M. Gorawala", written over a horizontal line.

Respectfully,
Manish Gorawala, CEO & President
Email: mgorawala@triforce-inc.com
Phone: (215) 362-2611

2. Company Profile

▪ **Company Details:**

➤ Tri-Force Consulting Services, Inc. (Tri-Force) is a well-established IT consulting and staffing firm with over 24 years of experience in providing high-quality IT staff augmentation services across various sectors, including federal, state, and local governments. We have a proven track record of successfully delivering IT solutions and augmenting staff in key technology areas such as infrastructure support, application development, cybersecurity, and service desk/NOC operations. Tri-Force is a certified small business and holds ISO certifications in both **ISO/IEC 27001:2022** and **ISO 9001:2015**, underscoring our commitment to quality and information security management.



➤ Tri-Force specializes in IT staffing, application development, infrastructure management, and cybersecurity, and we have successfully executed projects for large public organizations including the **West Virginia, City of Philadelphia, Philadelphia Gas Works, NYC DOC, NAVSUP, and the Judicial Council of California**, among others. Our vast experience and dedication to excellence make us uniquely qualified to support WVDOT in fulfilling the IT staff augmentation requirements specified in CRFQ DOT260000079.

➤ Tri-Force currently has 35+ resources for existing projects, including our diverse division team comprised of an Project Manager, Solution Architect, Business Analyst, Software Developer, IT Program Manager, Senior Application Developer, Desktop Technician, Web Developer, Network Engineer Systems Engineers, Security Architect, Database Administrator, Quality Assurance Analyst, Data Analyst, Mobile App Developer, Server Administrator and a technical staffing team. We have a solid hiring team led by our Hiring Manager and supported by our technical recruiters. A depiction of our organizational structure has been provided below:

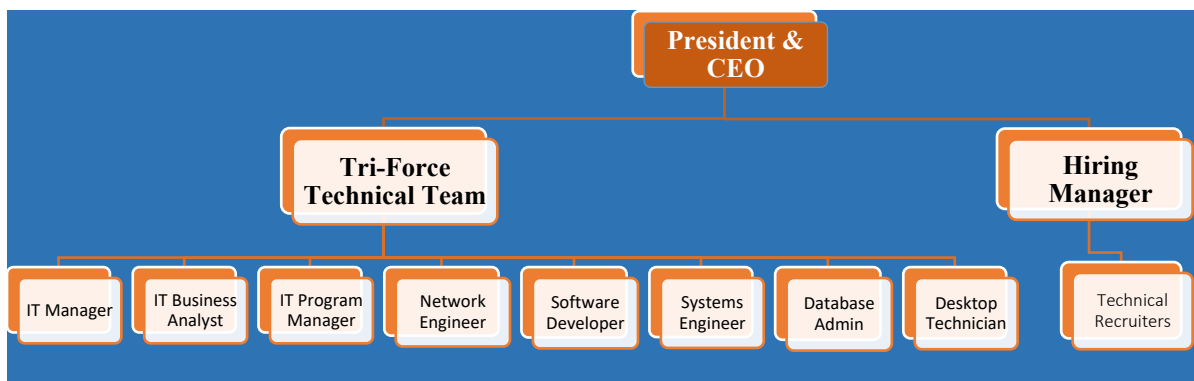


Figure 1: Tri-Force Organizational Structure

Title: WVDOT Information Technology Temporary Staffing Services

- We effectively conduct security assessments and make recommendations for systems and controls to help our clients to ensure compliance with applicable security and privacy laws. We specialize in helping our customers to meet and exceed their technology goals.
- Tri-Force is a leading IT services provider with extensive of experience delivering innovative and reliable IT solutions to state and private sector clients. Tri-Force is a **ISO 9001:2015, ISO 27001:2022 firm** with over two decades of experience in delivering **IT solutions, staffing, and consulting services** to federal, state, and local government agencies.
- Our proven methodologies and commitment to excellence are exemplified by our long-standing partnerships with state agencies, as well as our successful performance on multi-million dollar projects.

- **Key Strengths:**
 - **Deep Expertise in IT Staff Augmentation** – We have successfully placed highly skilled IT professionals in multiple government agencies, ensuring high productivity and efficiency.
 - **Proven Recruitment and Retention Strategies** – Our staffing approach ensures a robust pipeline of IT professionals across multiple disciplines, including **Mainframe, System Administration, Cloud Computing, Software Development, and Cybersecurity**.
 - **Commitment to Quality and Compliance** – Tri-Force follows industry best practices for quality assurance, cybersecurity, and regulatory compliance, ensuring smooth integration with BIT’s IT environment.
 - **Extensive Government Contracting Experience** – We have successfully executed contracts for **the City of Philadelphia, Philadelphia Gas Works, NYC Department of Correction and other federal and state agencies**, showcasing our reliability in delivering IT service.

- We effectively conduct security assessments and make recommendations for systems and controls to help our clients ensure compliance with applicable security and privacy laws. We specialize in helping our customers to meet and exceed their technology goals.

- **Tri-Force Services Include:**
 - IT staff augmentation
 - Project-based consulting services
 - Data Warehouse Business Intelligence Implementation
 - Desk Support Services
 - Software development
 - Web-based Application Development
 - Website design
 - Web portal development
 - Database development
 - Database migration
 - Data warehouse/ Data Mart Solutions
 - Cyber Security support
 - GIS technology-based solutions
 - Network management
 - System administration
 - Legacy system re-engineering
 - IT training
 - Open-source software
 - Cloud Computing Support

▪ **History of Specialized and Successful IT Staffing**

- Tri-Force is an established IT staffing services firm offering services to government agencies and corporations. Tri-Force specializes in IT project management, software applications development, Development, Architectural, Database Administration Services, Telecommunications and Network Services, Information Security Services cloud computing, Service Desk Support, Data Analytics and Reporting, Enterprise Processes automation and IT Staffing Services. Tri-Force is a contract ready to work with any government agencies with existing IDIQ and GWAC contracts. Tri-Force has a lengthy and strong track record of successful staffing contracts with the following clients:

Client	Project Title	Status
City of Philadelphia	Information Technology Staff Augmentation for the City of Philadelphia	Current
West Virginia Lottery Commission (Lottery) of West Virginia Purchasing Division	West Virginia Lottery Commission (Lottery) of West Virginia Purchasing Division	Current
Philadelphia Gas Works	Temporary Staffing Services for Information Services Department	Current
City of Sunnyvale	Professional And Technical Support Services	Current
Judicial Council of California	Master Agreements for Technical Staff Augmentation Service	Current
Gwinnet County	On Demand IT Professional Services	Current
Naval Supply Business Systems Center – NAVSUP	Readiness Suite (RS) software development and maintenance Support	Completed
METRA	Information Technology Consulting Services	Current
NYC Department of Correction	IFCOM and IIS (OpenVMS Support)	Current
Department of Building and General Services	Retainer Contract Opportunity for Information Technology (IT) Services	Current
City of Philadelphia	Enterprise Application Planning and Solution Architecting Consulting Services	Current
The Board of Education of City of Chicago	Various Technical Service Consultants	Current
Allegheny County, Department of Human Services	Staff Augmentation Services for Information Technology (IT), Data Management and Data Analysis	Current
State of Maryland	MJUD Master Contract – Staff Augmentation	Current

- Account/Program Manager (Mr. Manish Gorawala)
Mr. Manish Gorawala will execute as Tri-Force’s Account/Program Manager for this project. As part of his responsibilities, Mr. Gorawala will:
- ✓ Manage schedules, resources, and timelines based on feedback from the core team.
 - ✓ Coordinate project activities with the core team.
 - ✓ Schedule regular meetings with the core team until the project is implemented.
 - ✓ Provide training in use and understanding of data to business analysts.

3. Qualification of Firm

Tri-Force Consulting Services, Inc. (Tri-Force) is a highly experienced IT consulting and staffing firm with a proven track record of delivering qualified technical professionals to federal, state, and local government agencies. Our firm possesses the technical depth, operational maturity, and delivery capability required to successfully support the scope of services outlined in this solicitation.

■ **Organizational Experience and Capability**

Tri-Force has over a decade of experience providing IT staffing and consulting services across complex enterprise environments. We specialize in delivering highly skilled professionals across a broad range of disciplines, including:

- **Database Administration:** Oracle, DB2, SQL Server (performance tuning, backup/recovery, HA/DR)
- **Application Development:** .NET, Java, Python, API development, modernization
- **GIS & Spatial Systems:** ArcGIS Enterprise, ArcGIS Online, geospatial analytics, spatial database design
- **Mainframe Systems:** COBOL, CICS, JCL, legacy system support and modernization
- **Data & Analytics:** ETL pipelines, data warehousing, reporting and BI
- **Cloud & Infrastructure:** Azure, AWS, hybrid environments, DevOps integration

Our experience spans both **legacy systems and modern cloud-based architectures**, enabling us to support agencies with diverse and evolving IT landscapes.

■ **Alignment with Solicitation Requirements**

Tri-Force demonstrates full alignment with the requirements to provide **qualified IT professionals across multiple classifications** including analysts, developers, database administrators, and GIS specialists .

Key Compliance Areas

- **Minimum Experience Requirements:**
All candidates meet or exceed required years of experience (3–10+ years depending on role)
- **Technical Proficiency:**
Expertise in required technologies such as Oracle, DB2, SQL Server, GIS platforms, and application development tools
- **Education & Certifications:**
Candidates possess relevant degrees and certifications or equivalent experience as required
- **Communication & Collaboration Skills:**
Strong ability to interact with stakeholders, project managers, and technical teams
- **Documentation & Submission Readiness:**
Complete candidate documentation including resumes, certifications, and verification materials provided in required formats

■ **Government and Public Sector Experience**

Tri-Force has extensive experience supporting public sector clients where compliance, security, and performance are critical.

Representative Engagements

City of Philadelphia

- Delivered IT staffing and application development support
- Supported enterprise systems and digital transformation initiatives

Philadelphia Gas Works (PGW)

- Provided data engineering, analytics, and system integration services
- Improved operational efficiency through optimized data workflows

NYC Department of Correction

- Delivered IT staffing for mission-critical systems
- Supported application maintenance and infrastructure operations

These engagements demonstrate Tri-Force's ability to operate effectively in **regulated, high-visibility environments**.

■ **Technical Expertise Across Required Classifications**

Tri-Force maintains deep expertise across all classifications required under this contract, including:

Database Administration

- Oracle (RMAN, RAC, performance tuning, backup/recovery)
- DB2 (data modeling, query optimization, security management)
- SQL Server (HA/DR, replication, performance tuning)

Application Development

- Enterprise application design and development
- API development and system integration
- SDLC and Agile/DevOps methodologies

GIS Services

- ArcGIS Enterprise and Online implementations
- Spatial data modeling and database administration
- GIS application development and integration

Mainframe Systems

- COBOL, CICS, JCL programming
- Legacy system maintenance and modernization

Our ability to support both **specialized and cross-functional roles** ensures flexibility and scalability in meeting agency needs.

■ **Quality Assurance and Delivery Excellence**

Tri-Force follows a structured quality assurance framework to ensure consistent delivery of high-performing resources.

Candidate Quality Process

- Multi-level screening (technical + functional)
- Role-based skill validation
- Reference and background verification

Performance Management

- Continuous monitoring of resource performance
- Regular feedback loops with agency stakeholders
- Rapid issue resolution and escalation protocols

Compliance Assurance

- Adherence to all contractual and regulatory requirements
- Proper documentation and audit readiness
- Alignment with agency policies and procedures

■ **Staffing Readiness and Responsiveness**

Tri-Force has established processes to meet the solicitation's expectation for **rapid staffing response and candidate submission timelines.**

- Candidate submission within **48–72 hours**
- Ability to meet **2-business-day response requirements**
- Scalable staffing model supporting multiple concurrent requests
- Strong pipeline of pre-qualified candidates

■ **Risk Mitigation and Continuity Planning**

Tri-Force proactively manages risks associated with staffing and service delivery.

Risk Mitigation Strategies

- Maintain backup candidates for critical roles
- Cross-training and knowledge transfer
- Proactive resource replacement planning

Continuity Assurance

- Minimal disruption during resource transitions
- Seamless onboarding and offboarding processes
- Documentation and knowledge retention practices

■ **Financial Stability and Operational Strength**

Tri-Force is a financially stable organization with the operational infrastructure required to support long-term, large-scale contracts.

- Established administrative and project management processes
- Scalable recruitment and staffing infrastructure
- Proven ability to manage multi-vendor and multi-location engagements

4. Staffing Capability

Tri-Force Consulting Services, Inc. (Tri-Force) recognizes that the success of the West Virginia Department of Transportation (WVDOT) IT Temporary Staffing Services contract depends on the ability to **rapidly deliver highly qualified, compliant, and dependable IT professionals across multiple technical classifications.**

Our staffing capability is designed to align with WVDOT’s requirement to establish a pool of pre-qualified vendors who can provide timely, compliant, and technically proficient resources on an as-needed basis. We understand that the Agency’s operational success depends on the ability to quickly onboard skilled personnel who can contribute immediately within complex environments that include database systems, application development platforms, GIS technologies, and legacy systems.



Figure 2: Tri-Force’s Staffing Methodology

Tri-Force brings a structured, end-to-end staffing model that emphasizes rapid response, rigorous candidate qualification, seamless onboarding, and continuous performance management. Our approach ensures that WVDOT receives not only technically capable professionals but also dependable resources who integrate effectively into agency teams and deliver consistent results.

Unlike single-role staffing engagements, this contract requires a **multi-disciplinary, scalable staffing framework** capable of supporting diverse IT environments including database administration, application development, GIS systems, and legacy platforms. Tri-Force’s staffing capability is specifically designed to meet these requirements.

Our proposed positions in response to the RFP are described in the following table.

Tri-Force’s proposed Estimated Positions
➤ Senior Mainframe Application Analyst
➤ Mainframe Application Analyst
➤ Senior Application Oracle Database Administrator
➤ Application Oracle Database Administrator
➤ Senior Application DB2 Database Administrator
➤ Application DB2 Database Administrator
➤ PC Programmer Analyst
➤ Senior PC Programmer Analyst
➤ Application SQL Server Database Administrator
➤ Senior Application Oracle Database Administrator
➤ GIS Database Administrator
➤ Senior GIS Database Administrator
➤ GIS Architect
➤ GIS Application Developer

➤ Senior GIS Application Developer

■ **Staffing Strategy Overview**

Tri-Force approaches staffing as a **strategic, lifecycle-driven process** rather than a transactional activity. Our model ensures:

- Rapid identification and deployment of qualified candidates
- Alignment with specific classification requirements
- Continuity of operations across delivery orders
- Flexibility to scale resources based on agency demand

Our staffing capability is built on three foundational pillars:

● **Multi-Disciplinary Technical Expertise**

Tri-Force maintains a deep talent pool across all required classifications including:

- Mainframe Application Analysts
- Oracle, DB2, and SQL Server Database Administrators
- PC Programmer Analysts
- GIS Database Administrators, Architects, and Developers

● **Proven Workforce Management Framework**

Our Talent Acquisition and PMO teams ensure:

- Rapid sourcing and screening
- Full compliance with qualification requirements
- Continuous monitoring of staff performance

● **Continuity and Scalability**

Tri-Force designs staffing solutions with:

- Backup resources and redundancy
- Rapid replacement capability
- Ability to scale across multiple concurrent delivery orders

■ **Resource Availability & Bench Strength**

Tri-Force maintains a **robust, pre-qualified talent pool** aligned with WVDOT requirements.

Key Capabilities

● **Dedicated Talent Pools by Skill Area:**

- Database (Oracle, DB2, SQL Server)
- Application Development (.NET, Java, Python)
- GIS (ArcGIS Enterprise, Spatial Systems)
- Mainframe (COBOL, CICS, JCL)
- Experience Levels:
 - Mid-level (3–7 years)
 - Senior (7–15+ years)
 - Lead/Architect-level resources

● **Immediate Deployment Capability:**

- Initial candidates submitted within 48–72 hours
- Ability to meet **2-business-day response expectations** for delivery orders

● **Geographic Flexibility:**

- U.S.-based resources
- Onsite and hybrid readiness based on agency requirements

■ Candidate Qualification & Screening Process

Tri-Force employs a **multi-layered vetting process** to ensure all candidates meet or exceed CRFQ requirements.

Screening Methodology

● Resume & Technical Validation

- Verification of required experience (3–10+ years depending on classification)
- Validation of technical skills (Oracle, DB2, GIS, development frameworks, etc.)

● Technical Evaluation

- Role-specific technical interviews conducted by senior architects
- Assessment of problem-solving, system design, and real-world experience

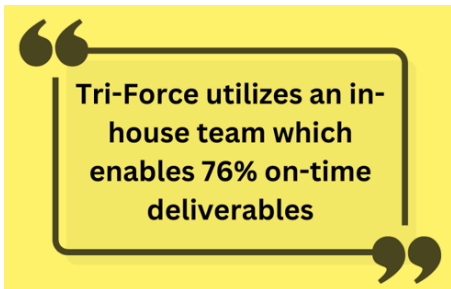
● Background & Compliance Checks

- Employment and education verification
- Criminal background screening
- Reference validation
- Work authorization verification

● Documentation Readiness

Fully compliant submission packages including:

- Resume
- Certifications
- Qualification verification



This structured approach ensures **only fully qualified and compliant candidates** are presented to WVDOT.

■ Rapid Response & Deployment Capability

Tri-Force understands the CRFQ requirement for **timely staffing and responsiveness**.

● Our Commitments

- Candidate submission within 48–72 hours of request
- Ability to respond within 2 business days as required
- Interview coordination and selection support
- Immediate onboarding following approval

Our streamlined process minimizes delays and ensures **quick fulfillment of delivery orders**.

■ Staffing Continuity & Replacement Strategy

Maintaining uninterrupted service is critical to WVDOT operations .

● Continuity Measures

- Pre-identified **backup candidates for each role**
- Knowledge transfer during transitions
- Overlap periods for critical roles

● Replacement Commitment

- Replacement candidate provided within 10 business days or less
- Emergency staffing support available within **48 hours for critical needs**

● Risk Mitigation

- Proactive monitoring of resource performance
- Early identification of potential issues

- Immediate corrective actions

■ Workforce Management & Oversight

Tri-Force provides structured oversight to ensure accountability and performance.

● Governance Structure

- Dedicated Contract Manager as single point of contact
- Coordination with WVDOT stakeholders for all staffing activities

● Performance Management

- Weekly timesheet and activity tracking
- Periodic performance reviews
- Continuous feedback and improvement

● Compliance Management

- Adherence to agency policies and procedures
- Documentation and audit readiness
- Alignment with contract terms and delivery order requirements



■ Scalability & Multi-Order Support

The CRFQ requires vendors to support **multiple classifications and concurrent delivery orders**.

● Tri-Force Capability

- Ability to support multiple simultaneous staffing requests
- Expandable staffing model based on demand
- Access to additional specialized resources as needed

● Flexible Staffing Model

- Core resources for ongoing needs
- Surge capacity for high-demand periods
- Specialized experts for niche requirements

■ Technical Coverage Across All Classifications

Tri-Force is fully capable of supporting all required classifications including:

● Database Administration

- Oracle (RMAN, RAC, performance tuning)
- DB2 (data modeling, optimization)
- SQL Server (HA/DR, replication)

● Application Development

- Enterprise application development
- API integration and modernization
- Agile and DevOps practices

● GIS Services

- ArcGIS Enterprise and Online
- Spatial database design and optimization
- GIS application development

● Mainframe Systems

- COBOL, CICS, JCL development

- Legacy system support and modernization

■ **Tri-Force Proposed Key Positions:**

Position	Key Responsibilities
Senior Mainframe Application Analyst	Lead analysis, design, and maintenance of mainframe applications (COBOL, CICS, JCL); oversee system enhancements, performance tuning, and troubleshooting; mentor junior staff; ensure compliance with state/federal regulations.
Mainframe Application Analyst	Support development and maintenance of mainframe applications; perform coding, testing, debugging, and documentation; assist in batch processing and system support activities.
Senior Application Oracle Database Administrator	Manage Oracle database environments including installation, configuration, performance tuning, backup/recovery, and security; lead database architecture and optimization initiatives.
Application Oracle Database Administrator	Perform day-to-day Oracle database administration; monitor performance, execute backups, support application teams, and troubleshoot database issues.
Senior Application DB2 Database Administrator	Lead DB2 database design, optimization, and maintenance; ensure high availability, data integrity, and performance tuning; support complex database migrations and upgrades.
Application DB2 Database Administrator	Administer DB2 databases including monitoring, backup/recovery, and troubleshooting; assist in database development and support activities.
PC Programmer Analyst	Develop, test, and maintain application programs; analyze user requirements; support system enhancements and bug fixes; prepare technical documentation.
Senior PC Programmer Analyst	Lead application development and system integration efforts; design solutions, review code, mentor junior developers, and ensure adherence to development standards.
Application SQL Server Database Administrator	Manage SQL Server databases including installation, configuration, performance monitoring, backup/recovery, and security management; support application teams.
Senior Application Oracle Database Administrator (Duplicate in RFP)	Provide advanced Oracle DBA support including architecture design, performance tuning, high availability solutions, and strategic database planning.
GIS Database Administrator	Maintain and support GIS databases; manage spatial data, ensure data integrity, perform backups, and support GIS applications and users.
Senior GIS Database Administrator	Lead GIS database architecture and performance optimization; manage large-scale spatial datasets; ensure integration with enterprise systems and data governance.
GIS Architect	Design and implement enterprise GIS architecture; define standards, integration strategies, and system scalability; lead GIS modernization initiatives.

GIS Developer	Application	Develop and maintain GIS applications using ArcGIS and related technologies; support spatial data visualization, analysis, and integration.
Senior GIS Developer	Application	Lead development of complex GIS applications; design scalable solutions; mentor developers; ensure performance, security, and integration with enterprise systems.

5. References

Tri-Force team has extensive experience in providing IT staff augmentation services to organizations of similar size and complexity. In order to manage the IT staffing projects, we have deployed adequate resources and infrastructure to handle multiple staffing requirements concurrently. Here we have provided below Tri-Force’s current and past performance experience details with different government clients:

❖ **City of Philadelphia - Information Technology Staff Augmentation**

Information Technology Staff Augmentation	
City of Philadelphia	
Contract No.: 1620155	Contract Value: \$22,500,000
Contract Type: Time & Materials	Period of Performance: 04/2018 - Present
Point of Contact:	<ul style="list-style-type: none"> • Gayle A. Ruggeri, PMP Office of Innovation & Technology 1234 Market Street Philadelphia, PA 19107 Phone: 215-686-1462 Email: gayle.ruggeri@phila.gov • Nicole Bowyer, IT Contract Specialist OIT Finance – Contracts Unit Office of Innovation and Technology City of Philadelphia 1234 Market Street, Suite 1850 Philadelphia,, PA 19107 Email: nicole.bowyer@phila.gov Phone: 215-686-8243 Cell: 215-713-6917
Address:	Office of Innovation & Technology 1234 Market St Suite 1850 Philadelphia, PA

Title: WVDOT Information Technology Temporary Staffing Services

Description	<p>Tri-Force Consulting Services, Inc. currently supports the City of Philadelphia by providing excellent IT staff augmentation resources for software development, web development and with vast variety of other IT services, including Programming, web Designing, applications development, network engineering, ERP systems implementations, internet Marketing, multimedia development, open-source development, Oracle database and data warehouse services. Tri-Force maintains a staff of highly skilled & experienced consultants in applying enterprise technologies to real-world business problems. The City of Philadelphia has awarded a total of 35 service orders (consultants) to Tri-Force under this contract.</p>																																																								
Deliverables	<p>We have placed the following 35+ consultants on different projects while working with City of Philadelphia:</p> <table border="1" data-bbox="448 632 1354 1871"> <thead> <tr> <th>Candidate Name</th> <th>Position Title</th> </tr> </thead> <tbody> <tr><td>Ramin</td><td>Senior Systems Engineer</td></tr> <tr><td>Joseph Hendrickson</td><td>Project Director</td></tr> <tr><td>Billy Fag</td><td>Software Application Developer</td></tr> <tr><td>Brandon Jewell</td><td>Help Desk</td></tr> <tr><td>Chant Manilay</td><td>Help Desk</td></tr> <tr><td>Eric Night</td><td>Help Desk</td></tr> <tr><td>Monique Regan</td><td>Help Desk</td></tr> <tr><td>Erick Kieckhefer</td><td>Human Capital Manage</td></tr> <tr><td>Sivaprasad Chandrakantham</td><td>HCM Developer</td></tr> <tr><td>Ramprasad</td><td>HCM/OBIEE Technical,</td></tr> <tr><td>Ajay Kumar</td><td>HCM/OBIEE Database</td></tr> <tr><td>Sriharsha Uppalapati</td><td>HCM/OBIEE Report Dev</td></tr> <tr><td>Kirk Gordon</td><td>Trainer - OIT Department</td></tr> <tr><td>Tarunkumar</td><td>HCM OBIEE System Admin</td></tr> <tr><td>Johnson Kymberli</td><td>Security Admin</td></tr> <tr><td>Ann Farmer</td><td>Trainer - OIT Department</td></tr> <tr><td>Rajesh Lyatha</td><td>Time & Labor Functional Lead</td></tr> <tr><td>Damodar Potla</td><td>for OBIEE DW/BI Developer</td></tr> <tr><td>Harish Krishnamurthy</td><td>Human Resource Functional Lead</td></tr> <tr><td>Avinash Kakarlapudi</td><td>Human Capital Management Functional Lead</td></tr> <tr><td>Bernard Mclaughlin</td><td>HR and Pension Function Lead</td></tr> <tr><td>Pamela Wright</td><td>Help Desk Analyst</td></tr> <tr><td>Charles Reeves</td><td>Help Desk Analyst</td></tr> <tr><td>Thomas Peter</td><td>Cloud Migration</td></tr> <tr><td>Jeffery Bolarmen</td><td>Project Manager</td></tr> <tr><td>Jay Agrawal</td><td>Program Manager</td></tr> <tr><td>Lisa Han</td><td>Data Administrator</td></tr> </tbody> </table>	Candidate Name	Position Title	Ramin	Senior Systems Engineer	Joseph Hendrickson	Project Director	Billy Fag	Software Application Developer	Brandon Jewell	Help Desk	Chant Manilay	Help Desk	Eric Night	Help Desk	Monique Regan	Help Desk	Erick Kieckhefer	Human Capital Manage	Sivaprasad Chandrakantham	HCM Developer	Ramprasad	HCM/OBIEE Technical,	Ajay Kumar	HCM/OBIEE Database	Sriharsha Uppalapati	HCM/OBIEE Report Dev	Kirk Gordon	Trainer - OIT Department	Tarunkumar	HCM OBIEE System Admin	Johnson Kymberli	Security Admin	Ann Farmer	Trainer - OIT Department	Rajesh Lyatha	Time & Labor Functional Lead	Damodar Potla	for OBIEE DW/BI Developer	Harish Krishnamurthy	Human Resource Functional Lead	Avinash Kakarlapudi	Human Capital Management Functional Lead	Bernard Mclaughlin	HR and Pension Function Lead	Pamela Wright	Help Desk Analyst	Charles Reeves	Help Desk Analyst	Thomas Peter	Cloud Migration	Jeffery Bolarmen	Project Manager	Jay Agrawal	Program Manager	Lisa Han	Data Administrator
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Title: WVDOT Information Technology Temporary Staffing Services

Dominc Saroni	Solution Lead Arch
Casey Gomes	Change management Lead
Tamar Grant	SQL Server DBA
Regina Marie	Program Manager
Sharif Almamun	Finance and Grants Process Consultant
Garcia Andy	Supply Chain Lead Facilitator
Johnson Robert Allen	System Administrator

Scope:

Tri-Force provides enterprise-wide IT staff augmentation services across multiple City departments. This includes deployment of **35+ consultants** supporting:

- Application development and maintenance
- Database administration (Oracle, SQL Server, Data Warehouse/OBIEE)
- Cloud migration and infrastructure support
- Cybersecurity and system administration
- ERP/HCM systems implementation and support
- Helpdesk and end-user support

The engagement supports a **large-scale, multi-department IT environment**, requiring coordination across diverse technical disciplines and stakeholders.

Performance Highlights:

- Successfully deployed **35+ specialized consultants** across mission-critical city departments.
- Supported **enterprise HCM and data warehouse (OBIEE) implementations**, improving reporting and analytics capabilities
- Delivered expertise in **cloud migration, cybersecurity, and system integration**
- Maintained **high resource retention and client satisfaction**, ensuring continuity of operations
- Demonstrated ability to support **large-scale, multi-vendor environments**

Relevance to WVDOT:

This engagement directly demonstrates Tri-Force’s ability to:

- Provide **multi-classification IT staffing** across diverse technical domains (aligned with WVDOT requirements)
- Manage **multiple delivery orders and concurrent staffing needs**
- Support **enterprise systems including databases, applications, and infrastructure**
- Deliver **scalable staffing solutions with strong governance and performance management**

The scale and complexity of this contract closely mirror WVDOT’s requirement for a **flexible, responsive, and multi-disciplinary staffing partner**.

❖ State of West Virginia - Prequalification Agreements IT Temp Staffing

Prequalification Agreements IT Temp Staffing	
State of West Virginia	
Contract No.: CRFQ 0705 LOT2400000011	Contract Value:
Contract Type: Time & Materials	Period of Performance: 2025 - Present
Point of Contact:	Toby L Welch Department of Administration Purchasing Division 2019 Washington Street East Charleston, WV 25305 Phone: 304-558-8802 Email: toby.l.welch@wv.gov
Description	As a prequalified vendor, Tri-Force is authorized to provide temporary IT personnel services to the West Virginia Lottery Commission. These services will be delivered at the West Virginia Lottery HQ Facility in Charleston, WV. The engagement involves fulfilling specific IT staffing needs through task orders issued under the master agreement. Tri-Force is prepared to provide highly qualified technical professionals, such as Network Engineers with CCIE certification, to support the agency's infrastructure, security, and optimization requirements. Tri-Force will manage all planning and coordination activities to ensure the Lottery's technical goals and objectives are met within the required timeframes and parameters.

❖ Philadelphia Gas Works -Temporary Staffing Services for the Information Services Department

Temporary Staffing Services for Information Services Department		
Philadelphia Gas Works		
Contract No.: RFP No. 20453 RFP No. 33230, & RFP No. 26749 & RFP No. 35240	Contract Value: \$4,600,000	
Contract Type: Time & Material	Period of Performance: 02/2013 – Present	
Point of Contact: Shane Mayo, Director, IT Finance and Service Management	POC Email: shane.mayo@pgworks.com	
Address: Philadelphia Gas Works 800 W. Montgomery Ave Philadelphia, PA 19122	Phone Number: (215) 684-6404	Fax Number: (215) 684-6594
Description	PGW requires qualified and experienced vendors to provide temporary staffing services to the Information Service department to enable the department to meet peak demand for project-related work. Tri-Force has	

Title: WVDOT Information Technology Temporary Staffing Services

	<p>maintained a staff of highly skilled & experienced consultants in applying enterprise technologies to real-world business problems.</p> <p>Tri-Force recruiting team has provided resources who are expert in .NET, JAVA, Microsoft SharePoint, PL/SQL, Visio, Microsoft Office suite, Project Management, Database development, MS Active Directory, VMWare ESX, PMBOK, Data Modeling, Oracle 9/10/11 databases and Oracle EBS R12, Senior UNIX Consultant and Software Quality Assurance technologies.</p> <p>Tri-Force enabled PGW to complete critical IT projects on time by scaling resources effectively. Further, Tri-Force enhanced the department's capacity to manage and execute complex technology initiatives. Our team delivered measurable improvements in system performance and user satisfaction.</p> <p>The long-standing partnership with PGW highlights Tri-Force's ability to address peak demands for critical IT operations:</p> <ul style="list-style-type: none"> • Resource Optimization: Tri-Force provided specialized consultants adept at managing database operations, network engineering, and software development, enabling PGW to handle high-demand testing scenarios. • Test Automation Expertise: Implemented automated testing frameworks to reduce manual intervention and enhance efficiency, ensuring scalable and repeatable testing for enterprise systems. • Technology and Compliance: Leveraged tools such as PL/SQL, SharePoint, and Oracle EBS R12 to design and deploy secure data environments, aligning with PGW's security and compliance mandates.
<p>Deliverables</p>	<p>PGW seeks qualified and experienced vendors to provide temporary staffing services to the Information Service department to enable the department to meet peak demand for project-related work.</p> <p>We have provided following consultants on different projects with Philadelphia Gas Works:</p> <ol style="list-style-type: none"> 1. Ruth Rodriguez- Spanish QA Engineer (Currently Working) 2. Pushpen Bala- QA Tester (Currently Working) 3. Prabhu Arugam -.NET developer (Currently Working) 4. Richard Nebangu -Enterprise Systems Engineer (Currently Working) 5. Deepak Jindal (Senior SharePoint Architect) 6. Vinod Patel (Senior Unix Consultant) 7. Sara Jones (Project Manager) 8. Mark Aurit (GIS Technical Lead) 9. Sharon Nickels (Technical Writer) 10. Nicos Stelikos (Network Engineer) 11. Jeffrey Bolarman (Project Manager)

Scope:

Tri-Force provides long-term IT staffing support to PGW's Information Services Department, supplying resources across:

Title: WVDOT Information Technology Temporary Staffing Services

- Application development (.NET, Java)
- Database administration (Oracle, PL/SQL)
- GIS systems and spatial data support
- Network engineering and infrastructure support
- SharePoint and enterprise systems
- Quality assurance and test automation

This engagement focuses on enabling PGW to **meet peak demand for IT projects and maintain operational continuity.**

Performance Highlights:

- Delivered **highly specialized consultants** across multiple technical disciplines
- Enabled PGW to **scale staffing capacity during peak project demands**
- Supported **enterprise system upgrades, ERP implementations, and infrastructure enhancements**
- Implemented **test automation frameworks**, improving system reliability and efficiency
- Provided **GIS and database expertise**, enhancing system performance and data management
- Maintained long-term engagement with consistent delivery success

Relevance to WVDOT:

This engagement highlights Tri-Force’s ability to:

- Provide **on-demand staffing to meet fluctuating workload requirements**
- Support **diverse IT environments including databases, GIS, and application systems**
- Deliver **scalable staffing solutions aligned with project timelines and priorities**
- Ensure **timely execution of critical IT initiatives under resource constraints**

The ability to dynamically scale resources and support **complex infrastructure and application environments** aligns directly with WVDOT’s staffing needs.

❖ **NYC Department of Correction – IFCOM and IIS (OpenVMS Support)**

IFCOM and IIS (OpenVMS Support)	
NYC Department of Correction	
Contract No.: CT1-072-20228805826	Contract Value: \$ 475,835
CAGE Code: 39SG4	SAM UEI Number: XYX2JP7AC7C3
Contract Type: Firm Fixed Price	Period of Performance: 03/01/2022 - Present
Point of Contact: Lacyann Dunkley, Contract Manager	POC Email: Lacyann.dunkley@doc.nyc.gov
Address: New York City Department of Correction 75-20 Astoria Blvd., Suite 110 East Elmhurst, NY 11370	Phone Number: (718) 546-0766
Description	Tri-Force has been awarded by the NYC Department of Correction to provide ongoing maintenance and support services for its legacy Inmate Finance and Commissary System (IFCOM) and Inmate Information System (IIS). NYC Department of Correction is seeking support for its legacy Inmate

Title: WVDOT Information Technology Temporary Staffing Services

	<p>Finance and Commissary System (IFCOM) and Inmate Information System (IIS). It requires maintenance and support for its OpenVMS systems on VAX, ALPHA and ITANIUM architecture.</p> <p>Our team has extensive relevant expertise of OpenVMS OS for User Mode, Utilities, Run Time Libraries, Privileged Images, (Client Mode), Command Language Interpreter (Supervisor mode), Executive Mode System Services, and Record Management Services (Executive Mode) are required. We are responsible to providing tier 2 client support (tier 1 will be handled by DOC), OnDemand reporting, process/function development (business functions), report/data-feed automations and system administration/management. Our team responds to DOC internal clients promptly and professionally, accurately documenting issues and resolutions, and collaborating with clients and internal employees to solve complex technical problems.</p> <p>Tri-Force's experience with the NYC Department of Correction further exemplifies our ability to handle mission-critical, sensitive systems in a secure and efficient manner:</p>
Deliverables	<ul style="list-style-type: none"> • Perform and analyze complex application troubleshooting and diagnosis of incidents • Diagnose and resolve client problems and educate client on resolutions promptly and professionally Develop In-depth understanding of client needs related to application products and application services. • Perform effective call management including logging, monitoring / updating, prioritizing, and resolving issues in a timely fashion. • Fully document each client issue/resolution for future support reference • Develop In-depth understanding of DOC software applications • Assist in Quality Assurance (QA) and testing process of new releases of business process/function
Technology Stack	OpenVMS system, VAX, ALPHA, ITANIUM

Scope:

Tri-Force provides maintenance and support for mission-critical legacy systems, including:

- Inmate Finance and Commissary System (IFCOM)
- Inmate Information System (IIS)

Services include:

- Tier-2 technical support and incident resolution
- System administration for OpenVMS environments (VAX, ALPHA, ITANIUM)
- Reporting automation and data processing
- Application enhancements and system optimization
- Quality assurance and release support

Performance Highlights:

- Delivered continuous support for mission-critical legacy systems, ensuring operational stability
- Provided advanced troubleshooting and incident resolution, minimizing downtime
- Enhanced system performance through automation and optimization initiatives
- Maintained compliance with strict security and regulatory requirements

- Successfully supported complex legacy architectures with high data sensitivity

Relevance to WVDOT:


This engagement demonstrates Tri-Force's strength in:

- Supporting **legacy systems and specialized technical environments** (similar to mainframe/DB2 systems)
- Ensuring **system continuity and reliability for mission-critical operations**
- Delivering **secure, compliant IT services in regulated government environments**
- Providing **technical expertise for system maintenance, upgrades, and modernization**

The parallels between DOC's legacy systems and WVDOT's environment highlight Tri-Force's ability to support **critical systems requiring high reliability, compliance, and technical precision.**

6. Required Attachments

▪ Acknowledgements of Amendment 1:

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

Proc Folder: 1886131 Doc Description: WVDOT IT Temporary Staffing Services (81260081)	Reason for Modification: ADDENDUM NO_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: VS0000045895
Vendor Name : Tri-Force Consulting Services, Inc.
Address : Business Center of Lansdale,
Street : 650 North Cannon Avenue
City : Lansdale
State : PA **Country :** Montgomery **Zip :** 19446
Principal Contact : Manish Gorawala, President
Vendor Contact Phone: (215) 362-2611 **Extension:**

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

Vendor Signature X  **FEIN#** 23-3062047 **DATE** 04/16/2026

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

■ **Acknowledgements of Amendment 2:**

	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
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Proc Folder: 1886131 Doc Description: WVDOT IT Temporary Staffing Services (81260081)		Reason for Modification: ADDENDUM NO_2 Vendor Questions and Responses	
Proc Type: Central Master Agreement			
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VENDOR Vendor Customer Code: VS0000045895 Vendor Name : Tri-Force Consulting Services, Inc. Address : Business Center of Lansdale Street : 650 North Cannon Avenue City : Lansdale State : PA Country : Montgomery Zip : 19446 Principal Contact : Manish Gorawala, President Vendor Contact Phone: (215) 362-2611 Extension:

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

Vendor Signature X 	FEIN# 23-3062047	DATE 04/14/2026
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7. Signature page

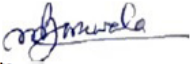
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Proc Folder: 1886131		Reason for Modification:	
Doc Description: WVDOT IT Temporary Staffing Services (81260081)			
Proc Type: Central Master Agreement			
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BID RECEIVING LOCATION
BID CLERK DEPARTMENT OF ADMINISTRATION PURCHASING DIVISION 2019 WASHINGTON ST E CHARLESTON WV 25305 US


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Vendor Customer Code: VS0000045895 Vendor Name : Tri-Force Consulting Services, Inc. Address : Business Center of Lansdale, Street : 650 North Cannon Avenue, City : Lansdale, State : PA Country : Montgomery Zip : 19446 Principal Contact : Manish Gorawala, President Vendor Contact Phone: (215) 362-2611 Extension:

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

Vendor Signature X 	FEIN# 23-3062047	DATE 04/14/2026
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Title: WVDOT Information Technology Temporary Staffing Services


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

Vendor Signature X 	FEIN# 23-3062047	DATE 04/14/2026
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FOR INFORMATION CONTACT THE BUYER
John W Estep 304-558-2566 john.w.estep@wv.gov

Vendor Signature X 	FEIN# 23-3062047	DATE 04/14/2026
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8. Designated Contact, Certification and Signature

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) Manish Gorawala, President

(Address) Business Center of Lansdale, 650 North Cannon Avenue, Lansdale, PA 19446

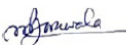
(Phone Number) / (Fax Number) (215) 362-2611/ (267)-200-0026

(email address) mgorawala@triforce-inc.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.

Tri-Force Consulting Services, Inc.

(Company) 

(Signature of Authorized Representative)

Manish Gorawala, President (04/14/2026)

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

((215) 362-2611) ((267)-200-0026)

(Phone Number) (Fax Number)

mgorawala@triforce-inc.com

(Email Address)

9. Insurance Certificate



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
2/16/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an **ADDITIONAL INSURED**, the policy(ies) must be endorsed. If **SUBROGATION IS WAIVED**, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER TRUCORDIA INSURANCE SERVICES LLC 21922 Royal Montreal Dr. Katy TX 77450		CONTACT NAME: TRUCORDIA INSURANCE SERVICES LLC PHONE (A/C, No, Ext): (281) 645-9665 FAX (A/C, No): (281) 769-1168 E-MAIL ADDRESS: AIS-COI@trucordia.com															
INSURED Tri-Force Consulting Services, Inc 650, North Cannon Avenue, Lansdale, PA 19446		<table border="1"> <thead> <tr> <th>INSURER(S) AFFORDING COVERAGE</th> <th>NAIC #</th> </tr> </thead> <tbody> <tr> <td>INSURER A: Hanover Insurance Company</td> <td>22292</td> </tr> <tr> <td>INSURER B: Travelers Insurance Company</td> <td>25658</td> </tr> <tr> <td>INSURER C: Hartford Fire Insurance Group</td> <td>19682</td> </tr> <tr> <td>INSURER D:</td> <td></td> </tr> <tr> <td>INSURER E:</td> <td></td> </tr> <tr> <td>INSURER F:</td> <td></td> </tr> </tbody> </table>		INSURER(S) AFFORDING COVERAGE	NAIC #	INSURER A: Hanover Insurance Company	22292	INSURER B: Travelers Insurance Company	25658	INSURER C: Hartford Fire Insurance Group	19682	INSURER D:		INSURER E:		INSURER F:	
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COVERAGES **CERTIFICATE NUMBER:** CL2621621367 **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GENL AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:		X	Z2D J967181 00	2/18/2026	2/18/2027	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COM/POP AGG \$ 2,000,000 BPP LIMIT \$ 10,000
A	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS		X	Z2D J967181 00	2/18/2026	2/18/2027	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$		X	Z2D J967181 00	2/18/2026	2/18/2027	EACH OCCURRENCE \$ 4,000,000 AGGREGATE \$ 4,000,000 \$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		N/A	UB-00A8473561	2/18/2026	2/18/2027	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
A	B&O WITH 3RD PARTY CYBER/MEDIA			LHD J967297 00	2/18/2026	2/18/2027	Each Occurrence/Aggregate \$5M/5M
A	3RD PARTY CRIME			BDD J967379 00	2/18/2026	2/18/2027	LIMIT \$5M

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
 C. EPLI - 61 KB 0735525, Effe: 02/18/2026 to 02/18/2027, LIMIT - \$1M.

 Certificate holder is added as an additional insured.

CERTIFICATE HOLDER City of Philadelphia 1401 JFK Blvd, 6th Floor Philadelphia, PA 19102	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE Deepak Sharma/AISGK1 <i>Deepak Sharma</i>
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ACORD 25 (2014/01)
INS025 (201401)

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COMMONWEALTH OF VIRGINIA



DEPARTMENT OF SMALL BUSINESS & SUPPLIER DIVERSITY

101 N. 14th Street, 11th Floor
Richmond, VA 23219

TRI-FORCE CONSULTING SERVICES, INC.

is a certified Small, Minority Owned Business meeting all the eligibility requirements set forth under the Code of Virginia Section 2.2-16.1 et seq. and Administrative Code 7VAC 13-20 et seq.

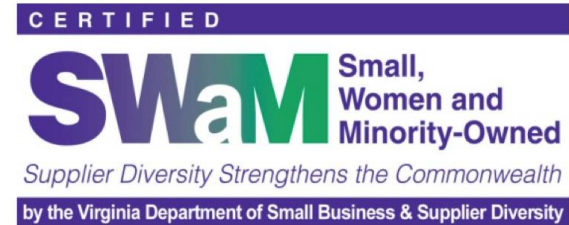
Certification Number: 670205

Valid Through: Aug 2, 2029

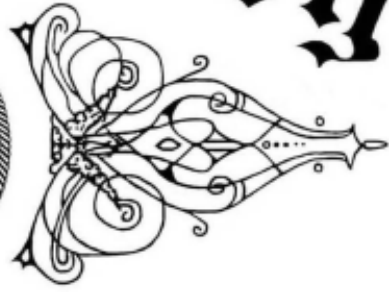
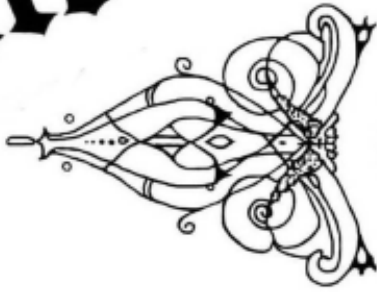
Accordingly Certified

Willis A. Morris

Willis A. Morris, Director



State of West Virginia



Certificate

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

TRI-FORCE CONSULTING SERVICES, INC.

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

*Given under my hand and
the Great Seal of West Virginia
on this day of
November 25, 2024*



Mac Warner

Secretary of State