



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

Header 5

List View

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

Procurement Folder: 2020855

Procurement Type: Statewide MA (Open End)

Vendor ID: VS0000053805

Legal Name: GSSI Solutions, Inc

Alias/DBA: GSSI SOLUTIONS INC

Total Bid: \$4,845,068.80

Response Date: 09/23/2026

Response Time: 10:36

Responded By User ID: GSSIWv

First Name: JOVAN

Last Name: BANKS

Email: jb32@gssisolutions.com

Phone: 7039468134

SO Doc Code: CRFQ

SO Dept: 0231

SO Doc ID: OOT2700000006

Published Date: 9/16/26

Close Date: 9/23/26

Close Time: 13:30

Status: Closed

Solicitation Description: Addendum No 2 -Temporary Technical Staffing Services

Total of Header Attachments: 5

Total of All Attachments: 5



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

State of West Virginia
Solicitation Response

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

Solicitation Closes	Solicitation Response	Version
2026-09-23 13:30	SR 0231 ESR09232600000003049	1

VENDOR
VS0000053805
GSSI Solutions, Inc

Solicitation Number: CRFQ 0231 OOT2700000006
Total Bid: 4845068.799999999813735485076 **Response Date:** 2026-09-23 **Response Time:** 10:36:16
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	173.360000	360588.80

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	120.000000	249600.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

CRM Application Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Senior SQL Server Database Administrator	2080.0000	HOUR	184.000000	382720.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Senior SQL Server Database Administrator

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
4	Business Analyst	2080.0000	HOUR	104.000000	216320.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Business Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
5	Learning Management System & eLearning Development Specialis	2080.0000	HOUR	84.000000	174720.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Learning Management System & eLearning Development Specialist

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
6	Cloud Financial Operations Specialist	2080.0000	HOUR	140.000000	291200.00

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	216.000000	449280.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Cloud Architect

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Cloud Security Professional	2080.0000	HOUR	310.000000	644800.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Cloud Security Professional

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
9	Cloud Platform Engineer	2080.0000	HOUR	190.000000	395200.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Cloud Platform Engineer

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
10	Cloud Network Engineer	2080.0000	HOUR	180.000000	374400.00

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	190.000000	395200.00

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	178.000000	370240.00

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	260.000000	540800.00

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.



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: VS0000053805

Vendor Name : GSSI SOLUTIONS INC

Address : 6644 SCHURTZ STREET

Street :

City : ALEXANDRIA

State : VIRGINIA

Country : USA/US

Zip : 22310

Principal Contact : JOVAN K BANKS

Vendor Contact Phone: 703-946-8134

Extension:

FOR INFORMATION CONTACT THE BUYER

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

**Vendor
Signature X**

FEIN# 134239665

DATE 9/23/2026

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

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

SHIP TO

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	\$173.36	\$360,588.80

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.

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

SHIP TO

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	\$120.00	\$249,600.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

CRM Application Analyst

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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	HOUR	\$184.00	\$382,720.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Senior SQL Server Database Administrator

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Business Analyst	2080.00000	HOUR	\$104.00	\$216,320.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Business Analyst

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Learning Management System & eLearning Development Specialis	2080.00000	HOUR	\$84.00	\$174,720.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Learning Management System & eLearning Development Specialist

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Cloud Financial Operations Specialist	2080.00000	HOUR	\$140.00	\$291,200.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Cloud Financial Operations Specialist

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	Cloud Architect	2080.00000	HOUR	\$216.00	\$449,280.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Cloud Architect

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Cloud Security Professional	2080.00000	HOUR	\$310.00	\$644,800.00

Comm Code	Manufacturer	Specification	Model #
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Extended Description:

Cloud Security Professional

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Cloud Platform Engineer	2080.00000	HOUR	\$190.00	\$395,200.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Cloud Platform Engineer

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
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Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Cloud Network Engineer

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	Cloud Systems Management Engineer	2080.00000	HOUR	\$190.00	\$395,200.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Cloud Systems Management Engineer

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Cloud Center of Excellence (CCOE) Implementation Spec	2080.00000	HOUR	\$178.00	\$370,240.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Cloud Center of Excellence (CCOE) Implementation Specialist

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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	\$260.00	\$540,800.00

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

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) JOVAN K BANKS, BUSINESS DEVELOPER

(Address) 6644 SCHURTZ STREET ALEXANDRIA, VA 22310

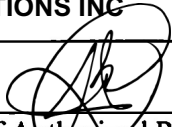
(Phone Number) / (Fax Number) 703-946-8134

(email address) JB32@GSSISOLUTIONS.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.

GSSI SOLUTIONS INC

(Company) 

(Signature of Authorized Representative)
JOVAN K BANKS, BUSINESS DEVELOPER

DATE: 9/23/2026

(Printed Name and Title of Authorized Representative) (Date)
703-946-8134

(Phone Number) (Fax Number)
JB32@GSSISOLUTIONS.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.

GSSI SOLUTIONS INC

Company

Authorized Signature

9/23/2026

Date

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

STATE OF WEST VIRGINIA
Purchasing Division

PURCHASING AFFIDAVIT

CONSTRUCTION CONTRACTS: Under W. Va. Code § 5-22-1(i), the contracting public entity shall not award a construction contract to any bidder that is known to be in default on any monetary obligation owed to the state or a political subdivision of the state, including, but not limited to, obligations related to payroll taxes, property taxes, sales and use taxes, fire service fees, or other fines or fees.

ALL CONTRACTS: Under W. Va. Code §5A-3-10a, no contract or renewal of any contract may be awarded by the state or any of its political subdivisions to any vendor or prospective vendor when the vendor or prospective vendor or a related party to the vendor or prospective vendor is a debtor and: (1) the debt owed is an amount greater than one thousand dollars in the aggregate; or (2) the debtor is in employer default.

EXCEPTION: The prohibition listed above does not apply where a vendor has contested any tax administered pursuant to chapter eleven of the W. Va. Code, workers' compensation premium, permit fee or environmental fee or assessment and the matter has not become final or where the vendor has entered into a payment plan or agreement and the vendor is not in default of any of the provisions of such plan or agreement.

DEFINITIONS:

"Debt" means any assessment, premium, penalty, fine, tax or other amount of money owed to the state or any of its political subdivisions because of a judgment, fine, permit violation, license assessment, defaulted workers' compensation premium, penalty or other assessment presently delinquent or due and required to be paid to the state or any of its political subdivisions, including any interest or additional penalties accrued thereon.

"Employer default" means having an outstanding balance or liability to the old fund or to the uninsured employers' fund or being in policy default, as defined in W. Va. Code § 23-2c-2, failure to maintain mandatory workers' compensation coverage, or failure to fully meet its obligations as a workers' compensation self-insured employer. An employer is not in employer default if it has entered into a repayment agreement with the Insurance Commissioner and remains in compliance with the obligations under the repayment agreement.

"Related party" means a party, whether an individual, corporation, partnership, association, limited liability company or any other form or business association or other entity whatsoever, related to any vendor by blood, marriage, ownership or contract through which the party has a relationship of ownership or other interest with the vendor so that the party will actually or by effect receive or control a portion of the benefit, profit or other consideration from performance of a vendor contract with the party receiving an amount that meets or exceeds five percent of the total contract amount.

AFFIRMATION: By signing this form, the vendor's authorized signer affirms and acknowledges under penalty of law for false swearing (W. Va. Code §61-5-3) that: (1) for construction contracts, the vendor is not in default on any monetary obligation owed to the state or a political subdivision of the state, and (2) for all other contracts, that neither vendor nor any related party owe a debt as defined above and that neither vendor nor any related party are in employer default as defined above, unless the debt or employer default is permitted under the exception above.

WITNESS THE FOLLOWING SIGNATURE:

Vendor's Name: GSSI SOLUTIONS INC

Authorized Signature: _____ Date: 9/22/2026

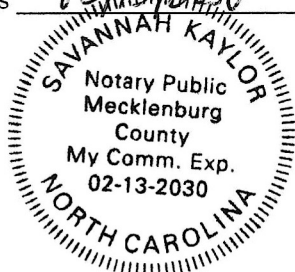
State of North Carolina

County of Mecklenburg, to-wit:

Taken, subscribed, and sworn to before me this 22nd day of September, 2026

My Commission expires 02/13/2030, 2030.

AFFIX SEAL HERE



NOTARY PUBLIC

Savannah Kaylor

Purchasing Affidavit (Revised 01/19/2018)

West Virginia Ethics Commission



Disclosure of Interested Parties to Contracts

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

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

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

"Interested party" or *"Interested parties"* means:

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

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

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

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

West Virginia Ethics Commission
Disclosure of Interested Parties to Contracts

(Required by W. Va. Code § 6D-1-2)

Name of Contracting Business Entity: **GSSI SOLUTIONS INC**

Address: **6644 SCHURTZ STREET ALEXANDRIA, VA 22310**

Name of Authorized Agent: **JOVAN K BANKS**

Address: **6020 TURTLE TRAIL UNIT 1303 CHARLOTTE, NC 22310**

Contract Number: **CRFQ-0231-OOT2700000006-3**

Contract Description: **Temporary Technical Staffing Service**

Governmental agency awarding contract: **State of West Virginia, Department of Administration, Purchasing Division, on behalf of the West Virginia Office of Technology**

☐ Check here if this is a Supplemental Disclosure

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

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

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

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

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

JERRY BANKS, 100% OWNER OF GSSI SOLUTIONS INC.

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

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

Signature: 

Date Signed: **9/22/2026**

Notary Verification

State of **North Carolina**

, County of **Mecklenburg**

I, **JOVAN K BANKS**

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

Taken, sworn to and subscribed before me this

22nd day of **September**

2026



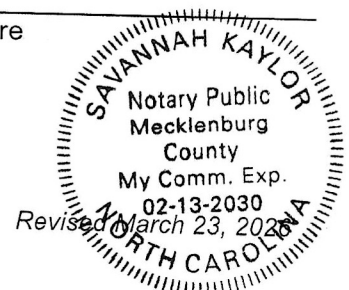
Notary Public's Signature

To be completed by State Agency:

Date Received by state agency:

Date submitted to Ethics Commission:

Governmental agency submitting Disclosure:



RESPONSE TO CENTRALIZED REQUEST FOR QUOTE

Temporary Technical Staffing Services

Solicitation CRFQ 0231 OOT2700000006

SUBMITTED BY



GSSI
SOLUTIONS

Built for what's next

Response Due: September 23, 2026, at 1:30 p.m. Eastern Time

SUBMIT TO

State of West Virginia

Department of Administration
Purchasing Division

On behalf of the
West Virginia Office of Technology

Buyer: Toby L. Welch

VENDOR

GSSI Solutions, Inc.

6644 Schurtz Street
Alexandria, VA 22310

Authorized Representative
Jovan K. Banks

703-946-8134 | jb32@gssisolutions.com
UEI PFXAGKE2Q7D1 | CAGE 64R89

SUBMITTED LABOR CATEGORIES

1. Senior Web Application Analyst	8. Cloud Security Professional
2. CRM Application Analyst	9. Cloud Platform Engineer
3. Senior SQL Server Database Administrator	10. Cloud Network Engineer
4. Business Analyst	11. Cloud Systems Management Engineer
5. Learning Management System and eLearning Development Specialist	12. Cloud Center of Excellence Implementation Specialist
6. Cloud Financial Operations Specialist	13. Mainframe Systems Programmer
7. Cloud Architect	

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Temporary Technical Staffing Services

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Corporate Qualifications Statement

Temporary Technical Staffing Services

Solicitation: CRFQ 0231 OOT2700000006 Vendor: GSSI Solutions, Inc. Address: 6644 Schurtz Street, Alexandria, VA 22310

Qualification Summary

GSSI Solutions, Inc. has provided information technology services and staff augmentation continuously since at least March 2019. The included records document software development, DevSecOps, application testing, systems support, cloud and infrastructure services, business analysis, program support, training, and related technical services for federal customers. The task-order excerpts provide evidence of labor categories, staffing quantities, authorized hours, scope, and performance periods.

Requirement addressed: At least five years providing similar information technology services and demonstrated staffing experience within a qualifying five-year period.

Relevant Corporate Experience

Customer	Engagement / Period	Staffing	Relevant services	GSSI role
U.S. Department of Labor	Legacy ECOMP Support 03/22/2019-04/21/2024	17 FTE	Software development, modernization, operations, maintenance, user support, system integration and Agile delivery	Subcontractor to Eagle Harbor Solutions LLC
U.S. Department of Labor	ECOMP Portal Support 04/22/2024-04/21/2027	6-17 FTE	Development, DevSecOps, testing, system maintenance, security, help desk, training, QA and reporting	Subcontractor to Arlluk Technology Solutions LLC
U.S. Department of Defense	IT Support 09/26/2022-12/25/2024	2 FTE	Systems and network administration, cloud support, cybersecurity, compliance and reporting	Subcontractor to Koniag Management Solutions LLC
U.S. Department of Energy	OTT Program Support 08/21/2023-present; activity subject to funding	2 FTE	Program and project analysis, reporting, training, stakeholder support and technical administration	Subcontractor to Kadiak LLC
U.S. Department of the Interior	AI and ML Program Support 12/23/2020-03/10/2025	1-2 FTE	Information technology, artificial intelligence, machine learning and program support	Subcontractor to Tuknik Government Services LLC

Documented Staffing Capacity

The included EHS Task Order 03 identifies multiple individuals performing Production Support/QA, Business Process SME, Software Developer, Configuration Manager, QA/Tester, and Functional Lead work during 03/22/2021-03/21/2022. The included ATS Task Order 01 and Modifications 01, 02, and 04 document continuing technical staffing for Configuration Manager/DevSecOps, Tester, and Developer roles from 04/22/2024 through 04/21/2027. KMS Task Order 01 and Kadiak Task Order 03 provide additional systems-engineering and project-analysis evidence.

Primary Technical Staffing Evidence

The table below is limited to the records actually included in this PDF. Hours are contractual ceilings and are not represented as actual hours worked.

Evidence	Documented role/category	Qty.	Authorized hours	Performance period	PDF pages
EHS Task Order 03	Configuration Manager - GSSI-EMP-001	1	1,928	03/22/2021-03/21/2022	18-19
EHS Task Order 03	Software Developer Mid. - GSSI-EMP-002	1	1,250	03/22/2021-03/21/2022	18-19
EHS Task Order 03	Software Developer Sr. - GSSI-EMP-003	1	1,250	03/22/2021-03/21/2022	18-19
EHS Task Order 03	Business Process SME Sr. - GSSI-EMP-004	1	1,250	03/22/2021-03/21/2022	18-19
EHS Task Order 03	QA/Tester Mid. - GSSI-EMP-005	1	1,250	03/22/2021-03/21/2022	18-19
EHS Task Order 03	QA/Tester Sr. - GSSI-EMP-006	1	1,576	03/22/2021-03/21/2022	18-19
KMS Task Order 01	Linux/Unix System Engineer Senior	1	464	04/01/2023-06/25/2023	20-22
ATS Task Order 01	Configuration Manager/DevSecOps; Tester V&V; Developer; Tester	Task-order schedule	11,520	04/22/2024-04/21/2025	23-25
ATS Task Order Mod 04	Developer and Tester - Option Period 1	Task-order schedule	9,600	04/22/2025-04/21/2026	30-31
ATS Task Order Mod 04	Developer and Tester - Option Period 2	5 FTE	9,600	04/22/2026-04/21/2027	30-31
Kadiak Task Order 03	Project Analyst II	1	2,000	08/18/2025-08/17/2026	26-29

Evidence Interpretation

Six-person placement evidence: EHS Task Order 03 provides the source labor categories, individual placements, NTE allocations, and performance period used in the Six Individual Staffing Record on pages 12-13.

Ongoing staffing capacity: The ATS records demonstrate GSSI's ability to furnish multiple technical resources across base and option periods, including a five-FTE Option Period 2 schedule.

Additional technical breadth: The KMS and Kadiak task orders document systems-engineering and project-analysis support relevant to the WVOT labor-category portfolio.

Task-Order and Modification Chronology

Program	Included document	Date/period	Evidence supplied	Pages
DOI AI/ML	TGS Task Order 02 and PWS excerpt	12/23/2021-12/22/2022	Federal technology-program support scope and performance period	16-17
DOL Legacy ECOMP	EHS Task Order 03 and SOW excerpt	03/22/2021-03/21/2022	Individual labor placements, NTE hours, application-development and support scope	18-19
DoD cloud support	KMS Task Order 01 and PWS excerpt	04/01/2023-06/25/2023	Linux/Unix systems engineering and commercial-cloud support scope	20-22
DOL ECOMP	ATS Task Order 01 excerpts	04/22/2024-04/21/2025	Base-period technical categories and authorized hours	23-25
DOE OTT	Kadiak Task Order 03 and PWS excerpt	08/18/2025-08/17/2026	Project Analyst II, authorized hours, program and advisory support scope	26-29
DOL ECOMP	ATS Task Order 01 Modification 04	through 04/21/2027	Base, Option 1, and Option 2 staffing schedules, including five FTE in Option 2	30-31
DOL ECOMP	ATS Task Order 01 Modification 02	through 04/21/2026	Intermediate staffing schedule and authorized-hour evidence	32-33
DOL ECOMP	ATS Subcontract Mod 01R and TO Mod 01	through 04/21/2027	Subcontract term, personnel requirements, and option-period schedule	34-36

Contract Management Capability

- Recruit and screen personnel against defined labor-category qualifications.
- Deploy and retain staff for multi-year federal assignments and option periods.
- Manage payroll, timekeeping, invoicing, personnel administration, and contract reporting.
- Support security, quality assurance, documentation, training, and knowledge transfer.
- Respond to changing task-order requirements and maintain staffing continuity.

Scope Alignment

WVOT need area	GSSI evidence in this package
Enterprise application development and support	DOL ECOMP task orders and SOW excerpts
Cloud, systems, and infrastructure engineering	KMS Linux/Unix System Engineer task order and commercial-cloud PWS
Business and project analysis	EHS Business Process SME placement and DOE Project Analyst II task order
Testing, QA, DevSecOps, and operations	EHS and ATS labor schedules and DOL ECOMP scope

Past Performance and Verification

Past Performance References

Engagement	Reference	Contact
DOL ECOMP Portal Support Services	Erin Crean, Operating Group President, Koniag Government Services	703-371-4980 ecrean@koniag-gs.com
DOE OTT Programmatic and Advisory Support	Adrienne Dunlap, Senior Operating Group President, Koniag Government Services	813-523-5378 adunlap@koniag-gs.com
HUD and FHA Support Division	Aram Smith, Account Executive, Copper River Enterprise Services	240-426-8751 Aram.Smith@copperriveres.com

Evidence Organization

Five-year corporate experience: The consecutive DOL ECOMP engagements beginning in March 2019 demonstrate more than five years of similar information-technology support. Pages 8-11 summarize the performance history and references; pages 18-19 and 23-25 provide underlying task-order and scope excerpts.

Six historical staffing placements: Pages 12-13 identify six separate historical personnel placements using privacy-safe identifiers. Pages 18-19 provide the corresponding task-order labor categories, authorized period, and NTE allocations.

Current staffing capacity: Pages 23-25 and 30-36 document recurring task-order staffing across base and option periods. The chronology separates controlling staffing schedules from supporting term or funding modifications.

Verification: GSSI maintains the underlying personnel-name crosswalk and supporting business records and will provide additional verification to the State upon request, subject to appropriate confidentiality protections.

Included Document Register

Item	Document included	Purpose	PDF pages
1	Response cover page	Identifies GSSI, the solicitation, deadline, and submitted labor categories	1
2	Table of Contents	Document navigation and consolidated package page references.	2
3	Corporate Qualifications Statement	Five-year experience, staffing capacity, chronology, references, and evidence guide	3-7
4	Past Performance - IT Help Desk and End-User Support	DOL ECOMP performance summary	8-10
5	Past Performance References	Customer and prime-contractor verification contacts	11
6	Six Individual Staffing Record and Classification Crosswalk	Privacy-safe historical placement record and WVOT classification alignment	12-13
7	Task-Order Evidence Divider and GSSI Authenticity Certification	Document-status notice and certification of authentic business records covering the records that follow	14-15
8	TGS Task Order 02 and PWS excerpt	Federal technology-program scope and performance-period evidence	16-17
9	EHS Task Order 03 and SOW excerpt	Six-person placement source, labor categories, hours, and application-support scope	18-19
10	KMS Task Order 01 and PWS excerpt	Linux/Unix systems engineering and cloud-support evidence	20-22
11	ATS Task Order 01 excerpts	DOL ECOMP base-period categories, authorized hours, and performance-period evidence	23-25
12	Kadiak Task Order 03 and PWS excerpt	Project Analyst II and program/advisory-support evidence	26-29
13	ATS Task Order 01 Modification 04	Base, Option 1, and Option 2 staffing schedules	30-31
14	ATS Task Order 01 Modification 02	Intermediate staffing schedule and authorized-hour evidence	32-33
15	ATS Subcontract Mod 01R and Task Order Mod 01	Subcontract term, personnel requirements, and option-period schedule	34-36
16	Florida State Term Contract No. 80101507-23-STC-ITSA - Relevant Excerpts	Supplemental evidence of GSSI's approved IT staff-augmentation labor categories	37-46

Certification

GSSI Solutions, Inc. certifies that the information provided in this qualifications statement is accurate to the best of its knowledge and may be verified by the State through the referenced customers and supporting contract documents.

Authorized Representative	Title	Signature	Date
Jovan K. Banks	Business Developer		9/23/2026

PAST PERFORMANCE

IT Help Desk and End-User Support Services

Contractor	GSSI Solutions, Inc.
Relevant SIN	54151S - Information Technology Professional Services

Demonstrated Outcome

GSSI maintained qualified personnel and delivered reliable operational and user support across consecutive U.S. Department of Labor ECOMP engagements beginning in March 2019. GSSI supported continuous operations through the complete five-year legacy period and carried its relevant experience into the successor ECOMP effort, demonstrating continuity, workforce stability, and sustained support for a mission-critical federal platform serving a nationwide user community.

Relevance to IT Help Desk Support Services

The DOL ECOMP engagements demonstrate GSSI corporate experience providing and managing personnel for help desk operations, user and system support, issue resolution, operations and maintenance, quality assurance, documentation, training, security support, reporting, and customer service. The work requires responsive service, disciplined documentation, qualified staffing, protection of sensitive information, and dependable operational continuity in a federal environment.

- Help desk operations and responsive end-user support.
- User and system issue resolution, troubleshooting, escalation, and documentation.
- Operations and maintenance support for a mission-critical federal platform.
- Recruitment, deployment, management, and retention of qualified support personnel.
- Quality assurance, training, reporting, security support, and service continuity.

1. U.S. Department of Labor - ECOMP Portal Support Services

Client / Prime	U.S. Department of Labor / Arlluk Technology Solutions LLC, Koniag Government Services
GSSI role	Subcontractor supporting the prime contractor
Contract	DOL ECOMP Portal Support Services / 1605TA24F00029

Period of performance	April 22, 2024 - April 21, 2027
Reported prime value	\$22 million
Reference	Erin Crean, Operating Group President (703) 371-4980 ecrean@koniag-gs.com

Scope of Services

GSSI provides staffing, administrative support, help desk operations, user support, system support, and program support for the Department of Labor Employees' Compensation Operations & Management Portal (ECOMP). ECOMP is a high-volume federal platform serving current and former federal employees, claims administrators, and agency stakeholders nationwide.

GSSI responsibilities include workforce management, technical and user support, operational coordination, administrative processing, issue resolution, documentation management, reporting, customer service, quality assurance, security support, and training. GSSI recruits, deploys, manages, and retains qualified personnel supporting mission-critical operations and service-level expectations.

Performance Results

- Maintained qualified personnel and provided reliable operational and user support.
- Supported a high-volume nationwide federal user community while handling sensitive information.
- Sustained responsive customer service, issue resolution, documentation, reporting, and operational continuity.

2. U.S. Department of Labor - Legacy ECOMP Support

Client / Prime	U.S. Department of Labor / Eagle Harbor Solutions LLC, Koniag Government Services
GSSI role	Subcontractor supporting the prime contractor
Contract	Legacy ECOMP Support / 1605DC19C0023
Period of performance	March 22, 2019 - April 21, 2024
Reported prime value	\$15 million

Reference	Erin Crean, Operating Group President (703) 371-4980 ecrean@koniag-gs.com
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Scope of Services

GSSI supported the personnel and operational requirements of the predecessor ECOMP platform. Services included user support, issue resolution, application operations and maintenance, system integration, quality assurance, security coordination, documentation, reporting, and support for application modernization activities.

Performance Results

- Supported continuous ECOMP operations throughout the five-year legacy period.
- Provided sustained support for a federal IT environment and nationwide user community.
- Performed troubleshooting, escalation, documentation, security coordination, and service-continuity functions.
- Transitioned relevant experience into the current successor ECOMP effort.

Corporate Capability Demonstrated

Together, the consecutive DOL ECOMP engagements demonstrate GSSI's ability to recruit, deploy, supervise, and retain qualified personnel; manage federal help desk and user-support delivery; support mission-critical users and systems; maintain documentation and reporting; coordinate security and quality requirements; and provide dependable operational support.

Past Performance References

Engagement	Vendor Reference	Contact Information
U.S. Department of Labor ECOMP Portal Support Services	Arlluk Technology Solutions LLC Erin Crean, Operating Group President	703-371-4980 ecrean@koniag-gs.com
U.S. Department of Energy OTT Programmatic and Advisory Support Services	Kodiak LLC Adrienne Dunlap, Senior Operating Group President, Koniag Government Services LLC	813-523-5378 adunlap@koniag-gs.com
U.S. Department of Housing and Urban Development and FHA Support Division	Copper River Enterprise Services Aram Smith, Account Executive	240-426-8751 Aram.Smith@copperriveres.com

Six Individual Staffing Record

Temporary Technical Staffing Services

Solicitation: CRFQ 0231 OOT2700000006 Vendor: GSSI Solutions, Inc.

Privacy statement: Employee names have been replaced with unique privacy-safe identifiers. Each identifier represents a separate individual staffed by GSSI Solutions. GSSI maintains the corresponding employee-name crosswalk and supporting personnel records and will provide additional verification to the State upon request, subject to appropriate confidentiality protections.

Evidence basis: EHS Task Order 03, included on PDF pages 18-19, establishes the historical labor category, authorized performance period, and NTE allocation for each placement listed below. The client reference shown below is available to verify GSSI's performance.

No.	Privacy-safe identifier	Documented source role	WVOT classification alignment	Customer / placement entity	Authorized period	NTE hours	Evidence reference
1	GSSI-EMP-001	Configuration Manager	Cloud Platform Engineer	U.S. DOL / Eagle Harbor Solutions LLC	03/22/2021-03/21/2022	1,928	EHS TO 03, SLIN 2004; PDF 18-19
2	GSSI-EMP-002	Software Developer Mid.	Senior Web Application Analyst	U.S. DOL / Eagle Harbor Solutions LLC	03/22/2021-03/21/2022	1,250	EHS TO 03, SLIN 2003; PDF 18-19
3	GSSI-EMP-003	Software Developer Sr.	Senior Web Application Analyst	U.S. DOL / Eagle Harbor Solutions LLC	03/22/2021-03/21/2022	1,250	EHS TO 03, SLIN 2007; PDF 18-19
4	GSSI-EMP-004	Business Process SME Sr.	Business Analyst	U.S. DOL / Eagle Harbor Solutions LLC	03/22/2021-03/21/2022	1,250	EHS TO 03, SLIN 2002; PDF 18-19
5	GSSI-EMP-005	QA/Tester Mid.	Business Analyst	U.S. DOL / Eagle Harbor Solutions LLC	03/22/2021-03/21/2022	1,250	EHS TO 03, SLIN 2005; PDF 18-19
6	GSSI-EMP-006	QA/Tester Sr.	Business Analyst	U.S. DOL / Eagle Harbor Solutions LLC	03/22/2021-03/21/2022	1,576	EHS TO 03, SLIN 2006; PDF 18-19

Client verification contact: Erin Crean, Operating Group President, Koniag Government Services | 703-371-4980 | ecrean@koniag-gs.com

Important: NTE hours are contractual ceilings, not actual hours worked. This record relies on task-order and placement evidence and does not represent the NTE allocations as completed hours.

Substantiated Classification Crosswalk

The crosswalk identifies documented experience and functional alignment between historical ECOMP roles and named WVOT classifications. The source placement is established by EHS Task Order 03 on PDF pages 18-19. GSSI maintains supporting personnel records for each identifier and will provide additional verification to the State upon request, subject to appropriate confidentiality protections.

Identifier	WVOT classification	Documented experience and alignment	Task-order support
GSSI-EMP-001	Cloud Platform Engineer	Configuration-management work supports controlled builds, releases, system configuration, change management, and technical infrastructure operations within the ECOMP environment.	Configuration Manager, SLIN 2004; 1,928 NTE hours
GSSI-EMP-002 GSSI-EMP-003	Senior Web Application Analyst	Developer work supports enterprise web applications, analysis and design, coding, databases, testing, SDLC activities, and stakeholder requirements.	Software Developer Mid./Sr., SLINs 2003 and 2007; 1,250 NTE hours each
GSSI-EMP-004	Business Analyst	GSSI personnel records document business-process analysis, requirements elicitation, stakeholder facilitation, SDLC documentation, and solution recommendations supporting enterprise application work.	Business Process SME Sr., SLIN 2002; 1,250 NTE hours
GSSI-EMP-005	Business Analyst	GSSI personnel records document requirements review, acceptance-test planning and execution, defect analysis, results reporting, stakeholder coordination, and retesting supporting business-system improvements.	QA/Tester Mid., SLIN 2005; 1,250 NTE hours
GSSI-EMP-006	Business Analyst	GSSI personnel records document senior-level requirements validation, acceptance testing, issue analysis, stakeholder coordination, results reporting, and retesting supporting enterprise application delivery.	QA/Tester Sr., SLIN 2006; 1,576 NTE hours

Certification

I certify that each privacy-safe identifier represents a separate individual furnished by GSSI Solutions; that the task-order references are supported by GSSI records; and that the information may be verified by the State.

Authorized Representative	Title	Signature	Date
Jovan K. Banks	Business Developer		9/23/2026

Task-Order and Modification Evidence

Attachment Divider

OFFICIAL RECORDS - SUPPORTING EVIDENCE

Labor categories | Staffing quantities | Authorized hours | Performance periods

Official issued task-order/modification record maintained by GSSI. The available copy does not include all executed signature pages. Submitted as evidence of labor categories, staffing quantities, authorized hours and performance period.

Evidence Included After This Divider

Record	Evidence purpose	Pages
TGS Task Order 02	Federal technology-program scope and performance period	16-17
EHS Task Order 03	Six historical placements, categories and authorized hours	18-19
KMS Task Order 01	Linux/Unix systems engineering and cloud-support scope	20-22
ATS Task Order 01	Base-period technical categories and authorized hours	23-25
Kadiak Task Order 03	Project-analysis staffing and performance period	26-29
ATS Modifications 04 and 02	Option-period staffing schedules and authorized hours	30-33
ATS Subcontract Mod 01R / TO Mod 01	Term, personnel requirements and option-period schedule	34-36

Source-document treatment: The underlying records are presented as maintained by GSSI. Blank signature fields remain unchanged. Personnel identifiers and subcontract pricing have been permanently redacted where necessary to protect confidential information.

Certification of Authentic Business Records

GSSI Solutions, Inc.

Certification Statement

GSSI certifies that the attached task orders and modifications are authentic business records maintained in the ordinary course of business and reflect work issued to and/or performed by GSSI. Certain available copies do not contain all counterpart signature pages. Prime-contractor verification can be provided upon request.

Records Covered

- Official task-order and modification records included on PDF pages 16-36.
- Evidence of labor categories, staffing quantities, authorized hours and performance periods.
- Confidential personnel identifiers and subcontract pricing are excluded through permanent redaction.

Authorized Representative	Title
Jovan K. Banks	Business Developer
Signature	Date
	<u>9/23/2026</u>

Task Order Number: 02
Subcontract Number: SCA-TGS-2021-09-GSSI
Prime Contract Number: 140D0421C0002
Project ID: D000711

Pursuant to the terms of Section B, Article 4, "Ordering", of Subcontract Agreement SCA-TGS-2021-09-GSSI, this Task Order Number 02 is hereby issued effective 23 December 2021 by and between **Tuknik Government Services LLC** (hereinafter "TGS" or "Prime"), and **G.S.S.I. Solutions, Inc.**, (hereinafter "Subcontractor").

Accordingly, Prime and Subcontractor agree to the following with respect to this Task Order:

Article I – Period of Performance

This Task Order is effective as of 23 December 2021 and shall continue through 22 December 2022.

Subcontractor shall not be required to perform any work under this Task Order beyond the period of performance set forth above unless extended by a written modification to this Task Order.

Article II – Scope

This Task Order directs the performance of activities as described in the attached Performance Work Statement (PWS).

Article III – Total Task Order Ceiling Amount and Funding.

A. Task Order Amount: The total Task Order ceiling amount is [REDACTED] and funded amount [REDACTED]. The allocation of the ceiling amount is shown in the SLIN table below.

B. Subcontract Line Item Numbers (SLINs): Subcontractor is not authorized to invoice, nor is Prime obligated to pay any amount in excess of the total PER SLIN shown in the below table. Subcontractor shall invoice in accordance with the funding and ceiling limits as stated in the below SLIN table.

SLIN	Labor Category	Rate	Hours	Ceiling	Funded
0001	Administrative Assistant	[REDACTED]	1880	[REDACTED]	[REDACTED]
		Total		[REDACTED]	[REDACTED]

This is a Time & Materials (T&M) Type Task Order.

Article IV – General Provisions and Prime Task Order Contract Flowdown Provisions

In addition to those that may be required by the Subcontract, additional reports and deliverables, if any, required by this Task Order are set forth in the attached SOW/PWS.

Article V – Acceptance

IN WITNESS HEREOF, the Parties hereto have executed this Task Order as of the latest date set forth below.

Tuknik Government Services LLC

GSSI Solutions, Inc.

Signature: _____
Name: Joshua Vo
Title: General Manager
Date: _____

Signature: Jerry Banks
Name: Jerry Banks
Title: President & CEO
Date: 2/28/2022

ATTACHMENT A – PERFORMANCE WORK STATEMENT (PWS)

1. INTRODUCTION

Background

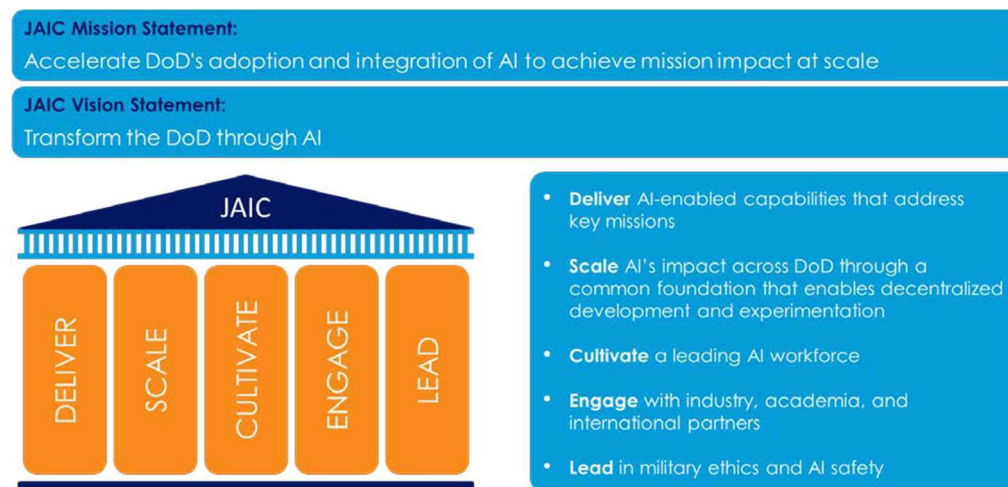
The Department of Defense Chief Information Officer (DoD CIO) is the Principal Staff Assistant (PSA) and advisor to the Secretary and Deputy Secretary of Defense for information technology (IT), including national security systems (NSS) and information resources management (IRM) matters. The DoD CIO is responsible for all matters relating to the DoD information environment including Cyber, Cloud, Command/Control/Communication (C3), and Artificial Intelligence (AI). In 2018, the Deputy Secretary of Defense authorized the DoD CIO to establish the Joint Artificial Intelligence Center (JAIC) to accelerate the delivery of AI-capabilities, scaling the Department-wide impact of AI, and synchronizing DoD AI activities to expand Joint Force advantages. JAIC swiftly introduces new capabilities and effectively experiment with new operational concepts in support of DoD's warfighting missions and business functions. JAIC also receives support and executes the preponderance of the staff and supporting roles functions under the Defense Information Systems Agency (DISA).

To achieve its mission, the JAIC:

- Guides the execution of National Mission Initiatives (NMIs), large-scale efforts to apply AI to a cluster of closely related, urgent, and joint challenges;
- Leverages NMIs and DoD cloud adoption to establish a Department-wide common foundation for execution in AI that includes the tools, shared data, reusable technologies, processes, and expertise to enable rapid delivery and Department-wide scaling of AI-enabled capabilities;
- Collaborates within DoD, across government, and with industry, academia, and U.S. allies to strengthen partnerships, highlight critical needs, solve problems of urgent operational significance, and adapt AI technologies for DoD missions; and
- Works with the Office of the Secretary of Defense (OSD) components and other relevant organizations to develop a governance framework and standards for AI development and delivery

In 2020, the JAIC rolled out its new organizational construct, or JAIC 2.0. This unique structure consists of 5 Directorates; Chief of staff, Program Plans & Analysis, Strategy & Policy, Products, and Missions. The reorganization is designed to replicate similar organizational structures in the US Private Sector and Venture Capital ecosystem.

Figure 1 - JAIC 2.0



Task Order Number: 03
Subcontract Number: SCA-EHS-2019-02-GSSI
Prime Contract Number: 1605DC-19-C-0023
Prime Project ID: D000117

Pursuant to the terms of Section B, Article 4, "Ordering", of Subcontract Agreement SCA-EHS-2019-02-GSSI, this Task Order Number 03 is hereby issued effective March 22, 2021, by and between **Eagle Harbor Solutions, LLC** (hereinafter "EHS" or "Prime"), and **GSSI Solutions, Inc.**, (hereinafter "Subcontractor").

Accordingly, Prime and Subcontractor agree to the following with respect to this Task Order:

Article I – Period of Performance

This Task Order is effective as of March 22, 2021 and shall continue through March 21, 2022.

Subcontractor shall not be required to perform any work under this Task Order beyond the period of performance set forth above unless extended by a written modification to this Task Order.

Article II – Scope

This Task Order directs the performance of activities as described in the attached Statement of Work (SOW).

Article III – Total Task Order Ceiling Amount and Funding.

A. **Task Order Amount:** The total Task Order ceiling amount [REDACTED] The Task Order funded amount [REDACTED]
The allocation of the **ceiling** amount is shown in the SLIN table below.

B. **Subcontract Line Item Numbers (SLINs):** Subcontractor is not authorized to invoice, nor is Prime obligated to pay any amount in excess of the total PER SLIN shown in the below table. Subcontractor shall invoice in accordance with the funding and ceiling limits as stated in the below SLIN table.

SLIN	Labor Category	Name	Hourly Rate	NTE Hours	NTE Total
2001	Production Support Lead/QA Mid.	PERSONNEL NAME REDACTED		64	
2002	Business Process SME Sr.	GSSI-EMP-004		1250	
2002	Business Process SME Sr.	TBD		1250	
2003	Software Developer Mid.	PERSONNEL NAME REDACTED		1928	
2003	Software Developer Mid.	GSSI-EMP-002		1250	
2004	Configuration Manager	GSSI-EMP-001		1928	
2005	QA/Tester Mid.	TBD		1250	
2005	QA/Tester Mid.	GSSI-EMP-005		1250	
2005	QA/Tester Mid.	PERSONNEL NAME REDACTED		1576	
2005	QA/Tester Mid.	PERSONNEL NAME REDACTED		1576	
2005	QA/Tester Mid.	PERSONNEL NAME REDACTED		1576	
2006	QA/Tester Sr.	GSSI-EMP-006		1576	
2007	Software Developer Sr.	GSSI-EMP-003		1250	
2007	Software Developer Sr.	TBD		1250	
2008	Sr. Functional Lead	PERSONNEL NAME REDACTED		1928	
Total				20,902	

This is a Time & Materials (T&M) Type Task Order.

Article IV – General Provisions and Prime Task Order Contract Flowdown Provisions

In addition to those that may be required by the Subcontract, additional reports and deliverables, if any, required by this Task Order are set forth in the attached SOW/PWS.

Article V – Acceptance

IN WITNESS HEREOF, the Parties hereto have executed this Task Order as of the latest date set forth below.

Eagle Harbor Solutions, LLC

GSSI Solutions, Inc.

By: _____
Name: MiJi Chung
Title: General Manager

By: _____
Name: _____
Title: _____

Date: _____

Date: _____

ATTACHMENT A – STATEMENT OF WORK

Department of Labor (DOL) Employee Compensation Operations and Management Portal (ECOMP) Support Services

1. Background

This Performance Work Statement (PWS) outlines the requirements and resources needed to maintain and build upon all the portals in the ECOMP suite (hereinafter referred to as “ECOMP”) and integration with Integrated Federal Employees’ Compensation System (iFECS), and future Office of Worker’s Compensation Systems, and other essential systems to support the mission of the Federal Employees Compensation Act (FECA)

2. Scope

The Contractor shall deliver a full range of software development, operations and maintenance services for ECOMP and its end users. The Contractor shall provide quality program management leadership, skilled technical and functional resources, and proven best practices in support of the FECA mission, vision, goals, and objectives.

The following table provides a summary of projected requirements for the contract.

Table 1: ECOMP Projected Requirement Summary

Item	Projected Requirement for Period of Performance
Releases	Up to 8 releases (with full regression test) per year are anticipated.
Hot Fixes	Up to 10 Hot Fixes per year are anticipated. The hot fixes include no or minimal regression testing.
Problem Report (PR)	Problem Reports (PRs) are defined as software defects in which a previously defined requirement exists and the product does not produce the desired action. Excludes PRs reported as a result of releases or hot fixes. Up to 200 PRs of varying degrees of complexity per year. For planning purposes, the Government is anticipating approximately 100 High, 50 Medium, and 50 Low PRs or any combination that provides the Government the best value.
Change Request (CR)	CRs are changes to established baselines based on new/existing requirements. Up to 60 CRs of varying degrees of complexity. For planning purposes, the Government is anticipating approximately 30 High, 30 Medium, and 20 low CRs or any combination that provides the Government the best value.
Environments	Up to 6 environments are anticipated. This includes additional stand up of environments and other similar services to meet various needs.
Versions	Approximately 3 versions of ECOMP (one production version and test versions for a future upgrade).
Software Products	Approximately 120 software products . The number of software products used may fluctuate.

3. Specific Requirements

a. System Administration, Integration/Interface Management

The Contractor shall provide support for the ECOMP IT infrastructure based on the FECA Program’s Technical Architecture, System Architecture, Strategic Business Architecture, and software development lifecycle (SDLC). This includes but is not limited to:

- Retaining manageability and maintainability allowing independent monitoring, tuning, changing, and upgrading individual delivery tiers, and defining separation of responsibilities among operations;
- Providing scalability, portability, and extensibility with modification opportunities within the hardware and software architecture without re-designing the entire system;
- Maintaining the Integration of different software platforms by using similar/compatible technologies, hardware devices, and software products;

Task Order Number: 01

Subcontract Number: SCA-KMS-2023-03-GSSI

Prime Contract Number: W52P1J-22-C-0051

Prime Project ID: D000144

Pursuant to the terms of Section B, Article 4, "Ordering", of the Subcontract Agreement, this Task Order is hereby issued effective March 7, 2023, by and between **Koniag Management Solutions, LLC** (hereinafter "KMS" or "Prime"), and **GSSI Solutions, Inc.** (hereinafter "Subcontractor").

Accordingly, Prime and Subcontractor agree to the following with respect to this Task Order:

Article I – Period of Performance

This Task Order begins April 1, 2023 and shall continue through June 25, 2023.

Subcontractor shall not be required to perform any work under this Task Order beyond the period of performance set forth above unless extended by a written modification to this Task Order.

Article II – Scope

This Task Order directs the performance of activities as described in the attached Performance Work Statement (PWS).

Article III – Total Task Order Ceiling Amount and Funding

A. Task Order Amount: The allocation of the ceiling and funding amount is shown in the SLIN table below.

B. Subcontract Line Item Numbers (SLINs): Subcontractor is not authorized to invoice, nor is Prime obligated to pay any amount in excess of the total PER SLIN shown in the below table. Subcontractor shall invoice in accordance with the funding and ceiling limits as stated in the below SLIN table:

SLIN	Labor Category	Rate	Hours	Ceiling	Funding
0001	Linux/Unix System Engineer Senior		464		
		Total			

This is a Time & Materials (T&M) Type Task Order.

Article IV – General Provisions and Prime Task Order Contract Flowdown Provisions

In addition to those that may be required by the Subcontract, additional reports and deliverables, if any, required by this Task Order are set forth in the attached SOW/PWS.

Article V – Acceptance

IN WITNESS HEREOF, the Parties hereto have executed this Task Order as of the latest date set forth below.

Koniag Management Solutions, LLC

GSSI Solutions, Inc.

Signature: 
Name: Christopher Lund
Title: General Manager
Date: 6/6/2023

Signature: 
Name: Jerry Banks
Title: CEO & President
Date: 6/6/23

PERFORMANCE WORK STATEMENT (PWS)

1. Objectives:

To establish a contract with one experienced managed service provider (MSP) to support Army PEO EIS and associated systems in a government commercial cloud hosting environment. The MSP support services may include in-depth technical analysis of the current environment, cloud migration support, security management, access management, change management, incident management, patch management, provisioning management, log management, engineering support, and training. It is the intent that the scope of this PWS is sufficiently broad and flexible to satisfy requirements that may change over the period of performance and be fully comprehensive so as to embrace a full complement of services that relate to professional services supporting the government commercial cloud environment.

With guidance and technical support from the MSP, the PEO seeks to achieve increased reliability, efficiency, and performance meeting or exceeding performance requirements and KPIs documented in Artifact 1 and Service Level Agreements (SLAs) with the following measurable outcomes:

1. One responsible contractor with dashboards that produce Key Performance Indicators (KPIs) and metrics.
2. Reduce IT infrastructure and administration costs through automation and orchestration, standardization, and sound FinOps practices
3. Reduce cost of security implementation and compliance monitoring with baseline compliance management.
4. Manage high availability for application Continuity of Operations (COOP) and Disaster Recovery (DR) requirements.
5. Identify and coordinate emerging IT solutions and technology integration opportunities.
6. Implement innovative industry best practices and technologies that maximize efficiencies and cost savings.

2. Scope:

The contractor shall manage and maintain the cloud hosting infrastructure and selected services to ensure confidentiality, integrity, and availability (CIA). The MSP shall leverage commercial best practices and DOD Security Requirements to assist in reducing IT infrastructure and minimizing administration costs while maximizing security.

Tenant Programs may include: AESIP, GFEBS, GFEBS-SA, ERP Common Tools, LMP, and GCSS-Army.

Infrastructure Service Support: Provisioning, rightsizing, and de-provisioning cloud landscape confirming all systems are proactively managed and defined service levels maintained.

Service Management: Provide 24x7 management to review alerts and remediate incidents; proactively identify and recommend fixes for potential failures and issues; provide a client portal for transparency on current state detail.

Application Management Services: Provide application life cycle support, to include application development, maintenance and testing, operations support, and security services for critical business applications.

Automation and DevSecOps: Provide flexible framework to rapidly deploy full stack solution. Introduce or improve automation to increase efficiency, repeatability, and standardization.

Cybersecurity: Enable accelerated deployment of security baselines, maintain configurations with applications and policies for full cycle security operations.

Risk/Compliance: Provide end to end compliance using Risk Management Framework (RMF). standardize design, assessment, implementation, and continuous improvement for IT systems in the commercial cloud. Monitor system and security baselines for unauthorized changes.

Optimization/Transparency: Provide a holistic, near real-time view into cloud landscapes and empirical data on usage consumption designed to optimize solution footprint. Make recommendations based on data and business value.

The scope of this PWS does not include cloud service provider (CSP)/broker, lead system integrator, or ongoing PMO and Army Shared Services Center (ASSC) technical and functional support efforts. The MSP contractor will need to coordinate and communicate with outside stakeholders to include ASSC, Cloud Account Management Optimization (CAMO Contractor), and Cloud Service Provider (CSP).

3. General Information:

3.1 RESERVED

3.2 Place of Performance

The work to be performed under this contract will primarily be performed at the contractor's designated facilities (must be in the United States).

3.3 Hours of Operation

The Contractor is responsible for conducting business during the hours required on the contract, except Federal holidays or when the Government facility is closed due to local or national emergencies, administrative closings, or similar Government directed facility closings, unless specified otherwise in the task order. When hiring personnel, the Contractor shall keep in mind that the stability and continuity of the workforce are essential. The Contractor may also be required to support 24/7 operations 365 days per year as identified in workload file.

3.4 Security Requirements

The work to be performed shall be up to Secret level (SSBI) in accordance with the DD Form 254. Contractor personnel performing work under this contract shall have the appropriate security clearance and facility as specified by the requirement for each Contract Line Item Number (CLIN) in Addendum 0005, and shall maintain the level of security required for the life of the order. Security requirements and contractor access to classified information shall be as specified in the basic DD Form 254, "Department of Defense Contract Security Classification Specification," all Contractor personnel with access to unclassified information systems, including e-mail, shall have at a minimum a favorable National Agency Check (NAC).

¶Contractor shall comply with FAR 52.204-2, Security Requirements. This clause involves access to information classified "Confidential," "Secret," or "Top Secret" and requires contractors to comply with- (1) The Security Agreement (DD Form 441), including the National Industrial Security Program Operating Manual (DoD 5220.22-M); (2) any revisions to DOD 5220.22-M, notice of which has been furnished to the contractor.

3.5 Visitor Group Security Agreement

The Contractor may be required to sign a Contractor Visitor Group Security Agreement to protect classified information involved in performance. The service matrix will outline responsibilities in the following areas: Contractor security supervision; Standard Practice Procedures; access, accountability, storage, and transmission of classified material; marking requirements; security education; personnel security clearances; reports; security checks; security guidance; emergency protection; protection of Government resources; DD Forms 254; periodic security reviews; and other responsibilities, as required.

3.6 Physical Security

The Contractor shall be responsible for safeguarding all Government equipment, information and property provided for contractor use.

Task Order Number: 01
Subcontract Number: SCA-ATS-2024-D000039
Prime Contract Number: 1605TA24F00029
Prime Project ID: D000039

Pursuant to the terms of Section B, Article 4, "Ordering", of the Subcontract Agreement, this Task Order is hereby issued effective April 22, 2024 by and between Arlluk Technology Solutions, LLC (hereinafter "ATS") or "Prime"), and GSSI(hereinafter "Subcontractor").

Accordingly, Prime and Subcontractor agree to the following with respect to this Task Order:

Article I – Period of Performance

This Task Order begins on April 22, 2024, and shall continue through April 21, 2025

Subcontractor shall not be required to perform any work under this Task Order beyond the period of performance set forth above unless extended by a written modification to this Task Order.

Article II – Scope

This Task Order directs the performance of activities as described in the attached Statement of Work (SOW) / Performance Work Statement (PWS).

Article III –Total Task Order Ceiling Amount and Funding

A. Task Order Amount: The allocation of the ceiling and funding amount is shown in the SLIN table below.

B. Subcontract Line Item Numbers (SLINs): Subcontractor is not authorized to invoice, nor is Prime obligated to pay any amount in excess of the total PER SLIN shown in the below table. Subcontractor shall invoice in accordance with the funding and ceiling limits as stated in the below SLIN table.

SLIN	Labor Category	Rate	Hours	Ceiling	Funding
001	Configuration Manager/DevSecOps		1920		
002	Tester (V&V)		1960		
003	Developer		3840		
005	Tester		3840		
		Total	11,520		

This is a T&M Type Task Order.

Article IV – General Provisions and Prime Task Order Contract Flowdown Provisions

In addition to those that may be required by the Subcontract, additional reports and deliverables, if any, required by this Task Order are set forth in the attached SOW/PWS.

Article V – Acceptance

IN WITNESS HEREOF, the Parties hereto have executed this Task Order as of the latest date set forth below.

Arlluk Technology Solutions, LLC

GSSI Solutions, Inc.

Signature _____
Name: James Poland
Title: General Manager
Date: _____

Signature: Jerry Banks
Name: Jerry Banks
Title: President & CEO
Date: 5/6/2024

EXHIBIT A – DD FORM 254
DoD CONTRACT SECURITY CLASSIFICATION SPECIFICATION

A DD254, if applicable, will be issued directly to the Subcontractor by the KGS FSO.

Task Order Number: 03
Subcontract Number: SCA-KAD-2023-08-GSSI
Prime Contract Number: 89303023CTT000004
Prime Project ID: 100067-0003

Pursuant to the terms of Section B, Article 4, "Ordering", of the Subcontract Agreement, this Task Order is hereby issued effective August 18, 2024 by and between **Kadiak, LLC** (hereinafter "Kadiak" or "Prime"), and **GSSI Solutions, Inc.** (hereinafter "Subcontractor").

Accordingly, Prime and Subcontractor agree to the following with respect to this Task Order:

Article I – Period of Performance

This Task Order begins on August 18, 2025 and shall continue through August 17, 2026.

Subcontractor shall not be required to perform any work under this Task Order beyond the period of performance set forth above unless extended by a written modification to this Task Order.

Article II – Scope

This Task Order directs the performance of activities as described in the attached Performance Work Statement (PWS).

Article III – Total Task Order Ceiling Amount and Funding

A. Task Order Amount: The allocation of the ceiling and funding amount is shown in the SLIN table below.

B. Subcontract Line Item Numbers (SLINs): Subcontractor is not authorized to invoice, nor is Prime obligated to pay any amount in excess of the total PER SLIN shown in the below table. Subcontractor shall invoice in accordance with the funding and ceiling limits as stated in the below SLIN table.

SLIN	Labor Category	Rate	Hours	Ceiling Value	Funded Hours	Total Funded
2001	Project Analyst II		2,000		800	
2001	Analyst III		0	-	0	-
Total			2,000		800	

This is a Time & Materials (T&M) Type Task Order.

Article IV – General Provisions and Prime Task Order Contract Flowdown Provisions

In addition to those that may be required by the Subcontract, additional reports and deliverables, if any, required by this Task Order are set forth in the attached SOW/PWS.

Article V – Acceptance

IN WITNESS HEREOF, the Parties hereto have executed this Task Order as of the latest date set forth below.

Kadiak, LLC

Signature:

Name:

Title:

Date:



Joshua Vo

General Manager

8/19/2025

GSSI Solutions, Inc.

Signature:

Name:

Title:

Date:



Jerry Banks

President & CEO

8/14/2025

ATTACHMENT A – PERFORMANCE WORK STATEMENT (PWS)

Programmatic and Advisory Support Service for The Office of Technology Transitions

1. GENERAL:

This is a non-personal services order to provide Programmatic and Advisory Support Service. The Government shall not exercise any supervision or control over the contract service providers performing the services herein. Such contract service providers shall be accountable solely to the Contractor who, in turn is responsible to the Government.

1.1 Description of Services/Introduction:

The Contractor shall provide all personnel, equipment, supplies, facilities, transportation, tools, materials, supervision, and other items identified in Section 4 necessary to perform Programmatic and Advisory Support Service as defined in this Performance Work Statement (PWS) except for those items specified as Government furnished property and services in Section 3 below.

1.2 Background:

The Office of Technology Transitions' (OTT's) mission is to expand the commercial impact of the Department of Energy's (DOE's) research and development portfolio to advance the economic, energy and national security interests of the Nation.

1.3 Objectives:

The basic service objective of this work is to bring technical support and senior advisory expertise to enhance analysis of OTT's Commercialization work and further OTT's mission.

1.4 Scope:

The Contractor shall provide Program / Project Management Services to include: integrated consulting services, including expert advice and assistance in support of the OTT's mission functions including consulting, research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and strategy formulation, facilitation and related decision support services, survey services, reporting, and stakeholder briefings. Services shall also include support to all phases of program or project management.

This SOW encompasses a wide variety of advisory, assistance, and support services. All work activities require CO, or as delegated by the CO to the COR, authorization using technical direction in the form of task assignments under the contract.

Services include providing DOE support or services to improve organizational policy development; decision-making; management and administration; program and/or project management and administration; or R&D activities. The contractor will furnish professional advice or assistance to improve the effectiveness of DOE processes or procedures (including those of an engineering and technical nature).

In rendering the foregoing services, outputs may take the form of information, advice, opinions, alternatives, analyses, evaluations, recommendations, training and the day-to-day aid of support personnel needed for the successful performance of ongoing Federal operations.

The contractor will provide management and professional support services, i.e., contractual services that provide assistance, advice or training for the efficient and effective management and operation of DOE organizations, activities (including management and support services for R&D activities), or systems. Included are efforts that support or contribute to improved organization of program management, logistics management, project monitoring and reporting, data collection, budgeting, accounting, performance auditing, and administrative technical support for conferences and training programs.

Services may also include studies, analyses and evaluations, i.e., contracted services that provide organized, analytical assessments/evaluations in support of policy development, decision-making, management, or administration. Included are studies in support of R&D activities.

All final decisions regarding actions, policies and procedures affecting Federal Government personnel and operations are subject to DOE approval, with the DOE as the final decision-making authority.

1.4.1 Program Management and Integration Services Scope of Work

Under this scope of work the Contractor will provide expertise and services to implement industry standard program management and control principles to include project management, program integration, cost and schedule management, earned value reporting of costs, change management, quality management, resource management, communications management, standards and best practices application, strategic planning, process improvement, performance measurement, business process re-engineering, benchmarking, and risk management for DOE.

The Contractor will be required to perform the foregoing range of activities for DOE OTT, as well as other DOE offices as directed by task assignment from the Contracting Officer, and as delegated to the contracting officer representative (COR).

The Contractor shall furnish all personnel, facilities, equipment, material, supplies, and services (except as may be expressly set forth in this Subcontract as furnished by the Government) and otherwise do all things necessary for, or incidental to, the performance of the following items of work:

- Market Analysis:
 - i. Collecting and analyzing data
 - ii. Baselines Assessment of Existing Analysis
 - iii. Value Chain Mapping.
 - iv. Value chain segment characterization
 - v. Rigorous technoeconomic analysis methodologies

1.4.1.2 Business and Administrative Support

- Provide business and administrative support services including specialist services, consisting of clerical, word processing, and reception support services as requested by the CO, and as delegated by the CO to the COR.

- Specific clerical services provided involves typing correspondence; preparation of travel vouchers, reports, and travel documents; answering telephones, greeting, and escorting visitors; preparing presentation materials or spreadsheets; establishing and maintaining Government files; and coordinating logistics for meetings, events, and inspections.

- The contractor will type documents from handwritten notes, as well as edit and format already typed documents; documents will be prepared primarily using MS Office.

1.4.1.3 Ad Hoc Support

- The contractor will support and assist DOE OTT with various ad hoc requests/activities as necessary. These are often required with little to no advance notice, necessitating a timely response from the contractor to specific tasking(s) from the CO, and as delegated by the CO to the COR. Services include:

- Materials Preparation – provide coordination for presentations, research materials, spreadsheets, charts, presentations, brochures, posters, graphs and tables, and other activities relating to time sensitive requests or actions or matters of specific importance to DOE OTT management, or as a specifically assigned from the CO, and as delegated by the CO to the COR; perform all required work aspects for this work and cross-functional interface and coordination as necessary.

- Papers/ Report Preparation – provide coordination and generate talking points, white papers, reports or presentations as required to suit specific speaking engagements, meetings, etc.; review, edit, and finalize articles, letters, preambles, introductions, documents, white papers, etc., prepared by others, as directed by CO, and as delegated by the CO to the COR.

- Communications Support – provide communications services as directed by the CO, and as delegated by the CO to the COR; responsible for open, honest, and timely communications with DOE OTT, laboratories, universities, regulators, and stakeholders, including: external communications: media, public relations, community advocacy, regulatory, and stakeholder outreach programs, internal communications: newsletters, electronic news releases, safety communications,

project communications, tours, and web content updates, and strategic communications: strategic and special project communications, program/project related communication initiatives.

- Customer Specific Training Services/Support – provide training services or support on a variety of subject matter areas, such as Project Management and Earned Value Management, etc. Delivery methods include instructor-led classroom curriculum and individual program or project specific training or mentoring via seminars, off-site workshops, and one-on-one consultation.

Temporary help services will be brief or intermittent use of the skills of temporaries. Services furnished by temporary help shall not be regarded or treated as personal services. These services shall not be used in lieu of regular recruitment under civil service laws or to displace a Federal employee.

Included in all the foregoing activities will be the thorough and timely collection, dissemination, storage and disposition of program/project information, in addition to communications and information distribution, planning and performance/ achievement reporting, and other administrative information management and dissemination as appropriate to successfully complete the activity.

Modification 04
Task Order Number: 01
Subcontract Number: SCA-ATS-2024-D000039-GSSI
Prime Contract Number: 47QTCB22D0302 / Prime Task Order Number: 1605TA24F00029
Prime Project ID: 100023

The Subcontract Agreement, this Task Order, which was issued effective April 22, 2024, by and between **Arlluk Technology Solutions, LLC** (hereinafter “ATS” or “Prime”), and **GSSI Solutions, Inc.** (hereinafter “Subcontractor”), is hereby modified. Accordingly, Prime and Subcontractor agree to the following with respect to this Task Order.

Purpose of Modification: Add Option Period 2 incremental funding, replacing the following Article in its entirety.

Article III –Total Task Order Ceiling Amount and Funding

A. **Task Order Amount:** The allocation of the ceiling and funding amount is shown in the SLIN table below.

B. **Subcontract Line Item Numbers (SLINs):** Subcontractor is not authorized to invoice, nor is Prime obligated to pay any amount in excess of the total PER SLIN shown in the below table. Subcontractor shall invoice in accordance with the funding and ceiling limits as stated in the below SLIN table.

Period of Performance: April 22, 2024 – April 21, 2025 (“BASE PERIOD”)					
SLIN	Labor Category	Rate	Hours	Ceiling	Funding
001	Configuration Manager/DevSecOps		1,920		
002	Tester (V&V)		1,960		
003	Developer		3,840		
005	Tester		3,840		
TOTAL FOR BASE PERIOD:			11,560		
Period of Performance: April 22, 2025 – April 30, 2025 (“FIRST 2 WEEKS OF OPTION PERIOD 1”)					
SLIN	Labor Category	Rate	Hours	Ceiling	Funding
103A	Developer		112		
105A	Tester		168		
Subtotal of first 2-week period in OP1:			280		
Period of Performance: May 1, 2025 – April 21, 2026 (“OPTION PERIOD 1”)					
SLIN	Labor Category	Rate	Hours	Ceiling	Funding
103	Developer		3,728		
105	Tester		5,592		
Subtotal of Balance of OP1:			9,320		
TOTAL FOR OPTION PERIOD 1			9,600		

Option Period 2 (4/22/2026 - 4/21/2027)								
SLIN	Job Number	LCAT	FTE	Rate	Total Ceiling Hours	Total Ceiling Value	Total Funded Hours	Total Funded Value
2002	100023-0004-0002-0004	Tester	1		1,920		560	
2003	100023-0004-0003-0002	Developer	1		1,920		560	
2003	100023-0004-0003-0004	Developer	1		1,920		560	
2003	100023-0004-0003-0005	Tester	2		3,840		1,120	
Total Value			5		9,600		2,800	
TOTAL SUBCONTRACT VALUE (BASE-OY2)					30,760			

This is a T&M Type Task Order.

Article V – Acceptance

IN WITNESS HEREOF, the Parties hereto have executed this Task Order as of the latest date set forth below.

Arlluk Technology Solutions, LLC

GSSI Solutions, Inc.

Signature: _____

Signature: _____

Name: _____ Kimberly Kopack _____

Name: _____

Title: _____ General Manager _____

Title: _____

Date: _____

Date: _____

Task Order Number: 01
Modification 02
Subcontract Number: SCA-ATS-2024-D000039-GSSI
Prime Contract Number: 1605TA24F00029
Prime Project ID: D000039

Pursuant to the terms of Section B, Article 4, "Ordering", of the Subcontract Agreement, this Task Order, which was issued effective April 22, 2024, by and between **Arlluk Technology Solutions, LLC** (hereinafter "ATS" or "Prime"), and **GSSI Solutions, Inc.** (hereinafter "Subcontractor"), is hereby modified.

Accordingly, Prime and Subcontractor agree to revise various terms of this Task Order, and in so doing agree to delete the previous terms of the Articles set forth below and replace them in their entirety with the following (*all changes in red text*):

Article III –Total Task Order Ceiling Amount and Funding

A. Task Order Amount: The allocation of the ceiling and funding amount is shown in the SLIN table below.

B. Subcontract Line Item Numbers (SLINs): Subcontractor is not authorized to invoice, nor is Prime obligated to pay any amount in excess of the total PER SLIN shown in the below table. Subcontractor shall invoice in accordance with the funding and ceiling limits as stated in the below SLIN table.

Period of Performance: April 22, 2024 – April 21, 2025 ("BASE PERIOD")					
SLIN	Labor Category	Rate	Hours	Ceiling	Funding
001	Configuration Manager/DevSecOps		1,920		
002	Tester (V&V)		1,960		
003	Developer		3,840		
005	Tester		3,840		
TOTAL FOR BASE PERIOD:			11,520		
Period of Performance: April 22, 2025 – April 30, 2025 ("FIRST 2 WEEKS OF OPTION PERIOD 1")					
SLIN	Labor Category	Rate	Hours	Ceiling	Funding
103A	Developer		112		
105A	Tester		168		
Subtotal of first 2 week period in OP1:			280		
Period of Performance: May 1, 2025 – April 21, 2026 ("OPTION PERIOD 1")					
SLIN	Labor Category	Rate	Hours	Ceiling	Funding
103	Developer		3,728		
105	Tester		5,592		
Subtotal of Balance of OP1:			9,320		
TOTAL FOR OPTION PERIOD 1			9,600		
GRAND TOTAL			21,120		

This is a T&M Type Task Order.

Article V – Acceptance

IN WITNESS HEREOF, the Parties hereto have executed this Task Order as of the latest date set forth below.

Arlluk Technology Solutions, LLC

Signature: _____
Name: Kimberly Kopack
Title: General Manager
Date: _____

GSSI Solutions, Inc.

Signature: _____
Name: _____
Title: _____
Date: _____

SUBCONTRACT AGREEMENT
SCA-ATS-2024-D000039-GSSI
Modification #01R

This Task Order 01 under **Subcontract Agreement** SCA-ATS-2024-D000039-GSSI, effective as of April 22, 2024, by and between **Arlluk Technology Solutions, LLC**, (hereinafter “Prime Contractor” or “Prime” or “ATS”) and **GSSI Solutions, Inc.** (hereinafter “Subcontractor”) is hereby modified. Accordingly, Prime and Subcontractor agree to the following with respect to this Subcontract:

Purpose of Modification: Update terms and conditions, deleting the original language under the following articles and replacing them in their entirety with the language provided hereunder (changes in red font):

SECTION B – TERMS AND CONDITIONS

1. **Term and Options.** The term of this Subcontract shall begin on the Effective Date and shall remain in effect through **04/21/2027**, unless sooner terminated in accordance with the terms and conditions of this Agreement. Prime may, at its sole discretion, notify Subcontractor in writing if an Option Period will not be exercised. The Parties may negotiate extensions to the term of this Subcontract for additional periods when it is determined it is in the best interest of Prime and the Customer, and past performance rendered by Subcontractor to date has been acceptable.

Base Period: 04/22/2024 - 04/21/2025

Option Period 1: 04/22/2025 - 04/21/2026

Option Period 2: 04/22/2026 - **04/21/2027**

Option Period 3: N/A

11. **Subcontractor Personnel Assignment.** Any personnel assignment by Subcontractor shall be subject to prior approval of Prime. Prime shall have the right to review the qualifications of all personnel Subcontractor designates to perform work under this Subcontract. Subcontractor shall only assign personnel to work under this Agreement who meet the minimum requirements of the labor categories as set forth in the Prime Contract. Should it later be determined that personnel did not meet applicable labor category qualification requirements, and a written waiver was not issued by Prime, Prime shall be entitled to withhold, or Subcontractor shall reimburse Prime, 100% of the costs of said personnel. Except as identified in Articles 13 and 14 below, **and for** all positions that have remained open longer than **fifteen (15)** days, Prime shall have the right to either procure personnel from another supplier or fill any such position with a resource from Prime. The Parties may agree, in writing, to an extension based on special circumstances.

SECTION C – PRICING AND PAYMENT

4. **Payment.** Prime’s payment to Subcontractor shall be based on the following:
 - a. Prime’s receipt of a proper invoice from Subcontractor;
 - b. Prime’s inspection and acceptance of Subcontractor services delivered during the Invoice Period;
 - c. Payment for incurred amounts not exceeding the total funded amount set forth in the Task Order;
 - d. Payments may be subject to Customer approval of Prime’s invoice (which includes Subcontractor’s invoiced amounts) and acceptance of the goods and services being invoiced.
 - e. Payment terms are **N30**.

IN WITNESS WHEREOF, this Modification is issued effective May 21, 2025.

Arlluk Technology Solutions, LLC

GSSI Solutions, Inc.

Signature _____
Name: Kimberly Kopack
Title: General Manager

Signature: _____
Name: _____
Title: _____

Date: _____

Date: _____

Task Order Number: 01

Modification 01

Subcontract Number: SCA-ATS-2024-D000039-GSSI

Prime Contract Number: 1605TA24F00029

Prime Project ID: D000039

Pursuant to the terms of Section B, Article 4, "Ordering", of the Subcontract Agreement, this Task Order, which was issued effective April 22, 2024, by and between **Arlluk Technology Solutions, LLC** (hereinafter "ATS" or "Prime"), and **GSSI Solutions, Inc.** (hereinafter "Subcontractor"), is hereby modified.

Accordingly, Prime and Subcontractor agree to revise various terms of this Task Order, and in so doing agree to delete the previous terms of the Articles set forth below and replace them in their entirety with the following *(all changes in red text)*:

Article I – Period of Performance

This Task Order begins on April 22, 2024, and shall continue through April 21, 2026.

Subcontractor shall not be required to perform any work under this Task Order beyond the period of performance set forth above unless extended by a written modification to this Task Order.

Article III – Total Task Order Ceiling Amount and Funding

A. Task Order Amount: The allocation of the ceiling and funding amount is shown in the SLIN table below.

B. Subcontract Line Item Numbers (SLINs): Subcontractor is not authorized to invoice, nor is Prime obligated to pay any amount in excess of the total PER SLIN shown in the below table. Subcontractor shall invoice in accordance with the funding and ceiling limits as stated in the below SLIN table.

Period of Performance: April 22, 2024 – April 21, 2025 ("BASE PERIOD")					
SLIN	Labor Category	Rate	Hours	Ceiling	Funding
001	Configuration Manager/DevSecOps		1,920		
002	Tester (V&V)		1,960		
003	Developer		3,840		
005	Tester		3,840		
TOTAL FOR BASE PERIOD:			11,520		
Period of Performance: April 22, 2025 – April 30, 2025 ("FIRST 2 WEEKS OF OPTION PERIOD 1")					
SLIN	Labor Category	Rate	Hours	Ceiling	Funding
103A	Developer		112		
105A	Tester		168		
Subtotal of first 2 week period in OP1:			280		
Period of Performance: May 1, 2025 – April 21, 2026 ("OPTION PERIOD 1")					
SLIN	Labor Category	Rate	Hours	Ceiling	Funding
103	Developer		3,728		

105	Tester		5,592			
Subtotal of Balance of OP1:			9,320			
TOTAL FOR OPTION PERIOD 1			9,600			
GRAND TOTAL			21,120			

This is a T&M Type Task Order.

Article V - Acceptance

IN WITNESS HEREOF, the Parties hereto have executed this Task Order as of the latest date set forth below.

Arlluk Technology Solutions, LLC

GSSI Solutions, Inc.

Signature: _____

Signature: _____

Name: _____ Kimberly Kopack

Name: _____

Title: _____ General Manager

Title: _____

Date: _____

Date: _____

Supplemental Evidence - Florida State Term Contract

Information Technology Staff Augmentation Services

Contract No. 80101507-23-STC-ITSA

Submitted in Support of

CRFQ 0231 OOT2700000006 | Temporary Technical Staffing Services



Issuing Agency

State of West Virginia
Department of Administration
Purchasing Division
On behalf of the West Virginia Office of Technology

Solicitation

CRFQ 0231 OOT2700000006

Submitted By

G.S.S.I SOLUTIONS INC.

DBA GSSI Solutions Inc.

6644 Schurtz Street

Alexandria, VA 22310

UEI PFXAGKE2Q7D1 | CAGE 64R89

Authorized Representative

Jovan K Banks

Business Developer

703-946-8134

jb32@gssisolutions.com

Reference note. The pricing shown in this attachment represents GSSI's awarded rates under Florida State Term Contract No. 80101507-23-STC-ITSA. These rates are provided solely as supporting evidence of GSSI's approved information technology staffing labor categories and do not constitute GSSI's proposed pricing for CRFQ 0231 OOT2700000006.

Contents of this attachment

- Executed contract pages identifying GSSI and the contract term
- Signature and execution page
- Approved information technology labor-category and pricing pages



**State Term Contract
No. 80101507-23-STC-ITSA
For
Information Technology Staff Augmentation Services**

This State Term Contract No. 80101507-23-STC-ITSA ("Term Contract") is between the **Department of Management Services** ("Department"), an agency of the State of Florida, located at 4050 Esplanade Way, Tallahassee, Florida 32399; and **GSSI Solutions, Inc** ("Contractor") with its principal place of business located at 1200 G St NW Ste 800, Washington, DC 20005; collectively referred to herein as the "Parties."

WHEREAS, the Department issued a competitive solicitation for Information Technology Staff Augmentation Services; and

WHEREAS, the Contractor was awarded as a result of such competitive solicitation.

NOW THEREFORE, in consideration of the mutual promises contained herein, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

I. Term and Effective Date.

The initial term of the Term Contract shall be for two years. The Term Contract will become effective on November 24, 2025 , or on the date signed by all Parties, whichever is later. The Term Contract shall expire on September 30, 2027 unless terminated earlier in accordance with Exhibit B, Enterprise Standard Terms and Conditions.

II. Order of Precedence.

This contract document and the attached exhibits constitute the Term Contract and the entire understanding of the Parties. All Exhibits listed below are incorporated into this Term Contract by reference herein. In the event of a conflict, the Term Contract document and Exhibits shall have priority in the following order:

- a) This contract document
- b) Contract Exhibit A, Scope of Work
- c) Contract Exhibit B, Enterprise Standard Terms and Conditions
- d) Contract Exhibit E, Contractor's submitted Price Sheet
- e) Contract Exhibit F, Resume Self-Certification Form
- f) Contract Exhibit G, Contractor Selection Justification Form
- g) Contract Exhibit H, Contractor Performance Survey
- h) Contract Exhibit J, Job Family Descriptions
- i) Contract Exhibit K, Foreign Country of Concern Attestation

**State Term Contract No. 80101507-23-STC-ITSA
For
Information Technology Staff Augmentation Services**

III. Purchases off this Term Contract.

Upon execution of this Term Contract, Customers, as defined in Exhibit B, Enterprise Standard Terms and Conditions, may purchase products and services under this Term Contract. Any entity making a purchase off of this Term Contract acknowledges and agrees to be bound by the terms and conditions of this Term Contract. The Contractor shall adhere to the terms included in any contract or purchase orders issued pursuant to this Term Contract.

IV. Primary Contacts.

Department's Contract Manager:

Frank Miller
Division of State Purchasing
Florida Department of Management Services
4050 Esplanade Way, Suite 360
Tallahassee, Florida 32399-0950
Telephone: (850) 488-8855
Email: frank.miller@dms.fl.gov

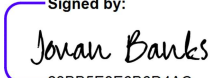
Contractor's Contract Manager:

Name: Jovan K Banks
GSSI Solutions, Inc
Address: 1200 G ST NW STE 800
City, State, Zip: WASHINGTON, DC 20005
Telephone: 7039468134
Email: jb32@gssisolutions.com

Either party may notify the other by email of a change to a designated Contract Manager providing the contact information for the newly designated contact, and such notice is sufficient to effectuate this change without requiring a written amendment to the Term Contract.

IN WITNESS THEREOF, the Parties hereto have caused this Term Contract to be executed by the undersigned duly authorized undersigned officials.

GSSI Solutions, Inc

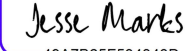
Signed by:


Name: Jovan Banks
Title: Director

Date: 1/12/2026 | 11:35 AM PST

State of Florida:

Department of Management Services



Jesse Marks, Chief Procurement
Officer and Director of State Purchasing

Date: 1/14/2026 | 1:18 PM EST

Exhibit E, Price Sheet

Information Technology Staff Augmentation Services

Firm or Individual Name:		GSSI Solutions, Inc			
Job Family	Job No.	Job Title	Scope Variant	Ceiling Rate	Vendor's Proposed Price
Applications Development	1200	Director Systems and Programming	1. Team Leader	\$ 149.37	\$ 131.45
			2. Manager	\$ 167.70	\$ 147.58
			3. Sr. Manager	\$ 204.52	\$ 179.98
	1210	Mgmt. Applications Development	1. Team Leader	\$ 139.38	\$ 122.66
			2. Manager	\$ 161.90	\$ 142.47
			3. Sr. Manager	\$ 163.95	\$ 144.28
	1220	Applications Architect	A. Entry	\$ 113.02	\$ 101.72
			B. Intermediate	\$ 121.27	\$ 109.15
			C. Advanced	\$ 128.69	\$ 115.82
	1230	Enterprise Application Integration (EA) Engineer	No Variance	\$ 138.90	\$ 122.23
	1240	Systems Analyst	A. Entry	\$ 73.08	\$ 65.78
			B. Intermediate	\$ 110.69	\$ 99.62
			C. Advanced	\$ 117.88	\$ 106.09
	1250	Applications Development Analyst	A. Entry	\$ 83.31	\$ 74.98
			B. Intermediate	\$ 105.40	\$ 94.86
			C. Advanced	\$ 119.71	\$ 107.74
Data Strategy and Management	1400	Database Manager	1. Team Leader	\$ 145.18	\$ 128.22
			2. Manager	\$ 163.17	\$ 143.59
			3. Sr. Manager	\$ 172.32	\$ 151.65
	1410	Data Architect	A. Entry	\$ 99.64	\$ 89.68
			B. Intermediate	\$ 134.40	\$ 118.27
			C. Advanced	\$ 167.62	\$ 147.51
	1420	Data Modeler	A. Entry	\$ 79.65	\$ 71.69
			B. Intermediate	\$ 107.40	\$ 96.66
			C. Advanced	\$ 130.04	\$ 114.44
	1430	Database Analyst	A. Entry	\$ 97.61	\$ 87.85
			B. Intermediate	\$ 114.90	\$ 103.41
			C. Advanced	\$ 129.28	\$ 116.35
	1440	Database Administrator	A. Entry	\$ 88.71	\$ 79.84
			B. Intermediate	\$ 123.69	\$ 111.32
			C. Advanced	\$ 137.97	\$ 121.41
Quality Assurance	1600	Mgmt. Quality Assurance	1. Team Leader	\$ 113.71	\$ 102.34
			2. Manager	\$ 138.52	\$ 121.90
			3. Sr. Manager	\$ 163.66	\$ 144.02
	1610	Quality Engineering Consultant	No Variance	\$ 123.75	\$ 111.38

	1620	Quality Assurance Analyst	A. Entry	\$ 71.59	\$ 64.43
			B. Intermediate	\$ 85.58	\$ 77.02
			C. Advanced	\$ 104.22	\$ 93.80
Technology Research	1800	Manager, Technology Research	No Variance	\$ 160.08	\$ 140.87
	1810	Technology Research Analyst	A. Entry	\$ 91.66	\$ 82.49
			B. Intermediate	\$ 111.51	\$ 100.36
			C. Advanced	\$ 131.35	\$ 115.73
Client Technologies	2000	Manager, Client Technologies	1. Team Leader	\$ 90.74	\$ 81.67
			2. Manager	\$ 126.75	\$ 114.08
			3. Sr. Manager	\$ 175.20	\$ 154.18
	2010	Client Technologies Analyst	A. Entry	\$ 61.15	\$ 55.04
			B. Intermediate	\$ 79.81	\$ 71.83
			C. Advanced	\$ 95.55	\$ 86.00
	2020	Client Technologies Technician	A. Entry	\$ 57.49	\$ 51.74
			B. Intermediate	\$ 63.32	\$ 56.99
			C. Advanced	\$ 96.68	\$ 87.01
Customer Support	2200	Mgmt. Customer Support	1. Team Leader	\$ 82.06	\$ 73.85
			2. Manager	\$ 113.42	\$ 102.08
			3. Sr. Manager	\$ 154.75	\$ 136.18
	2210	Customer Support Analyst	A. Entry	\$ 41.82	\$ 37.64
			B. Intermediate	\$ 51.72	\$ 46.55
			C. Advanced	\$ 87.09	\$ 78.38
	2220	Customer Support Technician	A. Entry	\$ 52.59	\$ 47.33
			B. Intermediate	\$ 56.32	\$ 50.69
			C. Advanced	\$ 72.98	\$ 65.68
Network Management	2400	Director, Network Operations	1. Team Leader	\$ 168.81	\$ 148.56
			2. Manager	\$ 181.52	\$ 159.74
			3. Sr. Manager	\$ 295.30	\$ 259.87
	2410	Manager, Network Operations	1. Team Leader	\$ 94.86	\$ 85.37
			2. Manager	\$ 140.75	\$ 123.86
			3. Sr. Manager	\$ 184.63	\$ 162.47
	2420	Network Architect	A. Entry	\$ 108.29	\$ 97.46
			B. Intermediate	\$ 128.60	\$ 115.74
			C. Advanced	\$ 137.45	\$ 120.96
	2430	Network Engineer	A. Entry	\$ 113.59	\$ 102.23
			B. Intermediate	\$ 122.22	\$ 110.00
			C. Advanced	\$ 133.35	\$ 117.35
	2440	Network Analyst	A. Entry	\$ 83.68	\$ 75.31
			B. Intermediate	\$ 100.18	\$ 90.16
			C. Advanced	\$ 131.87	\$ 116.05
	2450	Network Administrator	A. Entry	\$ 69.14	\$ 62.23
			B. Intermediate	\$ 83.40	\$ 75.06
			C. Advanced	\$ 101.69	\$ 91.52

	2460	Network Technician	A. Entry	\$ 61.11	\$ 55.00
			B. Intermediate	\$ 73.79	\$ 66.41
			C. Advanced	\$ 75.23	\$ 67.71
Internet Planning, Eng. & Operations	2600	Mgmt. Internet Operations	1. Team Leader	\$ 159.38	\$ 140.25
			2. Manager	\$ 183.12	\$ 161.15
			3. Sr. Manager	\$ 206.87	\$ 182.05
	2610	Internet/Web Architect	A. Entry	\$ 73.73	\$ 66.36
			B. Intermediate	\$ 106.27	\$ 95.64
			C. Advanced	\$ 136.03	\$ 119.71
	2620	Internet/Web Engineer	A. Entry	\$ 71.70	\$ 64.53
			B. Intermediate	\$ 108.12	\$ 97.31
			C. Advanced	\$ 130.38	\$ 114.73
	2630	Web Applications Programmer	A. Entry	\$ 71.25	\$ 64.13
			B. Intermediate	\$ 105.15	\$ 94.64
			C. Advanced	\$ 120.90	\$ 108.81
	2640	Web Designer	A. Entry	\$ 57.54	\$ 51.79
			B. Intermediate	\$ 69.69	\$ 62.72
			C. Advanced	\$ 115.37	\$ 103.83
	2650	Webmaster	A. Entry	\$ 62.85	\$ 56.57
			B. Intermediate	\$ 77.85	\$ 70.07
			C. Advanced	\$ 106.50	\$ 95.85
	2660	Internet/Web Systems Administrator	A. Entry	\$ 63.17	\$ 56.85
			B. Intermediate	\$ 92.31	\$ 83.08
			C. Advanced	\$ 110.00	\$ 99.00
	2670	Web Customer Support Specialist	A. Entry	\$ 60.89	\$ 54.80
			B. Intermediate	\$ 70.79	\$ 63.71
			C. Advanced	\$ 85.95	\$ 77.36
Operations	2800	Director, Data Center Operations	No Variance	\$ 186.51	\$ 164.13
	2810	Manager, Computer Operations	1. Team Leader	\$ 90.78	\$ 81.71
			2. Manager	\$ 125.11	\$ 112.60
			3. Sr. Manager	\$ 180.95	\$ 159.24
	2820	Supervisor, Computer Operations	1. Team Leader	\$ 90.78	\$ 81.71
			2. Manager	\$ 102.11	\$ 91.90
	2830	Computer Operator	A. Entry	\$ 50.24	\$ 45.22
			B. Intermediate	\$ 53.55	\$ 48.20
			C. Advanced	\$ 60.45	\$ 54.41
	2840	Manager, Capacity Planning	No Variance	\$ 144.49	\$ 127.15
	2850	Manager, Production Support	1. Team Leader	\$ 114.74	\$ 103.27
			2. Manager	\$ 144.81	\$ 127.43
	2860	Production Support Analyst	A. Entry	\$ 64.48	\$ 58.03
			B. Intermediate	\$ 75.98	\$ 68.38
			C. Advanced	\$ 99.95	\$ 89.96
	3000	Manager, Telecommunication Operations	1. Team Leader	\$ 114.07	\$ 102.66
			2. Manager	\$ 153.22	\$ 134.83
			3. Sr. Manager	\$ 182.89	\$ 160.94

Telecommunications	3010	Telecommunication Engineer	A. Entry	\$ 62.94	\$ 56.65
			B. Intermediate	\$ 92.70	\$ 83.43
			C. Advanced	\$ 112.81	\$ 101.53
	3020	Telecommunication Technician	A. Entry	\$ 67.86	\$ 61.07
			B. Intermediate	\$ 78.12	\$ 70.31
			C. Advanced	\$ 91.52	\$ 82.37
Electronic Commerce	3200	Director, Electronic Commerce	No Variance	\$ 214.79	\$ 189.02
	3210	Manager, Electronic Commerce	No Variance	\$ 136.16	\$ 119.82
	3220	Electronic Commerce Analyst	A. Entry	\$ 64.59	\$ 58.14
			B. Intermediate	\$ 91.85	\$ 82.67
			C. Advanced	\$ 126.90	\$ 114.21
	3230	EDI Specialist	A. Entry	\$ 81.84	\$ 73.66
			B. Intermediate	\$ 92.69	\$ 83.42
			C. Advanced	\$ 96.84	\$ 87.16
Business Intelligence Systems Management	3400	Director, Data Warehouse	1. Team Leader	\$ 161.44	\$ 142.07
			2. Manager	\$ 194.54	\$ 171.20
			3. Sr. Manager	\$ 243.93	\$ 214.66
	3410	Manager, Data Warehouse	No Variance	\$ 178.83	\$ 157.37
	3420	Business Intelligence Architect	No Variance	\$ 161.09	\$ 141.76
	3430	Data Warehouse Analyst	A. Entry	\$ 86.80	\$ 78.12
			B. Intermediate	\$ 103.78	\$ 93.40
			C. Advanced	\$ 126.80	\$ 114.12
	3440	Data Warehouse Administrator	No Variance	\$ 127.04	\$ 114.34
	3600	Manager, Decision Support	No Variance	\$ 150.89	\$ 132.78
	3610	Decision Support Specialist	A. Entry	\$ 70.88	\$ 63.79
			B. Intermediate	\$ 84.87	\$ 76.38
			C. Advanced	\$ 97.80	\$ 88.02
	3620	Decision Support Administrator	A. Entry	\$ 89.50	\$ 80.55
			B. Intermediate	\$ 108.98	\$ 98.08
			C. Advanced	\$ 138.11	\$ 121.54
Enterprise Resource Planning (ERP)	3800	Manager, CRM Technology	No Variance	\$ 212.54	\$ 187.04
	4000	Knowledge Engineer	No Variance	\$ 170.66	\$ 150.18
	4200	ERP Team Lead	No Variance	\$ 165.14	\$ 145.33
	4210	ERP Team Member	No Variance	\$ 135.14	\$ 118.92
	4220	ERP Configurer	No Variance	\$ 85.05	\$ 76.57
	4230	ERP Programmer/Analyst	A. Entry	\$ 77.24	\$ 69.52
			B. Intermediate	\$ 93.74	\$ 84.37
			C. Advanced	\$ 113.69	\$ 102.32
	4240	ERP Systems Support Specialist	No Variance	\$ 95.09	\$ 85.58
	4250	ERP Systems Administrator	No Variance	\$ 114.15	\$ 102.74
	4600	Basis/Ale Technical Consultant	No Variance	\$ 156.89	\$ 138.06
	4800	Chief Sourcing Officer	No Variance	\$ 224.39	\$ 197.46
	4810	Manager IT Procurement	No Variance	\$ 155.84	\$ 137.14
	4820	IT Procurement Specialist	No Variance	\$ 81.29	\$ 73.16

Sourcing and Vendor Relationship Management	5000	Manager, Vendor Relationships	1. Team Leader	\$ 94.79	\$ 85.31
			2. Manager	\$ 135.16	\$ 118.94
			3. Sr. Manager	\$ 183.74	\$ 161.69
	5010	Manager, Outsourcing Contracts	No Variance	\$ 149.58	\$ 131.63
	5020	Contracts Manager	No Variance	\$ 113.08	\$ 101.77
	5040	Finance/Administration Specialist	A. Entry	\$ 81.24	\$ 73.12
			B. Intermediate	\$ 105.48	\$ 94.94
			C. Advanced	\$ 133.46	\$ 117.44
5200	Technical Advisor	No Variance	\$ 152.55	\$ 134.24	
Business Management / Administration	5400	Asset Manager	No Variance	\$ 131.33	\$ 115.57
	5410	Asset Management Administrator	A. Entry	\$ 66.20	\$ 59.58
			B. Intermediate	\$ 74.23	\$ 66.81
			C. Advanced	\$ 80.44	\$ 72.40
	5500	Director, HR/IT	No Variance	\$ 198.30	\$ 174.50
	5600	Manager, HR/IT Staffing	No Variance	\$ 116.21	\$ 104.59
	5610	Technical Recruiter	A. Entry	\$ 65.51	\$ 58.96
			B. Intermediate	\$ 88.92	\$ 80.03
			C. Advanced	\$ 131.04	\$ 115.32
	5620	HR/IT Generalist	A. Entry	\$ 69.16	\$ 62.25
			B. Intermediate	\$ 81.41	\$ 73.27
			C. Advanced	\$ 117.30	\$ 105.57
	5800	Documentation Specialist/Technical Writer	A. Entry	\$ 65.55	\$ 59.00
			B. Intermediate	\$ 78.74	\$ 70.87
			C. Advanced	\$ 96.29	\$ 86.66
	6000	Manager, IT Finance	No Variance	\$ 159.00	\$ 139.92
	6100	Director, IT Risk and Compliance	No Variance	\$ 245.40	\$ 215.95
6200	Manager, IT Audit	No Variance	\$ 166.21	\$ 146.26	
6210	IT Auditor	No Variance	\$ 116.07	\$ 104.46	
6400	Business Management Specialist	No Variance	\$ 126.14	\$ 113.53	
Training	6600	Manager, Technical Training	1. Team Leader	\$ 94.23	\$ 84.81
			2. Manager	\$ 113.62	\$ 102.26
			3. Sr. Manager	\$ 158.32	\$ 139.32
	6610	Technical Trainer	A. Entry	\$ 65.51	\$ 58.96
B. Intermediate			\$ 71.76	\$ 58.96	
C. Advanced			\$ 88.14	\$ 79.33	
Security Management	6800	Security Manager	1. Team Leader	\$ 104.70	\$ 94.23
			2. Manager	\$ 141.75	\$ 124.74
			3. Sr. Manager	\$ 171.89	\$ 151.27
	6810	Security Analyst	A. Entry	\$ 71.40	\$ 64.26
			B. Intermediate	\$ 93.24	\$ 83.92
			C. Advanced	\$ 119.28	\$ 107.35
	6820	Data Security Specialist	No Variance	\$ 110.25	\$ 99.23
6830	Network Security Specialist	No Variance	\$ 143.39	\$ 126.18	
6840	System Security Specialist	No Variance	\$ 103.04	\$ 92.74	

	6850	Web Security Specialist	No Variance	\$ 119.39	\$ 107.45
Business Continuanace Management	7000	Manager, Business Continuanace	No Variance	\$ 163.94	\$ 144.27
	7010	Business Continuanace Specialist	No Variance	\$ 121.64	\$ 109.48
Product Development	7200	Manager, Product Development	1. Team Leader	\$ 98.29	\$ 88.46
			2. Manager	\$ 133.53	\$ 117.51
			3. Sr. Manager	\$ 176.31	\$ 155.15
	7210	Product Architect	No Variance	\$ 172.50	\$ 151.80
	7220	Product Engineer	A. Entry	\$ 70.55	\$ 63.50
			B. Intermediate	\$ 93.72	\$ 84.35
			C. Advanced	\$ 125.43	\$ 112.89
	7230	Product Developer	A. Entry	\$ 82.48	\$ 74.23
			B. Intermediate	\$ 114.23	\$ 102.81
			C. Advanced	\$ 134.57	\$ 118.42
Systems Programming & Admin.	7400	Manager, Systems Software	1. Team Leader	\$ 138.94	\$ 122.27
			2. Manager	\$ 161.06	\$ 141.73
			3. Sr. Manager	\$ 203.19	\$ 178.81
	7410	Systems Architect	A. Entry	\$ 72.32	\$ 65.09
			B. Intermediate	\$ 107.19	\$ 96.47
			C. Advanced	\$ 182.10	\$ 160.25
	7420	Systems Software Programmer	A. Entry	\$ 84.24	\$ 75.82
			B. Intermediate	\$ 105.30	\$ 94.77
			C. Advanced	\$ 128.47	\$ 115.62
	7430	Groupware Specialist	A. Entry	\$ 86.81	\$ 78.13
			B. Intermediate	\$ 110.49	\$ 99.45
			C. Advanced	\$ 118.61	\$ 106.75
	7440	Systems Administrator	A. Entry	\$ 72.31	\$ 65.08
			B. Intermediate	\$ 85.43	\$ 76.89
			C. Advanced	\$ 110.31	\$ 99.28
	7450	UNIX System Administrator	No Variance	\$ 126.90	\$ 114.21
	7460	Storage Management Specialist	No Variance	\$ 120.90	\$ 108.81
Business Analysis and Planning	7500	Director, Enterprise Architecture	No Variance	\$ 242.40	\$ 213.31
	7600	Manager, IT Business Planning	1. Team Leader	\$ 136.10	\$ 119.77
			2. Manager	\$ 178.71	\$ 157.26
			3. Sr. Manager	\$ 181.12	\$ 159.90
	7610	Enterprise Architect	No Variance	\$ 168.75	\$ 148.50
	7620	Business Process Consultant	A. Entry	\$ 60.88	\$ 54.79
			B. Intermediate	\$ 94.54	\$ 85.09
			C. Advanced	\$ 123.58	\$ 111.23
	7630	IT Business Consultant	A. Entry	\$ 75.11	\$ 67.60
			B. Intermediate	\$ 104.49	\$ 94.04
			C. Advanced	\$ 108.63	\$ 97.77
	7640	Business Analyst	A. Entry	\$ 58.98	\$ 53.08
			B. Intermediate	\$ 91.42	\$ 82.28
			C. Advanced	\$ 104.30	\$ 93.87
	7700	Director, Business Relationships	No Variance	\$ 236.39	\$ 208.02

	7800	Manager, Customer Relations	No Variance	\$ 151.15	\$ 133.01
Release Management	8000	Configuration Management Analyst	A. Entry	\$ 65.15	\$ 58.64
			B. Intermediate	\$ 98.99	\$ 89.09
			C. Advanced	\$ 100.65	\$ 90.59
	8010	Release/Build Engineer	No Variance	\$ 110.62	\$ 99.56
Program Management	8200	Director, Program Management	No Variance	\$ 217.35	\$ 191.27
	8210	Program Manager	1. Team Leader	\$ 119.70	\$ 107.73
			2. Manager	\$ 138.14	\$ 121.57
			3. Sr. Manager	\$ 165.45	\$ 145.60
	8220	Project Manager	1. Team Leader	\$ 117.96	\$ 106.16
			2. Manager	\$ 132.49	\$ 116.60
			3. Sr. Manager	\$ 137.54	\$ 121.04
	8230	Project Leader	A. Entry	\$ 74.39	\$ 66.95
			B. Intermediate	\$ 122.95	\$ 110.66
			C. Advanced	\$ 134.06	\$ 117.97
	8235	Project Management Specialist	No Variance	\$ 95.40	\$ 85.86
	8240	Resource Manager	No Variance	\$ 142.95	\$ 125.80
Customer Service Hotline	8400	Manager, Customer Service Hotline	No Variance	\$ 95.40	\$ 85.86
	8410	Customer Service Hotline Representative	A. Entry	\$ 45.60	\$ 41.04
			B. Intermediate	\$ 50.04	\$ 45.04
			C. Advanced	\$ 63.15	\$ 56.84
Technical Product Support	8600	Manager, Technical Product Support	1. Team Leader	\$ 88.72	\$ 79.85
			2. Manager	\$ 102.21	\$ 91.99
			3. Sr. Manager	117.56	\$ 105.80
	8610	Technical Product Support Analyst	No Variance	\$ 80.25	\$ 72.23
	8620	Technical Product Support Specialist	A. Entry	\$ 45.72	\$ 41.15
			B. Intermediate	\$ 61.57	\$ 55.41
			C. Advanced	\$ 77.67	\$ 69.91