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Header 2

List View

General Information [Contact](#) [Default Values](#) [Discount](#) [Document Information](#) [Clarification Request](#)

Procurement Folder: 2020855

Procurement Type: Statewide MA (Open End)

Vendor ID:

Legal Name: Abacus staffing and services pvt ltd

Alias/DBA:

Total Bid: \$1,694,825.60

Response Date:

Response Time:

Responded By User ID:

First Name:

Last Name:

Email:

Phone:

SO Doc Code: CRFQ

SO Dept: 0231

SO Doc ID: OOT2700000006

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Solicitation Description:

Total of Header Attachments: 2

Total of All Attachments: 2



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

State of West Virginia
Solicitation Response

Proc Folder: 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 ESR09232600000002993	1

VENDOR
VS0000039750
Abacus staffing and services pvt ltd

Solicitation Number: CRFQ 0231 OOT2700000006
Total Bid: 1694825.600000000093132257461 **Response Date:** 2026-09-23 **Response Time:** 09:11:07
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	55.020000	114441.60

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	51.090000	106267.20

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	75.980000	158038.40

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	51.090000	106267.20

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	48.470000	100817.60

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	45.850000	95368.00

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	94.320000	196185.60

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	68.120000	141689.60

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	75.980000	158038.40

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	65.500000	136240.00

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	65.500000	136240.00

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	52.400000	108992.00

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	65.500000	136240.00

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.



Response to

West Virginia Office of Technology (WVOT), WV

CRFQ 0231 OOT2700000006

Temporary Technical Staffing Services

Due on September 23, 2026



West Virginia Office of Technology (WVOT), WV
Department of Administration
Purchasing Division
2019 Washington Street
East Charleston West Virginia 25305-0130
Attn: Toby L Welch, Buyer



Abacus Service Corporation
Government Services Team
HQ: 25925 Telegraph Road, Suite 110
Southfield, MI 48033
Local address: 400 White Oaks Blvd,
Bridgeport, WV 26330
Caitlin Clark, Account Manager

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25925 Telegraph Road • Suite 110 • Southfield, MI 48033

Cover Letter

September 23, 2026

State of West Virginia

Department of Administration, Purchasing Division

2019 Washington Street East

Charleston, WV 25305-0130

Attn: Toby L. Welch, Buyer

Subject: Abacus Service Corporation Response to Solicitation No. CRFQ 0231 OOT2700000006 – Temporary Technical Staffing Services

Dear Mr. Welch,

Abacus Service Corporation (Abacus) is pleased to submit our bid to the West Virginia Purchasing Division, on behalf of the West Virginia Office of Technology (WVOT), for the sought “Temporary Technical Staffing Services.” Abacus is a certified Minority-Owned Business Enterprise (MBE), Women’s Business Enterprise (WBE), and Women/Minority Business Enterprise (WMBE) firm with more than 21 years of experience delivering unique staffing solutions to local, state, and federal government agencies. Our Federal Tax ID is 20-2060203.

In accordance with Instruction 15 of this Solicitation, Abacus Service Corporation, a non-resident vendor, hereby identifies itself in writing as a women-owned and minority-owned business and requests the preference made available to resident vendors. Abacus will provide the applicable certification required under W. Va. CSR § 148-22-9 prior to contract award.

Abacus has a local office in Bridgeport, West Virginia, located at 400 White Oaks Blvd, Bridgeport, WV 26330, along with West Virginia based Local Account Manager Lea Thompson. Abacus has maintained a registered business presence in West Virginia since January 16, 2009. This presence provides WVOT with local account management, staffing coordination, and access to established West Virginia and regional talent pipelines. Our local team will provide timely communication and prompt attention to staffing, scheduling, replacement, and day-to-day service needs across the State.

Abacus brings more than 21 years of experience delivering information technology staff augmentation to state technology agencies, municipalities, transit authorities, higher education institutions, and large enterprises. Relevant environments include the State of Michigan Department of Technology, Management and Budget, the Texas Department of Information Resources, Wyoming Enterprise Technology Services, the Oklahoma Office of Management and Enterprise Services, Sound Transit, and the City of Tucson. Within the five-year period relevant to this procurement, our placement history includes 49 assignments with direct relevance to seven of WVOT’s classifications, covering application development, business analysis, database administration, cloud engineering, cloud security, identity and access management, and network engineering. Abacus is proposing services across all thirteen classifications identified in the Solicitation, including the seven cloud disciplines and the Mainframe Systems Programmer requirement. We understand that WVOT must advance cloud adoption while sustaining continuity of established mainframe, database, and enterprise application systems, and that assigned personnel are expected to provide mentorship, technical training, and structured shadowing for State analysts.



25925 Telegraph Road • Suite 110 • Southfield, MI 48033

Abacus differentiates its approach through classification-specific recruiting, national sourcing reach paired with in-State accountability, and knowledge transfer treated as a qualification criterion rather than a closeout task. We do not run a single generic cloud search. Cloud financial operations, architecture, security, platform engineering, networking, systems management, and Cloud Center of Excellence implementation are sourced as seven distinct talent markets, and the Mainframe Systems Programmer requirement receives dedicated legacy-technology sourcing. Supporting this are 100+ recruiters, a database of more than 1M+ candidates, 17 U.S. offices, and JobDiva for requisition, candidate, assignment, and reporting visibility. For this engagement, our strongest differentiator is the pairing of West Virginia local account management with national recruiting reach, allowing scarce cloud, security, CCOE, and mainframe skills to be sourced beyond a single regional labor market without reducing State-level accessibility.

Abacus is committed to providing WVOT with qualified technical personnel through a responsive, reliable, and client-focused approach. We will provide personnel who meet the mandatory requirements of Sections 4.1.1 through 4.1.13 applicable to the requested classification, and we will support Agency requirements anywhere in West Virginia as provided in Section 1. Our proposed hourly rates are inclusive of all costs identified in Section 4.2.3, including taxes, insurance, overhead, fringe, and all travel expenses. Abacus acknowledges receipt of Addendum No. 1 and Addendum No. 2 to this Solicitation and has incorporated both into this response. Abacus takes no exceptions, clarifications, or proposed modifications to the terms and conditions of this Solicitation. Throughout the contract, Abacus will remain focused on dependable workforce coverage, service quality, and the achievement of WVOT's operational objectives.

As an authorized representative of Abacus, I certify that all information contained in this proposal is accurate and complete. Should you require clarification or additional information, please contact me directly at caitlin@abacusservice.com or (248) 876-0761. We would be honored to address any questions that may arise and look forward to the opportunity to support the West Virginia Office of Technology.

Sincerely,

A handwritten signature in blue ink that reads 'Caitlin Clark'.

Caitlin Clark

Account Manager

Abacus Service Corporation

Tel: (248) 876-0761

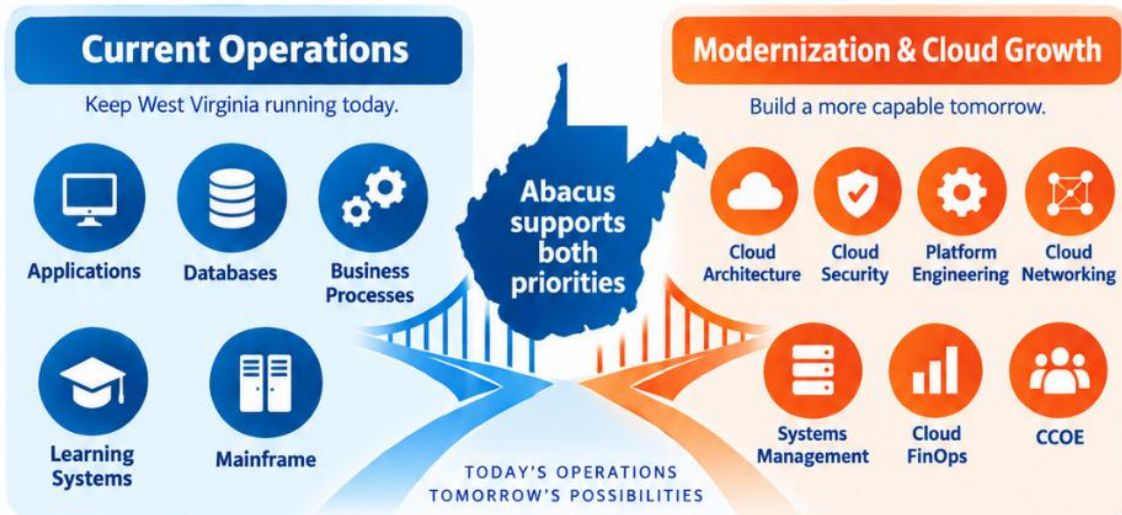
@: caitlin@abacusservice.com

Executive Summary and Understanding of WVOT's Requirement



Executive Summary: Understanding WVOT's Requirement

Modernization + continuity + qualified technical staffing across West Virginia



Abacus Capacity Snapshot

Proven experience. National reach. A local presence in West Virginia.



What WVOT Receives

A trusted staffing partner focused on your success.



SOLVING TODAY. BUILDING TOMORROW. TOGETHER.

Abacus understands that the West Virginia Office of Technology is seeking more than a source of temporary IT personnel. WVOT requires an experienced, responsive, and accountable technical staffing partner that can provide qualified professionals across 13 distinct classifications as needs arise, support different State agencies and technology environments, and help preserve critical knowledge within the State workforce.

The requirement reflects a technology environment operating on two fronts at the same time. WVOT must continue supporting established enterprise applications, databases, business processes, learning systems, and mainframe infrastructure, while also strengthening capabilities in cloud architecture, cloud security, cloud platform engineering, cloud networking, cloud systems management, cloud financial operations, and Cloud Center of Excellence implementation. Seven of the 13 classifications are directly cloud focused, while the Mainframe Systems Programmer requirement confirms that modernization must occur without compromising continuity of essential legacy systems.

Abacus is positioned to support both priorities.

Established in 2004, Abacus brings more than 21 years of IT and workforce services experience, supported today by 500+ employees, 100+ recruiters, 17 U.S. offices, and a database of more than 1 million candidates. Abacus will support all 13 WVOT classifications and combine this national recruiting capability with an established West Virginia presence and local service from 400 White Oaks Blvd, Bridgeport, WV 26330.

WVOT will receive one accountable partner for specialized technical talent, local coordination, national recruiting reach, candidate qualification, assignment support, and knowledge transfer across the full range of required classifications.

Our Understanding of WVOT's Operating Need

WVOT's challenge is not simply to fill vacancies. The contract must provide the State with a flexible source of technical expertise when required skills, capacity, or project demands exceed the resources immediately available within the existing workforce.

That creates several interconnected requirements.

WVOT Need	Abacus Response	Result for the State
Access to 13 different technical classifications	Recruiting organized by technical discipline rather than one general IT candidate pool	Better alignment between the requested classification and candidate experience
Specialized and difficult-to-find skills	100+ recruiters, 1M+ candidate database, passive sourcing, targeted outreach, referrals, prior placements, and national recruiting coverage	Broader access to scarce cloud, security, architecture, networking, platform, CCOE, and mainframe talent
Qualification confidence	Mandatory requirements reviewed before submission, with technical assessment or SME review where appropriate	Fewer unsuitable resumes and less basic qualification work for State managers
Changing Delivery Order demand	Recruiter capacity can be allocated by classification, urgency, workload, and scarcity	Ability to support multiple and changing requirements without relying on one recruiting resource
State and Agency accountability	Caitlin Clark as Designated Contract Administrator, supported by a West Virginia based Local Account Manager Lea Thompson and recruiting leadership	Clear ownership and responsive day-to-day coordination

Security assignment readiness	and	Applicable screening, credential verification, confidentiality, access, and onboarding requirements addressed before start	Reduced risk associated with personnel entering State environments
Knowledge retention		Mentorship, technical training, shadowing, documentation, and knowledge transfer integrated into assignments	Specialized expertise contributes to long-term State workforce capability

Technical Talent Must Be Qualified, Not Merely Available

The specificity of WVOT's classifications makes candidate quality especially important.

WVOT's classifications require specific combinations of technical experience, platforms, and responsibilities, so Abacus will evaluate candidates beyond the apparent similarity of their current or prior job titles. For example, candidates proposed for cloud security, cloud networking, cloud systems management, SQL Server database administration, or CCOE implementation will be assessed against the actual technical, functional, and leadership requirements of the applicable classification. Only individuals whose documented experience demonstrates that alignment will advance for submission.

Abacus will therefore use the requested classification as the starting point, not the end of the qualification process.

For each staffing requirement, Abacus will evaluate the candidate against the applicable:

- Years And Depth of Experience
- Required Technologies and Platforms
- Functional Responsibilities
- Degree Or Credential Requirements Where Applicable
- Location, Schedule, Availability, And Assignment Conditions
- Communication And Collaboration Requirements
- Ability To Support Documentation, Mentorship, Training, And Knowledge Transfer

Only after the mandatory requirements have been addressed will comparative candidate quality determine which professionals are strongest for presentation to WVOT.

This approach is intended to give State managers a smaller, more credible candidate slate rather than a high volume of loosely matched resumes.

Current Experience Supports the Delivery Model

Abacus' capability is supported by active and recent technical staffing, not solely by corporate history.

Within the five-year period relevant to this procurement, Abacus' placement history includes 1,592 unique assignments. A conservative review identified 49 placements with direct title or functional relevance to seven WVOT classifications, together with another 12 closely related cloud, security, networking, systems, and infrastructure assignments.

Abacus also has current technical professionals working in assignments involving:

- Business And Systems Analysis
- Servicenow and Power Applications

- Database Administration
- Azure Infrastructure and Security
- Identity And Access Management
- Cybersecurity
- Network Engineering
- Business Intelligence

Those placements are supported by a wider technology staffing history across State governments, municipal agencies, transit authorities, courts, utilities, higher education institutions, technology companies, healthcare organizations, and large enterprises.

Relevant public sector and technology environments include State of Michigan DTMB, Texas Department of Information Resources, Wyoming Enterprise Technology Services, Oklahoma Office of Management and Enterprise Services, Sound Transit, City of Tucson, State of Utah, State of Kansas, State of Montana, and other State and local organizations.

This breadth matters to WVOT because some of the hardest technical skills will not necessarily be found within one geographic area or one industry. A Cloud Architect, FinOps specialist, CCOE professional, platform engineer, cloud security specialist, or Mainframe Systems Programmer may come from government, utilities, technology providers, transportation, higher education, consulting, or large enterprise environments. Abacus can search across those markets while applying the public sector discipline required for State assignments.

Local West Virginia Accountability with National Recruiting Reach

Abacus recognizes that recruiting reach alone is not enough. WVOT also needs accessible contract ownership, reliable communication, and responsive support when Delivery Orders are issued or issues arise.

Abacus will provide that accountability through:

Caitlin Clark, Dedicated Account Executive, Service Delivery Lead, and Designated Contract Administrator, who will maintain overall contract ownership and serve as the primary contract-level point of accountability.

A West Virginia based Local Account Manager- Lea Thompson, will support Caitlin with day-to-day State coordination, Delivery Order follow-through, candidate status communication, local responsiveness, and operational continuity.

Richard Koti, Recruiting Lead, who will direct recruiting execution and allocate sourcing resources according to the classification, urgency, candidate availability, and search difficulty.

The broader Abacus organization will support this team with HR, payroll, benefits, compliance, screening, reporting, and recruiting resources.

This gives WVOT the benefit of local accessibility without restricting specialized searches to the local labour market. When a scarce skill requires broader outreach, Abacus can expand nationally while keeping contract accountability close to the State.

Technical Capacity That Strengthens the State Workforce

WVOT's requirement for mentorship, technical training, structured shadowing, and knowledge transfer is particularly important.

Temporary technical staffing can solve an immediate capacity problem but create a future dependency if critical knowledge leaves when the consultant leaves. Abacus will help prevent that outcome by treating knowledge transfer as part of assignment performance.

For specialized roles, particularly Cloud Architect, Cloud Security Professional, Cloud Platform Engineer, CCOE Implementation Specialist, Senior SQL Server Database Administrator, and Mainframe Systems Programmer, candidate suitability will include the ability to:

- explain technical decisions;
- collaborate with State personnel;
- mentor and support technical learning;
- document configurations and operating practices;
- participate in structured shadowing;
- transfer troubleshooting and operational knowledge; and
- leave usable technical information behind at assignment completion.

The goal is for WVOT to gain both immediate technical capacity and greater internal capability over time.

Pricing Approach Aligned to WVOT's Award Method

Abacus understands that this Solicitation is a Centralized Request for Quote and that the State intends to establish multiple open-end contracts, awarded to Vendors whose Contract Items meet the required specifications at the lowest overall total cost as calculated on the State Pricing Pages. Abacus further understands that the evaluation will be calculated by multiplying the proposed hourly rate by the estimated 2,080 hours for each position classification. Accordingly, Abacus has submitted a firm hourly rate for all 13 position classifications, has entered no zero-value or no-bid lines, and understands that these quantities are provided for bid evaluation purposes and do not constitute a guaranteed minimum or maximum level of utilization.

Abacus further understands that the submitted hourly rates must represent the complete cost to the State for the applicable staffing services. The rates therefore incorporate applicable federal, State, and local withholding obligations; Social Security and Medicare taxes; unemployment compensation; Workers' Compensation; general and professional liability premiums; vendor overhead; employee fringe costs; background screening and credential verification costs; and all travel expenses. Abacus understands that no separate travel reimbursement mechanism is provided under this Contract, and that assigned personnel will not routinely travel to locations other than their primary assigned work location. Abacus also understands that the rates submitted are firm for the life of the Contract, including the initial term and all renewal terms, and that no escalation or cost-of-living adjustment applies. Abacus will not assess WVOT additional fees or charges beyond the rates submitted on the Pricing Pages.

This understanding is central to Abacus' approach. The State must receive competitive pricing while retaining access to appropriately qualified technical professionals. Abacus will use its existing recruiting infrastructure, national candidate reach, established operating processes, and centralized workforce support capabilities to deliver the required services within the pricing structure submitted to WVOT, without reducing the qualification controls applied to candidates.

Abacus' Commitment to WVOT

Abacus will approach this contract around five priorities:

Qualified Talent. Candidates will be evaluated against the actual classification and Delivery Order requirements before presentation.

Responsive Delivery. Recruiting resources will be activated quickly and expanded according to urgency and scarcity.

Technical Breadth. Abacus will support all 13 classifications, including common IT functions and harder-to-source cloud, security, CCOE, architecture, network, and mainframe requirements.

Accountability. WVOT will have clear contract ownership through Caitlin Clark, supported by local West Virginia coordination Lea Thompson and dedicated recruiting leadership.

Continuity. Assigned professionals will be expected not only to perform the work but also to support documentation, mentorship, training, and knowledge transfer so that important expertise remains with the State.

Abacus understands that the success of this contract will not be measured by the number of resumes submitted. It will be measured by whether WVOT can obtain the right technical expertise when needed, reduce the effort required to identify qualified resources, maintain continuity across critical systems, advance cloud and modernization priorities, and retain valuable technical knowledge within the State workforce.

Abacus brings the experience, recruiting scale, public sector technology background, current technical placement activity, West Virginia presence, and delivery controls necessary to help WVOT achieve those outcomes through one accountable technical staffing relationship.

Mandatory Vendor Qualifications & Relevant Experience

3.1. Vendors shall be in business a minimum of five (5) years, providing similar information technology services. Vendors must provide documentation to indicate that their company meets this requirement prior to award; however, bidders may include this documentation with their bid.

More Than 21 Years Providing Similar Information Technology Services

Abacus fully satisfies and substantially exceeds WVOT's minimum five-year experience requirement. Established in 2004, Abacus has more than 21 years of continuous experience providing information technology staffing, technical staff augmentation, professional recruiting, workforce administration, and related technology services to State and local governments, public authorities, higher education institutions, federal organizations, and large commercial enterprises.

This experience is directly relevant to the environment WVOT is establishing through this contract. WVOT is not seeking general temporary staffing alone. The State requires access to professionals across 13 specialized technology classifications, covering application development, Microsoft Dynamics CRM, SQL Server database administration, business analysis, learning technology, cloud financial operations, cloud architecture, cloud security, cloud platform engineering, cloud networking, cloud systems management, Cloud Center of Excellence implementation, and mainframe systems programming.

Abacus has built its technology staffing business across these same broad disciplines, giving WVOT an experienced provider that will support both current enterprise operations and emerging technology needs rather than developing a new IT staffing capability after award.

Abacus Capacity and West Virginia Presence



Abacus' experience also reflects substantial current operating activity. During the five-year period relevant to this procurement, Abacus' placement history includes 1,592 unique placements across government, public sector, institutional, and commercial environments. That activity demonstrates that Abacus' 21 plus years of experience is supported by a functioning recruiting and workforce delivery organization today, not merely by historical corporate tenure.

Similar IT Services Are a Core Abacus Business Operation

Abacus' information technology services span the full lifecycle required to place and support technical professionals. The company's role does not end when a resume is presented. Abacus supports requirement intake, specialized recruiting, candidate qualification, onboarding, employment administration, payroll, timekeeping, assignment support, performance monitoring, reporting, replacement, knowledge transfer, and assignment closeout.

For WVOT, this is important because an open-end technical staffing contract creates two requirements at the same time:

- the State must be able to access specialized talent when a need occurs, and
- the selected vendor must remain accountable for that resource after placement.

Abacus has operated both sides of that responsibility throughout its staffing and technical services history.

Abacus IT Service Area	Relevance to WVOT
Information Technology Staff Augmentation	Recruiting, qualifying, employing, onboarding, and supporting technical professionals for temporary and contract assignments
Application and Enterprise Systems Staffing	Web and application development, enterprise applications, ServiceNow, Power Platform, PeopleSoft, CRM, application support, testing, and systems integration
Database and Data Services Staffing	Database administration, SQL and enterprise database talent, data analysis, business intelligence, reporting, migration, and systems support
Business and Systems Analysis	Business Analysts, IT Business Analysts, Business Systems Analysts, requirements analysis, process improvement, stakeholder coordination, and testing support
Learning Technology and Training Support	Instructional design, curriculum development, eLearning, technical training, user enablement, and knowledge transfer
Cloud and Infrastructure Staffing	AWS, Azure, GCP, cloud infrastructure, platform engineering, DevOps, containers, automation, networking, systems management, and architecture
Cybersecurity and Identity Staffing	Cybersecurity, IAM, infrastructure security, network security, access management, and cloud security related talent
Legacy and Enterprise Technology Staffing	Mainframe, enterprise applications, databases, systems infrastructure, and other specialized technology environments
IT Project and Program Support	IT Project Managers, technical coordinators, Business Analysts, implementation resources, stakeholder support, and technology program personnel

This breadth aligns closely with WVOT's classification mix. Abacus is not proposing a general recruiter pool that treats a Business Analyst, Cloud Architect, LMS Specialist, Cloud Security Professional, and Mainframe Systems Programmer as variations of the same search. Abacus' experience across these technology areas allows recruiting resources to be assigned according to the actual skill family, candidate market, and technical requirements associated with each staffing request.

Relevant State Government and Public Technology Experience

Abacus' similar IT experience is strengthened by a broad portfolio of government contracts, including relationships with organizations responsible for statewide technology, centralized procurement, public infrastructure, enterprise systems, and complex government operations.

State Technology and Statewide Government Environments

Abacus' contract portfolio includes experience with:

- **State of Michigan, Department of Technology, Management and Budget**, a highly relevant State government environment involving centralized administration and technology related staffing needs across State organizations.
- **Texas Department of Information Resources**, demonstrating experience within a statewide technology procurement environment serving government customers with varied information technology needs.
- **Wyoming Enterprise Technology Services**, directly relevant to centralized State technology operations and enterprise technology service delivery.
- **Oklahoma Office of Management and Enterprise Services**, another centralized State environment responsible for broad governmental and technology related operations.
- **State of Utah Division of Purchasing**, demonstrating experience operating through formal statewide procurement and contracting requirements.
- **State of South Carolina**, including information technology staffing experience in a government environment.
- **State of Kansas and Kansas Department of Administration**, supporting public sector staffing and professional service requirements.
- **Florida Department of Management Services**, relevant to centralized State administration and statewide contracting.
- **Delaware Office of Management and Budget, Government Support Services**, another centralized government procurement and service environment.
- **State of Montana**, along with additional State contracts across Missouri, Louisiana, South Dakota, Connecticut, and other jurisdictions.

The relevance of this experience goes beyond the number of clients. WVOT will operate this contract as an open-end source of technical expertise that may support changing requirements, different end user agencies, multiple technical disciplines, and different levels of urgency. Abacus has already worked within public sector environments where requirements are issued over time, qualifications must be demonstrated, multiple stakeholders are involved, and staffing performance must remain visible after placement.

Public Sector IT and Infrastructure Experience

Abacus' experience also includes public organizations whose technology operations require combinations of applications, cloud, security, networking, systems, analysis, and project support.

Sound Transit is particularly relevant. Abacus' IT staffing experience there has included Microsoft Azure Cloud Engineers, Senior Power Application Developers, Senior Business Systems Analysts, Identity and Access Management Analysts, Senior Network Engineers, ServiceNow Developers, Cisco Voice Senior Engineers, Business Analysts, GIS Analysts, IT Service Desk professionals, and Senior IT Project Managers.

The significance for WVOT is the breadth within a single public sector technology account: application, cloud, identity, network, business systems, service management, and project needs are supported through one staffing relationship.

City of Tucson adds municipal technology experience involving IT administration, business analysis, systems analysis, cybersecurity, database administration, application support, software and web development, networking, and project management. The engagement demonstrates Abacus' ability to recruit technical personnel who must operate within government systems, departmental priorities, access requirements, and public accountability.

Abacus' broader public sector experience also spans City of Cincinnati, City of Los Angeles, Fairfax County, Hennepin County, Escambia County, Oakland County, New Castle County, Santa Clara County, Community Transit, Metropolitan Council, Central Ohio Transit Authority, San Antonio Water System, and other public entities. These engagements demonstrate experience working across cities, counties, transit systems, utilities, and public infrastructure organizations where service continuity and responsive workforce support directly affect government operations.

Higher Education, Federal, and Enterprise Technology Experience

Abacus also brings technology and staffing experience from organizations outside State government that broaden the company's exposure to different systems, users, operating environments, and workforce challenges.

Relevant institutional clients include University of Oklahoma, Regents of the University of California, University of South Carolina, Boston University, College for Creative Studies, Texas State University, and other higher education organizations. These environments require technology staff to support large user populations, institutional systems, application platforms, information security, administrative operations, and stakeholder groups with differing priorities.

Federal experience includes the Federal Retirement Thrift Investment Board, where Abacus has supported staffing in an environment requiring high levels of accountability and protection of sensitive information.

Commercial experience includes Luxottica, where Abacus has supported large scale staffing across business and technology functions. Technical areas associated with the relationship have included Linux engineering, networking, data analysis, business analysis, business intelligence, software testing, systems integration, eLearning, technical support, and related enterprise capabilities.

These commercial and institutional relationships complement Abacus' government work. They expose Abacus recruiters to technology talent operating in highly competitive labour markets, which strengthens the candidate reach available to WVOT when the State requires specialized expertise that may not exist in sufficient volume within a purely government candidate pool.

Experience Across the Technology Areas WVOT Intends to Staff

Experience Across the Technology Areas WVOT Intends to Staff

Abacus' experience aligns to WVOT's 13 classifications and extends across State government, municipal, transit, utility, technology, healthcare, higher education, and enterprise environments.

Applications, CRM, Data, and Analysis	Learning Technology	Cloud, Security, Network, Platform, and Systems	Mainframe and Legacy Technology
- Web and application development - ServiceNow - Microsoft Power applications - PeopleSoft - Salesforce and enterprise CRM - Application support - Database administration - Data analysis & business intelligence - Business systems analysis - Business analysis	- Instructional design - Training curriculum development - eLearning resources - Technical training & documentation - User enablement	- AWS, Azure, GCP - Cloud infrastructure - Identity and access management (IAM) - Cybersecurity - Network engineering - Platform engineering - Kubernetes, containers, CI/CD, Terraform - DevOps, automation, monitoring - Systems administration	- Mainframe programming and analysis - Legacy enterprise applications - Databases and infrastructure - Long-running enterprise platforms
SELECT CLIENT ENVIRONMENTS SOUNDTRANSIT: ServiceNow, Power Apps, BSA, BA CITY OF TUCSON: Database administration, application support, web development DTMB: State of Michigan (DTMB) Application, architecture, systems support Georgia: State of Georgia Web/application development Indiana: State of Indiana Business analysis, systems administration Los Angeles Superior Court: Business Analyst, BSA teradata: Database administration, Salesforce/CRM, cloud LUXOTICA: Business analysis, BI, data, systems integration	SELECT CLIENT ENVIRONMENTS PG&E: Instructional Designer SCP Health: Instructional Design Consultant CMS ENERGY: Learning and Development / Training LUXOTICA: eLearning and enterprise training	SELECT CLIENT ENVIRONMENTS DTMB: State of Michigan (DTMB) Architecture and modernization ARIZONA: State of Arizona Systems Network Engineer Indiana: State of Indiana Systems administration, infrastructure UTAH: State of Utah Cloud, infrastructure, network, security Kansas: State of Kansas State IT services SOUNDTRANSIT: Azure engineers, IAM, network, security CITY OF TUCSON: Cybersecurity, network, systems administration teradata: Cloud engineers, database, enterprise applications	SELECT CLIENT ENVIRONMENTS Georgia: State of Georgia Mainframe Programmer Analyst Indiana: State of Indiana Applications Systems Analyst/Programmer Other State & Enterprise Environments: Legacy applications, databases, infrastructure
RELEVANT WVOT CLASSIFICATIONS ✓ Senior Web Application Analyst ✓ CRM Application Analyst ✓ Senior SQL Server Database Administrator ✓ Business Analyst	RELEVANT WVOT CLASSIFICATION ✓ Learning Management System and eLearning Development Specialist	RELEVANT WVOT CLASSIFICATIONS ✓ Cloud Financial Operations Specialist ✓ Cloud Architect ✓ Cloud Security Professional ✓ Cloud Platform Engineer ✓ Cloud Network Engineer ✓ Cloud Systems Management Engineer ✓ Cloud Center of Excellence Implementation Specialist	RELEVANT WVOT CLASSIFICATION ✓ Mainframe Systems Programmer

Proven Experience. Broader Reach. The Right Talent for WVOT.

Local Presence. Nationwide Capability.

Abacus' experience aligns to the major technology areas represented in WVOT's 13 classifications and is supported by relevant assignments across State government, municipal, transit, utility, technology, healthcare, higher education, and enterprise environments.

Applications, CRM, Data, and Analysis

Abacus has recruited and supported professionals in web and application development, ServiceNow, Microsoft Power applications, PeopleSoft, Salesforce and enterprise CRM, application support, database administration, data analysis, business intelligence, business systems analysis, and business analysis.

Relevant Abacus client environments include:

- **Sound Transit** – ServiceNow development, Senior Power Application Development, Business Systems Analysis, Business Analysis, and related IT functions.

- **City of Tucson** – database administration, application support, software and web development, Business Systems Analysis, and IT analysis.
- **State of Michigan, Department of Technology, Management and Budget (DTMB)** – application, architecture, systems, and technology support within a statewide government environment.
- **State of Georgia** – web/application development and other State technology assignments.
- **State of Indiana** – business analysis, systems administration, application support, and related technical assignments.
- **Los Angeles Superior Court** – Business Analyst and Business Systems Analyst related public sector staffing.
- **Teradata** – database administration, Salesforce/CRM related, cloud, and enterprise technology assignments.
- **Luxottica** – Business Analysis, Business Intelligence, data, systems integration, software testing, and enterprise technology support.

This experience is directly relevant to WVOT's:

- Senior Web Application Analyst
- CRM Application Analyst
- Senior SQL Server Database Administrator
- Business Analyst

The breadth across these clients is important because WVOT may require application, database, CRM, and analysis professionals for different agencies and systems. Abacus has experience recruiting these skills across both public sector and enterprise environments rather than relying on a single client or technology platform.

Learning Technology

Abacus' staffing history includes instructional designers, training curriculum development professionals, eLearning resources, and personnel responsible for technical training, documentation, and user enablement.

Relevant Abacus client environments include:

- **PG&E** – Instructional Designer and learning-related staffing.
- **SCP Health** – Instructional Design Consultant experience.
- **CMS Energy** – Learning and Development/Training related placement experience.
- **Luxottica** – eLearning and enterprise training related technical staffing.

This supports WVOT's:

- Learning Management System and eLearning Development Specialist

These assignments demonstrate experience reaching professionals who combine instructional design, workforce learning, training, and technology-supported education. For WVOT, Abacus will further refine this talent pool toward candidates with the required LMS, SCORM, eLearning development, and subject matter expert collaboration experience.

Cloud, Security, Network, Platform, and Systems

Abacus' recruiting and technical staffing experience spans AWS, Azure, GCP, cloud infrastructure, IAM, cybersecurity, network engineering, platform engineering, Kubernetes, containers, CI/CD, Terraform, DevOps, systems administration, automation, monitoring, and related technologies.

Relevant Abacus client environments include:

- **State of Michigan DTMB** – software/solution architecture and technology modernization related experience within a centralized State technology environment.
- **State of Arizona** – Systems Network Engineer and other State technology staffing experience.
- **State of Indiana** – Systems Administration, configuration management, application, and infrastructure related experience.
- **State of Utah** – experience supporting broader IT services including cloud, infrastructure, network, server administration, security, and technical staff augmentation.
- **State of Kansas** – State IT services and technical staffing through public sector contract environments.
- **Sound Transit** – Microsoft Azure Cloud Engineers, Azure Infrastructure and Security support, Identity and Access Management Analysts, Senior Network Engineers, Cisco Voice Senior Engineers, and related infrastructure roles.
- **City of Tucson** – Cybersecurity Analysts, Network Contractors, Systems Administrators, database professionals, and related municipal technology roles.
- **Teradata** – Cloud Software Engineers, Staff Cloud Engineers, database professionals, Salesforce/enterprise application resources, and related technology staffing.

These candidate markets are relevant to:

- Cloud Financial Operations Specialist
- Cloud Architect
- Cloud Security Professional
- Cloud Platform Engineer
- Cloud Network Engineer
- Cloud Systems Management Engineer
- Cloud Center of Excellence Implementation Specialist

Abacus recognizes that these classifications are not interchangeable. Cloud financial governance, architecture, security, platform engineering, networking, systems operations, and enterprise cloud adoption require different combinations of experience. That distinction will be reflected in how Abacus sources, screens, and qualifies each role.

The diversity of these client environments also expands the talent pool available to WVOT. Specialized cloud and infrastructure professionals may come from a State technology organization, transit authority, municipality, technology company, utility, or large enterprise, and Abacus has recruiting experience across each of these markets.

Mainframe and Legacy Technology

Abacus also has historical recruiting experience involving mainframe and legacy enterprise technologies. Its broader placement history includes prior Mainframe Programmer Analyst and mainframe application-related assignments, demonstrating that Abacus' technology staffing experience extends beyond modern application and cloud environments.

Relevant historical client environments include:

- **State of Georgia** – Mainframe Programmer Analyst experience within a State government environment.
- **State of Indiana** – Applications Systems Analyst/Programmer experience involving mainframe technologies.
- **State government and large enterprise environments** where Abacus has supported legacy applications, databases, infrastructure, and long-running enterprise platforms.

This experience is relevant to WVOT's:

- Mainframe Systems Programmer

For WVOT, Abacus will combine this prior legacy technology recruiting experience with its national recruiting reach, existing technical candidate records, referrals, passive outreach, and targeted sourcing to reach the comparatively smaller population of experienced mainframe professionals.

This is particularly important to WVOT because the contract must support both technology modernization and continuity of established systems. Abacus' experience across cloud, modern applications, enterprise infrastructure, and historical mainframe environments allows the company to support both sides of that requirement rather than focusing exclusively on newer technologies.

Current Capacity to Convert Experience into Delivery

A firm may satisfy a five-year tenure requirement yet lack the current resources to execute an open end statewide technical staffing contract. Abacus couples its experience with substantial present day recruiting capacity.

Abacus has:

- **100+ recruiters**, allowing recruiting resources to be aligned by technical discipline and scaled when concurrent staffing needs arise.
- A **1M+ candidate database**, supplemented by active pipelines, prior placements, referrals, targeted outreach, professional networks, and LinkedIn Recruiter.
- **17 U.S. offices**, giving Abacus national reach for technical skills that may not be readily available in a single local market.
- **500+ employees**, demonstrating an established workforce delivery organization supporting ongoing client requirements.
- **JobDiva** as a central recruiting and workforce management system supporting requisitions, candidate records, candidate status, assignments, timekeeping, and reporting.

These resources give WVOT access to a candidate market substantially broader than the immediate geographic area while maintaining personal service through Abacus' West Virginia presence.

Established West Virginia Presence, Supported by National Reach

Abacus has maintained a legal business presence in West Virginia since January 16, 2009, considerably longer than the five-year experience threshold. The current West Virginia office at 400 White Oaks Blvd, Bridgeport, WV 26330 provides an in-State base for local service and responsiveness. Abacus' West Virginia corporate annual filing confirms the company's longstanding registration in the State.

For this contract, local presence will be combined with national recruiting capability. Caitlin Clark will serve as Abacus' Designated Contract Administrator and primary contract level point of accountability, supported by a West Virginia based Local Account Manager Lea Thompson for local coordination and day to day operational follow through.

This gives WVOT a useful balance: the recruiting reach of a national provider without sacrificing accessible local support.

A provider dependent only on a local candidate market may face difficulty when WVOT needs scarce cloud, security, CCOE, architecture, or mainframe expertise. Conversely, national recruiting reach without meaningful State level support can create communication and accountability gaps. Abacus' operating model addresses both considerations.

Documentation of Qualification

Abacus is including supporting documentation with its bid rather than waiting until the pre award stage. The proposal package is substantiating the company's operating history, West Virginia business presence, similar information technology experience, and relevant public sector service record.

The documentation provided includes corporate records evidencing Abacus' date of incorporation and continuous operation, its West Virginia business registration, a corporate experience summary, and client references and placement records covering similar information technology staffing services. Abacus confirms that the five-year operating history and all experience presented in this response are those of Abacus Service Corporation as the bidding legal entity, and are not drawn from any subcontractor, teaming partner, affiliate, or predecessor organization.

The evidence will demonstrate that Abacus is not relying solely on its corporate age to satisfy Section 3.1. The company has spent more than two decades actively delivering technology staffing and related workforce services, and today maintains the recruiting capacity, candidate reach, public sector experience, local presence, and operational resources necessary to support WVOT's complete range of technical staffing needs.

Abacus therefore exceeds the minimum five-year requirement not only in duration, but in relevance. WVOT will receive a provider with more than 21 years of information technology and workforce services experience, broad State and public sector technology exposure, national access to specialized talent, established West Virginia presence, and the current capacity to support all 13 requested classifications as needs arise throughout the contract.

While the referenced West Virginia corporate report lists Abacus' prior West Virginia address as 555 Poca River Rd N, Poca, WV 25159, the company's current West Virginia office is located at 400 White Oaks Blvd, Bridgeport, WV 26330.



Department of Licensing and Regulatory Affairs
Lansing, Michigan

This is to Certify That

ABACUS SERVICE CORPORATION

*was validly incorporated on October 5, 2004 as a Michigan DOMESTIC PROFIT CORPORATION,
and said corporation is validly in existence under the laws of this state.*

*This certificate is issued pursuant to the provisions of 1972 PA 284 to attest to the fact that the corporation
is in good standing in Michigan as of this date and is duly authorized to transact business and for no other
purpose.*

*This certificate is in due form, made by me as the proper officer, and is entitled to have full faith and credit
given it in every court and office within the United States.*



Sent by electronic transmission

Certificate Number: 21010368401

*In testimony whereof, I have hereunto set my hand,
in the City of Lansing, this 19th day of January, 2021.*

Linda Clegg

Linda Clegg, Director

Corporations, Securities & Commercial Licensing Bureau

Verify this certificate at: URL to eCertificate Verification Search <http://www.michigan.gov/corpverifycertificate>.



2025 Corporation Annual Report

Unified Business Identifier:UF000068759001 For filing with the West Virginia Secretary of State
 a Business for West Virginia Partner
 tel: (304) 558-8000

Business Legal Name	ABACUS SERVICE CORPORATION
WV Effective Date	01/16/2009
Charter Type	Foreign
Class	For Profit
Organization Type	Corporation
Home State	MI
Business Purpose	5416
Business Purpose Description	Mgmt, Scientific & Tech Consulting Svcs (admin, general, HR, marketing, process, physical distribution, logistics, environmental)
Business Purpose County	Not Known
Principal Office	25925 TELEGRAPH ROAD SUITE 110 SOUTHFIELD , MI 48033
Mailing Address	25925 TELEGRAPH ROAD SUITE 110 SOUTHFIELD , MI 48033
Local Office	555 POCA RIVER RD N POCA , WV 25159
Agent of Process	APRIL SZLAGA 25925 TELEGRAPH ROAD SUITE 110 SOUTHFIELD , MI 48033
President Information	SIRISHA AKUNURI 35055 WEST TWELVE MILE ROAD, SUITE 215 FARMINGTON HILLS , MI 48331
Vice President Information	APRIL SZLAGA 25925 TELEGRAPH ROAD SUITE 206 SOUTHFIELD , MI 48033
WV County	Out of State
Company Email	URVASHI@ABACUSSERVICE.COM
Number of West Virginia resident employees	0
Filing Date	01/05/2026
Total Number of Employees	225
Company Website Address	
Are you a scrap metal dealer or recycler?	No
Is your company currently Exporting?	No
Market 1 Description:	
Market 2 Description:	
Market 3 Description:	
Would you be interested in learning about resources to help you sell your products and services overseas?	No
Is this a minority owned business?	Yes
Is this a woman owned business?	Yes
Do you own or operate more than one business in West Virginia?	No



2025 Corporation Annual Report

Unified Business Identifier:UF000068759001

For filing with the West Virginia Secretary of State
a Business for West Virginia Partner
tel: (304) 558-8000

Number of businesses

Number of counties

Does your organization employ individual(s) who
currently serve or someone who has served as a
member of the United States Armed Forces? No

How many

Does the owner of the organization currently serve
or has served as a member of the United States
Armed Forces? No

Would you like to be contacted by a WWSBDC
business coach? No

I certify the information provided is true. I further certify that I am an officer or individual holding a power-of-attorney and am duly authorized to file this report on behalf of the corporation, as required by the West Virginia Code. I agree that the electronic entry of my name below represents my signature and authorization for this filing.

Sirisha Akunuri

Authorized By

DIRECTOR

Capacity

3.2. Vendors shall be able to demonstrate their potential to provide these services by providing documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications within the past five (5) years; documentation should include enough information to indicate that the Vendor provided an employee meeting the requirements of a specifically named classification from Section 1, above; the documentation should name the entity to whom the individual was supplied and provide contact information for that entity. Vendors must provide documentation to indicate that their company meets this requirement prior to award; however, bidder may include this documentation with their bid.

Demonstrated Staffing Experience Across WVOT's Required Technical Classifications

Abacus has an established record of supplying qualified technology professionals in roles directly relevant to WVOT's required classifications, including application development, business analysis, database administration, cybersecurity, identity and access management, cloud infrastructure, and network engineering. The experience presented in this section is based on current and recent client assignments within the required five-year period, supported by a broader placement history that demonstrates sustained delivery across public sector and enterprise technology environments.

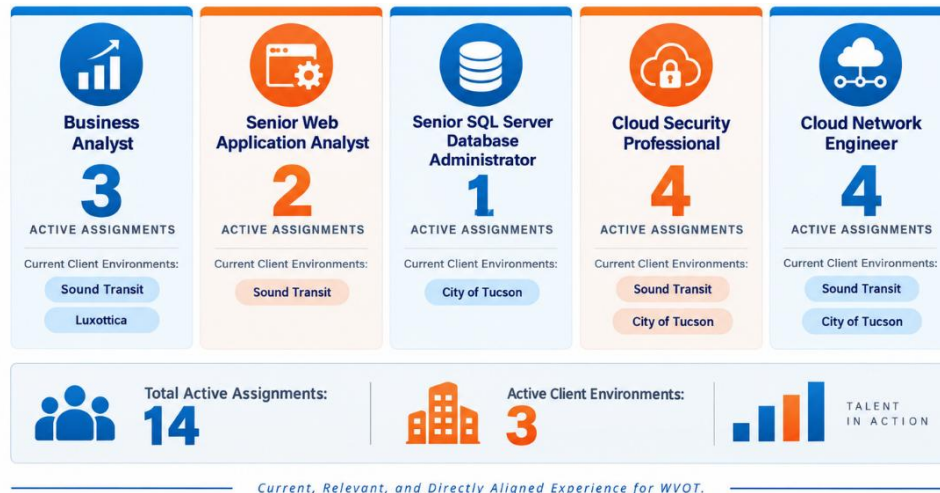
The evidence goes beyond general IT staffing experience. Abacus will connect each qualifying placement to the client served, actual assignment performed, applicable WVOT classification, relevant technical qualifications, assignment period, and client verification contact. This gives WVOT a clear and verifiable view of Abacus' ability to provide professionals whose experience aligns with the specific technical needs of this contract.

Abacus' current and recent placement activity demonstrates that this capability is active and repeatable, not based on isolated historical examples. The selected assignments are supported by a larger five-year placement population across multiple technology disciplines, providing WVOT with confidence that Abacus has the recruiting reach, technical staffing experience, and delivery capacity to respond as different requirements arise throughout the contract term.

Rather than present only the minimum six examples, Abacus is providing a primary evidence set of 14 active technical assignments, all initiated between 2024 and 2026, across Sound Transit, City of Tucson, and Luxottica. These active assignments demonstrate current staffing activity in business analysis, application development, database administration, cybersecurity, identity and access management, cloud security, and network engineering.

Abacus understands that Section 3.2 requires documentation of at least six individuals in total across any combination of the listed classifications, rather than six individuals per classification, and that qualifying placements may fall within any five-year period. Abacus further understands that commercial and private sector information technology staffing experience is acceptable for this purpose, and that client references, contracts, purchase orders, statements of work, placement records, candidate resumes, and summary matrices are all acceptable forms of supporting documentation.

Primary Active Evidence Set



This provides WVOT with more than twice the minimum number of individual examples while also demonstrating technical diversity, rather than satisfying the requirement through six placements from a single common job family.

Active Assignments Demonstrating Current Delivery Capability

Individual	Actual Assignment	WVOT Classification Alignment	Assignment Period
Candidate 1	Senior Business Systems Analyst, IT	Business Analyst	12/03/2025 to Present
Candidate 2	ServiceNow Developer	Senior Web Application Analyst	06/05/2025 to Present
Candidate 3	Cloud Engineer, Azure Infrastructure & Security Environment Support	Cloud Security Professional	08/25/2025 to Present
Candidate 4	Identity and Access Management Analyst	Cloud Security Professional	04/20/2026 to Present
Candidate 5	Senior Power Application Developer	Senior Web Application Analyst	08/25/2025 to Present
Candidate 6	Senior Network Engineer	Cloud Network Engineer	06/01/2026 to Present
Candidate 7	Cisco Voice Senior Engineer	Cloud Network Engineer	08/04/2025 to Present
Candidate 8	Identity and Access Management Analyst	Cloud Security Professional	04/28/2025 to Present

Candidate 1-8 are placed for Sound Transit.

Entity Supplied to: Sound Transit

Contact Name: Megan Mollman Webber

Designation: IT Acquisition and Contracts Partner

Phone: 206-665-8742

Email: Megan.mollmanwebber@soundtransit.org

Candidate 9	Data Lake Database Administrator	Senior SQL Server Database Administrator	12/09/2024 to Present
Candidate 10	Cybersecurity Analyst	Cloud Security Professional	05/19/2025 to Present
Candidate 11	Network Contractor	Cloud Network Engineer	04/01/2025 to Present
Candidate 12	Network Contractor	Cloud Network Engineer	03/17/2025 to Present

Candidate 9-12 are placed for City of Tucson

Entity Supplied to: City of Tucson

Contact Name: Lloyd Adams

Designation: Information Technology Supervisor

Phone: 520 -343- 4621

Email: lloyd.adams@tucsonaz.gov

Candidate 13	Business Intelligence Analyst	Business Analyst	06/23/2025 to Present
Candidate 14	Business Intelligence Analyst	Business Analyst	06/30/2025 to Present

Candidate 13-14 are placed for Luxottica

Entity Supplied to: Luxottica

Contact Name: Yalanda Davis,

Designation: Account Manager

Phone: 513- 765- 6936

Email: ydavis@luxotticaretail.com

For each individual presented under Section, Abacus will provide a clear crosswalk between the actual client assignment and the applicable WVOT classification. The supporting information will identify the client, assignment title, assignment period, relevant responsibilities, years of experience, technologies and platforms used, required education or credentials, and a client contact for verification.

This approach allows WVOT to see exactly how each prior placement supports the specific classification requirement. Abacus will only claim a classification match where the individual's actual experience and assignment record substantiate the required technical qualifications. WVOT will receive verifiable evidence of comparable staffing experience, not a title-based comparison that requires further interpretation.

WVOT will therefore receive clear, requirement-specific evidence showing how each individual's actual experience aligns with the applicable classification. This enables the State to assess the candidate based on documented qualifications, responsibilities, technologies, and assignment history rather than inferring suitability from the position title alone.

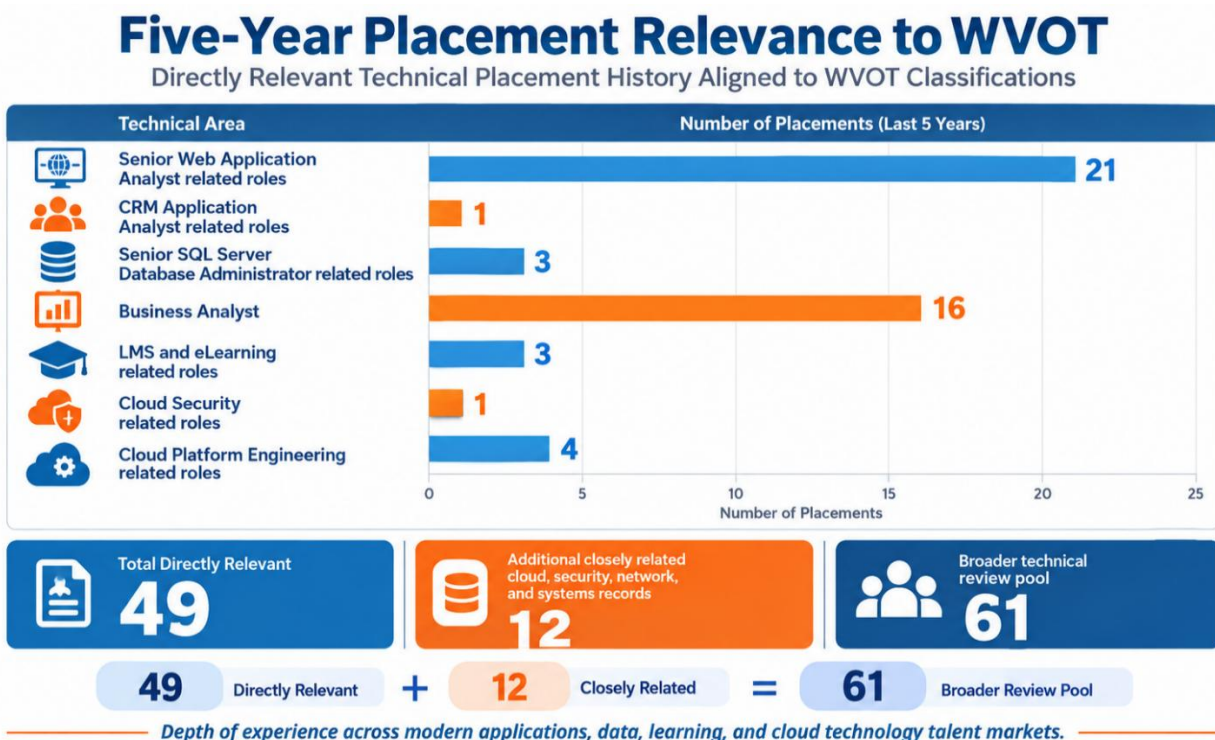
Broader Five-Year Placement Depth

The 14 active assignments are only the primary evidence set. Abacus' recent placement history demonstrates a significantly broader technical staffing base.

Within the five-year period relevant to WVOT, Abacus' placement history contains 1,592 unique assignments. A conservative review identified 49 placements with direct title or functional relevance to seven WVOT classifications, plus another 12 closely related technical placements in cloud architecture, cybersecurity, networking, systems administration, and related technology areas.

This gives Abacus a 61-record technical review pool from which additional qualifying evidence can be selected where the underlying resume and assignment record confirm the exact WVOT requirements.

Five-Year Placement Relevance to WVOT



The significance of this larger placement population is not that every record should automatically be claimed against WVOT requirements. The significance is that Abacus' ability to supply relevant technical professionals is repeatable.

The current evidence is not dependent on six isolated historical placements.

Placement Experience Across Multiple WVOT Technology Categories

The broader placement history also demonstrates that Abacus' experience spans different technical labour markets.

Application and Enterprise Systems

Recent assignments include professionals working as:

- ServiceNow Developers
- Senior Power Application Developers

- Web Application Developers
- Frontend Engineers
- APEX Developers
- .NET Developers
- Application Developers
- Software Developers
- PeopleSoft professionals

These placements support Abacus' experience in the candidate markets relevant to WVOT's Senior Web Application Analyst and related enterprise application needs.

Business Analysis and Systems Analysis

Abacus' recent five-year history contains 16 Business Analyst and Business Systems Analyst related placements, including professionals serving public agencies and large enterprises.

The pool includes:

- Business Analysts
- Senior Business Analysts
- IT Business Analysts
- Business Systems Analysts
- Senior Business Systems Analysts
- Business Process Analysts
- Business and QA hybrid professionals

This depth is particularly relevant to WVOT because business analysis requirements frequently differ by project, system, and stakeholder group. Abacus has recruited these professionals across government and commercial environments rather than relying on one repeated assignment type.

Database and Data Environments

Recent staffing includes database administration and database systems professionals serving environments such as City of Tucson and enterprise clients. The wider historical placement base also includes SQL and database related professionals.

Where WVOT requires a Senior SQL Server Database Administrator, Abacus will validate the exact SQL Server, T SQL, SSIS, SSAS, backup, migration, recovery, performance, and administration experience required before claiming the individual as a match.

Learning Technology and eLearning

Recent placements include:

- Instructional Designers
- Training Curriculum Development professionals
- Instructional Design Consultants
- Learning and Development professionals

These records demonstrate access to the talent market supporting WVOT's LMS and eLearning Development Specialist requirement. Individuals selected as qualification evidence will be further validated for the required LMS, SCORM, instructional design, administration, and SME collaboration experience.

Cloud, Security, Networking, and Platform Talent

The recent placement population includes:

- Cloud Engineers
- Cloud Software Engineers
- Azure Infrastructure and Security professionals
- Identity and Access Management Analysts
- Cybersecurity Analysts
- Senior Network Engineers
- Network Contractors
- Systems Administrators
- Systems Reliability professionals
- cloud migration related consultants

These records are particularly important because seven of WVOT's 13 classifications are cloud focused. Abacus already recruits in several of the candidate markets from which WVOT's cloud architecture, cloud security, platform, network, systems, and CCOE talent will be sourced.

Relevant Public Sector Placement Experience

Relevant Public Sector Placement Experience

Public-sector technology staffing across state government, transit, courts, cooperative purchasing, and higher education.

State Clients					6 Clients
 State of Arizona Applications, systems, network, and business support	 State of Georgia Web/application development and legacy mainframe support	 State of Colorado Applications, systems, infrastructure, and IT staffing	 State of Utah Cloud, data, security, training, and support services	 State of Kansas State IT services and temporary staffing support	 State of Indiana Business analysis, systems administration, and legacy roles
Other Public Sector Clients					5 Clients
 Sound Transit Azure, IAM, ServiceNow, Power Apps, network, GIS, and PM	 City of Tucson Database, cybersecurity, networking, applications, and web	 Los Angeles Superior Court Judicial IT staffing with confidentiality and access awareness	 Sourcewell Cooperative public-sector technology staffing environment	 Calbright College Higher-education technical and professional staffing	
Why This Matters for WVOT					
 Broad public-sector coverage	 Experience across all major WVOT technology areas	 Familiarity with security, documentation, and accountability	 Role-specific recruiting and qualification approach		
Broad Public-Sector Experience. Relevant Technical Reach. Ready to Support All 13 WVOT Classifications.					

Abacus' recent technical staffing activity extends across State agencies, municipalities, courts, transit authorities, cooperative purchasing environments, and public higher education institutions, demonstrating experience supporting public organizations with different technology platforms, security requirements, operating priorities, and staffing models.

Recent relevant engagements include:

- **State of Arizona:** State government technology and professional staffing, including application, systems, network, project, and business support requirements represented in Abacus' recent placement history.
- **State of Georgia:** State technology staffing that has included web and application development and legacy/mainframe related technical assignments, demonstrating experience across both modern and established State systems.
- **State of Colorado:** State and public sector technical staffing involving application, systems, infrastructure, and other IT professional requirements.
- **Sound Transit:** IT temporary staffing across Engineering and IT Administration, IT Application Development, and IT Project Management, including Microsoft Azure Cloud Engineers, Senior Power Application Developers, ServiceNow Developers, IAM Analysts, Senior Network Engineers, Business Systems Analysts, GIS professionals, Service Desk personnel, and IT Project Managers.
- **City of Tucson:** Municipal IT staffing across systems administration, database administration, cybersecurity, networking, application support, business systems analysis, software and web development, and IT project support.
- **State of Utah:** IT support and consulting services covering application development, analytics and data, cloud solutions, web content management, IT planning, continuity support, network and server administration, help desk, training, onsite technical support, security, and staff augmentation.
- **State of Kansas:** Public sector IT services and IT temporary staffing, supporting technology resource needs through State Department of Administration contract vehicles.
- **State of Indiana:** Technical staffing experience that includes business analysis, systems administration, project support, and legacy/mainframe related technology roles.
- **Los Angeles Superior Court:** Public sector staffing and IT professional support in a judicial environment requiring qualified technical personnel, confidentiality, system access awareness, and government operating discipline. Abacus has identified the Court among its established public sector clients.
- **Sourcewell:** Public sector technology staffing experience supporting professional and technical resource requirements through a cooperative government environment; Sourcewell is also part of Abacus' verified public sector contract portfolio.
- **Calbright College:** Higher education staffing experience involving technical and professional talent, adding experience in an institution where technology resources support distributed users, learning operations, and administrative systems.

These engagements strengthen the relevance of Abacus' Section 3.2 evidence because public sector technology staffing requires more than technical competency. Resources must work within formal access procedures, security and confidentiality expectations, documentation requirements, public

accountability, and environments where multiple departments or stakeholders may depend on the same technology service.

For WVOT, this breadth is especially relevant because future Delivery Orders may span application development, CRM, database administration, business analysis, learning technology, cloud, security, networking, systems management, and mainframe environments. Abacus has supported technical staffing across these different public sector settings and will apply the appropriate recruiting, qualification, screening, and account support approach to each WVOT request rather than treating all 13 classifications as a single generic IT talent pool.

Sound Transit: Multi Discipline Public Sector IT Staffing

Sound Transit provides one of the clearest demonstrations of Abacus' ability to support several technical disciplines under one active public sector relationship.

Abacus' staffing activity there has included:

- Microsoft Azure Cloud Engineers
- Senior Power Application Developers
- ServiceNow Developers
- Senior Business Systems Analysts
- Identity and Access Management Analysts
- Senior Network Engineers
- Cisco Voice Senior Engineers
- Business Analysts
- GIS Analysts
- IT Service Desk professionals
- Senior IT Project Managers

The relevance to WVOT is not simply that Abacus has staffed for another public agency. It is that Abacus has supported cloud, application, identity, networking, systems analysis, and enterprise technology requirements simultaneously.

That is much closer to WVOT's actual operating need than a staffing reference based on one repeatedly filled role.

Sound Transit's verification contact	
Name and Designation	Megan Mollman Webber, IT Acquisition and Contracts Partner
Phone	206-665-8742
Email	Megan.mollmanwebber@soundtransit.org

City of Tucson: Government Technology, Security, Data, and Network Experience

The City of Tucson demonstrates another relevant delivery environment. Abacus has staffed technology professionals across areas such as:

- Cybersecurity

- Database administration
- Networking
- Systems administration
- Business analysis
- IT analysis
- application and web support
- technical project management

This experience is relevant to WVOT because several of the requested classifications operate at the intersection of technical depth and government accountability. A Cloud Security Professional or database administrator supporting a public agency must be technically qualified while also being able to operate within formal access, security, documentation, and stakeholder requirements.

City of Tucson's verification contact	
Name and Designation	Lloyd Adams, Information Technology Supervisor
Phone	520 -343- 4621
Email	lloyd.adams@tucsonaz.gov

Luxottica: Enterprise Scale and Technical Breadth

Luxottica adds a different but valuable dimension to the evidence. Abacus has supported a large enterprise relationship involving technical disciplines such as:

- Business Intelligence
- Business Analysis
- Linux Engineering
- Networking
- Data Analysis
- Software Testing
- Systems Integration
- eLearning
- Technical Support

This experience demonstrates Abacus' ability to maintain multiple technical candidate pipelines in a large enterprise environment where skill requirements and priorities change over time.

Luxottica's verification contact	
Name and Designation	Yalanda Davis, Account Manager
Phone	513- 765- 6936
Email	ydavis@luxotticaretail.com

Beyond the Active Evidence Set: Broader Five-Year Placement Depth Across Diverse Client Environments

The active assignments presented above represent only the most immediate evidence of Abacus' current delivery capability. The broader five-year placement history demonstrates that the company has repeatedly recruited and supplied technical professionals across State government, municipal and public agencies, transit, utilities and energy, technology companies, healthcare environments, and large commercial enterprises. This diversity is particularly relevant to WVOT because the 13 classifications draw talent from very different labour markets. A Cloud Platform Engineer, Business Analyst, Cloud Security Professional, SQL Server DBA, CCOE specialist, or Mainframe Systems Programmer will not necessarily come from the same type of employer or public sector environment.

Within the five-year lookback, Abacus has 49 placements with direct title or functional relevance to seven WVOT classifications, supported by another 12 closely related cloud, security, network, architecture, and systems assignments. Together, these 61 technical placement records provide a broader pool of recent experience for qualification review.

Relevant Five-Year Placement Experience by Client Environment

Client Environment	Relevant Placement Records	Representative Clients	Relevance to WVOT
State Government and Government Technology	16	State of Arizona, Arizona IT MSP, State of Indiana, State of Georgia, State of Kansas, State of Utah, State of Colorado, GSA related environment	Application development, business analysis, network engineering, systems administration, technology operations, and government delivery experience
Municipal, Transit, Judicial, Education and Other Public Sector	14	City of Tucson, Sound Transit, Los Angeles Superior Court, Fairfax County Public Schools, Sourcewell	Cloud security, IAM, networking, database administration, applications, business analysis, and public sector stakeholder support
Utilities and Energy	10	PG&E, NextEra Energy, CMS Energy, Phillips 66	Business analysis, instructional design, application development, learning and development, and enterprise technology support
Technology, Data and Healthcare Service Environments	13	Teradata, Medefis, Metalinked, SCP Health	Cloud engineering, cloud migration, CRM, database administration, application development, instructional design, and specialized technology recruiting
Large Commercial and Enterprise Organizations	8	Ferguson, Chrysler, Kraft Heinz, Block, GE, Coca Cola	Business and systems analysis, applications, enterprise

			Bottlers' Sales & Service, BrandSafway, Nissan	systems, infrastructure, and operational technology support
Total WVOT Review Pool	Broader Relevant	61	Multiple government, public sector, utility, technology and enterprise clients	Demonstrates repeatable access to talent across several technical markets

This distribution is important because it demonstrates that Abacus' technical recruiting experience is not dependent on one client, one industry, or one easily sourced classification. Of the 61 recent records, 30 are associated with State government, municipal, transit, judicial, education, or other public sector environments, while another 31 come from utilities, energy, technology, healthcare, and large enterprise organizations. WVOT therefore receives the benefit of both public sector staffing discipline and access to the broader commercial technology labor market.

Relevant Experience Across WVOT's Technical Talent Markets

The same record review pool reflects experience across several of the technical areas WVOT expects to access through this contract:

- **Applications and Web Development: 21 directly relevant placements**, including application developers, ServiceNow Developers, Senior Power Application Developers, APEX Developers, .NET resources, web developers, and other software professionals. These placements span State government, transit, technology, and enterprise environments.
- **Business and Systems Analysis: 16 directly relevant placements**, including Business Analysts, Senior Business Analysts, IT Business Analysts, Business Systems Analysts, and related professionals supporting State agencies, courts, transit, utilities, and large enterprises.
- **Database Administration: 3 directly relevant recent placements**, supported by additional historical database experience. Recent environments include City of Tucson, Teradata, and government contracting operations.
- **Learning Technology and eLearning: 3 directly relevant recent placements**, including instructional design, curriculum development, and learning and development professionals supporting utility, energy, and healthcare environments.
- **CRM and Enterprise Applications: 1 direct recent CRM related placement**, supplemented by broader Salesforce, ServiceNow, enterprise application, Power Platform, PeopleSoft, and application configuration experience across Abacus' staffing history.
- **Cloud Platform Engineering: 4 directly relevant recent cloud engineering placements**, including cloud software and platform related professionals working in technology environments.
- **Cloud Security: 1 direct cloud security placement**, strengthened by additional recent cybersecurity and IAM assignments.
- **Additional Cloud, Security, Network and Systems Experience: 12 closely related placements**, including cloud migration, cybersecurity, IAM, network engineering, systems administration, systems reliability, and related infrastructure functions. These records provide an additional pool for classification level review where the underlying resume confirms WVOT's specific cloud requirements.

This technical history gives Abacus flexibility when WVOT issues Delivery Orders across different technology disciplines. The sourcing pool for a Cloud Security Professional can draw from cloud, IAM, cybersecurity, and enterprise security environments. Cloud Network Engineer searches can reach

professionals from State infrastructure teams, transit organizations, municipal technology departments, and enterprise networks. Business Analyst searches benefit from professionals who have supported government, utility, transit, court, and enterprise systems. Application searches draw from State government, public sector, technology, energy, and commercial development environments.

Broader Client Reach Expands WVOT's Candidate Market

Beyond the clients represented in the technical review pool, Abacus' contract and staffing portfolio spans a much larger range of organizations, including State technology agencies, counties, cities, transit authorities, utilities, universities, courts, public safety organizations, healthcare institutions, and commercial enterprises.

Relevant experience includes organizations such as State of Michigan DTMB, Texas Department of Information Resources, Wyoming Enterprise Technology Services, Oklahoma Office of Management and Enterprise Services, State of South Carolina, State of Montana, City of Cincinnati, Fairfax County, Escambia County, Community Transit, Metropolitan Council, Central Ohio Transit Authority, San Antonio Water System, Boston University, University of Oklahoma, Regents of the University of California, University of South Carolina, Texas State University, College for Creative Studies, Federal Retirement Thrift Investment Board, and Luxottica, among others.

This broader reach matters because WVOT's hardest classifications may require Abacus to search beyond candidates currently working for government. Cloud architecture, FinOps, platform engineering, CCOE implementation, cloud security, and mainframe skills are distributed across consulting companies, utilities, financial and technology organizations, higher education, transportation, large enterprises, and government agencies. Abacus' experience recruiting across all of these environments expands the available talent market while its public sector delivery experience ensures that candidates are still evaluated for the accountability, documentation, security, communication, and knowledge transfer expectations associated with State work.

For WVOT, the result is a larger and more diverse source of technical talent: Abacus will not depend on one local pipeline, one industry, or one historical client relationship to support the State's changing Delivery Order needs.

Verification Designed Around the Requirement

For every individual ultimately used as mandatory evidence, WVOT will receive a concise record showing:

Evidence	Information Provided
Individual	Abacus supplied professional
Entity	Client receiving the professional
Actual Assignment	Position performed for the client
WVOT Classification	Exact Section 1 classification being supported
Assignment Period	Confirmation that the assignment falls within the five-year period
Client Contact	Name, title, phone, and email for verification

More Than Minimum Compliance

Abacus will demonstrate a substantially deeper record of relevant technical staffing through 14 active assignments across multiple technology disciplines, supported by 49 directly relevant placements within

the required five-year period and another 12 closely related technical assignments that expand the available qualification pool.

This depth shows that Abacus' experience is not dependent on a small number of isolated placements. The current and recent assignments span application development, business analysis, database administration, cloud security, identity and access management, networking, cloud engineering, learning technology, and related technical functions across public sector, State, municipal, transit, utility, higher education, technology, and enterprise environments.

For WVOT, this provides stronger assurance in three areas:

- **Current delivery capability:** Abacus has professionals actively performing technical work comparable to several of WVOT's required classifications.
- **Repeatable staffing experience:** The broader five-year placement history demonstrates that Abacus has repeatedly recruited and placed relevant technical talent rather than relying on one client, one classification, or one historical engagement.
- **Access to diverse technical labour markets:** Abacus' experience across government and commercial environments expands the candidate sources available for specialized roles such as cloud security, platform engineering, cloud networking, architecture, CCOE, database, application, and mainframe requirements.

Abacus will therefore demonstrate more than minimum eligibility. WVOT will see a current, verifiable, and repeatable record of technical staffing that supports the State's ability to issue different Delivery Orders over the contract term with confidence that Abacus has the experience and recruiting reach to respond across multiple technology disciplines.

Technical Staffing Capability for Required Classifications

WVOT's 13 classifications span application development, CRM, database administration, business analysis, learning technology, seven distinct cloud disciplines, and mainframe systems programming. The breadth of this requirement creates a very different staffing challenge from a conventional IT augmentation contract. The State needs access to several separate technical labour markets, some with relatively broad candidate populations and others, such as Cloud Center of Excellence, cloud security, architecture, FinOps, and mainframe, where the qualified talent pool is considerably narrower.

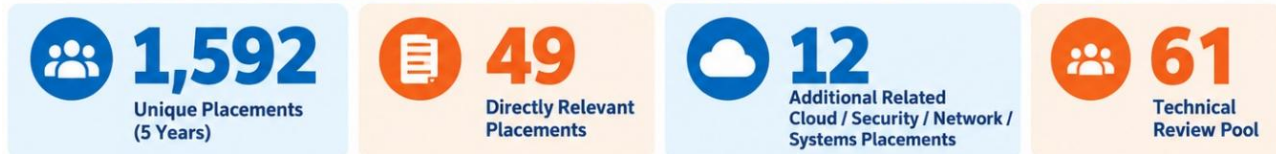
Abacus will support all 13 classifications through a combination of specialized recruiting capacity, current technical placement activity, established public sector IT relationships, and access to candidate markets beyond West Virginia. Abacus brings 100+ recruiters, a 1M+ candidate database, 17 U.S. offices, 500+ employees, and more than 21 years of information technology and workforce services experience, complemented by its West Virginia office at 400 White Oaks Blvd, Bridgeport, WV 26330.

The differentiator for WVOT is not simply the size of this recruiting capacity. Abacus will use it selectively. Application developers will not be sourced through the same candidate market as mainframe programmers; a Cloud FinOps search will not be handled as a generic Cloud Engineer requisition; and a CCOE specialist will require a different profile from a hands-on platform engineer. Each classification will be treated as its own technical search, with sourcing and candidate review aligned to the technologies, experience level, and operating responsibility defined for that role.

Technical Depth Relevant to WVOT's Talent Mix

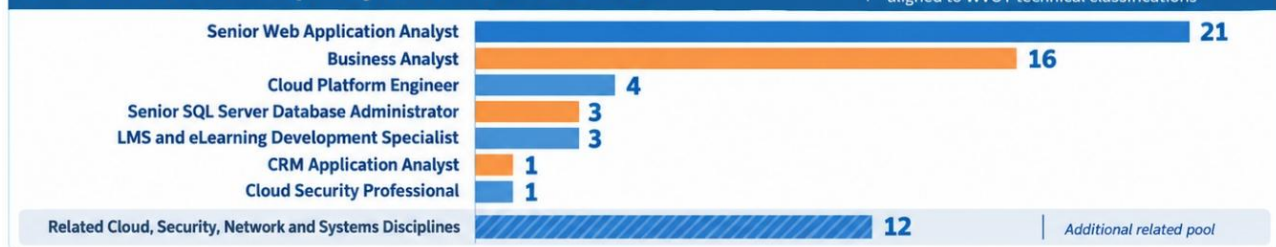
Technical Depth Relevant to WVOT's Talent Mix

Current placement depth across candidate markets aligned to WVOT technical classifications



Direct Placement Depth by WVOT Technical Area

Number of recent direct placements (5 years)
aligned to WVOT technical classifications



Representative Abacus Experience by Technical Area



Depth across modern applications, data, learning, cloud, and infrastructure talent markets supports WVOT's staffing needs.

Abacus' updated placement history provides a current view of the technical labour markets in which the company is actively recruiting. Within the five-year period relevant to this procurement, Abacus has 1,592 unique placements. A conservative review identified 49 placements with direct title or functional relevance to seven WVOT classifications, together with 12 additional recent placements in closely related cloud architecture, security, network, systems, and infrastructure functions.

This provides a placement technical review pool supporting Abacus' ability to reach several of the candidate markets that WVOT will draw upon.

WVOT Technical Area	Recent Direct Placement Depth	Representative Abacus Experience
Senior Web Application Analyst	21	ServiceNow, Power Applications, .NET, APEX, frontend, web and enterprise application development
CRM Application Analyst	1	Salesforce and enterprise CRM related technical staffing, supplemented by broader application and platform experience
Senior SQL Server Database Administrator	3	Database administration, data lake, enterprise database and systems administration
Business Analyst	16	Business analysis, IT business analysis, business systems analysis and process analysis
LMS and eLearning Development Specialist	3	Instructional design, curriculum development and learning development
Cloud Security Professional	1 direct	Azure infrastructure and security, supported by recent IAM and cybersecurity assignments
Cloud Platform Engineer	4	Cloud Engineer and Cloud Software Engineer staffing
Related cloud, security, network and systems disciplines	12 additional	Cloud migration, IAM, cybersecurity, network engineering, systems administration and systems reliability
Broader Current Technical Review Pool	61	Multiple public sector, utility, technology and enterprise environments

These figures do not mean that every individual automatically satisfies every qualification in the corresponding WVOT classification. They demonstrate something different and equally important for this section: Abacus is actively recruiting and placing professionals in the technical markets from which WVOT's requirements will be filled.

The exact qualification match will be confirmed against the applicable WVOT requirements before a candidate is submitted.

Applications, CRM, Database and Business Analysis

These classifications draw from established but competitive enterprise technology markets. Abacus has current recruiting and placement experience across web and application development, ServiceNow, Power Platform, PeopleSoft, Salesforce, database administration, data environments, business analysis and business systems analysis.

Senior Web Application Analyst

Abacus' five-year placement history includes 21 directly relevant application and web placements, making this one of the strongest technical areas in the current placement population. Relevant assignments include Senior Power Application Developer, ServiceNow Developer, Web Application Developer, Frontend Engineer, APEX Developer, .NET Developer, Application Developer and related enterprise application roles.

These placements extend across public sector and enterprise environments, including State agencies and Sound Transit. For WVOT, Abacus will draw from this application talent market while validating the exact development technologies, architecture experience, database interaction and years of experience required for the individual request.

CRM Application Analyst

Abacus' experience spans Salesforce, enterprise CRM, ServiceNow, Power Platform, workflows, integration, data migration, configuration and business process support. The recent placement population includes CRM related technical experience, while Abacus' broader candidate and proposal history includes Salesforce administrators, business analysts, developers and architecture professionals.

WVOT's CRM classification will require specific Microsoft Dynamics experience. Abacus will therefore use its wider enterprise application talent market to identify candidates but will advance only professionals whose actual experience matches the required CRM platform and responsibilities.

Senior SQL Server Database Administrator

Abacus has recruited database professionals working across SQL and enterprise databases, database administration, data lake environments, migration, backup and recovery, systems administration, reporting and data operations.

Recent placement history includes database administration assignments with organizations such as City of Tucson, Teradata, and government contracting environments. This gives Abacus an active DBA sourcing base from which SQL Server specific professionals can be identified and qualified.

Business Analyst

Business Analysis represents one of Abacus' strongest recent technical staffing areas, with 16 directly relevant placements within the five-year period. These include Business Analysts, Senior Business Analysts, IT Business Analysts, Business Systems Analysts and process-oriented analysts working across government, transit, utilities and major enterprises.

For WVOT, this experience is valuable because Business Analyst needs may differ significantly by Delivery Order. Abacus has experience identifying professionals for systems, application, process, data, operational and technology transformation assignments rather than recruiting against one generic BA profile.

Learning Technology and Workforce Enablement

Learning Management System and eLearning Development Specialist

Abacus has recent placement experience with Instructional Designers, Training Curriculum Development professionals, Instructional Design Consultants, and Learning and Development professionals.

These assignments demonstrate access to the instructional design and training labor market that supports WVOT's LMS and eLearning requirement. Abacus will refine that pool toward candidates combining the required learning technology experience with LMS administration, instructional design, SCORM, course development and collaboration with subject matter experts, and will qualify candidates against the nine mandatory requirements stated at Sections 4.1.5.1 through 4.1.5.9, which Abacus understands to be the complete and controlling list for this classification. Abacus further understands that the State's Learning Management System is CourseMill and will prioritize candidates with demonstrable CourseMill or directly comparable enterprise LMS administration experience.

The importance of this classification goes beyond filling a technology vacancy. WVOT's wider contract emphasizes mentorship, training, shadowing and knowledge transfer. Professionals who understand both technology and adult learning will help the State convert technical expertise into usable internal capability.

Cloud Capability: Seven Different Talent Markets, Not One Generic Search

The concentration of seven cloud classifications is one of the clearest indicators of WVOT's technology direction. The State requires expertise across financial governance, architecture, security, platform engineering, network engineering, systems management and Cloud Center of Excellence implementation.

Abacus will not treat these requirements as interchangeable Cloud Engineer searches.

Cloud Financial Operations Specialist

The candidate market for FinOps sits between cloud technology, financial analysis, utilization management, budgeting, tagging, optimization and governance. Abacus' cloud, analytics, business intelligence, infrastructure and financial analysis recruiting experience provides several feeder talent pools for this classification.

The search will specifically emphasize professionals who understand the financial implications of cloud consumption and can work across technical and financial stakeholders, rather than engineers whose experience is limited to provisioning cloud infrastructure.

Cloud Architect

Abacus' broader technology recruiting experience includes AWS, Azure, GCP, hybrid cloud, VMware, Terraform, architecture, automation, infrastructure, networking and security. Recent placement records also include cloud migration and related engineering talent.

Cloud Architect searches will therefore target professionals with enterprise architecture depth, infrastructure as code, security, resiliency, governance, integration and modernization experience. WVOT will not receive a senior Cloud Engineer presented as an architect merely because the individual has extensive cloud experience.

Cloud Security Professional

Abacus has current placement activity across Azure security, IAM, cybersecurity, infrastructure security and enterprise access management. Active and recent assignments include Azure Infrastructure and Security, Identity and Access Management Analysts, and Cybersecurity Analysts in public sector technology environments.

This gives Abacus multiple security talent pools from which to identify professionals meeting WVOT's cloud specific IAM, encryption, security control, risk and platform requirements.

Abacus understands that adherence to standard federal cybersecurity frameworks, including NIST SP 800-53 and IRS Publication 1075, satisfies the federal security compliance expectation applicable to this classification, and will qualify candidates on that basis alongside the cloud compliance frameworks named at Section 4.1.8.3.

Cloud Platform Engineer

Recent Abacus placement history contains four directly relevant cloud engineering placements, including Cloud Engineer and Cloud Software Engineer roles. Abacus' wider technical candidate experience includes AWS, Azure, Kubernetes, containers, Terraform, CI/CD, DevOps, monitoring and automation.

The platform engineering search will focus on professionals who have built and operated cloud platforms and automation pipelines, rather than individuals whose experience is limited to cloud administration.

Cloud Network Engineer

Abacus has recent recruiting experience involving Senior Network Engineers, Network Contractors, Systems Network Engineers, Cisco Engineers and cloud infrastructure professionals. Sound Transit provides particularly relevant active experience across network engineering, Cisco, Azure cloud and IAM functions within the same public sector IT environment.

For WVOT, Abacus will use this network engineering base to identify professionals with the additional cloud networking expertise required for virtual networks, routing, DNS, connectivity, load balancing, private connectivity, security and hybrid environments.

Cloud Systems Management Engineer

Abacus' candidate and placement experience includes Systems Administrators, systems reliability professionals, cloud engineers, enterprise infrastructure resources, Windows and Linux environments, VMware, monitoring, automation and systems operations.

This provides an established systems talent market from which Abacus will identify resources with the required cloud systems management capability rather than relying solely on traditional on premises administration experience.

Abacus understands that the reference to "Entra" at Section 4.1.11.4 denotes Microsoft Entra ID, formerly Azure Active Directory, and will qualify candidates against that platform together with the required DNS and single sign-on experience.

Cloud Center of Excellence Implementation Specialist

CCOE is one of the most specialized roles under the contract because it combines cloud technology with governance, standards, enterprise adoption, organizational change, stakeholder engagement, mentoring and workforce enablement.

Abacus will recruit this classification as a leadership and transformation requirement, not an engineering requisition. The target market will include senior cloud architecture, governance, transformation and enterprise adoption professionals capable of helping WVOT establish repeatable cloud practices while transferring knowledge to State personnel.

This distinction is particularly important because WVOT is not simply seeking cloud resources to operate technology. The combination of the CCOE role and the contract's knowledge transfer requirements indicates a need to increase the State's internal cloud maturity over time.

Mainframe Systems Programming: Dedicated Legacy Talent Search

WVOT's Mainframe Systems Programmer requirement requires a very different recruiting strategy from the cloud classifications. The required technologies include specialized IBM mainframe experience such as z/OS, RACF, DB2, encryption, JCL and related operational disciplines.

Abacus' broader placement history includes prior mainframe and legacy application assignments, including Mainframe Programmer Analyst and mainframe application related work. Those historical records demonstrate that mainframe recruiting is not an unfamiliar talent market for Abacus, although the current Section 3.2 five-year evidence will be handled separately based on the applicable lookback period.

For future WVOT requests, Abacus will use national sourcing, prior technical candidate records, passive recruiting, referrals and targeted legacy technology searches. Mainframe professionals are typically more experienced, less concentrated geographically and less active on general job boards than common application candidates. Abacus' 100+ recruiter organization and 1M+ candidate database allow the search to extend nationally without making WVOT dependent on a single regional candidate pool.

Current Public Sector IT Experience Strengthens Technical Coverage

Abacus' technical capability is demonstrated not only by candidate records but by clients where several technology disciplines are being supported within the same relationship.

Sound Transit

Abacus has supported an IT environment spanning:

- Microsoft Azure Cloud Engineering
- Senior Power Applications
- ServiceNow Development
- Business Systems Analysis
- Identity and Access Management
- Senior Network Engineering
- Cisco Voice Engineering
- Business Analysis
- GIS
- IT Service Desk
- IT Project Management

Sound Transit is particularly relevant because these needs require Abacus to maintain parallel technical recruiting capability across cloud, application, identity, networking and analysis functions within one public sector client.

City of Tucson

Abacus' municipal technology staffing includes experience across:

- Database administration
- Cybersecurity
- Networking

- Systems administration
- Business analysis
- IT analysis
- Application and web development
- Technical project support

This experience demonstrates access to technology professionals capable of operating within a public sector environment where technical competence must be combined with security, documentation and stakeholder accountability.

State Technology Environments

Abacus' broader contract portfolio includes State of Michigan DTMB, Texas Department of Information Resources, Wyoming Enterprise Technology Services, Oklahoma Office of Management and Enterprise Services, State of Utah, State of South Carolina, State of Kansas, State of Montana, and other State organizations.

These relationships strengthen Abacus' understanding of technology staffing in environments where requirements may originate from multiple agencies, qualifications are closely defined, procurement discipline matters, and demand changes during the contract term.

Enterprise and Utility Technology Markets

Relationships such as Luxottica, Teradata, PG&E, NextEra Energy, CMS Energy, and other large enterprises extend Abacus' candidate reach into technical markets that are highly relevant to WVOT.

That matters because some of WVOT's most difficult cloud, security, architecture, platform and legacy skills may be found outside government. Abacus will use its public sector experience to manage the assignment appropriately while drawing candidates from the broadest technically relevant labor market.

Capability Beyond the Immediately Available Placement Record

Abacus' current placement analysis demonstrates strong recent activity in seven WVOT classifications and related experience across several others. The larger value is the range of candidate markets Abacus has already entered.

Within the five-year period, the technical review pool includes professionals from:

- State Agencies
- Municipal Governments
- Transit Organizations
- Courts And Other Public Bodies
- Utilities And Energy Organizations
- Higher Education
- Technology Companies
- Healthcare Organizations
- Large Commercial Enterprises

This breadth expands WVOT's available talent market. A cloud architect may be sourced from a technology provider or utility modernization program; a FinOps professional may come from an enterprise cloud environment; a CCOE specialist may come from a large organization that has already executed enterprise cloud adoption; a mainframe specialist may come from a financial, government or legacy enterprise environment.

Abacus will search for the right technical experience wherever that talent resides, while applying the public sector accountability and qualification discipline required for work supporting WVOT.

From Recruiting Capacity to Technical Coverage

Abacus' ability to cover all 13 classifications is supported by current operating capacity:

- **100+ recruiters** allow recruiting effort to be allocated by technical family, urgency and scarcity rather than routing every IT requirement through one recruiter.
- **1M+ candidate records** provide an established search population before external sourcing begins.
- **JobDiva** maintains visibility into candidates, prior interactions, placements, assignments and recruiting activity.
- **Active pipelines, former placements and referrals** provide access to professionals already known to Abacus.
- **LinkedIn Recruiter, Boolean sourcing and passive outreach** expand searches beyond active job seekers.
- **Role appropriate technical assessment and SME review** support qualification for specialized positions when required.

This capacity becomes particularly important if WVOT issues multiple Delivery Orders simultaneously. Abacus will expand recruiter coverage by technical family rather than forcing cloud, application, database and mainframe searches to compete for the attention of one recruiting resource.

Technical Coverage Designed Around WVOT's Actual Environment

WVOT's required classifications collectively reflect an organization that must manage modernization and continuity at the same time. Cloud architecture, security, FinOps, platform engineering and CCOE capability point toward continued cloud adoption and stronger governance; web, CRM, database and business analysis roles support ongoing enterprise application needs; LMS supports workforce enablement; and Mainframe Systems Programming protects critical legacy operations.

Abacus' staffing capability aligns to that mixed environment.

WVOT will receive:

- **Coverage of all 13 classifications**, with recruiting aligned to the actual technical discipline rather than generic IT sourcing.
- **A recent technical review pool**, including 49 directly relevant and 12 closely related placements across several WVOT talent markets.
- **Strong recent depth in application development and business analysis**, with additional current experience across database, instructional design, cloud engineering, security, IAM, networking and systems functions.
- **Access to public sector and commercial technical labour markets**, allowing specialized talent to be sourced beyond a limited government or West Virginia only candidate pool.

- **Dedicated attention to scarce classifications**, particularly CCOE, FinOps, cloud architecture, cloud security, cloud networking and mainframe.
- **National recruiting scale supported by local West Virginia presence**, allowing Abacus to broaden the search without reducing State level accessibility.

Abacus' value to WVOT is therefore not simply that the company is willing to bid every classification. Abacus has the recruiting capacity, technical staffing history, public sector experience, diverse candidate markets and classification specific sourcing capability necessary to make all 13 classifications operationally supportable throughout the contract term.

Staffing Delivery and Candidate Qualification Approach

WVOT's staffing requirements will vary by classification, technical environment, urgency, assignment scope, and end user agency. Abacus will manage each Delivery Order as a distinct staffing requirement while applying one consistent standard across the contract: candidates will be presented only after their experience has been reviewed against the applicable WVOT classification and the specific requirements of the assignment.

The objective is not to generate resume volume. It is to shorten the path between a State staffing need and a qualified, available, properly evaluated professional who is prepared to perform the assignment.

Abacus will combine local West Virginia coordination with national technical recruiting capacity. Caitlin Clark, Abacus' Dedicated Account Executive, Service Delivery Lead, and Designated Contract Administrator, will maintain overall contract accountability. A West Virginia based Local Account Manager Lea Thompson will support Caitlin with day-to-day Delivery Order coordination, State communication, candidate status follow up, and local responsiveness. Richard Koti will lead recruiting execution and allocate recruiting resources according to the requested technical discipline, urgency, candidate availability, and search difficulty.

Behind this account team, Abacus will draw upon 100+ recruiters, a 1M+ candidate database, JobDiva, existing candidate pipelines, previous placements, referrals, professional networks, LinkedIn Recruiter, passive outreach, and targeted technical sourcing. This gives WVOT the benefit of local service through Abacus' office at 400 White Oaks Blvd, Bridgeport, WV 26330, without restricting specialized searches to the immediate West Virginia labour market.

Abacus will measure recruiting performance by qualified candidate readiness, not by the number of resumes submitted.

Staffing Delivery and Candidate Qualification Approach

A clear, disciplined process from WVOT request to qualified candidate delivery



From Delivery Order to Qualified Candidate

Abacus will use a controlled staffing lifecycle that begins when a requirement is received and continues through qualification, selection, onboarding, assignment readiness, and ongoing support.

Stage	Abacus Action	WVOT Benefit
1. Request Acknowledgement	Acknowledge the requirement within 24 hours, establish ownership, identify missing information, and confirm next actions.	WVOT immediately knows the request is active and who is accountable.
2. Requirement Calibration	Confirm classification, duties, mandatory qualifications, technologies, experience level, location, schedule, duration, urgency, screening needs, and knowledge transfer expectations.	Recruiting begins against the actual operating requirement, not merely the position title.
3. Recruiting Mobilization	Enter and track the requisition in JobDiva, assign appropriate recruiters, activate existing pipelines, and launch targeted sourcing.	The search reaches the appropriate technical labor market quickly.
4. Candidate Qualification	Validate mandatory experience, technologies, education or credentials where required, availability, assignment commitment, and professional suitability. Apply technical assessment or SME review where appropriate.	WVOT receives candidates whose basic qualification has already been tested.
5. Submission and Selection Support	Present qualification aligned candidates, coordinate interviews, manage feedback, and maintain candidate engagement.	State managers can concentrate on selecting the strongest qualified professional.
6. Onboarding and Start Readiness	Complete applicable employment, screening, credential, payroll, assignment briefing, and start coordination requirements.	Selected personnel arrive administratively prepared and aligned to assignment expectations.
7. Assignment Follow Through	Monitor start, performance, communication, emerging issues, and knowledge transfer expectations.	Candidate delivery continues after placement rather than ending at the start date.

1. Delivery Order Intake: Define the Requirement Before Recruiting

Candidate quality begins with an accurate understanding of the assignment. Abacus will not simply distribute a position description and begin collecting resumes.

Upon receipt of a Delivery Order or staffing request, Caitlin Clark and the assigned service team will confirm the information needed to translate the State's requirement into a focused recruiting search.

The intake will address:

- Exact WVOT classification requested.

- Assignment responsibilities and expected outcomes.
- Mandatory and preferred experience.
- Required applications, platforms, databases, cloud technologies, security capabilities, network technologies, or mainframe tools.
- Minimum years of relevant experience.
- Degree, certification, or credential requirements where applicable.
- Work location, schedule, duration, expected start, and assignment conditions.
- Applicable background, security, confidentiality, or system access requirements.
- State manager and technical stakeholders involved in candidate review.
- Interview and selection expectations.
- Mentorship, training, shadowing, documentation, and knowledge transfer responsibilities.
- Any assignment conditions that materially affect candidate suitability.

This calibration is particularly important for specialized technical positions. Two assignments carrying the same classification may require different emphasis depending on the State system, platform, project stage, or end user agency involved.

Abacus will recruit to the actual WVOT need within the classification, not to the classification title alone.

2. Recruiting Mobilization: Assign the Right Search Resources

Once the requirement is validated, Abacus will create and track the requisition in JobDiva and assign recruiting resources based on the technical discipline and difficulty of the search.

Recruiting effort will be aligned broadly to the following talent areas:

Applications, CRM, Database, and Business Analysis

Searches will focus on the required application technologies, Microsoft Dynamics or other specified enterprise systems, database platforms, development environments, business analysis, systems analysis, requirements, and related technical functions.

Learning Technology

LMS and eLearning searches will focus on candidates combining learning technology with instructional design, LMS experience, content development, SCORM, curriculum development, and collaboration with subject matter experts as required.

Cloud and Modernization

Abacus will distinguish among the seven cloud classifications instead of conducting one general “cloud” search.

For example:

- **Cloud Financial Operations:** cost management, optimization, governance, consumption analysis, forecasting, and reporting.
- **Cloud Architecture:** architecture, resiliency, security, infrastructure as code, integration, and governance.
- **Cloud Security:** IAM, encryption, security controls, cloud security services, risk, and compliance.

- **Cloud Platform Engineering:** Kubernetes, CI/CD, containers, automation, infrastructure as code, and platform operations.
- **Cloud Networking:** cloud connectivity, routing, DNS, virtual networks, load balancing, private connectivity, and security.
- **Cloud Systems Management:** cloud systems administration, monitoring, automation, reliability, patching, and operations.
- **CCOE Implementation:** enterprise cloud adoption, standards, governance, organizational change, mentoring, and internal capability development.

Mainframe

Mainframe Systems Programmer requirements will receive dedicated sourcing because the available candidate market is smaller and more specialized. Searches will focus specifically on the mainframe experience required by WVOT, including technologies such as z/OS, RACF, DB2, JCL, encryption, and associated production support experience.

This approach enables Abacus to direct recruiting effort toward the actual candidate market instead of attempting to fill all 13 classifications through a single generic IT pipeline.

3. Multi-Channel Candidate Identification

Abacus will first search the sources most likely to produce qualified candidates quickly, then expand the search based on the availability and specialization of the requirement.

Recruiters will use:

- **JobDiva and the 1M+ candidate database** to identify professionals with relevant technical history and prior Abacus interaction.
- **Active candidate pipelines** developed through ongoing recruiting activity.
- **Previous placements and redeployable professionals** whose assignment history provides additional information regarding experience and performance.
- **LinkedIn Recruiter and targeted Boolean searches** using the actual technologies and required experience rather than broad job titles.
- **Employee and candidate referrals** to reach experienced professionals who may not be actively applying.
- **Passive candidate outreach**, particularly for cloud architecture, security, platform, CCOE, mainframe, and other scarce skill combinations.
- **Technical and professional sourcing channels** appropriate to the specific labour market.

Abacus' recent and current technical placement activity also provides a meaningful starting population across application development, business analysis, database, learning technology, cloud, cybersecurity, IAM, networking, and systems disciplines.

For specialized searches, Abacus will not wait for job board applicants before expanding outreach. Passive sourcing will begin early when the required combination of technologies, experience, location, and assignment conditions materially narrows the available talent pool.

4. Mandatory Qualifications First

Abacus will make a clear distinction between:

Mandatory qualification, which determines whether the candidate is eligible for submission, and Comparative quality, which determines how strong that qualified candidate is relative to other qualified professionals.

This distinction protects WVOT from receiving candidates who appear strong generally but lack a required technical qualification.

Mandatory Qualification Gate

Before submission, Abacus will validate the requirements applicable to the classification:

Qualification Area	Abacus Validation
Relevant Experience	Required years and depth of directly applicable experience
Technology	Required applications, platforms, cloud services, databases, networking, security, or mainframe technologies
Education	Required degree where applicable
Credentials	Required certifications or other credentials where specified
Assignment Conditions	Location, schedule, duration, availability, and start expectations, confirmed against the primary work location in metro-Charleston and any remote or hybrid arrangement designated on the applicable Delivery Order
Professional Suitability	Communication, collaboration, assignment interest, and commitment
Knowledge Transfer	Ability to document, mentor, train, shadow, or transfer knowledge where applicable

If a mandatory requirement is not satisfied, the candidate will not be presented as compliant.

Candidate Qualification Crosswalk

For specialized requirements, Abacus will use a qualification crosswalk to make the relationship between the WVOT requirement and candidate evidence visible before submission.

WVOT Requirement	Candidate Evidence	Abacus Review
Required years of experience	Resume and assignment history	Confirmed against requirement
Required technical platform	Specific projects and responsibilities	Recruiter validation; SME review where appropriate
Required degree	Degree information and supporting verification where required	Confirmed
Required technologies/tools	Project experience, interview responses, and applicable assessment	Confirmed
Location and schedule	Candidate confirmation	Confirmed
Availability	Current candidate confirmation	Confirmed

Knowledge transfer capability	Competency interview and prior experience	Evaluated
Final classification alignment	Complete qualification record	Pass/Fail review before submission

Where a mandatory requirement references a specific or legacy technology version, Abacus understands that demonstrated experience with newer versions or successor technologies meets or exceeds the minimum stated in Section 4.1 and will qualify candidates on that basis.

This gives WVOT a more direct connection between the requirement and the candidate being presented.

5. Role Appropriate Technical Assessment

Abacus will use technical assessment selectively, based on the position and the type of evidence needed to confirm capability.

Available assessment resources include HackerRank, Codility, TestGorilla, eSkill, iMocha, and Kenexa Prove It, supplemented by recruiter interviews and SME review where appropriate.

Examples include:

- **Application candidates:** development, coding, debugging, frameworks, integration, and problem solving.
- **Database candidates:** SQL, administration, performance, backup and recovery, migration, troubleshooting, and security.
- **Business Analysts:** requirements elicitation, documentation, stakeholder engagement, process analysis, testing support, and communication.
- **Cloud professionals:** applicable architecture, security, networking, infrastructure as code, automation, containers, CI/CD, governance, or operations.
- **Mainframe professionals:** detailed review of applicable z/OS, RACF, DB2, JCL, encryption, systems operations, and troubleshooting experience.
- **CCOE specialists:** cloud governance, enterprise adoption, standards, stakeholder alignment, organizational change, mentoring, and capability development.

Technical assessments will support evidence-based qualification rather than function as a generic test applied to every position.

For highly specialized positions, Abacus will supplement recruiter screening with an SME level review where appropriate, so a candidate does not advance merely because the resume contains the expected terminology.

6. Professional and State Environment Fit

Technical qualification alone does not ensure assignment success. WVOT professionals may work with State technical teams, business stakeholders, end user agencies, vendors, and subject matter experts.

Abacus will also evaluate whether the candidate can:

- Communicate effectively with technical and nontechnical stakeholders.
- Explain technical decisions clearly.
- Work cooperatively with State personnel.

- Produce understandable and usable documentation.
- Work within established policies and procedures.
- Support mentorship and technical training.
- Participate effectively in shadowing and knowledge transfer.
- Accept and remain committed to the actual assignment conditions.

This is particularly relevant because WVOT expects contracted personnel to support mentorship, technical training, structured shadowing, and knowledge transfer.

For senior and specialized personnel, Abacus will therefore consider the ability to share knowledge as well as apply knowledge.

7. Final Submission Readiness Review

Before a candidate is released to WVOT, Abacus will conduct a final review to confirm that:

- Mandatory qualifications have been addressed.
- Resume information supports the experience being represented.
- Required technologies are clearly supported by the candidate's experience.
- Education and credential requirements have been addressed where applicable.
- Candidate interest and availability remain current.
- Location and schedule expectations are understood.
- Compensation and assignment expectations are aligned.
- Applicable technical assessment or SME review is complete.
- Applicable screening or credential requirements have been identified.
- The candidate understands the assignment and has authorized submission.

This final control is designed to identify avoidable problems before they consume WVOT staff time or interrupt the selection process.

8. Candidate Submission: Make Qualification Easy to Evaluate

Abacus will provide more than an unexplained resume.

Candidate submission information will clearly identify the requested classification and the evidence supporting the candidate's alignment. The submission will include:

- Candidate resume.
- Requested WVOT classification.
- Relevant years of experience.
- Applicable technical skills and technologies.
- Degree or credential status where required.
- Availability.
- Location and schedule confirmation.

- Applicable assessment or qualification status.
- Concise explanation of the candidate's alignment to the requirement.

Candidate specific qualification documentation will be provided at the applicable Delivery Order response stage in accordance with WVOT's requirements.

The goal is to allow the reviewing State manager to determine quickly why the candidate is being recommended and where the required experience is demonstrated.

9. Responsiveness Without Sacrificing Qualification

Abacus will move quickly while maintaining the qualification controls described above.

Service Activity	Abacus Operating Target
Request acknowledgement	Within 24 hours
Requirement intake and validation	Same or next business day after necessary information is available
Recruiting launch	Same or next business day following intake
Urgent qualified candidate submission	Target 24 to 48 hours, where qualified candidates are available and applicable requirements can be met
Standard qualified candidate submission	Target 48 to 72 hours, where qualified candidates are available
Hard to fill or specialized requirement	Immediate recruiting escalation; target qualified submissions within 48 to 72 hours where available
Early market feedback	Provided when availability, rate, location, credentials, or technical scarcity materially affects the search
Replacement sourcing	Begins immediately upon confirmed need
Status communication	Maintained throughout recruiting, submission, selection, onboarding, and start

These are separate operational milestones. A 48-to-72-hour candidate submission target is not the same as a guaranteed final placement or start date. Final timing may depend on candidate availability, State review and interviews, required verification, screening, and assignment readiness.

For scarce requirements, Abacus will provide WVOT with early market intelligence rather than allowing a difficult search to remain open without explanation.

If the recruiting team identifies an issue involving skill scarcity, location, compensation, required credentials, or an unusually narrow combination of technologies, Caitlin will communicate it promptly so that WVOT has visibility into the search.

10. Selection, Onboarding, and Start Readiness

After WVOT selects a candidate, Abacus will coordinate the activities necessary to move the professional from selection to an orderly assignment start.

Applicable steps will include:

Selection confirmation: Confirm the candidate, expected start date, schedule, supervisor, location, and assignment conditions.

Employment administration: Complete applicable employee and payroll setup, employment eligibility documentation, and required onboarding records.

Screening and credential readiness: Coordinate applicable background, education, credential, security, or other requirements associated with the assignment.

Assignment briefing: Confirm reporting instructions, supervisor, work schedule, timekeeping process, first day expectations, and applicable State policies or procedures.

Knowledge transfer expectations: Reinforce applicable responsibilities for mentoring, technical training, shadowing, documentation, and knowledge transfer.

First day confirmation: Verify the professional has reported successfully and address any immediate issue.

Abacus will not treat selection as the end of the staffing process. The objective is to protect the effort invested by both WVOT and Abacus by reducing preventable onboarding and start failures.

11. Local Accountability Throughout Delivery

WVOT will have clearly defined accountability throughout the staffing lifecycle.

Caitlin Clark

Dedicated Account Executive, Service Delivery Lead, and Designated Contract Administrator

Caitlin will maintain overall contract level accountability, monitor service delivery, coordinate significant State matters, and ensure recruiting and operational resources remain aligned with WVOT priorities.

West Virginia Based Local Account Manager

The Local Account Manager Lea Thompson will support Caitlin with:

- Day To Day State Coordination
- Delivery Order Follow Through
- Candidate Status Communication
- Local Operational Support
- Stakeholder Follow Up
- Issue Coordination
- Continuity Of Service

Richard Koti

Recruiting Lead

Richard will direct recruiting execution and assign sourcing resources based on technical discipline, workload, urgency, and candidate scarcity.

The broader 100+ recruiter organization provides additional capacity when multiple Delivery Orders or specialized searches are active simultaneously.

WVOT therefore does not have to determine which internal Abacus group owns a particular issue. Caitlin remains the primary contract level point of accountability while Abacus coordinates the necessary recruiting, local account, HR, payroll, compliance, and operational resources internally.

12. Continuous Improvement Through Recruiting Intelligence

Each search will provide information that can improve future staffing activity.

Abacus will use JobDiva, recruiter observations, candidate interactions, and WVOT feedback to track information such as:

- Sourcing channels generating qualified candidates
- Recurring technology or qualification shortages
- Candidate availability by technical category
- Reasons candidates decline or withdraw
- Interview feedback
- Qualification gaps identified during evaluation
- Prior assignment performance
- Successful professionals who may become available again
- Recurring requirements suitable for advance pipeline development

This is particularly valuable under an open-end contract because utilization across the 13 classifications may change throughout the contract term.

For recurring classifications, Abacus will use actual recruiting experience to refine search criteria and strengthen candidate pipelines before the next requirement is issued.

What WVOT Receives

Abacus' staffing delivery and candidate qualification approach is designed to reduce both the technical screening burden and administrative effort placed on WVOT.

WVOT will receive:

- **One accountable Contract Administrator**, supported by a West Virginia based Local Account Manager and recruiting leadership.
- **Recruiting aligned to the actual technical requirement**, rather than a common resume pool.
- **National recruiting reach through 100+ recruiters and a 1M+ candidate database**, combined with local West Virginia coordination.
- **Mandatory qualification review before submission**, reducing technically unsuitable candidates.
- **Role appropriate technical assessment and SME review** where additional validation is warranted.
- **Clear candidate qualification evidence**, making it easier to determine why a professional matches the requested classification.
- **24-hour request acknowledgement**, with targeted qualified candidate submissions based on urgency and market availability.
- **Early market feedback for difficult searches**, allowing WVOT to make informed decisions when talent scarcity affects fulfillment.
- **Controlled onboarding and assignment readiness**, reducing preventable start failures.

- **Candidate evaluation that considers knowledge transfer capability**, supporting WVOT's goal of strengthening State technical expertise over the course of each assignment.

Abacus will manage staffing as a complete delivery process rather than a resume forwarding activity. The process begins with understanding the precise WVOT requirement, moves through targeted sourcing and documented qualification, and continues through selection, onboarding, assignment readiness, and ongoing support.

The result for WVOT is a smaller, better qualified candidate slate; clearer evidence of each candidate's fit; faster visibility into difficult searches; and one accountable staffing partner responsible for moving each requirement from Delivery Order through successful assignment start and support.

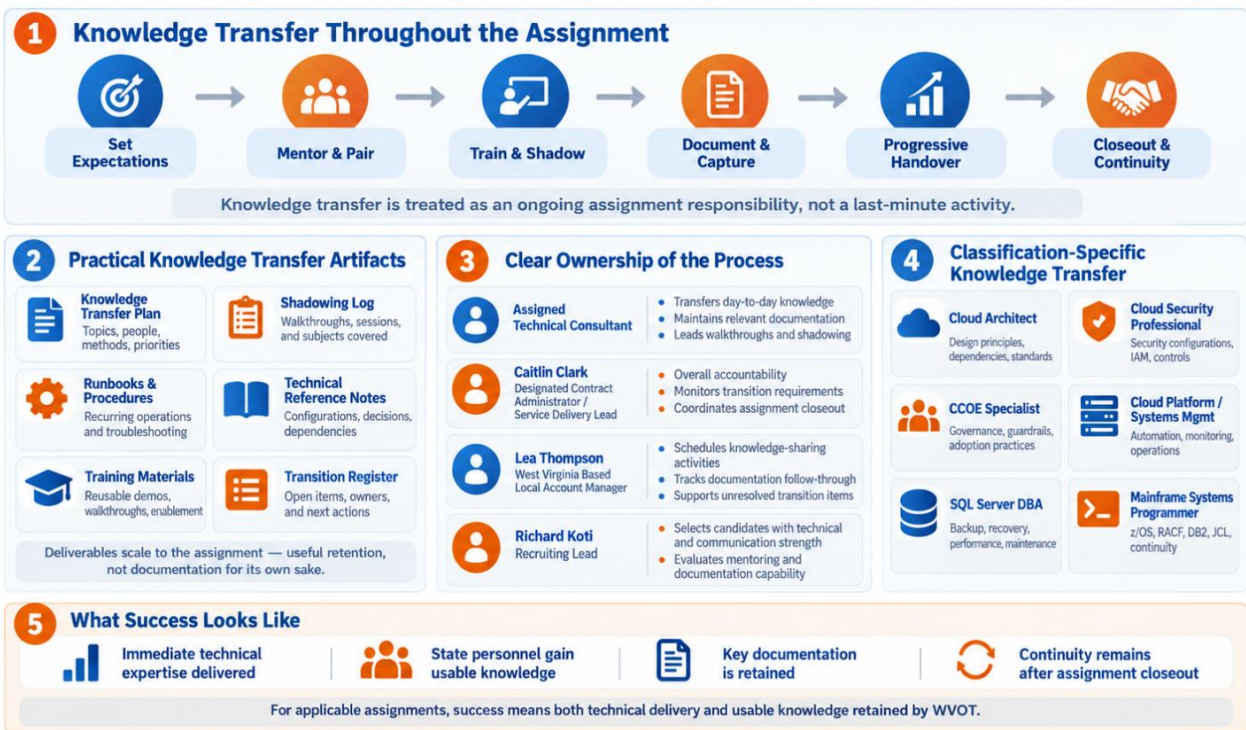
Knowledge Transfer and State Workforce Development

Abacus will treat knowledge transfer as an ongoing assignment responsibility, not an activity deferred until the consultant's final days. WVOT's use of specialized technical resources should create two benefits at the same time: immediate access to expertise needed to perform the work and a deliberate transfer of that expertise to State personnel who will continue supporting the environment after the assignment ends.

Consistent with WVOT's expectations for mentorship, technical training, structured shadowing, and knowledge transfer, Abacus will establish knowledge-sharing expectations at the beginning of each applicable assignment, incorporate them into the consultant's day-to-day work, and confirm completion before closeout.

Knowledge Transfer and State Workforce Development

Building WVOT capability while specialized consultants perform the work.



Knowledge Transfer Throughout the Assignment

Knowledge transfer will be integrated into the work through several practical methods:

- Mentorship and paired working:** Assigned consultants will work alongside appropriate WVOT personnel so State staff can observe technical decision making, configuration, troubleshooting, implementation, administration, and problem resolution as the work occurs.
- Technical training and knowledge sharing:** Consultants will provide targeted walkthroughs, demonstrations, working sessions, and technical discussions focused on the technologies, platforms, tools, configurations, and operating practices associated with their assignments.

- **Structured shadowing:** WVOT personnel will participate in or observe appropriate technical activities, so knowledge is gained through practical exposure rather than solely through written instructions at the end of an engagement.
- **Operational and technical documentation:** Consultants will create or update applicable procedures, configuration information, operating instructions, troubleshooting guidance, technical references, architecture information, and other documentation necessary for continued State use.
- **Progressive transfer of responsibility:** Where appropriate, consultants will move from demonstrating activities to performing them jointly with designated State personnel and, where practical, observing State personnel perform the activity independently.
- **Assignment closeout and continuity:** Before the consultant exits, Abacus and WVOT will review transferred knowledge, completed documentation, open technical items, recurring responsibilities, and any remaining transition needs.

Practical Knowledge Transfer Artifacts

To make the process visible and usable for WVOT, Abacus will maintain assignment-appropriate knowledge transfer deliverables rather than relying only on informal conversations.

Artifact	Purpose
Knowledge Transfer Plan	Identifies the knowledge areas to be transferred, participating WVOT personnel, proposed transfer methods, and assignment-specific priorities.
Knowledge Transfer / Shadowing Log	Records significant walkthroughs, training sessions, paired working activities, and subjects covered during the assignment.
Technical Procedures and Runbooks	Documents recurring operational activities, support procedures, troubleshooting steps, and other information needed for continued State operation.
Configuration and Technical Reference Notes	Captures relevant configurations, technical decisions, dependencies, environment information, and operating considerations.
Training and Demonstration Materials	Provides reusable materials from technical walkthroughs, demonstrations, or user enablement activities where appropriate.
Open Items / Transition Register	Identifies unresolved issues, pending actions, dependencies, recurring responsibilities, and the appropriate State owner before transition.
Assignment Closeout Record	Confirms knowledge transfer activities completed, documentation delivered or updated, participating State personnel, and any remaining transition items.

The specific deliverables will be scaled to the assignment. A short Business Analyst engagement will not require the same documentation package as a Cloud Architect, CCOE Implementation Specialist, SQL Server DBA, or Mainframe Systems Programmer assignment. The objective is useful knowledge retention, not documentation for its own sake.

Clear Ownership of the Knowledge Transfer Process

Abacus will assign responsibility for knowledge transfer rather than leaving it solely to the individual consultant.

Assigned Technical Consultant

The consultant will be responsible for performing the day-to-day transfer of technical knowledge, maintaining applicable technical documentation, conducting agreed walkthroughs or shadowing activities, and identifying knowledge that must remain with WVOT before the assignment concludes.

Caitlin Clark – Designated Contract Administrator / Service Delivery Lead

Caitlin will maintain overall accountability for the process. She will ensure that knowledge transfer expectations are understood, monitor significant transition requirements, and coordinate with the WVOT assignment supervisor when an assignment approaches completion.

Before closeout, Caitlin will complete or coordinate an Assignment Closeout Record with the WVOT assignment supervisor to confirm the major knowledge transfer activities, documentation status, open responsibilities, and remaining transition requirements.

Lea Thompson - West Virginia Based Local Account Manager

The Local Account Manager- Lea Thompson will support day-to-day follow-through with the consultant and WVOT stakeholders, including scheduling knowledge-sharing activities, monitoring documentation or transition actions, and helping ensure outstanding items do not remain unresolved as the assignment approaches completion.

Richard Koti – Recruiting Lead

Knowledge transfer begins with selecting the right professional. For senior and specialized positions, Richard and the recruiting team will evaluate candidates not only for technical expertise but also for their ability to communicate, document, mentor, collaborate with State personnel, and explain technical concepts effectively.

This makes knowledge transfer part of candidate suitability rather than an expectation introduced only after the consultant has started.

Classification-Specific Knowledge Transfer

The form of knowledge transfer will reflect the type of expertise being provided.

For a Cloud Architect, transfer may include architecture decisions, design principles, dependencies, standards, and operational considerations.

For a Cloud Security Professional, the focus may include security configurations, IAM practices, controls, monitoring considerations, security procedures, and rationale behind key decisions.

For a Cloud Center of Excellence Implementation Specialist, transfer may include cloud governance practices, standards, operating models, adoption processes, guardrails, stakeholder responsibilities, and repeatable practices that State personnel can continue using.

For a Cloud Platform or Systems Management Engineer, documentation and shadowing may address automation, deployment processes, monitoring, configuration, troubleshooting, and routine operational procedures.

For a Senior SQL Server Database Administrator, transfer may include database administration procedures, backup and recovery practices, performance considerations, maintenance activities, troubleshooting, and operational dependencies.

For a Mainframe Systems Programmer, knowledge retention may focus on relevant z/OS administration, RACF, DB2, JCL, encryption, operational procedures, troubleshooting practices, dependencies, and other information required to maintain continuity in the State's established environment.

This assignment-specific approach ensures that WVOT retains usable technical and operational knowledge, rather than receiving a generic transition checklist.

Knowledge Transfer as a Measure of Assignment Success

Abacus will not view an assignment as fully successful simply because the consultant completed the immediate technical task. For applicable assignments, successful delivery also means that appropriate WVOT personnel understand the work performed, essential documentation is available, recurring responsibilities are clear, and important technical knowledge is not concentrated solely with the departing consultant.

This approach supports WVOT's broader objective of using contracted expertise to strengthen State capability while reducing unnecessary long-term dependence on individual contractors.

Abacus will confirm completion of knowledge transfer with the WVOT assignment supervisor prior to assignment closeout, and Caitlin Clark, Designated Contract Administrator, will record any remaining transition items in writing to the Agency.

Background Screening, Security, Privacy and Confidentiality

Abacus will ensure that personnel assigned to WVOT are properly screened, cleared for the applicable assignment, and prepared to comply with State and end user Agency requirements for security, privacy, confidentiality, acceptable use, and system access. Screening and clearance activities will be aligned to the specific Delivery Order and the requirements applicable to the individual's work, recognizing that access and screening needs may differ by Agency, system, work location, and technical responsibility.

Abacus' assignment readiness process will include, as applicable:

- **Identity and employment eligibility verification**, including Form I-9 and E-Verify requirements.
- **Background screening**, coordinated through Abacus' established screening process and including applicable criminal history checks and identity verification.
- **Fingerprinting, drug screening, MVR, or other Agency-specific clearances** when required for the assignment.
- **Education, employment, certification, and credential verification** where the WVOT classification or Delivery Order establishes specific qualification requirements.
- **Confidentiality and information protection obligations**, reinforced through Abacus employment policies, employee agreements, and assignment expectations.
- **Compliance with WVOT and applicable Agency security, privacy, acceptable-use, workplace conduct, and system-access requirements** throughout the assignment.
- **Assignment closeout controls**, including return of State documents, work product, equipment, and other client property and coordination of applicable access termination.

Abacus will not release an individual to begin an assignment until the screening and clearance requirements applicable to that assignment have been completed and the individual is authorized to start. This provides WVOT with a clear separation between candidate selection and assignment readiness and reduces the risk of personnel receiving access before required checks are complete.

Assigned personnel will be expected to use State information, systems, credentials, and equipment only for authorized business purposes and to protect confidential or sensitive information obtained through their work. Where an Agency requires additional security acknowledgements, acceptable-use agreements, confidentiality forms, access documentation, or assignment-specific procedures, Abacus will coordinate completion as part of onboarding and assignment readiness.

For technical personnel who may work with cloud platforms, databases, enterprise applications, security systems, network environments, or mainframe systems, Abacus will reinforce that technical access carries corresponding responsibilities for confidentiality, authorized use, and adherence to the State's established security procedures.

Any security, privacy, confidentiality, or conduct concern identified during an assignment will be escalated promptly through Caitlin Clark, Abacus' Designated Contract Administrator, with the appropriate Abacus HR, compliance, recruiting, and account resources engaged as necessary. Corrective action, access coordination, or replacement will be initiated when required to protect service continuity and the State's interests.

WVOT will receive personnel who are not only technically qualified for the requested classification, but also appropriately screened, assignment-ready, and accountable for complying with the security, privacy, confidentiality, and access requirements associated with their work.

Compliance with Contract Requirements

Abacus has reviewed this Solicitation in its entirety, including the Instructions to Vendors, the General Terms and Conditions, the Specifications, Addendum No. 1, and Addendum No. 2, and confirms full compliance with all mandatory requirements.

Abacus takes no exceptions, clarifications, or proposed modifications to any requirement, term, or condition of this Solicitation.

Abacus confirms that it will provide personnel meeting the mandatory minimum qualifications stated at Sections 4.1.1 through 4.1.13 applicable to each requested classification, and that candidate resumes, completed qualification documentation, and copies verifying degrees will be provided in response to individual Delivery Orders issued after award, in accordance with Section 4.2.4.

Abacus confirms that it will provide staffing as requested by the Agency under Section 4.2.2, and that it will support end-user Agency requirements anywhere in West Virginia as provided in Section 1.

Abacus confirms that it will maintain Commercial General Liability Insurance of not less than \$1,000,000.00 per occurrence and Workers' Compensation Insurance throughout the life of the Contract and will furnish proof prior to Contract award.

Abacus confirms that it will comply with the Confidentiality Policies and Information Security Accountability Requirements set forth at www.state.wv.us/admin/purchase/privacy, including notification of any suspected Security Incident within 24 hours, immediate notification upon discovery of a Breach, and provision of the required written breach report within 72 hours to the Agency contract manager and to the Office of Technology at incident@wv.gov.

Abacus confirms that it is registered with the West Virginia Purchasing Division, is licensed and in good standing in accordance with the requirements of General Terms and Conditions Section 32, owes no debt to the State as defined at Section 37, and is not engaged in a boycott of Israel as provided at Section 46.

Abacus acknowledges receipt of Addendum No. 1 and Addendum No. 2 and has completed the Addendum Acknowledgement Form accordingly.

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) Caitlin Clark, Account Manager
(Address) 25925 Telegraph Road, Suite 110, Southfield, MI 48033
(Phone Number) / (Fax Number) (248) 876-0761 Fax: (248) 479-0811
(email address) caitlin@abacuservice.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.

Abacus Service Corporation

(Company) _____
(Signature of Authorized Representative) Caitlin Clark
(Signature of Authorized Representative) Caitlin Clark, Account Manager (09/21/2026)
(Printed Name and Title of Authorized Representative) (Date) (248) 876-0761 Fax: (248) 479-0811
(Phone Number) (Fax Number) caitlin@abacuservice.com
(Email Address) _____

Revised 8/24/2023

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ OOT27*006

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 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)

☒ Addendum No. 1	☐ Addendum No. 6
☐ Addendum No. 2	☐ Addendum No. 7
☐ Addendum No. 3	☐ Addendum No. 8
☐ Addendum No. 4	☐ Addendum No. 9
☐ Addendum No. 5	☐ Addendum No. 10

I understand that failure to confirm the receipt of addenda may be cause for rejection of this bid. I further understand 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.

Abacus Service Corporation

Company



Authorized Signature

09/21/2026

Date

NOTE: This addendum acknowledgment should be submitted with the bid to expedite document processing.
Revised 6/8/2012

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Abacus Service Corporation

Company



Authorized Signature

09/21/2026

Date

NOTE: This addendum acknowledgement should be submitted with the bid to expedite document processing.
Revised 6/8/2012

Pricing

Completed Official CRFQ Version 3 Pricing Form and Pricing Pages

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

BID RECEIVING LOCATION BID CLERK DEPARTMENT OF ADMINISTRATION PURCHASING DIVISION 2019 WASHINGTON ST E CHARLESTON WV 25305 US
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VENDOR Vendor Customer Code: VS0000039750 Vendor Name : Abacus Service Corporation Address : 25925 Telegraph Road, Suite 110, Southfield, MI 48033 Street : Telegraph Road City : Southfield State : Michigan Country : United States Zip : 48033 Principal Contact : April Szlaga Vendor Contact Phone: (248) 522-8005 Extension:
--

FOR INFORMATION CONTACT THE BUYER Toby L Welch (304) 558-8802 toby.l.welch@wv.gov
Vendor Signature X <i>Caitlin Clark</i> FEIN# 20-2060203 DATE 09/21/2026

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

ADDITIONAL INFORMATION
Addendum No 2 is issued for the following reasons: 1) To publish a copy of Vendor questions with the Agency's responses. --no other changes--

INVOICE TO	SHIP TO
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US	WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Web Application Analyst	2080.00000	HOURL	\$55.02	\$1,14,441.60

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO	SHIP TO
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US	WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	CRM Application Analyst	2080.00000	HOURL	\$51.09	\$106,267.20

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO				SHIP TO			
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US				WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US			

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior SQL Server Database Administrator	2080.00000	HOURL	\$75.98	\$158,038.40

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO				SHIP TO			
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US				WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US			

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Business Analyst	2080.00000	HOURL	\$51.09	\$106,267.20

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO				SHIP TO			
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US				WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US			

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Learning Management System & eLearning Development Specialis	2080.00000	HOUR	\$48.47	\$100,817.60

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO				SHIP TO			
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US				WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US			

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Cloud Financial Operations Specialist	2080.00000	HOUR	\$45.85	\$95,368.00

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO				SHIP TO			
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US				WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US			

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	Cloud Architect	2080.00000	HOURL	\$94.32	\$196,185.60

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO				SHIP TO			
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US				WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US			

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Cloud Security Professional	2080.00000	HOURL	\$68.12	\$141,689.60

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO				SHIP TO			
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US				WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US			

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Cloud Platform Engineer	2080.00000	HOURL	\$75.98	\$158,038.40

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO				SHIP TO			
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US				WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US			

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	Cloud Network Engineer	2080.00000	HOURL	\$65.50	\$136,240.00

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO				SHIP TO			
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US				WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US			

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	Cloud Systems Management Engineer	2080.00000	HR	\$65.50	\$136,240.00

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO				SHIP TO			
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US				WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US			

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Cloud Center of Excellence (CCOE) Implementation Spec	2080.00000	HR	\$52.40	\$108,992.00

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO				SHIP TO			
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US				WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US			

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	Mainframe Systems Programmer	2080.00000	HOURL	\$65.50	\$1,36,240.00

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

SCHEDULE OF EVENTS

Line	Event	Event Date
1	Questions are due by 3:00 p.m.	2026-09-04

	Document Phase	Document Description	Page 9
OOT2700000006	Final	Addendum No 2 -Temporary Technical Staffing Services	

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions

	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 Doc Description: Addendum No 1 -Temporary Technical Staffing Services Proc Type: Statewide MA (Open End)			Reason for Modification: Addendum No 1 is issued to modify the bid opening date
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: VS0000039750 Vendor Name : Abacus Service Corporation Address : 25925 Telegraph Road, Suite 110, Southfield, MI 48033 Street : Telegraph Road, Suite 110, Southfield, MI 48033 City : Southfield State : Michigan Country : United States Zip : 48033 Principal Contact : April Szlaga Vendor Contact Phone: (248) 522-8005 Extension:

FOR INFORMATION CONTACT THE BUYER Toby L Welch (304) 558-8802 toby.l.welch@wv.gov
Vendor Signature X  FEIN# 20-2060203 DATE 09/21/2026

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

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

VENDOR Vendor Customer Code: VS0000039750 Vendor Name : Abacus Service Corporation Address : 25925 Telegraph Road, Suite 110, Southfield, MI 48033 Street : 25925 Telegraph Road, Suite 110 City : Southfield, MI State : Michigan Country : USA Zip : 48033 Principal Contact : April Szlaga Vendor Contact Phone: (248) 522-8005 Extension:

FOR INFORMATION CONTACT THE BUYER Toby L Welch (304) 558-8802 toby.l.welch@wv.gov
Vendor Signature X <i>Caitlin Cook</i> FEIN# 20-2060203 DATE 09/11/2026

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

MBE and WBE Certifications and Required Forms

Certificate Number
MI604959



Advancing Economic
Impact Together

This certificate attests that the below mentioned company is an NMSDC-Certified
Minority Business Enterprise(MBE)

Abacus Service Corporation

04-07-2026

Issuance Date

04-30-2027

Expiration Date

A handwritten signature in black ink, reading "Donald R. Cravins, Jr." The signature is written in a cursive style.

Donald R. Cravins, Jr.
President and CEO
NMSDC

541512,561320

NAICS Codes

80111603,80111604,80111605,80111607,
80111707,80111708,80111710,80111716

UNSPSC Codes

Regional Affiliate: Michigan MSDC

WBENC

WOMEN'S BUSINESS ENTERPRISE
NATIONAL COUNCIL

JOIN FORCES. SUCCEED TOGETHER.

hereby grants

National Women's Business Enterprise Certification

to

Abacus Service Corporation

who has successfully met WBENC's standards as a Women's Business Enterprise (WBE).
This certification affirms the business is woman-owned, operated and controlled and is valid through the date herein.

Certification Granted: February 10, 2010

Expiration Date: February 10, 2027

WBENC National Certification Number: 2005114922

WBENC National WBE Certification was processed and validated by Great Lakes Women's Business Council, a WBENC Regional Partner Organization.



Authorized by Michelle Richards, President
Great Lakes Women's Business Council

Great Lakes
Women's
**Business
COUNCIL**

NAICS: 561311, 541512, 561320

UNSPSC: 80111600, 80111601, 80111602, 80111603, 80111604, 80111605, 80111606, 80111608, 80111609, 80111610, 80111614, 80111616, 80111619, 80111620,
80111621, 80111622, 80111623, 80111707, 80111708, 80111716, 93141800





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

Doc Description: Addendum No 2 -Temporary Technical Staffing Services

Reason for Modification:

Addendum No 2 is issued to publish vendor questions with the agency's responses.

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: VS0000039750

Vendor Name : Abacus Service Corporation

Address : 25925 Telegraph Road, Suite 110, Southfield, MI 48033

Street : Telegraph Road

City : Southfield

State : Michigan

Country : United States

Zip : 48033

Principal Contact : April Szlaga

Vendor Contact Phone: (248) 522-8005

Extension:

FOR INFORMATION CONTACT THE BUYER

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

Vendor Signature X 

FEIN# 20-2060203

DATE 09/21/2026

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

ADDITIONAL INFORMATION

Addendum No 2 is issued for the following reasons:

1) To publish a copy of Vendor questions with the Agency's responses.

--no other changes--

INVOICE TO**SHIP TO**

DEPARTMENT OF
ADMINISTRATION
OFFICE OF TECHNOLOGY
1900 KANAWHA BLVD E,
BLDG 5 10TH FLOOR
CHARLESTON WV
US

WV OFFICE OF
TECHNOLOGY
BLDG 5, 10TH FLOOR
1900 KANAWHA BLVD E
CHARLESTON WV
US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Web Application Analyst	2080.00000	HOURL	\$55.02	\$1,14,441.60

Comm Code**Manufacturer****Specification****Model #**

81110000

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.

INVOICE TO**SHIP TO**

DEPARTMENT OF
ADMINISTRATION
OFFICE OF TECHNOLOGY
1900 KANAWHA BLVD E,
BLDG 5 10TH FLOOR
CHARLESTON WV
US

WV OFFICE OF
TECHNOLOGY
BLDG 5, 10TH FLOOR
1900 KANAWHA BLVD E
CHARLESTON WV
US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	CRM Application Analyst	2080.00000	HOURL	\$51.09	\$106,267.20

Comm Code**Manufacturer****Specification****Model #**

81110000

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.

INVOICE TO		SHIP TO	
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US		WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior SQL Server Database Administrator	2080.00000	HOURL	\$75.98	\$158,038.40

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO		SHIP TO	
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US		WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Business Analyst	2080.00000	HOURL	\$51.09	\$106,267.20

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO		SHIP TO	
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US		WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Learning Management System & eLearning Development Specialis	2080.00000	HOURL	\$48.47	\$100,817.60

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO		SHIP TO	
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US		WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Cloud Financial Operations Specialist	2080.00000	HOURL	\$45.85	\$95,368.00

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO		SHIP TO	
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US		WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	Cloud Architect	2080.00000	HOURL	\$94.32	\$196,185.60

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO		SHIP TO	
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US		WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Cloud Security Professional	2080.00000	HOURL	\$68.12	\$141,689.60

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO		SHIP TO	
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US		WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Cloud Platform Engineer	2080.00000	HOURL	\$75.98	\$158,038.40

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO		SHIP TO	
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US		WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	Cloud Network Engineer	2080.00000	HOURL	\$65.50	\$136,240.00

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO		SHIP TO	
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US		WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	Cloud Systems Management Engineer	2080.00000	HOURL	\$65.50	\$136,240.00

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO		SHIP TO	
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US		WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Cloud Center of Excellence (CCOE) Implementation Spec	2080.00000	HOURL	\$52.40	\$108,992.00

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

INVOICE TO		SHIP TO	
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US		WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	Mainframe Systems Programmer	2080.00000	HOURL	\$65.50	\$1,36,240.00

Comm Code	Manufacturer	Specification	Model #
81110000			

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.

SCHEDULE OF EVENTS		
<u>Line</u>	<u>Event</u>	<u>Event Date</u>
1	Questions are due by 3:00 p.m.	2026-09-04

	Document Phase	Document Description	Page 9
OOT2700000006	Final	Addendum No 2 -Temporary Technical Staffing Services	

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions



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

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: VS0000039750

Vendor Name : Abacus Service Corporation

Address : 25925 Telegraph Road, Suite 110, Southfield, MI 48033

Street : Telegraph Road, Suite 110, Southfield, MI 48033

City : Southfield

State : Michigan

Country : United States

Zip : 48033

Principal Contact : April Szlaga

Vendor Contact Phone: (248) 522-8005

Extension:

FOR INFORMATION CONTACT THE BUYER

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

Vendor
Signature X *Caitlin Cook*

FEIN#

20-2060203

DATE

09/21/2026

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

Doc Description: Temporary Technical Staffing Services

Reason for Modification:

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: VS0000039750

Vendor Name : Abacus Service Corporation

Address : 25925 Telegraph Road, Suite 110, Southfield, MI 48033

Street : 25925 Telegraph Road, Suite 110

City : Southfield, MI

State : Michigan

Country : USA

Zip : 48033

Principal Contact : April Szlaga

Vendor Contact Phone: (248) 522-8005

Extension:

FOR INFORMATION CONTACT THE BUYER

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

Vendor
Signature X *Caitlin Cook*

FEIN#

20-2060203

DATE

09/11/2026

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) Caitlin Clark, Account Manager
(Address) 25925 Telegraph Road, Suite 110, Southfield, MI 48033
(Phone Number) / (Fax Number) (248) 876-0761 Fax:(248) 479-0811
(email address) caitlin@abacuservice.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.

Abacus Service Corporation

(Company) _____
(Signature of Authorized Representative) Caitlin Clark
Caitlin Clark, Account Manager (09/21/2026)
(Printed Name and Title of Authorized Representative) (Date) (248) 876-0761 Fax:(248) 479-0811
(Phone Number) (Fax Number) caitlin@abacuservice.com
(Email Address) _____

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ OOT27*006

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 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)

☒ Addendum No. 1	☐ Addendum No. 6
☐ Addendum No. 2	☐ Addendum No. 7
☐ Addendum No. 3	☐ Addendum No. 8
☐ Addendum No. 4	☐ Addendum No. 9
☐ Addendum No. 5	☐ Addendum No. 10

I understand that failure to confirm the receipt of addenda may be cause for rejection of this bid. I further understand 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.

Abacus Service Corporation

Company



Authorized Signature

09/21/2026

Date

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

Revised 6/8/2012

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