



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

Header 3

List View

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

Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID: 000000118062

Legal Name: 22ND CENTURY TECHNOLOGIES INC

Alias/DBA:

Total Bid: \$855.00

Response Date: 04/14/2026

Response Time: 10:15

Responded By User ID: govt@tscti.com

First Name: Shikha

Last Name: Sharma

Email: sledbids@tscti.com

Phone: 804-372-0704

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: 3

Total of All Attachments: 3

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Mainframe Application Analyst				60.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				50.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Senior Application Oracle Database Administrator				67.50

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				56.25

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				67.50

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				50.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				42.50

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				50.00

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				56.25

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				67.50

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				43.75

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				50.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	GIS Architect				87.50

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				50.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

GIS Application Developer

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
15	Senior GIS Application Developer				56.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior GIS Application Developer

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFO DOT2600000079

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

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

Addendum Numbers Received:

(Check the box next to each addendum received)

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

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

22nd Century Technologies, Inc.

Company



Authorized Signature

4/14/2026

Date

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

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ DOT2600000079

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

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

Addendum Numbers Received:

(Check the box next to each addendum received)

- | | |
|--|--|
| <input 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.

22nd Century Technologies, Inc.

Company



Authorized Signature

4/14/2026

Date

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



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

**State of West Virginia
 Centralized Request for Quote
 Service - Prof**

Proc Folder: 1886131			Reason for Modification: ADDENDUM NO_2 Vendor Questions and Responses
Doc Description: WVDOT IT Temporary Staffing Services (81260081)			
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:

Vendor Name :

Address :

Street :

City :

State : **Country :** **Zip :**

Principal Contact :

Vendor Contact Phone: **Extension:**

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

ADDITIONAL INFORMATION

ADDENDUM NO_2

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

REQUEST FOR QUOTATION:

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

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Mainframe Application Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Mainframe Application Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Senior Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Architect

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Application Developer

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
 Senior GIS Application Developer

SCHEDULE OF EVENTS

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

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

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions

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	\$60.00	\$60.00	\$60.00	\$61.20	\$501,696.00
4.1.2	Mainframe Application Analyst	2080	EA	\$50.00	\$50.00	\$50.00	\$51.00	\$418,080.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$67.50	\$67.50	\$67.50	\$68.85	\$564,408.00
4.1.4	Application Oracle Database Administrator	2080	EA	\$56.25	\$56.25	\$56.25	\$57.38	\$470,340.00
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$67.50	\$67.50	\$67.50	\$68.85	\$564,408.00
4.1.6	Application DB2 Database Administrator	2080	EA	\$50.00	\$50.00	\$50.00	\$51.00	\$418,080.00
4.1.7	PC Programmer Analyst	2080	EA	\$42.50	\$42.50	\$42.50	\$43.35	\$355,368.00
4.1.8	Senior PC Programmer Analyst	2080	EA	\$50.00	\$50.00	\$50.00	\$51.00	\$418,080.00
4.1.9	Application SQL Server Database Administrator	2080	EA	\$56.25	\$56.25	\$56.25	\$57.38	\$470,340.00
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$67.50	\$67.50	\$67.50	\$68.85	\$564,408.00
4.1.11	GIS Database Administrator	2080	EA	\$43.75	\$43.75	\$43.75	\$44.63	\$365,820.00
4.1.12	Senior GIS Database Administrator	2080	EA	\$50.00	\$50.00	\$50.00	\$51.00	\$418,080.00
4.1.13	GIS Architect	2080	EA	\$87.50	\$87.50	\$87.50	\$89.25	\$731,640.00
4.1.14	GIS Application Developer	2080	EA	\$50.00	\$50.00	\$50.00	\$51.00	\$418,080.00
4.1.15	Senior GIS Application Developer	2080	EA	\$56.25	\$56.25	\$56.25	\$57.38	\$470,340.00

Grand Total								\$7,149,168.00
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West Virginia Department of Transportation
IT Temporary Staffing Services | DOT2600000079-1
Due Date: April 14th, 2026 | 1:30 PM EDT

Submitted to:

John W Estep

Phone: 304-558-2566

Email: john.w.estep@wv.gov

West Virginia, Department of Transportation

Offeror Contact Information:

Ashley Christina De Sa, Administrator

22nd Century Technologies, Inc.

8251 Greensboro Drive, Suite 900, McLean, Virginia 22102

Phone: 888-998-7284 Ext 2

Email: sledproposals@tscti.com

Local Address: 5098 Washington St W, Cross Lanes, WV 25313, USA

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TSCTI Proof of Incorporation	15

A. Cover Letter

To:

Date: April 14th, 2026

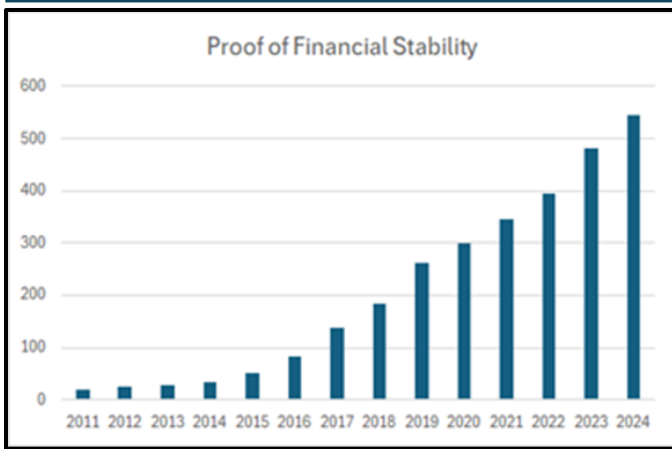
22nd Century Technologies, (**hereby referred to as TSCTI**) is pleased to respond to this opportunity titled "IT Temporary Staffing Services" by the West Virginia Purchasing Division on behalf of the West Virginia Department of Transportation (**WVDOT**). Incorporated in 1997, TSCTI is a public-sector entity that has established itself as a pioneer in IT Professional staffing services, with **almost three decades** of experience delivering efficient staffing support and solutions to Federal, State, and Local government entities. We are proud to highlight that TSCTI has successfully served a customer base of **over 600** staffing contracts with various government agencies across the United States. With our public-sector headquarters in McLean, VA, TSCTI maintains **over 35** offices throughout the United States with presence in all 50 States and local presence in WV at, 5098 Washington St W, Cross Lanes, WV 25313, USA. Critically, TSCTI brings strong and demonstrated local experience in West Virginia, *having supported clients including West Virginia University (WVU), the State of West Virginia, and the University of West Virginia, giving us direct insight into local operational environments, procurement processes, and IT needs across the state, including the metro-Charleston area and beyond.*

TSCTI brings unparalleled experience in IT staffing for transportation/ transit agencies, with scope background that is directly relevant to WVDOT's mission. Our transit and transportation client engagements span the nation and include, but is not limited to; Washington Metropolitan Area Transit Authority (**WMATA, single vendor contract ongoing since 2016**), Dallas Area Rapid Transit (**DART, served as a Single Vendor**), Alameda-Contra Costa Transit District (**AC Transit District**), San Mateo County Transit District (**SamTrans**), Austin Transit Program (**served as a Single Vendor**), Metropolitan Transit Authority, NY (**MTA**), City of Phoenix, Aviation Department, North County Transit District, CA, Community Transit (WA), and more. This breadth of transportation-sector staffing experience over past **three decades** successfully serving **over 600** professional staffing contracts for multiple public entities, positions TSCTI as a uniquely qualified partner to support WVDOT's IT staffing needs across all position classifications identified in this solicitation.

As part of our unrelenting focus on quality and compliance, TSCTI delivers services through certified and matured processes, including CMMI Level 3 (Development & Services), CMMC Level 2, and ISO 9001:2015. We apply ITIL and ISO 20000 frameworks, while our cybersecurity services are governed by ISO 27001 standards and supported by our SOC 2 audited environment. Our best practices and qualifications include PMI and Six Sigma for project management. TSCTI is the 2025 Washington Business Journal's 201cBest Places to Work, 201d awarded by NVTC Tech 100 2024, recognized among the 20 Most Promising Managed IT Services Providers in 2023, named among America's Best Employers for Tech Workers 2024, and ranked #86 on CRN's 2023 Solution Provider 500, among other distinctions. As a Microsoft Gold Partner, Oracle Gold Partner, and AWS Partner, with strategic alliances including Microsoft, Salesforce, ServiceNow, HP, IBM, Cisco, EMC, and Dell, we leverage these affiliations to provide premium-quality services. TSCTI is an Equal Opportunity Employer (EOE/AA), fully committed to workforce diversity, inclusion, and compliance with all applicable federal and state equal employment laws.



TSCTI brings **more than 29 years** of capability in providing temporary IT staffing professionals. We maintain **over 6.1** million pre-vetted candidates in our resume database, making us a reliable and capable partner to fulfill WVDOT's staffing requirements as specified in the contract documents. If required, TSCTI is also capable of filling roles under short notice, leveraging a pool of **over 12,000 pre-vetted candidates local to the State of West Virginia**, capable of supporting position classifications which including but is not limited to: *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 SQL Server Database Administrator, GIS Database Administrator/ Senior GIS Database Administrator, GIS Architect, GIS Application Developer/ Senior GIS Application Developer, Database Systems Engineer, Cloud Data Engineer, Geospatial Data Engineer, Application Support Engineer, Data Platform Administrator, SQL Server Systems Specialist, Systems Integration Analyst, Data DevOps Engineer and more.*



We maintain a strong financial profile, reflected by a Dun & Bradstreet Open Rating score of **95**. In 2024, the company was financially valued at **over \$545 million**, underscoring its solid market position and long-term viability. For Fiscal Year 2024, TSCTI reported revenues exceeding \$650 million, demonstrating consistent growth and strong operating performance. The company maintains an **\$11 million credit line** and holds over **\$56 million in bank deposits**, providing ample liquidity and working capital to support ongoing and future contractual obligations. TSCTI has no short-term or long-term debt and no pending mergers, financial liabilities, or litigation that could adversely affect its operations or contractual performance. This financial strength enables TSCTI to manage resources effectively and ensure uninterrupted service delivery to WVDOT.


We acknowledge all solicitation documents issued by the West Virginia Purchasing Division and agree to all rules, procedures, terms, and conditions set forth by WVDOT. We have limited our response to the specific items requested, and if WVDOT determines that TSCTI's response is deficient in any way, we respectfully request to be notified and, if possible, be given the opportunity to correct any deficiency. For any clarifications or additional information regarding this proposal or any other services, please contact the authorized staff listed below, for any inquiries related to our response. We are excited for this opportunity and look forward to a successful partnership with the WVDOT.


Sincerely,
 Ashley Christina De Sa, Administrator

22nd Century Technologies, Inc.
HQ Office: 8251, Greensboro Drive, Mclean, VA, 22102
Local Office: 5098 Washington St W, Cross Lanes, WV 25313, USA
Phone: (866) 537-9191 Ext 2 | **Fax:** 732-537-0888 | **Email:** sledproposals@tscti.com


TSCTI Qualifications


TSCTI's proven track record includes partnerships with government agencies, state and local authorities, and Fortune 500 companies, demonstrating our capability to meet WVDOT's requirements with cost-effective and compliant Temporary IT staffing services. *Below we have detailed case studies where we have provided staffing services, offering similar candidate positions as a single/Prime vendor:*


Client				
Capital Metropolitan Transportation Authority, TX (TSCTI's Single Vendor Contract)				
Duration	2022 – On Going	#Placements	40+	Budget: \$2.8 Million
<p>Scope: TSCTI serves as the sole staffing service provider to Capital Metropolitan Transportation Authority (Cap Metro), a major public transit agency in Texas, delivering comprehensive staff augmentation services for its Information Technology division. TSCTI was contracted to supply temporary IT professionals across a wide spectrum of technical disciplines, supporting the full lifecycle of Cap Metro's technology operations including overall system design, system development, application enhancement, testing and debugging of existing systems, and ongoing operational support. TSCTI assumed full responsibility for candidate sourcing, technical screening, background investigation, onboarding, and continuous performance management, with similar staffing model. A particular emphasis was placed on providing professionals with deep expertise in transportation management systems, database-driven application platforms, and enterprise IT infrastructure, areas with need for Application Analysts, Database Administrators, and PC Programmer Analysts.</p> <p>Outcome & Results: Over 30 specialized IT professionals have been successfully placed and actively supported Cap Metro's technology objectives under this ongoing engagement. TSCTI's structured intake and performance monitoring processes ensured sustained productivity and high retention rates.</p> <p>We have successfully placed the following temporary IT professionals in the Cap Metro which are but are not limited to; Analyst - Data Entry, Technology Systems Program Manager, Application Systems Analyst II, CRM Systems Specialist, IT Systems Security Analyst II, Database Performance Engineer, Data Storage Engineer, Data Migration Specialist, DB2 Performance Analyst, SQL Server Data Engineer, Software Configuration Analyst, IT Systems Developer, Information Systems Engineer, Data Solutions Architect (different from GIS Architect), Cloud Data Engineer, Data Engineering Specialist and more.</p>				


Client				
Metropolitan Transit Authority, NY (TSCTI's Single Vendor Contract)				
Duration	2016 – On Going	#Placements	30+	Budget: 2.5 Million Approximately
<p>Scope: TSCTI has served as a prime vendor to the Metropolitan Transit Authority (MTA) for more than 10 years now, one of the largest public transportation networks in the world since 2016, making this one of TSCTI's longest-standing transportation-sector engagements.: TSCTI was engaged to provide specialized IT professionals on an as-needed basis across a broad range of technology initiatives, with a strategic focus on transportation management systems, database-driven applications, and enterprise IT infrastructure. Key technology initiatives supported under this contract include: enhancement of transportation management and scheduling systems, implementation of real-time tracking and monitoring solutions, refinement of passenger data and information platforms, and establishment of secure, integrated communication systems across transit modes.</p> <p>Outcome & Results: TSCTI's ten-year track record with MTA demonstrates an unmatched ability to deliver and sustain high-caliber IT staffing for complex, mission-critical transportation environments. The consistent renewal of this engagement reflects TSCTI's reliability, quality of placements, and responsiveness. The professionals placed supported the successful execution of MTA's technology transformation initiatives, including modernization of database platforms, application re-engineering, and cybersecurity hardening of transit data systems all capabilities.</p> <p>TSCTI successfully facilitated the onboarding of specialized professionals to support MTA's various IT projects. Through this strategic staffing approach, MTA benefited from the expertise of professionals in diverse roles, resulting in the successful execution of initiatives across the spectrum of transportation management, passenger engagement, system security, data management and more. TSCTI successfully onboarded candidates including but not limited to; Software Applications Developers, Systems Analysts, Database Administrator, Application Developer, Project Management, Network, PeopleSoft, Data Center Operations, Server Administration, Customer Support, Middleware, Strategic Planning and Business Process, Architect, Security, Database Systems Engineer,</p>				

Enterprise Data Platform Engineer, Data Infrastructure Engineer, Cloud Database Engineer, Database Reliability Engineer (DBRE), Business Systems Analyst (Technical), Software Implementation Analyst, Systems Integration Analyst, Remote Sensing Analyst, Data DevOps Engineer, Site Reliability Engineer (Data Platforms, Data Governance Engineer and more.

Client		City of Phoenix Aviation Department, AZ		 City of Phoenix
Duration	2017 – On Going	# Placements	60+	Budget: \$8 Million Approximately
Scope: TSCTI has served as the prime vendor for Information Technology Consultant Services to the City of Phoenix Aviation Department since 2017, the contract that has been renewed twice, reflecting TSCTI's consistent performance and the agency's confidence in our delivery model.				
A defining feature of this contract is TSCTI's commitment to a 72-hour turnaround time for candidate deployment, a capability critical to IT professional staffing model. TSCTI supports the Aviation Department's full IT operational spectrum, from infrastructure and network engineering to database administration and application development, providing a comprehensive staffing resource for time-sensitive government IT requirements.				
Outcome & Results: The City of Phoenix Aviation Department's twice-renewed contract is a testament to TSCTI's consistent delivery of high-quality IT professionals under temporary, as-needed government staffing model. TSCTI's proven 48-hour deployment can rapidly mobilize qualified Database Administrators, Application Analysts, and GIS professionals whenever a Delivery Order is issued, minimizing downtime.				
TSCTI provides positions including but not limited to Desktop Support Technicians, Helpdesk Analysts, Computer Operators, Inserting Machine Operators, Network System Engineers, Senior Network Engineers, UNIX/Storage System Administrators, Database Administrators, Operation Infrastructure Manager, Technical Lead and Developer, Q/A Software Testers, Control Systems Engineers, and Project Managers, Software Developers, Data Administrators, Storage System Administrators, Senior Network Engineers, Technical leads, Computer Operators, Operation Infrastructure Managers and more.				

Client		City of Dallas - TX		 Department of Transportation
Duration	Nov-2020 – On Going	# Placements	70+	Budget: \$7 Million (Approximately)
Scope: TSCTI was awarded a five-year Indefinite Delivery / Indefinite Quantity (ID/IQ) service agreement as the sole vendor to provide temporary IT professionals for the City of Dallas's Information & Technology Services (ITS) Department. This agreement requires TSCTI to respond to Delivery Orders on an as-needed basis, supplying qualified IT professionals across a diverse range of technical disciplines to support the city's enterprise IT operations. TSCTI bears full responsibility for sourcing, technical screening, background checks, onboarding, and performance monitoring for all placed professionals. Professionals placed under this contract support the full lifecycle of government IT: system design, application development, database management, infrastructure support, and operational enhancement and debugging of existing systems.				
Outcome & Results: With 50+ placements and a contract value approaching \$7 million, this engagement stands as one of the TSCTI's largest and most comprehensive government IT staffing reference. TSCTI's demonstrated ability to source, vet, and deploy highly specialized IT professionals including Database Administrators, Application Developers, and Systems Analysts at scale and on demand validating our capacity to serve large scale IT temporary staffing contracts.				
We have successfully placed the following temporary IT professionals in the city which include but are not limited to System Support Analyst, Data Recovery Specialist, Senior Security Analyst, Server, Team Technical Supervisor, IT Project Manager, IT Asset Manager, Network Architect Expert, IT Manager, Database Engineer, Application Systems Developer, Data Platform Analyst, Software Solutions Engineer, Enterprise Systems Analyst, Backend Application Developer, Data Integration Specialist, Technical Systems Consultant, IT Asset Administrator, Technical Writer Consultant, Database Systems Engineer, Enterprise Data Platform Engineer, Data Infrastructure Engineer, Cloud Database Engineer, DB2 Systems Engineer, DB2 Performance Analyst, SQL Server Data Engineer, SQL Server Systems Specialist and more.				

Client				City of New Orleans	
Duration	December 2022 – On Going	#Placements	20+	Budget: \$5.5 Million Approximately	
<p>Scope: The City was seeking staff augmentation services from a single vendor. The client was facing challenges. Technical talent hired by the client lacked the public sector domain Perspective, also the quality of skilled candidates was a major challenge for the department. Their Timelines were not being met by their incumbent and were facing issues with Poor-joining-to-offer-ratio with candidates backing out frequently. TSCTI is committed to delivering Professional IT Services on-demand, spanning an array of initiatives outlined by the Department of Information Technology and Innovation. The scope encompassed diverse projects, including assuming operational control of the City's Data Center Systems, executing Network LAN upgrades, fortifying Cybersecurity systems, developing applications and API integrations, as well as implementing data analysis and visualization platforms. The scope solutions provided by TSCTI aimed to bridge the gap in the city's IT capabilities, augmenting the Department's efforts with specialized expertise. With an expansive talent pool at our disposal, TSCTI promptly allocated skilled professionals in alignment with the specific needs highlighted in the Labor Assignment Requests. This flexibility ensured that the City always had access to the right expertise when required.</p>					
<p>Outcome & Results: As a result of this contract, we are promptly supporting the roles including but not limited to Application Developer, Application Support Specialist, Business Analyst, Business Intelligence (BI) Developer / Data Analyst, Data Analytics Engineer, Database Administrator, Desktop / Field Support Specialist, GIS Analyst, GIS Application Developer, GIS Technician, Information / Cyber Security Engineer, Systems Integration Analyst, Technical Solutions Analyst, Application Support Engineer, Software Configuration Analyst and more.</p>					

Client				Palm Beach County, FL	
Duration	2018 – On Going	#Placements	80+	Budget: \$14 Million Approximately	
<p>Scope: County was seeking proposals from eligible entities/individuals to offer IT contractor staffing services encompassing recruitment, screening, and placement. These services were intended to facilitate the provision of resumes and potential staff tailored for local job opportunities within the District. The contractual arrangement is structured as a negotiable Fixed-price contract, focusing on the delivery of temporary staffing solutions for Professional Services and general Procurement, with a mandatory 25% Small Business Enterprise Participation. In this capacity, TSCTI acts as the prime vendor, assuming responsibility for overall contract performance, including oversight of subcontractor performance. TSCTI places a strong emphasis on sourcing local talent, while also welcoming skilled personnel willing to relocate for the benefit of the local economy.</p>					
<p>Outcome & Results: As a result of this contract, we are promptly supporting the roles including but not limited to Network Operations Technician, Technical Research Assistant, Software Training Specialist, Customer Care Technician, Web Site Specialist, Telecommunications Administrator, Network Administrator Desktop Administrator, Senior Server Administrator, Server Programmer, Database Administrator, Systems Integrator, Systems Architecture Analyst, Programmer, Senior Programmer, Analyst Programmer, Senior Analyst Programmer, GIS Analyst, IT Support Specialist, and more.</p>					

TSCTI brings extensive experience supporting public sector agencies of similar size, scope, and complexity as WVDOT. We have successfully delivered professional IT temporary staffing services to major government clients such as **FDNY, NYITS, HCTRA - TX, WCAA - MI, TX - DIR, Florida Airport System, City of Chicago**. These engagements have included **large-scale, multi-year contracts involving high-volume staffing, strict compliance requirements, and support for complex IT environments across infrastructure, applications, and end-user support**. Our proven ability to meet urgent and long-term staffing needs in dynamic public sector settings positions us well to support WVDOT effectively. Additionally, we are serving more than **25+ transportation agencies**. *Some of our clients to whom we are providing services are as follows:*

Client	Budget	Scope of Services	# IT Placements
Southeastern Pennsylvania Transportation Authority	\$7M+	Professional Staffing Service Provider (Single Vendor)	40+
US Department of Transportation (DoT)	\$25M+	Technical Staffing Service Provider (Prime Vendor)	85+
Department of Motor Vehicle - TX	\$2M+	SDWAN & Network Staffing Solution (Single Vendor)	35+
Sound Transit, WA	\$5M+	IT Staff Augmentation Service (Contract Renew: 2 Times)	55+
Washington Metropolitan Area Transit Authority	\$3.5M+	IT Temporary Staffing Services (Serving since 2015)	70+

Alameda-Contra Costa Transit District	\$2M+	IT Staffing Services (Prime Vendor)	40+
Capital Metropolitan Transportation Authority	\$2M+	Temporary Staffing Services (Single Vendor)	60+
Dallas Area Rapid Transit	\$2M+	Staffing Services (Multiple Contracts)	40+
Chicago Transit Authority	\$1.5M+	IT Staff Support (2 renewals)	25+

Length of Time in Business: TSCTI has been providing IT Temporary Staffing services for **29+ years**, we've been providing our customers with IT temporary staff across a wide range of technology areas and skill sets. With our deep understanding of IT workforce trends, talent communities, and the technology landscape, we provide impactful IT Temporary Staffing Solutions. We are a preferred vendor in government as well as in transportation sectors in providing IT Staffing Services. We have excellent experience with transportation and providing services and have a number of contracts with transportation all over the US. **Below we have mentioned our experience with some of our prestigious clients to whom we have provided our IT Staffing services:**

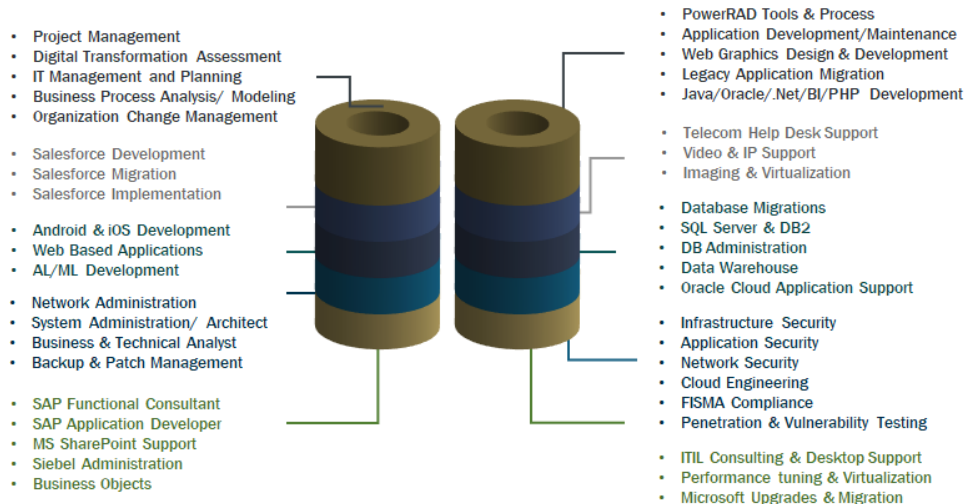
Client	Job Titles Supported (WVDOT scope relevant roles Included)	Duration	Budget
Capital Metropolitan Transportation Authority	Oracle Database Specialist, Lead Oracle Database Administrator, Principal Oracle DBA, Junior Oracle Database Administrator, DB2 Systems Administrator, Lead DB2 Database Administrator, Principal DB2 DBA, Application Database Engineer, Enterprise Database Administrator, Cloud Database Administrator, Hybrid Database Administrator, GIS Systems Analyst, Lead GIS Database Administrator and more.	2022 – Present	\$2.5M+
DART - TX	Lead Mainframe Systems Analyst, Principal Mainframe Application Analyst, Mainframe Systems Programmer Analyst, Junior Mainframe Application Analyst, Enterprise Mainframe Analyst, Senior Enterprise Application Analyst, Oracle Database Specialist, Lead Oracle Database Administrator, GIS Systems Analyst, Lead GIS Database Administrator, Principal GIS Architect, GIS Solutions Architect and more.	2018 – Present	\$8M+
Harris County Toll Road Authority	GIS Platform Engineer, GIS Integration Specialist, GIS Solutions Developer, Database Applications Analyst, Senior Database Applications Analyst, DB2 Systems Administrator, Lead DB2 Database Administrator, Principal DB2 DBA, Junior DB2 Database Administrator, SQL Server Database Engineer, Mainframe Application Analyst, Enterprise Mainframe Analyst, Senior Enterprise Application Analyst, Oracle Database Specialist and more.	2018 – Present	\$1.5M+
Department of Motor Vehicles - TX	IT Security Services, Network Architecture, Information Architecture, Usability Testing, Operating systems, Operations, Programming Languages, Project Management, Training, Business Analysis, Data Warehouse Modeler, Junior DB2 Database Administrator, SQL Server Database Engineer, Senior SQL Server DBA, Lead SQL Server Administrator, Database Infrastructure Engineer and more.	2021 – Present	\$2.5M+
Houston Airports System	Project Manager, Share Point Developer, Project Analyst, Business Analyst, Data Analyst, Program Manager, Project Coordinator, Information Technology Specialist, SQL Server Database Engineer, Senior SQL Server DBA, Lead SQL Server Administrator, Database Infrastructure Engineer, Senior Database Infrastructure Engineer and more.	2020 – Present	\$2M+
Austin Transit Program, TX	Computer Assistant, Enterprise Data Architect, Information Security Engineer, React Developer, PL/SQL Developer, Oracle DBA, Network Engineer, Business Analyst, Video Editor, Senior SQL/Oracle Database Administrator, Principal Oracle DBA, Oracle Database Administrator, Database Engineer, Enterprise Database Administrator, Cloud Database Administrator, Hybrid Database Administrator and more.	2021 – Present	\$4.5M+
AC Transit District	Database Administrator, PeopleSoft Engineer, Network Engineer, Telecommunications Coordinator, Helpdesk Technician/Network PC Analyst, Data Analyst, DB2 Systems Administrator, Lead DB2 Database Administrator, Principal DB2 DBA, Junior DB2 Database Administrator and more	2015 – Ongoing	\$2.5M+
Illinois Department of Transportation	Application Developer, Application Support Specialist, Business Analyst, BI Developer, Data Engineer, Database Administrator, Field Support Specialist, GIS Application Developer, GIS Technician, Cyber Security Engineer, Network Engineer, and more	2019 – Ongoing	\$3.5M+
Chicago Transit Authority	Quality assurance testing, Application development, technical writing, Web development, Web animators, Web project managers, Website designers, GIS Software Engineer, GIS Systems Developer, Lead GIS Application Developer, Principal GIS Developer, GIS Data Engineer, Spatial Data Engineer and more.	2018 – Present	\$2.5M+
Wayne County Airport Authority	Applications System Analyst, Business Analyst, Data Architect, Data Warehouse Architect, Database Administrator, Desktop Supervisor, Desktop Support, Disaster Recovery, ECM / Portal System Analyst, Infrastructure Architect. and more	2019 – On going	\$5M+

Washington Metropolitan Area Transit Authority	Project Manager, Systems Developer, Security Administrator, Quality Assurance Analyst, Security Administrator, Security Architect, Code Auditor, Penetration Tester, Network Analyst, Forensic Analyst, Malware Analyst, Vulnerability Assessor, Intrusion Detection Specialist, Security Assessment Tester, and more	Jun 2016 – 2021	\$5M+
City of Phoenix Aviation Department	Application IT Architect, Application Support Analyst, Application Tester, Sr. Business Applications Analyst, Database Administrator, IT Program Manager, IT Project Manager, Network Engineer, Technical Analyst, TIBCO Development Engineer, Lead Mainframe Systems Analyst, Principal Mainframe Application Analyst, Mainframe Systems Programmer Analyst and more.	2019 – Present	\$4.5M+
Sound Transit Authority-WA	Business Intelligence Services Desktop Support Services, Test Analysis, Information Security Analyst, IT Applications Analyst, Accela Developer Web Applications Developer Contractor, Risk Management Analyst, IT Field Services Analyst, and more	2015 – Present	\$4.5M+
US Department of Transportation	Customer Service Representative, Video Surveillance Specialist, Computer Programmer/Developer, Desktop Support, Database Administrator, Network Administrator, Systems Administrator, Systems Application Analyst, IT Application Analyst, Senior Enterprise Application Developer and more.	2014 – Present	\$10M+

TSCTI's Ability

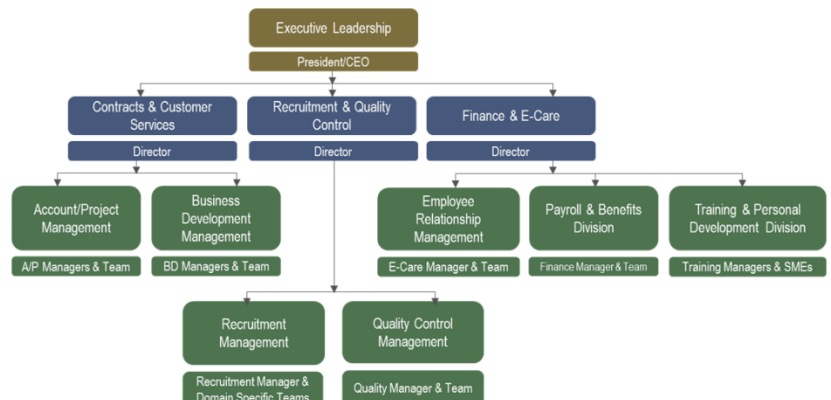
TSCTI is one of the leading IT Professional and staffing services firms in the country with **35+** regional offices and a presence in all 50 states. Our values are built on a tradition of integrity, quality, and service excellence is key to the longstanding relationships we create with customers, employees, and suppliers. *We are well-versed in the local conditions set forth by WV, as we have a local office in, 5098 Washington St W, Cross Lanes, WV 25313, USA and have experience working with local entities such as; West Virginia University (WVU), the State of West Virginia, and the University of West Virginia in the recent past.* We bring a mix of innovative technology and public sector expertise to serve federal, State, and Local government organizations. As our name implies, we are a forward-thinking company with the goal of helping our customers implement innovative solutions that will satisfy their business needs. We have successfully managed and delivered similar services for our government clients which include but are not limited to; *Washington Metropolitan Area Transit Authority (WMATA, single vendor contract ongoing since 2016), Dallas Area Rapid Transit (DART, served as a Single Vendor), Alameda-Contra Costa Transit District (AC Transit District), San Mateo County Transit District (SamTrans), Austin Transit Program (served as a Single Vendor), Metropolitan Transit Authority, NY (MTA), City of Phoenix, Aviation Department, North County Transit District, CA, Community Transit (WA), and more.*

TSCTI boasts a long-standing history and extensive experience in the market for providing IT Professional Staffing Services. With **over 29** years of dedicated focus in this domain, we have emerged as a leading provider of advanced technology solutions tailored to the specific needs of Schools, Colleges, Universities, Transportation Departments, law enforcement agencies, fire departments, emergency medical services, and other public safety organizations. **Our staffing engagements include but are not limited to the services shared in the graphic below:**



TSCTI's Organization structure:

At TSCTI, we're structured for success both for our clients and our team. Our Executive Leadership sets our vision and keeps us aligned with client needs, bringing deep expertise and agility to adapt to industry trends. Our Contractor & Customer Service division serves as a dedicated bridge, making sure that every client interaction is smooth and productive. To keep projects running seamlessly, our domain specific and time zone dedicated Account/Project Management team works directly with clients to understand their specific needs and provide customized staffing solutions, while our Business Development team is always on the lookout for new



opportunities to expand and innovate. The heart of our operations is our Recruitment & Quality Control division they're the talent finders, rigorously sourcing and vetting the best candidates. Within this, the Recruitment Management team matches clients with top talent, and our Quality Control experts (ISO 9001 certified, no less!) ensure our high standards are met every step of the way. Our Finance & E-care division is our backbone, handling finances while providing digital solutions for employees to manage their work experience effortlessly. They're backed by specialized teams in Employee Relations, Payroll & Benefits, and Training & Development, all of whom work to support and empower our staff. This integrated structure lets us deliver exceptional service and quality staffing solutions, tailored to each client's unique needs.

Strategic Partnerships

Our strategic partnerships with providers of leading technologies, and open-standard software platforms enable us to provide premium-quality services to our clients through early access to new technologies as well as preferred access to training, and technical support. We have strong relationships with top-tier providers including *EMC, Oracle, and IBM*. Whether a piece of technology comes from a strategic partner or a perceived competitor, we will bring the best solution for WVDOT to achieve the best business outcome. Also, TSCTI practices are based on the leading technologies in the industry. The partnership model enables our employees to keep abreast of new technology & certifications. ***TSCTI is a technology partner to Industry leaders mentioned below:***

Company & Partnership Level		
<ul style="list-style-type: none"> • Microsoft (Gold Partner) • Oracle (Gold Level) • HP (Registered Partner) • Cisco (Registered Partner) • IBM (Registered Partner) • Lenovo (Authorized Lenovo Reseller) 	<ul style="list-style-type: none"> • Solarwinds (Registered Partner) • Red Hat (RedHat Ready- Solution Provider partner) • Dell (Authorized Reseller) • UI Path (Consulting Partner) • Amazon AWS (Registered Partner) 	<ul style="list-style-type: none"> • Salesforce (Consulting Partner) • ServiceNow (Registered Partner) • Cherwell Software (License, Solutions, and Professional Services) • Evolveware (Registered Partner) • CA (Registered Partner)

Awards & Recognitions

To further validate our expertise, we have been recognized with prestigious certifications and awards in the industry. As part of our unrelenting focus on quality and compliance, TSCTI's delivery is based on Certified Matured Processes including *CMMI L3 Dev & SVC, ISO 20000, ISO 27001, and ISO 9001* quality processes. Below we have mentioned our recognitions which highlight our dedication to delivering cutting-edge solutions and driving innovation in the IT space. ***In the past 7 years, TSCTI's acumen includes the following awards, being an IT service provider:***

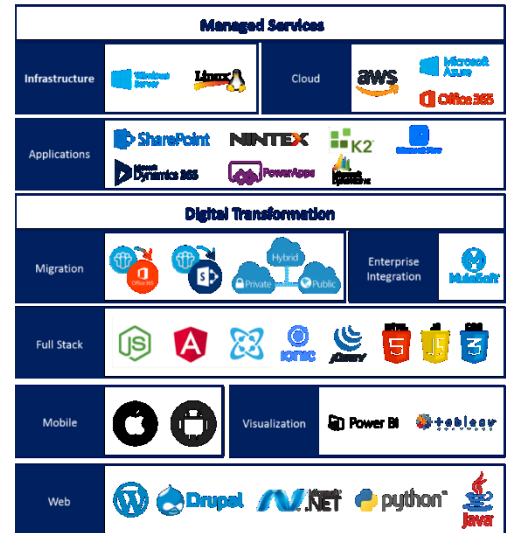
- 1071 Rank on Inc. 5,000 list of the fastest-growing private companies in America
- Top 500 diversity businesses in the nation
- CRN 100 fast growth (2021)
- Forbes Best Software Company to Work
- Most Promising Low Code No Code Platform Solutions Provider 2022 - CIO Review
- Washington Technologies ranks TSCTI 12th fastest-growing Government Business
- Honored by Northern Virginia Technology Council as a Tech 100 Company
- Best Employer for tech workers by Forbes
- Tech100 Company and Tech100 Executive
- placed on the 2025 OrangeSlices AI Vanguard FedCiv 250



- Top 10 most promising SharePoint Solutions Provides by CIO Review magazine
- 3rd rank in NJ Fast 50
- Top Diversity Owned Business in the USA
- Top 500 Global Software Magazine award for the fastest-growing company
- 10 Time Inc. 5,000 Honoree
- Most Promising CLOUD Services Companies 2021 – CIO Review
- Inc. 500 ranks TSCTI 86th fastest-growing NJ company
- CRN 100 fast growth
- SIA 2021 Fastest-Growing US Staffing Firms - Rank 17
- 1071 Rank on Inc. 5,000 list of the fastest-growing private companies in America
- Best Government Contracting Company of the Year in the category of \$50M+ at this year's ICON awards hosted by the Maryland Tech Council
- America's Greatest Workplaces for Diversity
- Won Global Pitch competition 2023 @TIECon Silicon Valley
- Jewels of Asia Power 30 Award @\$100+ million award category by Asian American Chamber of Commerce
- Top Employers For Interns
- "Top Employers for Interns" Award by the Virginia Talent + Opportunity Partnership (V-TOP)
- Washington Business Journal – Best place to work
- Best Large Employers by Forbes
- Dedicated innovation lab at headquarters
- IRS Treasury Secretary visit at the digital intake center in McLean, VA office

Tools and Technologies, we use:

TSCTI is a leading provider of IT staffing and project-based professional services, leveraging cutting-edge technologies and methodologies to deliver exceptional results to our clients. Our team of experienced recruiters utilizes a wide range of technical tools and platforms, including applicant tracking systems (ATS), job boards, social media, and other digital channels, to attract and screen top IT talent. We specialize in sourcing IT professionals with expertise in emerging technologies such as artificial intelligence (AI), machine learning (ML), blockchain, and the Internet of Things (IoT). Our team of IT professionals has extensive experience in a wide range of technologies, including software development languages like Java, Python, and .NET, cloud computing platforms like Amazon Web Services (AWS), Microsoft Azure, and Google Cloud Platform (GCP), data analytics tools like Hadoop, Spark, and Tableau, cybersecurity technologies like intrusion detection systems (IDS), security information and event management (SIEM), and identity and access management (IAM). **The image on the right side provides a brief of the tools and technologies we use, but not limited to:**



Experienced and Qualified dedicated Account Management Team

Our Key Staff assigned for this contract have several decades of experience in providing IT services and a major part of their careers have been in Account Management, consequently, the proposed personnel/Key staff have an exceptional ability to identify and provide the most qualified professionals, resolving disputes and customer services for the WVDOT. We are a team of professionals with a proven track record in this region that can successfully transform our plan into reality. Our team is comprised of members who have worked together on numerous successful projects. They have been assembled for this project because of the enormous trust and confidence they have in one another. WVDOT can be assured that our team will manage your requests carefully, and accountability for results will never be delegated.

Name	Title	Total Years	With TSCTI	Description
Sandeep Singh, Account Director	Account & Project Management	17+	12+	<ul style="list-style-type: none"> PGDIM, International Marketing, Clarendon Business College, 2001 Project Management Professional (PMP)
Lindsey J. Skowron, Account Manager	Backup Account & Project Management	12+	8+	<ul style="list-style-type: none"> MEREDITH COLLEGE, Bachelor of Arts in Mass Communications (2012) Graduated with honors as a member of the National Honor Society, 2012 (Alpha Sigma Lambda) Selected member of the Ascent Leadership Development Program, 2018 Executive Leadership Spotlight Award recipient (2018); Special Recognition Award recipient (2018); Community Service Company Award recipient (2019)
Jagan Pakkirisankar, QA Manager	Quality Assurance and Inspection Program	20+	17+	<ul style="list-style-type: none"> BS in Computer Science Certified as Internal Auditor for Quality Systems as per ISO 9000
Leslie J. Smith, Talent Requisition Manager	IT Talent Recruitment	17+	12+	<ul style="list-style-type: none"> National Institute of Personnel Management Master of Business Administration (MBA), Human Resources Management & Services, 2009 – 2011 St Bede's College BA, French, 2003 – 2006 Auckland House School, Economics, 1992 – 2002
Kashif Hashmi, Technical Project Manager	Technical support activities, and similar	22+	14+	<ul style="list-style-type: none"> Master of Science, Management Information Systems Technology Project Management Professional (PMP) ITIL Foundation. Certified in the Governance of Enterprise IT
Sidhant Jain, Technical	Application & Web	12+	5+	<ul style="list-style-type: none"> MSC in Computer Science, University of Maryland University College. BSC in Computer Science, Boston University PHP Developer Certification.

Project Manager	Development, and similar			<ul style="list-style-type: none"> • Oracle Certified Master Java Enterprise Architect • Microsoft Certified Solutions Associate (MCSA): SQL Server 2012, 2014 • Microsoft Technology Associate (MTA), 2012 • Certified UX/UI Designer 2012 • MCSE: Microsoft SQL Server 2012 Systems Administrator, 2012
Dariya Mancco, E-Care Manager	Employee Care Management	12+	9+	<ul style="list-style-type: none"> • Bachelor's Degree Certificate in Human Resource Management, Montgomery College, Rockville, MD (2016) • Associate of Arts: Elementary Special Education, 12/2014 • Master's degree in IT and technological innovation

➤ **TSCTI Center of Excellence (CoE):** TSCTI will leverage its established CoE delivery model to support WVDOT in delivering consistent, high-quality, and responsive IT Temporary Technical Staffing Services aligned with the department's demand-based staffing requirements. We will streamline candidate intake, evaluation, and deployment through predefined screening protocols, role-based competency mapping, and reusable qualification benchmarks enabling rapid identification and submission of highly qualified candidates tailored to WVDOT's technical and operational needs. Additionally, TSCTI will provide WVDOT with a dedicated account management team, each bringing **over 14 years** of experience supporting federal, state, and local government engagements. These account managers will serve as a single point of contact, minimizing administrative burden on WVDOT while ensuring alignment with West Virginia procurement procedures, including onboarding, documentation, and reporting requirements.



➤ **Tool TSCTI Use:** TSCTI is utilizing industry's best tools and technologies, and we are proposing these tools to meet WVDOT's requirements. We use defined quantitative and qualitative methods established to measure quality planning and service. To effectively manage cost, technical performance, risk, and schedule we monitor and manage the measurements using automated and manual tools that provide the government with real-time visibility into our processes and ongoing work. *Below, TSCTI has described the automated system that we will use to fulfill the requirements under this contract.*

- **CONREP:** TSCTI's ERP-based CMMI-certified program management tool stores and manages project documents, and enables all project personnel to report process, status, and risk. It contains 500+ SOPs and houses a wealth of technical implementation assets, such as plans, processes, procedures, templates, and forms. Additionally, deliverables are also tracked in CONREP. TSCTI proposes that onsite team members and authorized WVDOT users will link through Microsoft SharePoint to upload and update program deliverables required by the contract, providing WVDOT a real-time assessment of all services and projects being managed under this contract.
- **Earned Value Management (EVM):** EVM system is a critical cost forecasting, monitoring, and evaluating tool. Our EVMS provides a common database for analysis and reporting on all projects across our programs. It is capable of capturing and evaluating cost, schedule, risk, and performance data and is flexible enough to support a range of earned value requirements depending on the scope, budget, duration, and complexity of the project
- **Metrics Library:** Stores estimation data and metrics on all contracts
- **Application Tracking System:** TSCTI uses JobDiva as Applicant Tracking System and a front-to-back Talent Management solution. JobDiva gives us a solution to streamline all our recruitment and staffing needs, by integrating our subscribed job boards (Indeed, Monster, CareerBuilder, ZipRecruiter, Craigslist, Dice, and LinkedIn).
- **Job Sites:** TSCTI has accounts with popular job websites, such as Monster, Dice, Indeed, CareerBuilder, etc. This provides access to a wide pool of resources across the nation.
- **CONREP for E-onboarding:** TSCTI uses the E-onboarding process through CONREP. We can customize a standard document library for onboarding from which TSCTI selects processes for the new hire. By CONREP, we can customize documents with rich features such as Auto-populate Documents, Electronically Sign, and Use WebForms.
- **Technical Proficiency Profile Testing:** To screen the qualified consultants, TSCTI's Quality team utilizes Sterling and our internal Online Technical assessment test which contains more domain-specific questions.

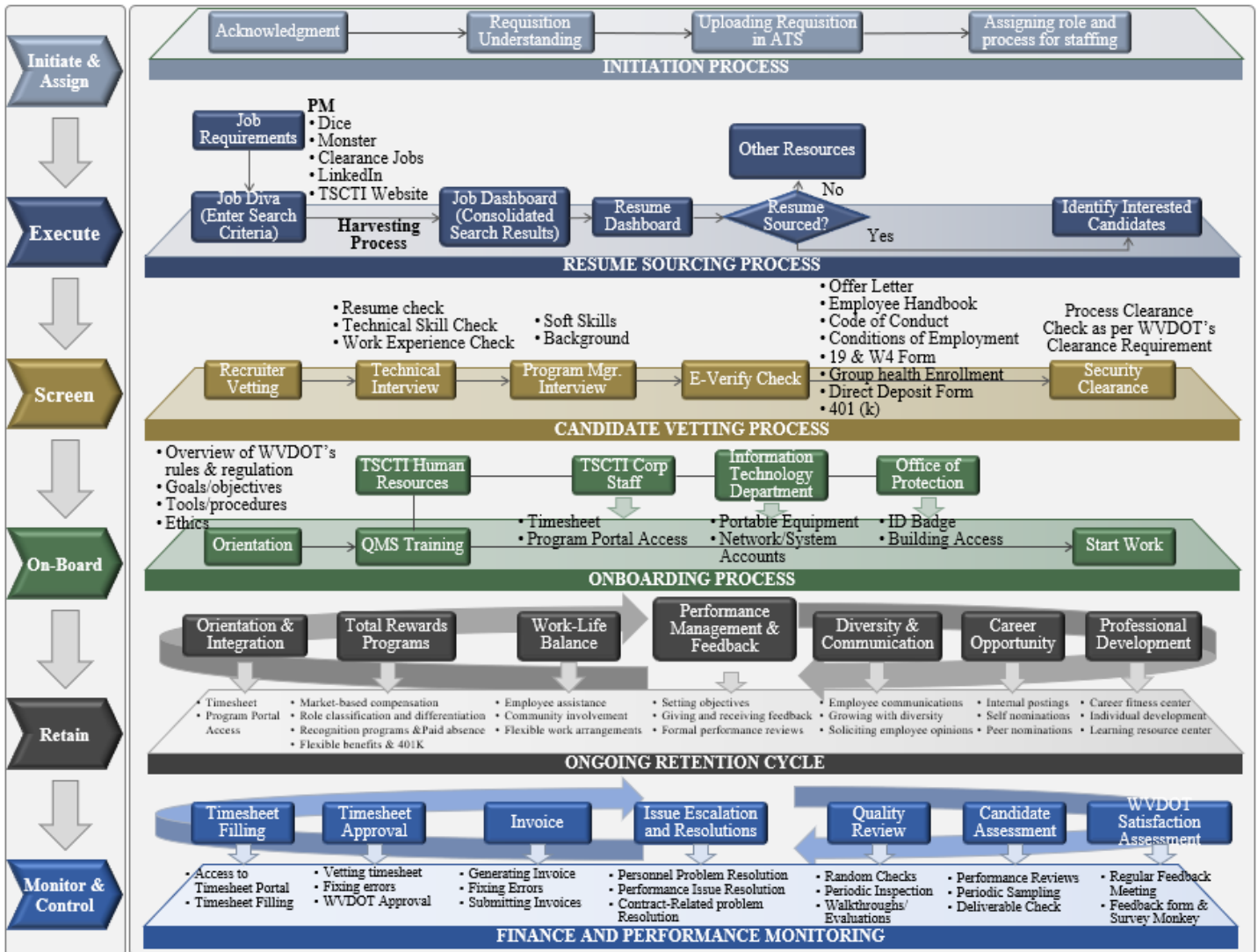
- **Our Quality Monitoring Programs:** All work done as part of any and all search or staffing work for WVDOT will be subject to quality assurance, quality monitoring, quality improvement, task review and/or confirmation, and standards review as part of the current TSCTI's Policy and Operating standards. TSCTI follows industry-specific models to deliver quality control and consistency to WVDOT's requirements. Our certifications at CMMI Maturity Level 3, ISO 9001, and ISO 27001 demonstrate our strong commitment to quality management and continuous process improvement. Our management team works with stakeholder leadership to continually identify quality controls and improvements for streamlined, consistent, repeatable services and deliverables. Our ISO 9001:2015 certified QMS supports our repeatable results-driven framework through KPIs, quality metric measurements, technical inspection systems, quality audits, trend analysis, and direct stakeholder feedback all aligned with WVDOT's performance requirements.
- **Transparent Technical Performance:** Continually track KPIs and baselines using metrics-based management to identify improvements to services/baselines, increase customer satisfaction, reduce costs, and continually measure progress.
- **Problem Escalation Procedure:** The program team will provide escalation & issue resolution support from 08:00 AM EST to 08:00 PM PST, Monday – Friday. An emergency / after-hours number is made available and is covered 24/7/365 to ensure any urgent conflicts are addressed timely.
- **Performance Monitoring:** At the beginning of each contract, TSCTI establishes performance metrics with the client. TSCTI tracks performance by these mutually agreed automated metrics. When any metric falls outside of the acceptable range, it immediately escalates to the next level of management and based on the severity, could be escalated to the president of TSCTI. All existing contracts are performed within budget and within a defined schedule.
- **Certified Staffing Center:** We bring ISO 9001:2015 certified staffing center (SC) consisting of 350+ recruiting professionals to ensure continuity of services, personnel retention, and supply qualified staff. For identifying, screening, and referring applicants for consideration, we will utilize our proven approaches. Recruitment is TSCTI's core competency executed according to best practices developed through industry analysis and optimization.

TSCTI's briefly summarize policies and procedures.

TSCTI, as a premier IT staffing vendor, is dedicated to delivering top-tier IT talent and services tailored to the unique staffing needs of our clients. Our comprehensive policies and procedures are designed to ensure that our clients have access to the highest quality IT expertise available. **Below we have summarized some for the WVDOT:**

- **Candidate Sourcing and Screening:** Our candidate sourcing and screening process are underpinned by cutting-edge tools and technologies. We utilize AI-driven candidate matching platforms powered by advanced algorithms and natural language processing. Industry-specific databases provide access to a vast talent pool. Rigorous background checks, skills assessments, and in-depth interviews, coupled with these tools, ensure that only the most qualified candidates are presented to our clients.
- **Client Needs Assessment:** At TSCTI, client engagement is a top priority. Our dedicated account management team takes a personalized approach to conduct thorough client needs assessments. We employ industry-standard assessment tools and methodologies, such as ITIL and COBIT frameworks, to gain a deep understanding of our clients' unique IT staffing needs and preferences. This process ensures that we align our services precisely with our clients' objectives.
- **Timely Delivery:** Timely delivery is a cornerstone of our service commitment. We leverage advanced project tracking and management tools, including industry-leading solutions like Microsoft Project and JIRA. These tools provide real-time updates and notifications, facilitating task tracking, project progress monitoring, and streamlined communication. This approach enables our clients to have complete visibility into the status of their staffing requests, ensuring on-time delivery, even for short-notice requirements.
- **Flexibility:** Our client portal is equipped with user-friendly tools designed to empower clients. It allows for real-time adjustments to staffing needs, whether adding, removing, or modifying positions. This flexibility is integral to our client-centric approach, enabling us to adapt to changing requirements promptly and seamlessly, eliminating the need for extensive change orders.
- **Quality Assurance:** Quality is the bedrock of our operations, and our ISO 9001:2015 certification underscores our unwavering commitment to excellence. We follow industry best practices for quality control, including continuous candidate performance evaluations, client feedback mechanisms, and regular audits. These measures ensure that the staffing resources we provide consistently meet or exceed our clients' expectations.
- **Competitive Rates:** TSCTI offers highly competitive rates for our highly qualified consultants, all while maintaining the utmost ethical and legal standards. Our DCAA compliance guarantees pricing transparency and adherence to regulatory requirements, instilling confidence in our clients regarding the cost-effectiveness of our services.

- **References and Accountability:** To establish trust and accountability, we provide references from a minimum of three accounts serviced. These references demonstrate our proven ability to cater to clients of similar size and complexity. Furthermore, our transparent reporting tools and client dashboards, integrated with ISO 27001 security practices, empower clients to closely monitor the progress and performance of their assigned staffing resources, reinforcing our commitment to accountability.
- **Long-term and Short-term Needs:** Our extensive industry experience equips us to supply highly qualified ITS consultants for both long-term and short-term staffing needs. Predictive analytics tools, utilizing machine learning algorithms, play a crucial role in our ability to forecast candidate availability, aligning seamlessly with project timelines and ensuring uninterrupted support for our clients' initiatives.



Above all, our policies and procedures are driven by an unwavering commitment to our clients' success. We don't view ourselves merely as service providers, but as strategic partners dedicated to actively contributing to the achievement of our clients' IT objectives. Our collaborative tools, incorporating ITIL service management principles, facilitate open communication, project tracking, and collaborative decision-making, allowing us to work together with our clients to drive mutual success. At TSCIT, we take pride in our ability to deliver tailor-made IT staffing solutions, supported by state-of-the-art tools, industry best practices, and ISO standards. Our meticulous approach ensures that you have access to the best IT talent precisely when and where you need it. TSCIT works with customers to define a Statement of Work (SOW) for individual projects and programs, detailing milestones, timelines, pricing, and IT specialists' specific roles and responsibilities. With our IT SOW-based Professional and staffing services, enterprise back-office operations, and shared services organizations, we have successfully redesigned customers' operating models, reinvented experience, improved efficiency, and reduced operational costs. Our expert teams provide a better, forward-thinking way of managing your SOW and spending analysis.

Appendices

TSCTI Proof of Incorporation

Delaware

The First State

Page 1

I, JEFFREY W. BULLOCK, SECRETARY OF STATE OF THE STATE OF DELAWARE, DO HEREBY CERTIFY THE ATTACHED IS A TRUE AND CORRECT COPY OF THE CERTIFICATE OF CONVERSION OF A NEW JERSEY CORPORATION UNDER THE NAME OF "22ND CENTURY TECHNOLOGIES, INC." TO A DELAWARE CORPORATION, FILED IN THIS OFFICE ON THE TWELFTH DAY OF DECEMBER, A.D. 2023, AT 1:10 O`CLOCK P.M.



2752948 8100F
SR# 20234200464

You may verify this certificate online at corp.delaware.gov/authver.shtml


Jeffrey W. Bullock, Secretary of State

Authentication: 204835284
Date: 12-16-23

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State of Delaware
Secretary of State
Division of Corporations
Delivered 01:10 PM 12/12/2023
FILED 01:10 PM 12/12/2023
SR 20234200464 - File Number 2752948

STATE OF DELAWARE
CERTIFICATE OF CONVERSION
FROM A NON-DELAWARE CORPORATION TO A
DELAWARE CORPORATION PURSUANT TO SECTION 265 OF
THE DELAWARE GENERAL CORPORATION LAW

1. The jurisdiction where the non-Delaware corporation was first formed is New Jersey
and the date the non-Delaware corporation first formed is 03/24/1997.
2. The jurisdiction immediately prior to filing this Certificate is New Jersey.
3. The name of the non-Delaware corporation immediately prior to filing this Certificate is 22nd Century Technologies, Inc.
4. The name of the corporation as set forth in the Certificate of Incorporation is 22nd Century Technologies, Inc.

IN WITNESS WHEREOF, the undersigned have executed this Certificate on the 7th day of December, A.D. 2023.

DocuSigned by:
By: Satvinder Singh
Authorized Person or Officer

Name: Satvinder Singh
Print or Type