



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

Header 3

List View

General Information

[Contact](#)

[Default Values](#)

[Discount](#)

[Document Information](#)

[Clarification Request](#)

Procurement Folder: 2020855

Procurement Type: Statewide MA (Open End)

Vendor ID: VS0000053707

Legal Name: Cognistralabs

Alias/DBA:

Total Bid: \$2,496,000.00

Response Date: 09/09/2026

Response Time: 15:15

Responded By User ID: Cognistra Labs

First Name: Gikku

Last Name: Kurian

SO Doc Code: CRFQ

SO Dept: 0231

SO Doc ID: OOT27000000006

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: 3

Total of All Attachments: 3



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 ESR09092600000001891	1

VENDOR
VS0000053707
Cognistralabs

Solicitation Number: CRFQ 0231 OOT2700000006
Total Bid: 2496000
Response Date: 2026-09-09
Response Time: 15:15:07
Comments:

FOR INFORMATION CONTACT THE BUYER
Toby L Welch
(304) 558-8802
toby.l.welch@wv.gov

Vendor
Signature X **FEIN#** **DATE**

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Web Application Analyst	2080.0000	HOUR	80.000000	166400.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Senior Web Application Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	CRM Application Analyst	2080.0000	HOUR	75.000000	156000.00

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	85.000000	176800.00

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	65.000000	135200.00

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	70.000000	145600.00

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	90.000000	187200.00

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	115.000000	239200.00

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	110.000000	228800.00

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	100.000000	208000.00

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	95.000000	197600.00

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	90.000000	187200.00

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	120.000000	249600.00

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	105.000000	218400.00

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

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: VS0000053707
Vendor Name : Cognistra Labs Inc
Address : 80 M St, SE
Street :
City : Washington
State : DC **Country :** USA **Zip :** 20003
Principal Contact : Dennis Abraham
Vendor Contact Phone: 202-787-1531 **Extension:**

FOR INFORMATION CONTACT THE BUYER

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

Vendor
Signature X

DocuSigned by:
Dennis T Abraham
421A6AEAAB19481...

FEIN# 45- 3557524

DATE 09/09/2026

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

ADDITIONAL INFORMATION

The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Office of Technology (WVOT) to establish an open-end contract for technical staffing services.

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	\$80.00	\$166,400.00

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

81110000

Extended Description:

Senior Web Application Analyst

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OFFICE OF TECHNOLOGY
1900 KANAWHA BLVD E,
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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	\$75.00	\$156,000.00

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	HOURL	\$85.00	\$176,800.00

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	HOURL	\$65.00	\$135,200.00

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	HOURL	\$70.00	\$145,600.00

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	HOURL	\$90.00	\$187,200.00

Comm Code	Manufacturer	Specification	Model #
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Extended Description:

Cloud Financial Operations Specialist

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
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Comm Code	Manufacturer	Specification	Model #
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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	\$110.00	\$228,800.00

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
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Comm Code	Manufacturer	Specification	Model #
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Extended Description:

Cloud Platform Engineer

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
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Extended Description:

Cloud Network 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 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	HOURL	\$120.00	\$249,600.00

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	\$105.00	\$218,400.00

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	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) Dennis Abraham, President

(Address) 80 M St, SE, Washington DC 20003

(Phone Number) / (Fax Number) 202-787-1532

(email address) dennis@cognistralabs.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.

Cognistra Labs Inc

(Company)

DocuSigned by:
Dennis T Abraham
421A8AEAAB19481

(Signature of Authorized Representative)

Dennis Abraham, President 09/09/2026

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

202-787-1531, 888-908-8620

(Phone Number) (Fax Number)

info@cognistralabs.com

(Email Address)

TECHNICAL PROPOSAL

Solicitation for Temporary Technical Staffing Services (CRFQ 0231 OOT2700000006)

Cognistra Labs Inc. (Formerly BPM Bi Inc.) 80 M St SE, Washington, DC 20003 Phone: 888-224-6458 | Email: info@cognistralabs.com Website: www.cognistralabs.com

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1. Executive Summary
2. Recruitment Plan
 - I. Section: Technical Approach and Methodology
 - II. Section: Technical Expertise
3. Retention Plan
4. Employee Compensation Plan
5. Experience and Past Performance
6. Conclusion

1. Executive Summary

Cognistra Labs Inc. (formerly BPM Bi Inc.) is gladly responding to the Centralized Request for Quote for Temporary Technical Staffing Services (CRFQ 0231 OOT2700000006) for the West Virginia Office of Technology (WVOT) to assist in acquiring qualified, reliable, and cost-effective Information Technology support services. We are pleased to submit this proposal showcasing our unique ability to deliver top-tier technical candidates across all requested labor categories—including Web Application Analysts, Database Administrators, Cloud Engineers, and Mainframe Systems Programmers.

Having provided technical staffing and IT consulting services for over 15 years, Cognistra Labs Inc. maintains a well-developed, operationally reliable practice to source top-tier candidates tailored to our clients' precise needs. As an AI-native engineering, cloud, and staffing transformation company, we blend traditional recruiting rigor with advanced technology capabilities. We commit to satisfying project deliverables on time and with exemplary quality as defined in the Statement of Work.

2. Recruitment Plan

I. Section: Technical Approach and Methodology

Cognistra Labs Inc. extensively utilizes our repository of industry databases and relationship-based recruiting strategies to deliver high-quality W2 and 1099 talent.

Our Standard Operating Principles (SOP) follow a strict 9-step recruitment workflow:

1. **Requirement Monitoring & Screening:** Dedicated screeners process incoming raw specifications, extract keyword skill sets, and enhance job descriptions. Engagement with hiring managers ensures alignment on technical stacks, project methodologies (e.g., Agile, SDLC), and team culture.

2. **Job Posting:** Open positions are broadcast to 3rd-party platforms (LinkedIn, Dice, Monster) and posted to our internal candidate portal.
3. **Sourcing & Pre-Screening:** Recruiter searches leverage Apache SOLR-based engines to narrow initial pools to 5–10 candidates based on depth of experience. Candidate evaluations cover location, culture fit, availability, salary expectations, reference checks, and preliminary background/drug screening confirmations.
4. **Interview Scheduling & Compliance:** Candidates sign Non-Disclosure Agreements (NDAs), candidate self-certifications, and master service agreements where applicable.
5. **Technical Screening:** Candidates are evaluated through rigorous technical interviews, online proficiency simulations, behavioral assessments, and certification validations.
6. **Reference Checking:** Detailed peer and manager reference checks are completed to verify past performance and work ethic.
7. **Shortlisting:** The top 3 candidates are selected based on technical fit, rate compliance, location proximity, and preliminary online background checks (SSN/criminal check, education, and work authorization verification).
8. **Client Submission:** Fully vetted candidate profiles and resumes are submitted to WVOT for review and interview scheduling.
9. **Onboarding & Offer Acceptance:** Complete 3rd-party background screening (HireRight), e-Verify checks, contract execution, and mandatory pre-deployment orientation are executed.

Information Security & Governance: All deployed personnel undergo mandatory compliance training and pass knowledge tests regarding data security protocols, strict confidentiality, and adherence to WVOT IT security standards.

Performance Remediation: To catch performance issues early, weekly timesheets and bi-weekly manager check-ins are conducted. Skill gaps are addressed through internal knowledge assets, senior mentorship, and non-billable training. Unresolved issues trigger rapid replacement protocols.

II. Section: Technical Expertise

Cognistra Labs Inc. brings deep domain expertise across modern cloud architecture, enterprise application development, database management, and legacy infrastructure maintenance.

Staff Credentials

Name & Role	Profile Highlights
Renjith Mathew (VP – HR)	15+ Years Experience: Directs strategic policy, talent acquisition, labor relations, and process re-engineering. Oversees screening rigor for niche technical roles, legal compliance, and performance management.
Gikku Kurian (Delivery Manager)	10+ Years Experience: Leads HR operations, candidate sourcing on specialized platforms, IT resume parsing, structured technical pre-screens, and enterprise system integration.

3. Retention Plan

Our structured retention strategy prevents project disruption and sustains a productive workforce:

- **Targeted Retention:** Focuses on retaining high-performing staff and supervisors for long-term project stability (5 to 8 years).
- **Feedback Loops:** Conducts regular employee opinion surveys and exit interviews to monitor engagement and maintain a positive work environment.
- **Professional Growth:** Provides cross-functional training, continuous learning, and leadership development opportunities.
- **Incentives:** Combines tangible measures (performance bonuses, flexible/telecommute arrangements, tuition assistance) with intangible support (mentorship, peer recognition).

4. Employee Compensation Plan

Cognistra Labs Inc. designs competitive compensation packages using market pricing benchmarking and defined pay grades, updated every 12 to 18 months.

- **Base Pay Factors:** Determined by level of responsibility, required technical qualifications, past experience, working conditions, and complexity of tasks.
- **Comprehensive Benefits:** Includes competitive annual salaries, annual performance-based merit increases (up to 5%), incentives, group healthcare (medical, dental, vision), fully employer-paid short-term disability, and long-term disability coverage.

5. Experience and Past Performance

Cognistra Labs Inc. (formerly BPM Bi Inc.) brings a strong track record of delivering IT staff augmentation to government entities and enterprise environments:

1. **Florida Dept. of Highway Safety & Motor Vehicles (DHSMV) / FSU / FDOT**
 - **Role:** Subcontractor (via Oncloud Solutions Inc.)
 - **Contract Duration:** 7+ Years (Ongoing)
 - **Value:** \$10,520,000.00
 - **Description:** Deployed Informatica Developers, Data Architects, and Tier-2 Desktop Engineers providing ETL, Oracle PL/SQL, PowerCenter mapping, and enterprise system support.
 - **Contact:** Simone Naik | 917-645-2711 | simone@oncloudinc.com
2. **SimeraTech (Pennsylvania IT Systems Integrator)**
 - **Role:** Prime Contractor
 - **Contract Duration:** 5 Years
 - **Value:** \$1,500,000.00 (\$300,000/year)
 - **Description:** Provided Robotic Process Automation (RPA) Architects and Senior Program Managers to modernize PMO structures to PMBOK standards and deploy automated workflows.
 - **Contact:** Kristine Savicka | 347-342-6029 | kristine@simeratech.com
3. **District of Columbia Government (OCTO, MPD, DOES, DHCF)**
 - **Role:** Subcontractor (DC STaR2 / ITSA / Pipeline Contracts)
 - **Contract Duration:** 10+ Years (Ongoing)

- **Value:** ~\$1,000,000 per year
- **Description:** Maintained 9+ full-time technical resources including Data Warehouse Developers, .NET Senior Programmers, COBOL Developers, Windows/Linux Administrators, Cognos Experts, and Salesforce Specialists.

6. Conclusion

Cognistra Labs Inc. stands ready to partner with the West Virginia Office of Technology to fulfill all technical staffing requirements under CRFQ 0231 OOT2700000006. We are confident in our operational capacity to deliver screened, high-performing IT talent promptly and cost-effectively.

Authorized Contact: Dennis Abraham, President Email: info@cognistralabs.com | Phone: 202-787-1531 Cognistra Labs Inc.

DocuSigned by:
Dennis T Abraham
421A6AEAA819481...