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Header 5

List View

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

Procurement Folder: 2020855

Procurement Type: Statewide MA (Open End)

Vendor ID: VS0000029548

Legal Name: AMERICAN UNIT INC

Alias/DBA:

Total Bid: \$3,040,960.00

Response Date: 09/23/2026

Response Time: 4:49

Responded By User ID: ravi

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Last Name: Venigalla

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Phone: 9723983355

SO Doc Code: CRFQ

SO Dept: 0231

SO Doc ID: OOT2700000006

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Status: Closed

Solicitation Description: Addendum No 2 -Temporary Technical Staffing Services

Total of Header Attachments: 5

Total of All Attachments: 5



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: 2020855
Solicitation Description: Addendum No 2 -Temporary Technical Staffing Services
Proc Type: Statewide MA (Open End)

Solicitation Closes	Solicitation Response	Version
2026-09-23 13:30	SR 0231 ESR09222600000002949	1

VENDOR
VS0000029548
AMERICAN UNIT INC

Solicitation Number: CRFQ 0231 OOT2700000006
Total Bid: 3040960
Response Date: 2026-09-23
Response Time: 04:49:50
Comments:

FOR INFORMATION CONTACT THE BUYER
Toby L Welch
(304) 558-8802
toby.l.welch@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 Web Application Analyst	2080.0000	HOUR	110.000000	228800.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Senior Web Application Analyst

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	CRM Application Analyst	2080.0000	HOUR	100.000000	208000.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

CRM Application Analyst

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Senior SQL Server Database Administrator	2080.0000	HOUR	112.000000	232960.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Senior SQL Server Database Administrator

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
4	Business Analyst	2080.0000	HOUR	92.000000	191360.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Business Analyst

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
5	Learning Management System & eLearning Development Specialis	2080.0000	HOUR	98.000000	203840.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Learning Management System & eLearning Development Specialist

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
6	Cloud Financial Operations Specialist	2080.0000	HOUR	115.000000	239200.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Cloud Financial Operations Specialist

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	Cloud Architect	2080.0000	HOUR	130.000000	270400.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Cloud Architect

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Cloud Security Professional	2080.0000	HOUR	125.000000	260000.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Cloud Security Professional

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
9	Cloud Platform Engineer	2080.0000	HOUR	120.000000	249600.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Cloud Platform Engineer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
10	Cloud Network Engineer	2080.0000	HOUR	110.000000	228800.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Cloud Network Engineer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
11	Cloud Systems Management Engineer	2080.0000	HOUR	110.000000	228800.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Cloud Systems Management Engineer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Cloud Center of Excellence (CCOE) Implementation Spec	2080.0000	HOUR	125.000000	260000.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Cloud Center of Excellence (CCOE) Implementation Specialist

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	Mainframe Systems Programmer	2080.0000	HOUR	115.000000	239200.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Mainframe Systems Programmer

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Proposal Response

Solicitation No. CRFQ 0231 OOT2700000006
Temporary Technical Staffing Services

Response To

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



Response Prepared by

American Unit Inc.
2901 N Dallas Pkwy Ste 333
Plano, TX 75093

Point of Contact

Robert Kashamalla
Program Manager
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Email: procurement@americanunit.com

Cover Letter

September 23, 2026

Attn: Toby L Welch
The State of West Virginia
Department of Administration
2019 Washington Street East
Charleston, WV 25305

Re: CRFQ 0231 OOT2700000006 - Temporary Technical Staffing Services

Dear Mr. Welch,

American Unit Inc. ("AU") is pleased to submit its response to the West Virginia Department of Administration, Purchasing Division, for CRFQ 0231 OOT2700000006 - Temporary Technical Staffing Services on behalf of the West Virginia Office of Technology ("WVOT").

AU understands that this solicitation is intended to establish a Statewide Master Agreement (Open End) to provide temporary technical staffing resources across the classifications identified by WVOT. We have carefully reviewed the solicitation, specifications, General Terms and Conditions, and Addendum No. 1 & 2, and acknowledge the requirements and provisions contained therein. Addendum No. 1 & 2 states that it was issued to publish vendor questions and the Agency's responses and that there were no other changes.

As we are incumbent vendor (Solicitation No. CRFQ 0705 LOT2400000011) and AU experience with the government clients and strong local presence in State of West Virginia, we will provide skilled and experienced IT resources to WVOT through this contract on an as needed basis. We understand that WVOT requires specialized technical professionals supporting its statewide technology environment. The solicitation includes positions spanning application development, CRM, database administration, business analysis, learning management/eLearning, cloud financial operations, cloud architecture, cloud security, cloud platform and network engineering, cloud systems management, and Cloud Center of Excellence implementation.

AU is committed to providing qualified personnel who meet or exceed the experience and technical requirements established for each classification. We will apply a structured recruiting and quality-assurance process to validate candidate qualifications, technical experience, availability, and alignment with the applicable position requirements before submission to WVOT.

We further acknowledge that the solicitation's listed 2080 hours per position are provided for evaluation purposes only and do not represent a guaranteed minimum or maximum level of utilization. AU understands the open-ended nature of the requirement and is prepared to respond to staffing needs as requested by WVOT during the resulting contract term.

AU accepts the solicitation's terms and conditions and will provide all required information, pricing, certifications, representations, and supporting documentation in accordance with the solicitation requirements. We understand that all offers are subject to the terms and conditions contained in the solicitation.

Thank you for giving us the opportunity to respond to this solicitation and great interest in serving as a valuable business partner to WVOT on this opportunity, supporting the requirements for Temporary Technical Staffing Services.

Sincerely,

Robert Kashamalla
Program Manager
American Unit, Inc.
2901 Dallas Pkwy, Suite 333
Plano, TX 75093
Phone: (214)275-9162
Email: procurement@americanunit.com
Website: www.americanunit.com

Table of Contents

Table of Contents.....	3
Company Overview	4
Value Proposition to WVOT	6
Certifications.....	19
Experience.....	20
Commitment to WVOT	34

Company Overview

Established in 2003, AU brings more than **23 years of experience** in delivering Technical IT Staffing Services on a nationwide basis for government and commercial sector clients. We are a Small and Minority certified company with offices strategically located throughout the US, AU currently has over 280 IT resources through the US and works with over 65 clients in various industries.

AU maintains strong administrative and financial capabilities to effectively manage contracts of varying size and complexity, with annual revenues exceeding \$28 million. Our delivery organization includes 52 experienced recruiters, 10 sales staff, 10 administrative professionals, and 7 account managers. Our leadership team brings an average of over 20 years of experience managing similar engagements.

We provide flexible staffing models, including Temporary, Temp-to-Hire, and Direct Hire placements. AU has extensive experience supporting government agencies as both a prime contractor and subcontractor. This experience has given us a comprehensive understanding of government operations, task order management, compliance requirements, timelines, and performance expectations.

As per the Solicitation, mentioned in specification, AU is committed to providing highly skilled and qualified resources to WVOT throughout the contract period of performance. AU follows a controlled, well-managed process to quickly, accurately, and cost-effectively provide the best qualified resources to our clients. We will tune our existing processes to fully align with WVOT requirements, terms, and conditions set forth in this RFQ and will continuously enhance those processes for continued improvements. The following discussions provide highlights of our ability to deliver effective solutions to WVOT.

Our proposed solution is geared to improve the following areas:

- We are a financially stable organization that is 100% Debt Free and extremely cash rich. This allows us to effectively fund our Account Operations and hire top class talent to manage the same
- Low operational overheads with large global 24X7 operations resulting in increased cost savings to clients.
- Internal Team: Team of 280 Technical Team, 50+ recruiters, 7 account managers, and 10 administrative team supporting our clients.
- Analysis: We thoroughly analyse the requirements and understand the needs of our clients in order to provide high quality services, and to meet and exceed our customer's needs and to maintain long-term relationship for mutual beneficial partnership.
- 100% Response ratio to consulting requirements received, resulting in vast coverage of critical project ramp-up needs within all Task Orders
- Simple and User-Friendly Process: Customized, Advanced Online Staffing Management System with incredibly simple user interface.
- One of the lowest attrition rates in the market due to a close relationships established with each and every IT resource.
- Large Technology & Solutions practice compliments recruitment of quality contractors for technical roles, deep understanding of our client's business/industry domain result in higher fill rates
- An internal contractor database of over 3 Million profiles, containing a "fully vetted" network of over 800K Contractors.
- We are a Nationally Small and Minority certified company to fulfill socio-economic/diversity spend goals

- Extremely flexible and adaptive processes that can be easily tailored to meet the client's requirements
- Large Dedicated Account Management and Recruitment Teams
- Higher quality and larger pool of certified consultants in several niche areas of expertise
- Woman & Minority owned status helps fulfill socio-economic/diversity spend goals

Value Proposition to WVOT

Alignment with WVOT Requirements

AU understands that the State of West Virginia is seeking temporary technical staffing services to support the WVOT. The solicitation identifies specialized technical classifications covering application development, CRM, database administration, business analysis, learning management/eLearning, cloud financial operations, cloud architecture, cloud security, cloud platform engineering, cloud networking, cloud systems management, and Cloud Center of Excellence implementation.

AU is committed to providing highly qualified, technically proficient, and properly screened professionals who meet the specific experience and technical requirements established for each classification. Our staffing methodology will be aligned with WVOT's requirements and will emphasize technical qualification, responsiveness, candidate quality, compliance, and continuity of service.

The solicitation also indicates that the stated 2080 hours are estimates for evaluation purposes and do not represent a guaranteed minimum or maximum level of utilization. AU's scalable recruiting and account-management infrastructure enables us to support variable staffing volumes and respond to WVOT requirements as they arise.

AU's Value Proposition to WVOT

1. Financial Stability and Operational Capacity

AU is a financially stable organization with substantial operating resources and a debt-free financial structure. This financial strength enables AU to maintain recruiting and account-management operations, support payroll obligations, and invest continuously in the acquisition and retention of qualified technical professionals.

2. Extensive Technical Recruiting Capability

AU maintains a dedicated recruiting organization of 52 experienced recruiters, supported by account management and administrative personnel. Our recruiters use multiple sourcing channels and a broad internal candidate network to identify qualified professionals across specialized technical disciplines. Our 3+ million candidate network, including more than 800,000 fully vetted contractors, provides AU with broad market access and supports accelerated candidate identification and submission.

3. Rapid Response to Staffing Requirements

AU utilizes a structured, technology-enabled recruiting process designed to quickly analyze requirements, identify appropriate candidates, conduct qualification and screening activities, and present qualified resources. Our objective is to provide WVOT with responsive candidate coverage for critical staffing requirements while maintaining the quality and experience standards established in the solicitation.

4. Technical Qualification and Candidate Quality

AU does not rely solely on resume matching. Our recruiting and technical teams analyze the requirements associated with each position and evaluate candidates against the applicable technical skills, experience, education, certifications, and other qualifications. This approach is particularly relevant to WVOT's specialized requirements, where individual classifications contain specific technical experience expectations.

5. Broad Technology and Solutions Expertise

AU's technology and solutions practice complements our staffing capabilities by providing recruiters and account managers with a deeper understanding of technical environments and job requirements. Our capabilities support recruiting across areas including:

- Application Development
- Web Application Technologies
- CRM
- Database Administration
- Business Analysis
- Learning Management and eLearning
- Cloud Architecture
- Cloud Security
- Cloud Platform Engineering
- Cloud Networking
- Cloud Systems Management
- Cloud Center of Excellence
- Enterprise IT and Infrastructure

This technical understanding helps AU identify candidates whose experience aligns with the actual requirements of the position rather than relying solely on job-title similarity.

6. Dedicated Account Management

AU provides dedicated account-management support throughout the engagement. Our account managers serve as the primary coordination point between AU and the client, supporting requirements intake, candidate submissions, onboarding coordination, issue resolution, contractor communication, and ongoing service management. Our 7 account managers provide the capacity necessary to maintain consistent client communication and support.

7. Contractor Retention and Continuity

AU places significant emphasis on contractor engagement and retention. We maintain close relationships with deployed IT professionals and provide ongoing account-management support throughout the assignment. AU has achieved a 95%+ consistent contractor retention rate year over year, supporting continuity and reducing avoidable turnover.

8. Technology-Enabled Staffing Management

AU utilizes a customized online staffing management system designed to provide a simple and efficient process for managing staffing requirements, candidate information, communications, and related activities. Our technology-enabled approach supports improved visibility, responsiveness, coordination, and operational efficiency throughout the staffing lifecycle.

9. Scalable and Flexible Staffing Model

The open-end nature of the WVOT requirement requires a staffing partner capable of scaling resources according to actual agency requirements. AU's flexible staffing model enables us to support:

- Temporary technical staffing
- Short-term and long-term assignments
- Project ramp-ups
- Specialized technical requirements
- Multiple concurrent staffing requirements

- Replacement and backfill requirements
- Temp-to-hire opportunities, where applicable
- Direct-hire requirements, where applicable

10. Government Contracting Experience

AU has extensive experience working with government agencies as both a prime contractor and subcontractor. This experience has provided AU with a strong understanding of:

- Public-sector procurement requirements
- Contract compliance
- Staffing documentation
- Candidate qualification
- Task-order/request management
- Time-sensitive staffing requirements
- Contractor onboarding and offboarding
- Reporting and communication
- Performance expectations
- Government client coordination

11. Socioeconomic and Diversity Support

AU is a Small and Minority-certified company and can support government and institutional clients in meeting applicable socioeconomic and supplier-diversity objectives. AU also maintains Woman & Minority-owned status, as applicable to the client's supplier-diversity requirements.

12. Continuous Improvement

AU follows a controlled and measurable staffing process and continuously evaluates opportunities to improve sourcing, candidate screening, communication, response times, contractor support, and account management.

For WVOT, AU will tailor its existing processes to the solicitation's requirements and continuously refine those processes based on WVOT's operational needs and feedback.

Unique Capabilities

AU distinguishes itself through a delivery-focused, service-driven, and process-oriented approach to technical staffing. Our value proposition extends beyond traditional resume sourcing and placement. We combine specialized recruiting expertise, disciplined operating processes, technical understanding, responsive account management, and technology-enabled staffing tools to provide reliable and scalable workforce solutions.

For WVOT, AU will apply these capabilities to support the specialized technical staffing requirements identified in the solicitation, including application development, CRM, database administration, business analysis, learning management/eLearning, cloud financial operations, cloud architecture, cloud security, cloud platform and network engineering, cloud systems management, and Cloud Center of Excellence implementation.

Our key differentiators are described below.

Delivery-Focused Approach

AU differentiates itself through a delivery-focused rather than sales-focused operating model. Our Account Managers are experienced, service-oriented professionals responsible for understanding client requirements, coordinating recruiting activities, monitoring delivery, and maintaining ongoing communication.

For WVOT, AU will establish a dedicated account and recruiting team responsible for coordinating staffing requirements, candidate sourcing, qualification, submission, onboarding, and ongoing contractor support. Our management structure provides appropriate oversight to help ensure consistent service delivery and alignment with WVOT's expectations.

Process-Driven Organization

AU has developed mature staffing processes through its experience supporting diverse government and commercial clients. Our operating procedures provide a structured framework for requirement intake, recruiting, candidate screening, submission, onboarding, contractor management, and ongoing account support.

Our process-driven model promotes consistency, accountability, quality control, and responsiveness across staffing requirements and geographic locations. AU will align these established processes with WVOT's specific requirements, contract terms, and operating procedures.

Proven Customized Recruiting and Screening

AU maintains an extensive pipeline of candidates across commonly requested technical skill sets. Our recruiters specialize in defined technical domains and proactively develop candidate pipelines based on market demand and client requirements. For WVOT, our recruiting process will include:

- Requirement analysis and position qualification
- Candidate sourcing through multiple channels
- Technical and experience-based screening
- Resume review and qualification validation
- Availability and compensation confirmation
- Candidate submission and coordination
- Pre-employment and onboarding support
- Ongoing contractor communication

Domain-Centric Recruitment Model

AU uses a domain-centric recruiting model to support specialized technical staffing requirements. Recruiters develop expertise in the technologies, skill sets, and functional areas they support, enabling them to better understand both the position requirements and the candidate's actual technical experience. This model is particularly valuable for WVOT's specialized technical classifications, including cloud architecture, cloud security, cloud engineering, database administration, application development, and other technology disciplines identified in the solicitation.

Complete Workforce Solution Provider

AU provides flexible workforce solutions supported by a nationwide client and candidate network. With more than 65 clients across multiple industries, AU has developed experience supporting different operating environments, technical requirements, staffing volumes, and workforce needs. Our workforce-management capabilities enable clients to effectively manage staffing requirements across multiple labor categories while maintaining appropriate attention to cost, compliance, quality, and resource continuity.

For WVOT, AU will provide a scalable staffing model capable of responding to changing requirements under the Statewide Master Agreement (Open End) structure. The solicitation identifies estimated hours for evaluation purposes and states that actual utilization may be more or less than the stated estimates.

Client-Focused Customer Service

Client service is central to AU's delivery model. WVOT will have a designated Account Manager serving as a primary point of contact and coordinating with AU's recruiting, management, administrative, and back-office teams.

Our account-management model provides:

- Direct communication
- Requirement coordination
- Candidate-status updates
- Recruiting escalation support
- Onboarding coordination
- Contractor support
- Issue resolution
- Ongoing performance and service management

Technical Recruiters and Sourcing Specialists:

AU maintains a team of 50+ technical recruiters and 7 account managers supporting client staffing requirements. Our recruiters have an average of more than six years of recruiting experience, and approximately 90% have degrees in technology-related disciplines, according to the organizational information provided.



AU organizes recruiters into teams based on client requirements. Each team develops an understanding of the client's positions, technical requirements, operating environment, and workplace expectations.

For WVOT, our technical recruiters will work closely with the Account Manager and Recruiting Manager to:

- Analyze each staffing requirement.
- Identify the required technical skills and experience.
- Source candidates through targeted channels.
- Conduct preliminary qualification and screening.
- Validate technical experience against the applicable position requirements.
- Coordinate candidate availability and submission.
- Maintain an active pipeline for recurring or anticipated requirements.

Administrative and Back-Office Support

AU maintains a dedicated administrative, payroll, and back-office team of more than 10 professionals supporting staffing operations.



This team supports the recruiting organization through structured job-order processing, documentation, onboarding coordination, payroll administration, and other operational activities.

Our back-office process is designed to provide a smooth transition from candidate selection through assignment commencement. Where applicable, AU also assists deployed resources with administrative coordination associated with relocation, transportation, accommodation, and other assignment-related

requirements.

This integrated support structure allows our recruiters and Account Managers to remain focused on candidate quality, client communication, and timely fulfillment while administrative activities are managed through established processes.

Mission

AU is dedicated to delivering exceptional service and creating sustainable value for our clients, candidates, and employees through:

- Developing creative and practical solutions that support strategic, long-term relationships
- Matching exceptional talent with rewarding opportunities through disciplined, process-based staffing
- Developing and supporting technology and business thought leaders
- Treating candidates and employees with respect and recognizing excellence
- Pursuing sustainable and responsible business growth

Vision

AU's vision is to be a trusted partner and advisor to the organizations, professionals, and communities we serve.

Our Core Values

AU's culture is built around four core values that guide our interactions with clients, candidates, employees, and partners.

Passion	We believe in doing meaningful work and helping professionals find opportunities that align with their skills, interests, and career goals.
Excellence	Through commitment, discipline, and continuous improvement, we strive to deliver high-quality service and meet the expectations of our clients and candidates.
Transparency	We believe that honest, timely, and clear communication is essential in a people-driven business. We promote transparency with our clients, candidates, employees, and other stakeholders.
Community	We believe in fostering a strong sense of community among our employees, contractors, candidates, clients, and partners and contributing positively to the communities in which we operate.

Commitment to Diversity

AU is committed to building long-term, strategic relationships with our clients while creating sustainable value for all stakeholders. We are equally committed to the professionals within our talent network and provide guidance, professional support, and transparent communication throughout their engagement with AU.

As a Small and Minority-certified organization, AU recognizes the value of diverse perspectives and the importance of inclusive workforce practices. We support our clients' applicable supplier-diversity and socioeconomic objectives while maintaining a broad and diverse talent network.

AU values the contributions that individuals from different backgrounds, experiences, and perspectives bring to the workplace. We are committed to maintaining an inclusive recruiting and workforce-management approach and to supporting the diversity initiatives of the organizations we serve.

IT Consulting Team

We have 280 technical team and they are expert in development, assessment, configuration, programming, analysis, integration, implementation, installation, optimization, troubleshooting, testing, life-cycle management, operations, design, review, consulting, capacity planning, auditing, process improvement, project management, conversion, normalization, digital evidence analysis and preservation, training, coaching, mentorship, documentation, policy and procedure development, and technical writing.

AU IT team have needed cross-platform experience and expertise in developing, implementing, and supporting for the Client Server, Salesforce, Maximo Asset Management, Web based, SharePoint, Turnkey Projects on niche skills. Our team can assume complete responsibility for analysis, design, development, implement, testing, and deployment. Our team have extensive experience with all skill talent and we have done numerous projects and user-contributed content for a wide variety of clients, including telecommunications, transport, communities, schools, museums, and other public agencies. Our core team has a proven track record in their respective domains.

AU Technical Category

AU has placed over 3800 technical staff across the nation, and presently manages over 280 technical employees working at several client locations. AU maintains and retains a large pool of highly motivated and qualified technical professionals for the full scope of Technical field, including but not limited to:

• Application Development & Maintenance (ADM)	• Mainframe Legacy Systems Maintenance
• Application Testing	• Infrastructure Support & Management
• Business Analysis	• Information Security Consulting and Audit
• Business Intelligence, Data Warehousing & Analytics	• Mobile Application Development
• Client/ Server Application Development	• Project / Program Management
• Cloud Computing Services	• Quality Assurance & Porting
• ERP Implementation, Maintenance & Support	• Legacy Applications support
• Network Architecture, Planning, Development, and Implementation	• Packaged Solutions Implementation (SAP, Oracle Applications and PeopleSoft)

• Systems & Application Integration	• Web Application & Content Management
• Product Engineering	• Web Design & Development
• GIS Services	• Desktop Support & Helpdesk
• Cybersecurity Services	• Database Design and Administration
• Maximo Asset Management	• IT Networking Services
• IBM Tririga	• Salesforce
• Digital Transformation Program Services	• Data & Analytics Services

In the past, we have filled quite a few direct and indirect contract positions with the public sector systems throughout the nation including job categories such as below:

AU Staffing positions:

AU maintains a broad and diverse technical staffing portfolio and can provide qualified professionals across a wide range of IT, business, engineering, infrastructure, and technology disciplines. Our staffing capabilities include, but are not limited to, the following positions:

• Application Development & Engineering • Programmers / Analysts • Programmer / Analysts • Mainframe Developers • Mainframe Application Analysts • Software Application Engineers • Web Application Analysts • Web Application Design & Development Specialists • Systems & Software Engineers • Technical Leads • Enterprise Solutions Architects • Systems Architects • System Analysts / Architects • Business, Functional & Data Analysis • Business Analysts • Business / Systems Analysts • Business & Data Analysts • Functional Analysts • Technical Functional Analysts • Technical Analysts • Subject Matter Experts • GIS Analysts • Training Analysts • Database & Data Management • SQL Database Administrators • Oracle / DB2 Database Administrators • Database Specialists • Data Analysts • Infrastructure, Network & Technical Support • Network Specialists • Systems Administrators	• Cybersecurity & Quality Engineering • Cybersecurity Engineers • Test Engineers • Quality Engineers • QA / Testing Specialists • Technical Security Specialists • Project, Program & Technical Management • Project Managers • Program Managers • Technical Leads • Technical Support Leads • Subject Matter Experts • Technical Documentation & Training • Technical Writers • Training Analysts • Technical Trainers • Documentation Specialists • Specialized Technology Resources • Cloud Engineers • Cloud Architects • Cloud Security Professionals • Cloud Network Engineers • Cloud Platform Engineers • Cloud Systems Management Engineers • Cloud Financial Operations Specialists • Cloud Center of Excellence (CCOE) Implementation Specialists
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• Help Desk Analysts • Information Systems Assistants • Technical Support Leads • VoIP Administrators • Infrastructure / Systems Specialists	
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AU Technical Competency

AU provides comprehensive IT consulting and technical staffing solutions across the United States, with capabilities spanning application development and maintenance, enterprise and cloud architecture, systems administration, database management, program and project management, business process improvement, system selection and implementation, supply chain management, and systems integration.

AU maintains a broad technology competency portfolio that enables us to support diverse technical environments and identify qualified professionals across multiple technology disciplines. Our areas of technical expertise include, but are not limited to, the following:

1. Web & E-Commerce Technologies • ASP.NET • C# • HTML / DHTML • XML • ADO • Java / JavaScript • JavaBeans / EJB • WebLogic / WebSphere • VBScript • ActiveX • IIS • MTS • SOAP • Web Services 2. Front-End & Application Development • VB.NET • Visual Basic • Visual C++ • MFC • SDK • C / C++ • COM / DCOM • ATL • ABAP/4 • Dexterity • RPG/400 3. Database & Data Management • Microsoft SQL Server / SQL.NET • Oracle • Sybase • IBM DB2 • Informix • Microsoft Access	10. J2EE & Enterprise Java Technologies • JSP • Servlets • JDBC • Log4J • JUnit • XML (SAX & DOM) • Applets • Spring • Spring MVC • Spring Boot • Hibernate • AJAX • JMS • Microservices • Web Services • JSF • JPA 11. Web & Mobile Technologies • HTML • CSS • JavaScript • Node.js • AngularJS • Angular • React.js • AJAX • Bootstrap • HTML Editors • Adobe Dreamweaver • Adobe Flash • Silverlight • Microsoft Expression Web • NetObjects
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• MySQL • PostgreSQL • Firebird • Ingres • MaxDB • SQLite • PL/SQL 4. Oracle Technologies • Oracle 10g / 9i • Oracle Database Administration • PL/SQL • Pro*C • PERL • ETL • Oracle Discoverer • Java / JavaScript • JDeveloper • Oracle Application Server • Oracle Developer Suite 5. Operating Systems & Systems Tools • UNIX • Linux • Windows • Windows NT • OS/400 • Red Hat • Fedora • Ubuntu • SUSE • ERwin • Visual SourceSafe • Microsoft Office 6. ERP & CRM Technologies • SAP • Siebel • PeopleSoft • Oracle Applications • JD Edwards • Clarify • SAS • Ariba • Vignette • Business Objects • Informatica • Cognos • Vantive 7. Business Intelligence & Data Warehousing • Ab Initio • Informatica • Business Objects • IBM InfoSphere DataStage	• Coda • WAMP 12. Application & Web Servers • Apache • Microsoft IIS • NGINX • Apache Tomcat • Oracle WebLogic • IBM WebSphere 13. Cloud Platform AU provides technical staffing and consulting capabilities supporting cloud environments, including: Amazon Web Services (AWS) Our cloud competency complements AU's broader capabilities in enterprise architecture, systems administration, application development, infrastructure, and systems integration. 14. Open-Source Technologies • Linux • UNIX • Red Hat • Fedora • Ubuntu • SUSE • Drupal 15. Web Services & Integration • SOAP • REST • WSDL • AWS • ODBC • JDBC 16. Frameworks • Spring • Spring Boot • Hibernate • Angular • JUnit • Rational Rose 17. Software Development & Engineering Tools • Microsoft Access • Microsoft Office • Microsoft Excel • NetBeans IDE • Visual Studio Code • Eclipse IDE 18. CI/CD Tools • Jenkins • Maven 19. Development Methodologies
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• Cognos • Pentaho Data Integration • Talend Open Studio • RapidMiner • CloverETL • Jitterbit • Scriptella • Altova MapForce • Lavastorm • Apatar 8. Mainframe Technologies • COBOL • Micro Focus COBOL • DB2 • VSAM • CICS • JCL • IMS DB/DC • IDMS • ADSO • Assembler 9. Programming Languages • Python • Java • R • Visual Basic • C / C++ • SQL • XML • Perl • PHP • Ruby • REXX • FORTRAN • Delphi • PowerBuilder • VBA	AU's technical professionals have experience working within structured software-development and project-delivery methodologies, including: • Agile • Scrum • Waterfall 20. Databases • MySQL • Oracle 10g / 11g / 12c • SQLite • Microsoft Access • PL/SQL • Microsoft SQL Server • IBM DB2 21. Frameworks, Modeling & Architecture AU supports application architecture, software design, and modeling using technologies and methodologies including: • UML • Rational Rose • Spring • Hibernate • Spring Boot • Angular • JUnit
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Staffing Method

AU is confident in its ability to rapidly initiate staffing support upon contract award. Our staffing model combines dedicated recruiting resources, established sourcing processes, a substantial candidate database, and structured candidate qualification procedures designed to support timely fulfillment of WVOT requirements.

AU leverages a proven recruiting model supported by 50+ recruiters serving a diverse contract portfolio that includes approximately 20 state and local government contracts and 40 commercial contracts. Our recruiting organization supports a high volume of staffing requirements, with more than 80 new requirements received and supported daily across our growing contract portfolio.

Our recruiters maintain a qualified candidate database containing more than 450,000 resumes, including professionals with government and commercial-sector experience. This established talent pool, supplemented by proactive sourcing and targeted recruiting, enables AU to quickly identify candidates for both common and specialized technical requirements.

Candidate Qualification and Compliance

AU's objective is to present WVOT with candidates who meet the applicable education, training, experience, certifications, and security-clearance requirements, where required, for the specific labor category and position.

Our recruiting process includes:

1. **Requirement Analysis** – AU reviews each WVOT staffing request to identify the required technical skills, experience, education, certifications, clearance requirements, and other position-specific qualifications.
2. **Targeted Candidate Sourcing** – Recruiters search AU's existing candidate database and external sourcing channels to identify professionals whose qualifications align with the requested position.
3. **Pre-Screening and Qualification** – Candidates are reviewed and pre-screened against the applicable requirements before being considered for submission.
4. **Candidate Validation** – AU validates relevant qualifications, availability, experience, certifications, and other applicable requirements prior to submitting the candidate to WVOT.
5. **Resume Submission** – In response to WVOT's request, AU will provide resumes for qualified, pre-screened candidates who have been determined to meet the applicable WVOT requirements, together with the agreed staffing rates established under the Master Contract.
6. **Onboarding Support** – Once a candidate is selected, AU will coordinate the required onboarding and administrative activities to facilitate a timely transition into the assignment.

Proactive Candidate Pipeline

AU maintains proactive candidate pipelines for frequently requested and specialized technical positions. For frequently requested positions, our recruiting teams target a pipeline of at least 15 qualified candidates. For less frequently requested or specialized positions, AU generally maintains a pipeline of approximately 5–8 qualified candidates, subject to market availability and the specialized nature of the position.

This proactive approach is designed to reduce sourcing time and improve AU's ability to respond quickly when WVOT requires qualified technical professionals.

Flexible and Agile Staffing Approach

AU recognizes that the success of a statewide, open-end staffing engagement depends on the ability to respond effectively to changing staffing volumes and specialized technical requirements. The WVOT solicitation identifies estimated hours for evaluation purposes and expressly states that actual usage may be more or less than the estimated quantities.

Accordingly, AU will maintain a flexible and scalable staffing model that can adjust recruiting resources based on WVOT's requirements, priority positions, skill availability, and anticipated staffing demand. Our dedicated Account Management and Recruiting teams will work collaboratively with WVOT to:

- Receive and analyze staffing requirements;
- Identify appropriate technical resources;
- Activate targeted sourcing strategies;

- Present qualified candidates promptly;
- Coordinate candidate availability and interviews;
- Support selection and onboarding;
- Maintain candidate pipelines for recurring requirements; and
- Provide ongoing communication throughout the staffing lifecycle.

Commitment to WVOT

AU's staffing methodology is designed to provide WVOT with qualified candidates, responsive recruiting, consistent communication, and scalable staffing support. By combining our established recruiting infrastructure, extensive candidate database, proactive pipeline development, and structured screening process, AU will be positioned to respond to WVOT staffing requirements efficiently while maintaining alignment with the specific qualifications established for each labor category.

Certifications

AU has key business relationships with:

- IBM/TRIRIGA
- SAS
- Oracle
- VMware
- Microsoft
- Microstrategy
- BMC/Remedy
- DocuWare
- Ingram Micro
- QTS Carpathia
- AWS
- Citrix
- Cisco
- Tibco
- SAP
- Salesforce
- Fortinet
- Juniper
- Palo Alto
- Terremark

Experience

Over the years, AU has built a reputation in providing innovative temporary IT staffing services that enable its clients to reduce operational issues and increase enterprise efficiency levels. AU has been working on similar contracts with clients in various sectors. Our experience is proven through the successful management of temporary IT staffing services contracts supporting State/Local governments and Commercial sector clients through US.

Entity #1:

Company name	Ohio Public Employees Retirement System
Address	277 E. Town St. Columbus, OH 43215
Time Period	11/8/2021 to present
Project description	During the development life cycle, a sampling of the required deliverables to be completed/maintained by the Senior Java Developers was include, but not be limited to, the following: • Program: Technical Specification Documents, Functionality developed according to design specifications using Java, Code Review Checklists • Unit Test: Creation and execution of test scripts, using JUnit, to verify that each programmed module will function properly when it is inserted into the system. • System Test: Creation and execution of system tests to prove that the system is meeting the defined business requirements.

Entity #2:

Entity name	Verizon Communications
Entity address	One Verizon Way, Basking Ridge, NJ 07920
Contract number/purchase order number assigned by the Entity	MA-003235-2015
Original Term of the Contract/purchase order	09/24/202015 – 9/23/2023
The number of Staff assigned for the Contract or purchase order	53
Type of tasks performed by assigned Staff	In 2015, AU was awarded for Verizon to provide IT Staffing Services. AU has been providing Verizon with Temporary IT Personnel Services such as IT Technical Assistant, Program Managers, Team Leads, Cloud Architect, Functional Architects, Data Quality Controller, Meeting and Academic Support Technicians, Data Quality Controller, IT Technicians, Data Quality Controllers, and Technology audiovisual (AV) systems Engineer positions. Currently, 28 resources are working under this contract.

Entity #3:

Entity name	California State Teachers' Retirement System
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Entity address	100 Waterfront Place, Mail Stop #30 West Sacramento, CA 95605
Contract number/purchase order number assigned by the Entity	Master Service Agreement
Original Term of the Contract/purchase order	04/27/2020 to 04/26/2025
The number of Staff assigned for the Contract or purchase order	16
Type of tasks performed by assigned Staff	AU has been providing IT staffing services and placed multiple candidates including but not limited to Programmer Analysts, Database Administrators, Enterprise Architects, Database Architects, Business Analysts, UI/UX Designers, Programmers, Application Developers, Product Managers, System Administrators, Cloud Architect, Network Engineer, IT Systems Monitoring Engineers, IT Technicians, Business Analysts, Database Administrative and Testers.

Entity #4:

Entity name	California Correctional Health Care Services
Entity address	8260 Longleaf Dr, Elk Grove, CA 95758
Contract number/purchase order number assigned by the Entity	Master Service Agreement
Original Term of the Contract/purchase order	March 2017 to Present
The number of Staff assigned for the Contract or purchase order	13
Type of tasks performed by assigned Staff	We have been providing IT Staff Augmentation Services in various projects for the California Correctional Health Care Services. AU has been providing on short-term and long-term staffing requirements. We have placed the candidates with good turnaround time. These positions are including but not limited to Project Managers, Technical Leads, Business Analysts, GIS Analysts, Programmers, Microsoft Solutions Architect, Data Analysts, Network Engineers, PC Technicians, IT-Subject Matter Experts, Technical Specialists, and Information Security Specialists.

Entity #5:

Entity name	Texas Department of State Health Services
Entity address	1100 West 49th Street Austin, TX 78756-3199
Contract number/purchase order number assigned by the Entity	Master Service Agreement
Original Term of the Contract/purchase order	April 2018 to Present
The number of Staff assigned for the Contract or purchase order	9
Type of tasks performed by assigned Staff	Our Project Managers and IT Subject Matter Experts meets with the internal staff to understand the customer's new functionality and prototype the design to get approval. Our Sr. Project Manager developed the project schedule with the

	design and resources in mind to accomplish a successful project implementation. We have placed Project Manager, Technical Leads, Business Analysts, Delivery Manager, Data Analysts, Network Engineers, PC Technicians, and GIS Administrators.
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Entity #6:

Entity name	Department of Motor Vehicles
Entity address	4700 Broadway, Sacramento, CA 95820
Contract number/purchase order number assigned by the Entity	Master Service Agreement
Original Term of the Contract/purchase order	6/1/2018 to 8/31/2020
The number of Staff assigned for the Contract or purchase order	12
Type of tasks performed by assigned Staff	AU is one of the prime vendors of Motor Vehicles and providing staffing services on various technical and non-technical portions. We have staffed various IT personnel for the client different projects, positions included but not limited Programmers, Product Specialist, QA Engineers, Business Analysts Quality Assurance Specialists, Managed Services Analyst, Database Administrators, SharePoint Developers, and Testers.

Entity #7:

Entity name	Horace Mann Service Corporation
Entity address	1 Horace Mann Plaza Springfield IL 62715
Contract number/purchase order number assigned by the Entity	Master Service Agreement
Original Term of the Contract/purchase order	6/1/2014 to 6/1/2024
The number of Staff assigned for the Contract or purchase order	14
Type of tasks performed by assigned Staff	We have been providing IT Staff Augmentation Services. AU staffs for IT, Engineering and Professional positions. These vary from temp-to-perm and permanent as well. We are a good Supplier for these clients, and they provide us with opportunities to fill their requirements at their facilities across US. We placed System Specialists, Project Managers, Network Engineers, Database Administrators, Technical Writers, Data Engineers, Technical Support Engineers, Sr. Business Lead Systems Analyst, Team Leads, and Project Managers.

Entity #8:

Entity name	Walmart
Entity address	805 Moberly Lane, Bentonville, AR 72716
Contract number/purchase order number assigned by the Entity	MA-0003298-2017

Original Term of the Contract/purchase order	3/14/2017 to 3/13/2022
The number of Staff assigned for the Contract or purchase order	24
Type of tasks performed by assigned Staff	AU has been providing a wide variety of IT staffing services to Walmart from past four years. We staffed similar IT positions for Walmart implementation such as Project Managers, Cloud Architects, Business Analysts, Network Engineers, Application Architects, Technical Writers, Senior Architects, Help Desk Support Specialists, Functional Architects, Desk Support Analysts, Technical Writers, Testers, and IT Programmers.

Entity #9:

Entity name	The California Public Employees' Retirement System (CalPERS)
Entity address	Central Receiving-Rm 1674 400 Q Street Sacramento CA 95811
Contract number/purchase order number assigned by the Entity	2019-0183
Original Term of the Contract/purchase order	11/30/2018 to 7/11/2022
The number of Staff assigned for the Contract or purchase order	8
Type of tasks performed by assigned Staff	AU was selected as prime vendor and successfully placed the following IT staff such as Project Managers, Application Developer, Database Architects, Programmers, Senior Application Developer, Testers, and GIS Administrators.

Entity #10:

Entity name	CipherQore Solutions Inc
Entity address	16179 State Bank Dr., Suite: D Prairieville, LA 70769
Contract number/purchase order number assigned by the Entity	CA-281-00-2019
Original Term of the Contract/purchase order	06/01/2019- Present
The number of Staff assigned for the Contract or purchase order	27
Type of tasks performed by assigned Staff	AU was awarded the contract with CipherQore for providing temporary staffing services. We have been staffing similar positions to CipherQore end clients, such as Functional Architects, Product Specialists, Project Managers, Technical Leads, Business Analysts, Data Analysts, Network Engineers, PC Technicians, Desk Support Analysts, Software Developers, IT-Subject Matter Experts, Network Technicians, Information Security Specialists, and Testers.

Entity #11:

Entity name	Medcomps
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Entity address	1 West Old State Capitol Plaza, Suite # 713, Springfield, IL 62701
Contract number/purchase order number assigned by the Entity	Master Service Agreement (248-56)
Original Term of the Contract/purchase order	March 2017 to Present
The number of Staff assigned for the Contract or purchase order	13
Type of tasks performed by assigned Staff	We have placed various positions such as Python Developers, Development Director, DevOps Engineers, QA Engineers & Testers, System Specialists, Project Managers, Release Managers, Sr. Cloud Engineers and Testers.

AU State/Local Clients

Below are the public clients which we have been providing similar services:

➤ Pacific North West Laboratory	➤ Maryland Judiciary
➤ Employees Retirement System of Texas	➤ Financial Information System for California
➤ Texas Department of Health and Human Services	➤ California State Teachers' Retirement System
➤ Texas Alcoholic Beverage Commission	➤ California Correctional Health Care Services
➤ Texas Department of Transportation	➤ California Department of Corrections and Rehabilitation
➤ City of San Antonio	➤ California State Public Employees' Retirement System
➤ SCCM Texas Chapter	➤ City of Santa Maria
➤ The City of Raleigh	➤ US Bureau of Labor Statistics
➤ Ohio Bureau of Workers' Compensation	➤ Office of the Attorney General
➤ Georgia Department of Labor	➤ State of South Carolina - Health & Environmental Control Department
➤ Department Family and Protective Services	➤ Wisconsin Department of Children and Families
➤ Department Of Motor Vehicles	➤ California Multiple Award Schedules (CMAS)
➤ State of North Dakota	➤ The Interlocal Purchasing System (TIPS)
➤ Amtrak (National Railroad Passenger Corporation)	➤ MHMR of Tarrant County
➤ Department of Management Services (DMS), FL	➤ Broward College, FL
➤ Plano Independent Scholl District	➤ The School Board of Broward County, FL
➤ Community Transit Procurement	➤ State of West Virginia
➤ TEXAS DEPARTMENT OF INFORMATION RESOURCES (DIR), ITSAC	➤ TEXAS DEPARTMENT OF INFORMATION RESOURCES (DIR), DBITS
➤ Metropolitan Washington Council of Governments	➤ Ohio Public Employees Retirement System (OPERS)
➤ BuyBoard Procurement (Texas Association of School Boards, Inc.)	➤ University of Washington (UW) Medicine Supply Chain
➤ State of South Carolina, Materials Mgmt Ofc	➤ City of Cincinnati, Ohio
➤ Douglas County School District	➤ State of Louisiana
➤ Broward Sheriff's Office	➤ Washington County, OR

➤ Hennepin County	➤ Allegheny County, PA
➤ Massachusetts Operational Services Division	➤ New Castle County
➤ University of South Carolina	➤ University System of New Hampshire

Master Services Agreements

MSA #1: Department of Information Resources - Information Technology Staff Augmentation Contract (ITSAC)

DIR Contract No. DIR-CPO-5567

American Unit Inc. – 1470914658400

Contract Term: 09/06/24 – 09/06/29

American Unit Inc was awarded Information Technology Staff Augmentation Contract (ITSAC) contract for the Texas Department of Information Resources (DIR) under contract number DIR-CPO-5567 to provide IT Staff Augmentation services. Services will be provided on an as needed basis to DIR customers when they submit and distribute solicitations for ITSAC Services. American Unit Inc will respond to solicitations, via a resume or SOWs that meet the minimum requirements outlined in the solicitation document.



1. **Statement of Work** - a solicitation document distributed to one (1) or more Contract holders requesting a response to a specific Customer need for a business solution to a staffing need; Agencies will issue Statements of Work (SOWs) via email to Contract holders.
2. **Request for Resumes** - a solicitation document distributed to one (1) or more Contract holders requesting resumes to fill a particular staff need.

<https://dir.texas.gov/contracts/dir-cpo-5567>

MSA #2: Department of Information Resources - Deliverables Based Information Technology Services

DIR Contract No. DIR-CPO-4952

American Unit Inc. – 14709146584

Contract Term: 1/4/2022 – 1/3/2026

American Unit Inc was awarded DBITS contract for the Texas Department of Information Resources (DIR) under contract number DIR-CPO-4952 and Technology Category 1: Application Development, Maintenance, and Support, Technology Upgrade, Migration, and Transformation; and Enterprise Resource Planning (ERP); Technology Category 3: IT Assessments, Planning, Independent Verification and Validation (IV&V), and Market Research, Procurement Advisory, and Contract Implementation Services; and Technology Category 4: Project and Program Management.



<https://dir.texas.gov/contracts/dir-cpo-4952>

MSA #3: The Interlocal Purchasing System (TIPS) cooperative contract

TIPS is a national purchasing cooperative that offers access to competitively procured purchasing contracts to its membership. TIPS is housed at and managed by the Region 8 Education Service Center located in Pittsburg, Texas.



Through this contract vehicle American Unit is offering various services such as Technology Solutions, Products and Services, Consulting and Other Related Services, and Staffing Services.

Bid Number	Title
210101	Technology Solutions, Products and Services
230601	Consulting and Other Related Services
230703	Staffing Services

<https://www.tips-usa.com/vendorProfile.cfm?RecordID=59076D402D59FAFAB90B0D4A0B64C038>

MSA #4: California Multiple Award Schedules (CMAS)

The CMAS contracts are awarded and administered by the state of California, Department of General Services, Procurement Division. A multiple award is an award to two or more contractors for the same products and/or services at the same or similar prices. Suppliers can offer products, services, and prices from their own Federal GSA schedule. They can also offer products, services, and prices from a Federal GSA schedule held by another company.



American Unit was awarded California Multiple Award Schedule (CMAS) for four years' term contract to provide Information Technology Services to the State and Local Agencies.

Contract No: 3-18-70-2956C

Title: Information Technology Goods and Services Contract

UNSPSC	UNSPSC Description
80101507	MGMT Business Prof & Admin Services - Business corporate MGMT consult srvc - Information technology consult srvc
81111808	Computer services - System & system component admin srvc - System analysis srvc
81112103	Computer services - Internet services - World wide web WWW site design services

https://caleprocure.ca.gov/PSRelay/ZZ_PO.ZZ_CTR_SUP_CMP.GBL?Page=ZZ_CTR_SUP_PG&Action=U&SETID=STATE&CNTRCT_ID=3-18-70-2956C

MSA #5: Florida Department of Management Services – DMS

AU was awarded DMS IT staff Augmentation contract and responsible for ensuring that all information technology staff augmentation services furnished under the Contract meet the professional standards and quality that prevails among information technology professionals in the same discipline and of similar knowledge and skill engaged in related work throughout Florida under the same or similar circumstances.



ITB No: 21-80101507-ITB

Title: Information Technology Staff Augmentation Services

IT Consulting Experience

AU provides dependable, experienced designing and implementing information technology investigations, assessments, monitoring programs and designs services. Our global client expertise crosses time zones and cultural boundaries and provides timely services and client-focused team support. Whether the client need targeted support or ongoing services, we have flexible delivery models designed to suit every need.

We have the needed cross-platform experience and expertise in developing, implementing, and supporting for the Client Server, Web based, SharePoint, Turnkey Projects on niche skills. We can assume complete responsibility for analysis, design, development, implement, testing, and deployment. We have extensive experience with Standard, Digital and Niche skill talent and we have done numerous projects and user-contributed content for a wide variety of clients, including telecommunications, transport, communities, schools, museums, and other public agencies.

The following briefs of various Information Technology and Consulting Services which our resource been providing to Government and Private sector clients.

Client Name	Project Description
1. Texas Department of State Health Services Project: IT Consulting services	We have provided IT Consulting services to the Texas Department of State Health Services. The scope of this project includes production support of HRIS system and upgrade of HRIS adding new functionality based upon the needs of the customer. Our technical team met with the client staff to understand the customer's new functionality and prototype the design to get approval. Our team developed the project schedule with the design and resources in mind to accomplish a successful project implementation. Our IT resources: Project Manager, Technical Architect, Database Administrators, System Analysts, Solution Architects, Developers, Business Analysts, Graphic Designers, and Testers.
2. California Correctional Health Care Services Project: IT ongoing maintenance and enhancements support	We have provided ongoing maintenance and enhancements support to State of California Correctional Health Care Services. This project is primarily geared towards ongoing maintenance and enhancements of Hospital Information system. The product catered to the administrative, billing and insurance needs of the hospital system. The application comprised of different modules that were created exclusively for inpatients, outpatients and emergency patients. The main objective of the application was to develop a paperless, cashless and hassle free setup for medical professionals so that qualitative medical care can be provided to patients with in the hospital network. IT Categories: AU staffed various IT positions besides providing Project management support, SME, IT Security Analysts, Network engineers, System Engineers, Developers, Consultants, Database Administrators, Physical Data Modeler, Architecture Consultant, and many more.
3. State of South Carolina - Health &	AU provided project management and support, application development, technical and analytical maintenance and support, and advanced

Environmental Control Department (SCDHEC) Project: Project management and support, application development	hardware/network diagnostic support for SCDHEC facilities located overseas. AU has implemented a more service-oriented approach to Project Management tasks, which has engendered a significant increase of the personal investment of our team members in accomplishing their work. We have completed the work orders within stipulated timeline and 90% of the client satisfaction rate. IT Categories: AU staffed total of 15 IT resources to complete this project. Our IT resources categories includes: Business Analysts, Senior Developers, Project Manager, System Analysts, Solution Architects, Developers, and Quality Assurance/Testers.
4. DELL Project: IT Consulting Services	Since 2012, AU has primed this effort developing the premier SOW system for DELL. This effort, coupling software development with customer outreach, has a goal to increase wide adoption. In 2013, AU increased the user base, Performed complex analysis, design, programming, and modifications of computer programs for software products and/or customer applications. AU offers this experience as evidence of our leadership in meeting the client strategic objectives of increased cross agency information sharing and of management of tasks similar to those anticipated on DELL Members. We have successfully performed these tasks on-time and 95% of the client satisfaction rate. IT Categories: AU has utilized a total of 12 IT resources to complete this project. Our IT resource categories include: Business Analysts, Project Manager, System Analysts, Solution Architects, Developers, and Quality Assurance/Testers.
5. Walmart Project: IT Consulting Services	AU has been a trusted partner of Walmart for over 10 years. We have provided them with extensive service for the past 5 years. The service that we offered provided them with a series of qualified candidates for their IT projects. Within the Walmart, we had placed additional employees due to the superior customer service and benefits that we offer. We have been providing install, Configure, upgrade servers, software and hardware at client data centers and Performed unit test and generate automated tests to ensure software security requirements are met. AU has provided related various consultants to complete the project such as Sr Project Manager, Subject Matter experts, Business Analyst, Technical Support Specialist, Web Designer, Software Engineers, BA Specialists, SharePoint Developers, and Testers.
6. CipherQore Solutions Inc Project: Web-based Data Management System Services	The CipherQore was seeking to enter into a contract with a qualified vendor to develop/provide a Web-based Data Management System that incorporates all identified data needs. If it is a packaged software, the packaged software (Software) to be acquired could include, at the CipherQore's option, Customization (any change, enhancement, etc. to the Software requiring source code changes to be completed by the Vendor to provide specified functionality) and/or Configuration (any change, enhancement, etc. to the Software not requiring source code changes completed by the Vendor to provide the specified functionality). We have created efficiencies in the maintenance, use and storage of large volumes of data and documents. The database served as the central data repository and integration tool for existing and future data and databases concerning the early learning services it provides. The database used to provide analysis of trends,

	identification of gaps in services, and documentation of the impact the CipherQore was making in the developmental appropriate services.
7. The Select Group Project: Salesforce Consulting Services	Task 1: Salesforce Platform Provision The goal of this task is to provide licensing and access to a single Salesforce platform for the various organizations and individuals that constitute the Select Group Program. The platform should: • Allowed users to track The Select Group-specific information about the employer and property manager partners and prospects that make up their accounts. The “engagement level” of each partner needed to be tracked and should be automatically calculated based on several specific fields. • Allowed users to track the Select Group specific events and meetings, associating these with specific employer or property manager accounts. It is important to track interactions with partners, especially since these interactions are used to demonstrate work done by the AU’s to increase the level of engagement of their partners. Additionally, users should be able to track progress with their prospect accounts as it relates to converting those prospects into partners • Allowed for the Select Group to create a link between accounts in Salesforce and employers in Agile Mile, which is the Select Group Program’s ride matching database that provides commuter trip planning, carpool and vanpool ride matching, and incentives to encourage clean commutes and behavior change. At a minimum, this should entail providing a unique ID for each account that can matched to the Agile Mile SQL database. Task 2: Platform Training and Additional Support Services The goal of this task is to provide initial and on-going training for all The Select Group Program Salesforce platform users, as well as on-going support services for users. This includes, but is not limited to: • Designing and leading an initial in-person training on the structure and functionality of The Select Group Salesforce platform for all users. • Designing and leading in-person trainings on a recurring basis, both to give an introductory training for new hires and to address specific questions or concerns of users. • Creating a set of training materials, such as standard operating procedures (SOPs) or instructional videos, that outline the structure and functionality of the platform and can be accessed by all platform users at any time. • Offering support services for users who are having trouble or issues with the platform. • Making changes or updates to the platform as needed by The Select Group. These changes may include creating additional objects and/or fields or automating fields based on a desired set of criteria.
8. Verizon Project: IBM Tririga, FileNet Implementation, Application Development, Post production Support, and	American Unit has been working with Verizon to create a timeline for all deliverables in each sprint and deliver the timeline to Verizon. We are supporting on Production Support – issues; environment monitoring; data migration. • Tier 1, 2, and 3 issue monitoring, investigation, resolution, testing, and implementation • Production and Non-Production environment monitoring • Data migration (due to system changes and/or any merger and acquisitions) • Configurations/customizations for in-scope applications

Development activities	○ Full life cycle development: Requirements gathering, GAP analysis, design, configuration, testing – system testing, integration testing, regression testing, and user acceptance testing, training, implementation, and post production defect resolution ○ Discover, research, and development for proof of concept implementations <u>Deliverables</u> Provide concept ideas at the start of each sprint development and deliver the Code in Sprints building up to releases and deliver. The exact functionality of the Deliverables will be mutually agreed upon and documented in a release plan created by Verizon at the beginning of the release cycle, which shall be incorporated herein as though fully set forth. The intermediate results of development shall be demonstrated by Supplier to Verizon at the end of each Sprint. For all Deliverables where American Unit deliver Code or modify Code, Supplier shall follow an industry standard Agile Development process. For each Sprint, American Unit deliver shippable (minimally viable) Code that reflects all of the functional requirements/User Stories designated for that Sprint as well as all functions existing in the Code previously (i.e. no regression). The requirements for this project are in the form of User Stories maintained and updated within Verizon's [At Your Service] system as defined in Exhibit 1 and as prioritized by Verizon per industry standard Agile Development processes (the project name in [At Your Service] is [GRE TRIRIGA]). <u>Technical Resources</u> Our technical are BIRT Reports Developers, Data Migration Developers, Database Developer, FileNet Developers, Integration Developers, Java Developers, Project Managers, Technical Lead, TRIRIGA Architects TRIRIGA Developers, TRIRIGA Functional Support - Lease Admin, and TRIRIGA Functional Support – Portfolio.
9. Horace Mann Project: IT consulting services	AU was awarded to provide IT Consulting services in 2014 and we have been supporting IT consulting services for Horace Mann IT projects on as needed basis. We have provided system administration services to support and maintain HPC cluster hardware and software. We supported included rack-mounted servers and workstations. Our usual duties revolve around assembling, testing and repairing this equipment. Our service portfolio includes: • Configuring software such as batch queuing software and operating system parameters for optimal performance, reliability and availability. • Responsible for multiple organization web, exchange, domain controller and file servers. • Task with providing end user IT support to approximately 30 employees. • Task to develop DRP (Disaster Recovery Plan), Backup procedures, acceptable use policies and other documentation such as HIPAA and HITECH act compliancy • Audit existing infrastructure for security compliance within HIPPA requirements.

	- Responsible for multiple separate un trusted active directory domains with multiple domain controllers across servers running Windows server 2003 – 2008 R2. - Redesigned entire network topology, including file storage and access, backup systems, active directory and DNS, internet service provider with failover and load balancing. - Created virtual infrastructure starting with multiple server systems to cut cost and maximize hardware use using Microsoft Hyper-V and SCVMM.
10. The California Public Employees' Retirement System (CalPERS) Project: ITSB Consulting Services	The CalPERS Technology Business Management Division (TBMD) is engaging in services with American Unit, Inc to provide support for support for the organization's Data and Analytics (Business Intelligence) dashboard and report development, semantic layer modelling, reporting environment functional administration, and data reporting inventory maintenance and operations responsibilities. Our technical team perform dashboard and report development, semantic layer modeling, reporting environment functional administration, and data reporting inventory maintenance and operations responsibilities. <u>Scope and Deliverable</u> - Provided data & technology support necessary to enable CalPERS to meet Data & Analytics (Business Intelligence) related business objectives, including customer service, performance management and analytical needs; and support for our retirement and health research portions of the enterprise - Worked with CalPERS Data & Analytics team to develop and maintain data transformation processes using source application data models, the operational data store and/or the data warehouse - Worked with CalPERS Data & Analytics team to automate processes. Document processes completely and develop system diagrams. - Supported the Enterprise Data Reporting team by developing and maintaining self-service reports and dashboards for CalPERS business teams and program areas Translate data requirements into technical specifications and validate the data warehouse meets specified requirements - Develop reporting metamodeling, including logically grouping business element functions in the form of conformed dimensions and hierarchies, measures and data security rules - Design, development and implement data model, dashboards, metrics and scorecards using Oracle Business Intelligence Enterprise Edition (OBIEE). - Provide functional administration for the OBIEE environments - Continue to mature the data platform (tools, data integration and architecture) by carrying out tasks outlined in the CalPERS Business Intelligence Roadmap and Action Plan - Improve the long-term ability to provide increasingly complex analytics in support of CalPERS mission and vision - Attend project, staff, and management meetings as required - Record work hours daily in required time tracking tools - Submit monthly status report with invoices
11. Department of Motor	To acquire the services of a Contractor to reengineer, code and implement the Driver Safety Application (DSAP) and DocWriter together these applications

Vehicles (DMV) Project: IT Consulting Services	provide automated support for the department's driving privilege guidelines for unsafe drivers, as statutorily defined in regulations. The purpose of this contract is to acquire a contractor to provide IT consulting services to the DMV. We provide full-time staff to fill the Technical Software developing services within a multi-disciplined development team assigned to the Driver Safety Application Rewrite (DSAR) Project. The development team will develop and administer the full range of System Development Lifecycle activities such as requirements definition and traceability, design, build, code, testing and implementation of the Driver Safety Application (DSAP). <u>Scope and Deliverables</u> • We prepared all deliverables, where applicable in accordance with the State and DMV's, applicable business and information technology documentation standards and requirements, including format and content. • We attended project meetings and periodic briefings for DMV's management as indicated by the DMV Contract Manager. • American Unit assisted and served as a fully functional Member of the DSAR Project Development Team Working on the DSAP and DocWriter Development Project. • Our consultant listed in this contract agrees to comply with Government Code 87302 and the Fair Political Practices Commission rules.
12. Southwest Business Corporation (SWBC) Project: Documentum Consultant Services	Our team provided consultant services to perform Documentum work as assigned by Southwest Business Corporation team. We responsible for supporting client's Enterprise Content Management (ECM) environment including development and enhancement of custom java code to support maintenance and expansion of the landscape. <u>Scope</u> • Supported and reported to engagement project manager while assigned to active customer engagements. Regularly communicate status to the engagement SWBC project manager and proactively identify issues and preventive/remedial measures • Establishes relationships with SWBC technical counterparts. Participated in SWBC t meetings related to solution scoping and planning. • Assisted in the creation of proposals that address current and evolving SWBC team requirements • Understanding requirements, conduct detailed design, determine level of effort, plan work breakdown structures and implementation approach • Perform installation, development, configuration, integration and testing activities. • Collaborated with SWBC staff and the engagement project manager as required during difficult customer situations. • Performed code reviews and periodic quality checks to ensure delivery quality is maintained • Prepared, maintained and submitted activity/progress reports and time recording/management reports in accordance with published procedures. Keep SWBC project managers informed of activities and alert of any issues promptly. • Provided knowledge transfer to SWBC team members

	• Created technical specifications from which programs will be written, and actively participate in coding and debugging of more complex requirements • Create objects and workflows • Developing and maintaining taxonomy, attributes, permission sets, etc. • Managed bulk document import processes assuring all files are received and the applicable attributes are assigned
13. CaminCargo Control Project: IT Assessment Project and staff augmentation services	• Develop and deliver a short-term solution to improve Polaris functionality. • Develop and deliver of various management initiative and below items part of this effort: • Upgrade to application catching to increase performance of the existing Polaris system. • Create a catalog of the reporting activities using Polaris data in order to define a data warehousing strategy to offload these reporting activities via a data platform • A database review of indexing, query optimization and replication to gain increase in database performance • A review of the specific functional area application developed internally and not implanted due to performance concerns to determine if anything can be done to ensure it works an does not impact overall performance negatively

Commitment to WVOT

AU is committed to providing WVOT with qualified technical professionals whose skills, experience, education, certifications, and other applicable qualifications align with the specific requirements of each staffing request. Our specialized recruiting organization, technical screening processes, extensive candidate network, dedicated account-management team, and technology-enabled staffing processes will work together to support WVOT throughout the contract period.

Our Delivery Commitment

For each WVOT staffing requirement, AU will:

- Analyze the position requirements and identify the required technical competencies.
- Activate appropriate technical recruiting and sourcing resources.
- Identify candidates through targeted and multiple sourcing channels.
- Conduct qualification and technical screening against the applicable requirements.
- Validate candidate experience, availability, and other applicable qualifications.
- Coordinate candidate submissions and interview activities.
- Support required onboarding and assignment commencement activities.
- Maintain ongoing communication with WVOT and deployed professionals.
- Support continuity, issue resolution, replacement, and backfill requirements as applicable.
- Continuously evaluate and improve recruiting responsiveness, candidate quality, communication, and service delivery.

AU's approach is designed to support the full range of technical staffing classifications identified by WVOT, while providing the flexibility and scalability necessary for a Statewide Master Agreement with variable staffing requirements.

Our Commitment to Quality and Service

AU will maintain a dedicated, service-oriented account management structure to coordinate requirements, recruiting activities, candidate submissions, onboarding, contractor support, and ongoing communication. Our objective is to provide WVOT with a consistent point of contact and an integrated delivery team capable of responding to both routine and specialized technical staffing requirements. The proposal already establishes seven Account Managers and dedicated recruiting and administrative support for this purpose.

AU also recognizes the importance of continuity in technical staffing. Our contractor engagement, account-management, and back-office processes are designed to support successful assignments, address issues promptly, and facilitate replacement or backfill when necessary.

Our Commitment to WVOT

AU will approach this engagement as a long-term service partnership, not simply a resume-submission exercise. We will align our established staffing processes with WVOT's requirements, remain responsive to changing staffing needs, maintain appropriate quality and compliance controls, and continuously improve our service based on WVOT's operational needs and feedback.

AU appreciates the opportunity to respond to CRFQ 0231 OOT2700000006 - Temporary Technical Staffing Services and looks forward to supporting the West Virginia Office of Technology with qualified technical professionals, responsive recruiting, dependable account management, and consistent service throughout the resulting contract period.



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: 2020855			Reason for Modification:
Doc Description: Temporary Technical Staffing Services			
Proc Type: Statewide MA (Open End)			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-08-27	2026-09-15 13:30	CRFQ 0231 OOT2700000006	1

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: VS0000029548
Vendor Name : American Unit, Inc
Address : 2901 N Dallas Pkwy
Street : Suite 333
City : Plano
State : Texas **Country :** USA **Zip :** 75093
Principal Contact : Robert Kashamalla
Vendor Contact Phone: (214)275-9162 **Extension:**

FOR INFORMATION CONTACT THE BUYER

Toby L Welch
(304) 558-8802
toby.l.welch@wv.gov

Vendor
Signature X

FEIN#

470914658

DATE

9/22/2026

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



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: 2020855			Reason for Modification: Addendum No 2 is issued to publish vendor questions with the agency's responses.
Doc Description: Addendum No 2 -Temporary Technical Staffing Services			
Proc Type: Statewide MA (Open End)			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-09-16	2026-09-23 13:30	CRFQ 0231 OOT2700000006	3

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: VS0000029548
Vendor Name : American Unit, Inc
Address : 2901 N Dallas Pkwy
Street : Suite 333
City : Plano
State : Texas **Country :** USA **Zip :** 75093
Principal Contact : Robert Kashamalla
Vendor Contact Phone: (214)275-9162 **Extension:**

FOR INFORMATION CONTACT THE BUYER

Toby L Welch
(304) 558-8802
toby.l.welch@wv.gov

Vendor
Signature X

FEIN#

470914658

DATE

9/22/2026

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Department of Administration
Purchasing Division
2019 Washington Street East
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Charleston, WV 25305-0130

State of West Virginia
Centralized Request for Quote
Service - Prof

Proc Folder: 2020855

Doc Description: Addendum No 1 -Temporary Technical Staffing Services

Reason for Modification:

Addendum No 1 is issued to
modify the bid opening date

Proc Type: Statewide MA (Open End)

Date Issued	Solicitation Closes	Solicitation No	Version
2026-09-14	2026-09-23 13:30	CRFQ 0231 OOT2700000006	2

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: VS0000029548

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Extension:

FOR INFORMATION CONTACT THE BUYER

Toby L Welch
(304) 558-8802
toby.l.welch@wv.gov

Vendor
Signature X

FEIN# 470914658

DATE 9/22/2023

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

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

(Printed Name and Title) Robert Kashamalla, Program Manager

(Address) 2901 N Dallas Pkwy Ste 333 Plano, TX 75093

(Phone Number) / (Fax Number) Phone: (214)275-9162 / Fax: (214)889-9666

(email address) procurement@americanunit.com

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

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

American Unit Inc.

(Company) Robert

(Signature of Authorized Representative)
Robert Kashamalla, Program Manager

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

Phone: (214)275-9162 / Fax: (214)889-9666

(Phone Number) (Fax Number)
procurement@americanunit.com

(Email Address)