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Header 2

List View

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

Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID: VS0000011686

Legal Name: Cynet Systems Inc

Alias/DBA:

Total Bid: \$9,180,121.60

Response Date: 04/14/2026

Response Time: 9:27

Responded By User ID: CynetSystems

First Name: Brian

Last Name: Clark

Email: localgov@cynetsystems.coi

Phone: (571) 249-1204

SO Doc Code: CRFQ

SO Dept: 0803

SO Doc ID: DOT2600000079

Published Date: 3/31/26

Close Date: 4/14/26

Close Time: 13:30

Status: Closed

Solicitation Description: WVDOT IT Temporary Staffing Services (81260081)

Total of Header Attachments: 2

Total of All Attachments: 2



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

**State of West Virginia
 Solicitation Response**

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

Solicitation Closes	Solicitation Response	Version
2026-04-14 13:30	SR 0803 ESR04142600000007055	1

VENDOR
 VS0000011686
 Cynet Systems Inc

Solicitation Number: CRFQ 0803 DOT2600000079
Total Bid: 9180121.599999999627470970153 **Response Date:** 2026-04-14 **Response Time:** 09:27:28

Comments: Cynet Systems appreciates the opportunity to submit this response to WVDOT for IT Temporary Staffing Services. We bring a disciplined, government-focused staffing model, strong public-sector experience, and the operational depth to deliver qualified technology professionals with speed, consistency, and accountability. Our proposal reflects our commitment to responsive service, clear communication, and dependable contract performance in support of WVDOT ongoing technology staffing needs.

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				687440.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Bid contract amount = estimated quantity (2,080) * total of proposed Year 1 to Year 4 unit costs , as structured in the pricing sheet.

Extended Description:

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				556836.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Bid contract amount = estimated quantity (2,080) * total of proposed Year 1 to Year 4 unit costs , as structured in the pricing sheet.

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				774467.20

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Bid contract amount = estimated quantity (2,080) * total of proposed Year 1 to Year 4 unit costs , as structured in the pricing sheet.

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				626516.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Bid contract amount = estimated quantity (2,080) * total of proposed Year 1 to Year 4 unit costs , as structured in the pricing sheet.

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				696134.40

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Bid contract amount = estimated quantity (2,080) * total of proposed Year 1 to Year 4 unit costs , as structured in the pricing sheet.

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				600412.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Bid contract amount = estimated quantity (2,080) * total of proposed Year 1 to Year 4 unit costs , as structured in the pricing sheet.

Extended Description:

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				435073.60

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Bid contract amount = estimated quantity (2,080) * total of proposed Year 1 to Year 4 unit costs , as structured in the pricing sheet.

Extended Description:

PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Senior PC Programmer Analyst				556878.40

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Bid contract amount = estimated quantity (2,080) * total of proposed Year 1 to Year 4 unit costs , as structured in the pricing sheet.

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				556878.40

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Bid contract amount = estimated quantity (2,080) * total of proposed Year 1 to Year 4 unit costs , as structured in the pricing sheet.

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				626516.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Bid contract amount = estimated quantity (2,080) * total of proposed Year 1 to Year 4 unit costs , as structured in the pricing sheet.

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				495996.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Bid contract amount = estimated quantity (2,080) * total of proposed Year 1 to Year 4 unit costs , as structured in the pricing sheet.

Extended Description:

GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Senior GIS Database Administrator				600412.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Bid contract amount = estimated quantity (2,080) * total of proposed Year 1 to Year 4 unit costs , as structured in the pricing sheet.

Extended Description:

Senior GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	GIS Architect				809244.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Bid contract amount = estimated quantity (2,080) * total of proposed Year 1 to Year 4 unit costs , as structured in the pricing sheet.

Extended Description:

GIS Architect

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
14	GIS Application Developer				530795.20

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Bid contract amount = estimated quantity (2,080) * total of proposed Year 1 to Year 4 unit costs , as structured in the pricing sheet.

Extended Description:

GIS Application Developer

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
15	Senior GIS Application Developer				626516.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Bid contract amount = estimated quantity (2,080) * total of proposed Year 1 to Year 4 unit costs , as structured in the pricing sheet.

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	\$79.00	\$81.37	\$83.81	\$86.32	\$687,440.00
4.1.2	Mainframe Application Analyst	2080	EA	\$64.00	\$65.92	\$67.88	\$69.91	\$556,836.80
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$89.00	\$91.67	\$94.42	\$97.25	\$774,467.20
4.1.4	Application Oracle Database Administrator	2080	EA	\$72.00	\$74.16	\$76.38	\$78.67	\$626,516.80
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$80.00	\$82.40	\$84.87	\$87.41	\$696,134.40
4.1.6	Application DB2 Database Administrator	2080	EA	\$69.00	\$71.07	\$73.20	\$75.39	\$600,412.80
4.1.7	PC Programmer Analyst	2080	EA	\$50.00	\$51.50	\$53.04	\$54.63	\$435,073.60
4.1.8	Senior PC Programmer Analyst	2080	EA	\$64.00	\$65.92	\$67.89	\$69.92	\$556,878.40
4.1.9	Application SQL Server Database Administrator	2080	EA	\$64.00	\$65.92	\$67.89	\$69.92	\$556,878.40
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$72.00	\$74.16	\$76.38	\$78.67	\$626,516.80
4.1.11	GIS Database Administrator	2080	EA	\$57.00	\$58.71	\$60.47	\$62.28	\$495,996.80
4.1.12	Senior GIS Database Administrator	2080	EA	\$69.00	\$71.07	\$73.20	\$75.39	\$600,412.80
4.1.13	GIS Architect	2080	EA	\$93.00	\$95.79	\$98.66	\$101.61	\$809,244.80
4.1.14	GIS Application Developer	2080	EA	\$61.00	\$62.83	\$64.71	\$66.65	\$530,795.20
4.1.15	Senior GIS Application Developer	2080	EA	\$72.00	\$74.16	\$76.38	\$78.67	\$626,516.80
Grand Total								\$9,180,121.60



RESPONDENT'S PROPOSAL

Submitted To:

West Virginia Purchasing Division

Response To:

WVDOT Information Technology Temporary Staffing Services (81260081)

RFQ No:

CRFQ 0803 DOT260 0000079

Due Date: April 14, 2026 @ 01:30 P.M. EDT

Submitted By:

Brian Clark
VP- Proposal Management
Brian.c@cynetsystems.com
Phone: (571) 249-1204

CYNET SYSTEMS INC. (www.cynetsystems.com)
21000 Atlantic Blvd. #700, Sterling VA 20166
Phone: (855) 502-9638
Fax: (866) 838-0907



MOST AWARDED STAFFING AND CONSULTING FIRM

www.cynetsystems.com

TABLE OF CONTENTS

COVER LETTER	3
RFQ FORMS	4
Addendum 1	4
Addendum 2	6
QUALIFICATIONS	8
MISCELLANEOUS	11
INTERESTED PARTY SUPPLEMENTAL DISCLOSURE FORM	13

COVER LETTER

April 10, 2026

Attn: John W. Estep

Buyer

West Virginia Department of Administration

Purchasing Division

2019 Washington Street East Post Office Box 50130

Charleston, WV 25305-0130

Subject: Response to CRFQ 0803 DOT2600000079 – WVDOT IT Temporary Staffing Services

Dear Mr. Estep,

Cynet Systems, Inc. (Cynet System) is pleased to submit its proposal in response to the West Virginia Department of Transportation's WVDOT IT Temporary Staffing Services solicitation, CRFQ 0803 DOT2600000079.

Founded in 2010, Cynet Systems a Virginia based organisation brings more than fifteen years of experience delivering information technology staffing and related professional services to government and other complex client environments. Cynet is a trusted staffing partner known for disciplined execution, responsive service, and reliable delivery.

We are proud to be a Minority Business Enterprise (MBE) certified by the National Minority Supplier Development Council (NMSDC), a SWAM-certified from Commonwealth of Virginia, and an organization holding ISO 9001, ISO 14001, and ISO 27001 certifications.

Cynet has completed more than 20 million hours of IT staffing and supports more than 1,200 billable consultants across a broad range of industries. Our operating performance includes:

- 93%+ retention rate for long-term assignments
- Average fill time of 2 business days for IT roles
- Client satisfaction scores averaging 4.3/5.0
- Recognized for reliability, responsiveness, and service quality

Our public-sector experience includes IT staffing support for clients such as the Commonwealth of Kentucky, State of North Carolina, Commonwealth of Virginia, State of Pennsylvania, Commonwealth of Massachusetts and the City of Atlanta. Through targeted sourcing, structured screening, coordinated on-boarding, and active account management, Cynet delivers qualified candidates with speed, consistency, and accountability.

We appreciate your consideration and welcome the opportunity to support the West Virginia Department of Transportation.

Sincerely,



Nikhil Budhiraja

Co-CEO

Cynet Systems, Inc.

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFO DOT260000079

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

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

Addendum Numbers Received:

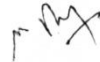
(Check the box next to each addendum received)

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

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

Cynet Systems Inc

Company



Authorized Signature

April 13, 2026

Date

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

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

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

VENDOR
Vendor Customer Code: VS0000011686 Vendor Name : Cynet Systems Inc Address : 21000 Atlantic Blvd Street : Suite 700 City : Sterling State: Virginia Country: USA Zip: 20166 Principal Contact : Brian Clark Vendor Contact Phone: (571) 249-1204 Extension:

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

Vendor Signature X 	FEIN# 27-3776771	DATE 04/13/2026
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All offers subject to all terms and conditions contained in this solicitation

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ DOT260000079

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

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

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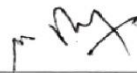
(Check the box next to each addendum received)

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

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

Cynet Systems Inc

Company



Authorized Signature

April 13, 2026

Date

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

QUALIFICATIONS

3.1. Vendors shall have been in business a minimum of five (5) years, providing similar information technology services.

Cynet Systems, Inc. meets and exceeds this requirement. Founded in 2010, Cynet Systems has operated continuously for more than fifteen years as an information technology staffing and consulting firm. From its inception, the company focused on technology staffing and professional workforce solutions and has since expanded its service delivery across government and other complex client environments.

Cynet’s experience is not limited to general staffing. The company has an established record of delivering similar information technology services through IT staff augmentation, technical recruiting, and project-based personnel support for public-sector clients. Its referenced experience includes support for government agencies and institutions requiring qualified IT professionals across technology-focused roles and operational environments. The reference materials identify comparable IT staffing support for entities such as the Commonwealth of Kentucky, the Baltimore City Office of Information Technology, and other public-sector clients.

Cynet supports these engagements through a structured operating model designed for information technology staffing delivery. That model includes formal requisition intake, requirement validation, recruiter assignment, technical sourcing, resume and skills screening, structured interviews, on-boarding, and ongoing account management. This approach enables Cynet to respond to IT staffing needs with consistency, speed, and service accountability.

Accordingly, Cynet Systems satisfies the requirement that vendors have been in business for a minimum of five years providing similar information technology services. Cynet not only exceeds the minimum business-duration threshold, but also brings a mature, repeatable, and government-tested IT staffing delivery model aligned to this solicitation’s staffing objectives.

3.2. Vendors shall be able to demonstrate their potential to provide these services by providing documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications within the past five (5) years

Cynet Systems fully satisfies this requirement and brings demonstrated experience supporting complex public-sector technology staffing needs across a wide range of comparable IT disciplines. The classifications identified by WVDOT span critical areas such as mainframe support, database administration, programmer analyst services, GIS functions, and broader application and technical operations. Cynet’s experience aligns directly with these needs through sustained delivery of qualified professionals across software and application development, database and data support, GIS-related roles, infrastructure and network operations, project and program leadership, cybersecurity, and other specialized information technology functions in government environments.

Executive Snapshot

Capability Area	Demonstrated Cynet Strength
Comparable role coverage	Experience across application development, database administration, GIS support, infrastructure operations, project delivery, networking, cybersecurity, web development, and data-focused roles.

WVDOT Information Technology Temporary Staffing Services (81260081)

Public-sector delivery	Sustained support for state and municipal technology organizations, including the Commonwealth of Kentucky, Commonwealth of Virginia, Baltimore City Office of Information Technology, and City of Atlanta.
Staffing scale	Delivery volume far above the six-resource minimum, including a statewide IT augmentation program with 163 staff placed and substantial internal placement activity across relevant IT job families.
Delivery model	A repeatable framework built around requisition intake, requirement validation, recruiter alignment, targeted sourcing, structured screening, interview coordination, and on-boarding support.

Public-Sector Case Studies

Engagement	Contract Period	Representative IT Roles / Functions	Relevance to WVDOT
Commonwealth of Kentucky	Jul 2023 – Present	IT and professional staffing support for state departments	Demonstrates statewide IT staff augmentation capacity
Commonwealth of Virginia	May 2023 – Present	Software Developers, GIS Analysts, Project / Program Managers, UI/UX Designers, Network Engineers, Cybersecurity Specialists	Direct alignment to application development, GIS, infrastructure, and operations
Baltimore City Office of Information Technology	Jan 2023 – Present	Project / Program Managers, UI/UX Designers, Front-End Developers, Web Developers, Data Analysts	Direct government IT organization support
City of Atlanta	Feb 2017 – Present	Application development, infrastructure, data warehouse, project/program management, networking, IT operations	Cross-functional alignment to WVDOT technical scope

1. Commonwealth of Kentucky

Cynet serves as a prime contractor for the Commonwealth of Kentucky, providing IT and professional staffing support to state departments. This engagement demonstrates Cynet’s ability to sustain a large-scale government staff augmentation program and provide qualified personnel in a complex public-sector environment. The reported placement volume of 163 staff under this program alone confirms staffing depth well above the minimum threshold required by WVDOT.

2. Commonwealth of Virginia

Cynet’s IT contingent labor support for the Commonwealth of Virginia includes Software Developers, GIS Analysts, Project and Program Managers, UI/UX Designers, Network Engineers, and Cybersecurity Specialists. This role mix aligns closely with WVDOT’s classifications, especially in the areas of application development, GIS support, infrastructure, and technical operations.

3. Baltimore City Office of Information Technology

Cynet provides direct IT staffing support to Baltimore City Office of Information Technology, including Project and Program Managers, UI/UX Designers, Front-End Developers, Web Developers, Graphic Designers, Content Writers, and Data Analysts. This engagement reflects direct support to a government technology organization with evolving operational and digital service needs.

4. City of Atlanta

Cynet’s work with the City of Atlanta includes staffing support across application development, infrastructure, data warehousing, project and program management, networking, and IT operations. This engagement demonstrates Cynet’s ability to support multiple technical workstreams in a municipal government setting, closely mirroring the cross-functional nature of WVDOT’s requirement.

Aggregate Placement Depth Across Relevant IT Job Families

IT Job Family	Recent Placements
Mainframe Consultant	41
Application Oracle Database Administrator	111
DB2 Consultant	33
Programmer Analyst	73
SQL Server Database Administrator	31
GIS	24

These placement volumes reinforce that Cynet’s capability is not theoretical. Cynet has actively staffed technology roles at a scale that far exceeds the minimum requirement of six individuals within comparable classifications during the past five years.

How This Experience Translates to WVDOT

Cynet’s ability to support these classifications is reinforced by a structured staffing model designed for government and other complex client environments. Our operating framework includes formal requisition intake, requirement validation, recruiter assignment by skill area, targeted sourcing, structured resume review, technical screening, interview coordination, and on-boarding support. This model is built to deliver qualified IT professionals with speed, consistency, and service accountability across specialized technology classifications.

Cynet Systems satisfies this requirement. Cynet’s public-sector experience, comparable role coverage, and recent staffing volume demonstrate that, within the past five years, the company has provided staffing of far more than six individuals in classifications comparable to those listed in this CRFQ. The breadth of Cynet’s delivery across state and municipal technology environments confirms its capability to support WVDOT’s specialized IT staffing needs with proven scale, structure, and execution discipline.

MISCELLANEOUS

Contract Manager: Vendor should list its Contract manager and his or her contact information

Contract Manager	Akshay Gupta
Telephone Number	(571) 645-5978
Fax Number	866-838-0907
Email Address	akshay.g@cynetsystems.com

WVDOT Delivery Advantages

WVDOT benefits most when staffing support is managed through a clear ownership structure with day-to-day accountability. Cynet assigns a dedicated Account Manager to oversee communication, requisition flow, candidate coordination, and service continuity, giving WVDOT one accountable point of contact throughout the engagement. This role supports end-to-end staffing coordination, client engagement, performance oversight, and staffing quality.

WVDOT Benefit Snapshot

Service Feature	Cynet Approach	Benefit to WVDOT
Single point of accountability	Dedicated Account Manager	Clear ownership for staffing requests, communication, and issue resolution
Location-based account management	Account support aligned to client geography and operating needs	Better accessibility, stronger coordination, and practical client support
End-to-end delivery oversight	Intake through submission, on-boarding, and follow-up	Reduced gaps between requisition, candidate delivery, and service execution
Active performance management	Monitoring of responsiveness and staffing progress	Greater visibility into delivery status and stronger service consistency
Continuity support	Account leadership remains engaged after placement	Faster response to issues and reduced disruption risk

Key Responsibilities of Akshay Gupta, Account Manager

Akshay Gupta will serve as the Account Manager for this engagement and as WVDOT’s primary day-to-day point of contact for staffing delivery. In Cynet’s staffing model, this role is responsible for managing end-to-end staffing solutions, client coordination, recruitment delivery, and performance accountability.

- **Requisition Ownership:** Manages staffing requests from initial intake through fulfillment coordination and routes each requirement to the appropriate recruitment resources.
- **Client Coordination:** Serves as WVDOT’s primary contact for open requirements, candidate pipeline updates, submissions, and service-related communication.
- **Candidate Delivery Oversight:** Oversees the candidate flow from sourcing through screening, submission, interview coordination, and on-boarding support.
- **Performance and Accountability:** Monitors responsiveness, fulfillment progress, and service quality to help keep delivery timely and organized.
- **Escalation and Continuity Support:** Remains engaged after placement to support issue resolution, communication continuity, and service follow-through.

Geographic Based Account Manager

Cynet's **Geographic-Based Account Manager** model is designed to bring account leadership closer to the client's operating environment, communication rhythm, and service priorities. Rather than relying on a distant or purely transactional support structure, Cynet assigns account-management coverage in a way that is intentionally aligned to the client's geography and day-to-day delivery needs. This creates a more connected staffing partnership in which oversight, communication, and issue response remain practical, timely, and accountable.

For WVDOT, this model creates clear operational advantages. A geographically aligned Account Manager provides a more immediate line of communication, stronger understanding of regional workforce conditions, and better coordination across open requests, candidate activity, and service follow-up. It also strengthens continuity because one accountable leader remains engaged from requirement intake through candidate submission, on-boarding coordination, and ongoing support. The result is a delivery structure that feels less like vendor management and more like an extension of WVDOT's own operating team.

Benefits to WVDOT

- **Faster communication and response**
A geographically aligned Account Manager supports quicker coordination, more direct communication, and faster response to changing staffing needs.
- **Stronger regional alignment**
Local and regional awareness improves understanding of talent availability, market conditions, and practical staffing realities that can affect fulfillment.
- **Clearer ownership and accountability**
One designated Account Manager remains responsible for managing requisitions, monitoring progress, coordinating follow-up, and supporting resolution of service issues.
- **Better continuity across the staffing lifecycle**
Oversight remains consistent from intake to on-boarding, reducing handoff gaps and improving service reliability.
- **More practical client support**
WVDOT benefits from an account-management approach that is accessible, engaged, and aligned with the pace and expectations of the operating environment.

In practical terms, the **Geographic-Based Account Manager** model gives WVDOT more than a staffing contact. It provides a dedicated delivery leader who helps keep communication clear, staffing activity organized, and service support closely aligned with WVDOT's priorities.

Value to WVDOT

By combining dedicated account ownership, location-based support, and active delivery oversight, Cynet provides WVDOT with more than candidate sourcing alone. Cynet provides a managed staffing partnership built around responsiveness, clarity, and accountability, helping WVDOT reduce coordination gaps, maintain staffing momentum, and receive consistent support from requisition intake through ongoing service management.

INTERESTED PARTY SUPPLEMENTAL DISCLOSURE FORM

West Virginia Ethics Commission

**Disclosure of Interested Parties to Contracts**

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

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

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

"Interested party" or "Interested parties" means:

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

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

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

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

Revised April 1, 2022

West Virginia Ethics Commission
Disclosure of Interested Parties to Contracts

(Required by W. Va. Code § 6D-1-2)

Name of Contracting Business Entity: Cynet Systems Inc.

Address: 21000 Atlantic Blvd. #700, Sterling Virginia 20166

Name of Authorized Agent: Nikhil Budhiraja Address: Sterling Virginia

Contract Number: 0803 DOT2600000079 Contract Description: WVDOT IT Temporary Staffing Services (81260081)

Governmental agency awarding contract: State of West Virginia Department of Transportation

Check here if this is a Supplemental Disclosure

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

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

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

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

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

Ashwani Mayur and Nikhil Budhiraja

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

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

Signature: [Handwritten Signature] Date Signed: 4/10/26

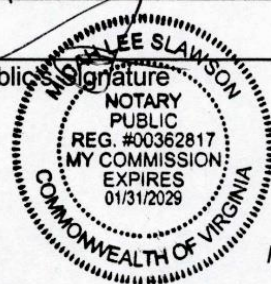
Notary Verification

State of Virginia, County of Loudoun

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

Taken, sworn to and subscribed before me this 10th day of April, 26.

Notary Public Signature



To be completed by State Agency:

Date Received by state agency:

Date submitted to Ethics Commission:

Governmental agency submitting Disclosure: