



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 1

List View

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

Procurement Folder: 2020855

Procurement Type: Statewide MA (Open End)

Vendor ID: VS0000053656

Legal Name: VYZE INC.

Alias/DBA:

Total Bid: \$2,379,520.00

Response Date: 09/23/2026

Response Time: 10:59

Responded By User ID: VYZEINC

First Name: Nick

Last Name: Sharma

Email: gov@vyzeinc.com

Phone: 5713871980

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: 1

Total of All Attachments: 1



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 ESR09232600000003070 | 1       |

**VENDOR**  
VS0000053656  
VYZE INC.

**Solicitation Number:** CRFQ 0231 OOT2700000006  
**Total Bid:** 2379520  
**Response Date:** 2026-09-23  
**Response Time:** 10:59:00  
**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       | 75.000000  | 156000.00                   |

| 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       | 72.000000  | 149760.00                   |

| 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       | 90.000000  | 187200.00                   |

| 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       | 60.000000  | 124800.00                   |

| 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       | 95.000000  | 197600.00                   |

| 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       | 110.000000 | 228800.00                   |

| 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       | 112.000000 | 232960.00                   |

| 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       | 102.000000 | 212160.00                   |

| 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       | 98.000000  | 203840.00                   |

| 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       | 81.000000  | 168480.00                   |

| 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       | 81.000000  | 168480.00                   |

| 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)<br>Implementation Spec | 2080.0000 | HOUR       | 90.000000  | 187200.00                   |

| 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       | 78.000000  | 162240.00                   |

| 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.



Vyze Inc.

VYZE INC. RESPONSE TO:  
DEPARTMENT OF  
ADMINISTRATION  
PURCHASING DIVISION OF  
STATE OF WEST VIRGINIA  
FOR  
TEMPORARY TECHNICAL  
STAFFING SERVICES



**Submitted By:**

Company Name: VYZE Inc.  
Office: 24718 Tribe Square #306,  
Dulles, VA 20166  
Phone: 1 (571) 387-1980  
Point of Contact: Nick Sharma  
E-Mail: [gov@vyzeinc.com](mailto:gov@vyzeinc.com)  
Website: <https://vyzeinc.com>



# Table of Contents

**Bid Form .....3**

**1. Executive Summary .....11**

**2. Understanding Of Wvot's Requirement .....14**

**3. Technical Staffing Delivery Process .....17**

**4. Recruiting and Sourcing Strategy .....21**

**5. Our Key Personnel and Account Management .....27**

**6. Our Public Sector Experience .....31**

## Bid Form

|                                                                                   |                                                                                                                                                                             |                                                                                                |
|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
|  | <b>Department of Administration</b><br><b>Purchasing Division</b><br><b>2019 Washington Street East</b><br><b>Post Office Box 50130</b><br><b>Charleston, WV 25305-0130</b> | <b>State of West Virginia</b><br><b>Centralized Request for Quote</b><br><b>Service - Prof</b> |
|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|

|                                                                                                                                               |                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|
| <b>Proc Folder:</b> 2020855<br><b>Doc Description:</b> Temporary Technical Staffing Services<br><br><b>Proc Type:</b> Statewide MA (Open End) | <b>Reason for Modification:</b> |
|-----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|

|                    |                            |                         |                |
|--------------------|----------------------------|-------------------------|----------------|
| <b>Date Issued</b> | <b>Solicitation Closes</b> | <b>Solicitation No</b>  | <b>Version</b> |
| 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:** VS0000053656  
**Vendor Name :** Vyze Inc.  
**Address :** 24718 Tribe Square #306, Dulles VA 20166  
**Street :** 24718 Tribe Square #306  
**City :** Dulles  
**State :** Virginia **Country :** USA **Zip :** 20166  
**Principal Contact :** Nick Sharma  
**Vendor Contact Phone:** (571)-387-1980 **Extension:** +1

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

  
**Vendor Signature X**

**FEIN#** 84-1776407

**DATE** 09-14-2026

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

Date Printed: Aug 27, 2026
Page: 1
FORM ID: WV-PRC-CRFQ-002 2020/05

**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**

**SHIP TO**

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

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

| Line | Comm Ln Desc                   | Qty        | Unit Issue | Unit Price | Total Price  |
|------|--------------------------------|------------|------------|------------|--------------|
| 1    | Senior Web Application Analyst | 2080.00000 | HOUR       | \$75.00    | \$156,000.00 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**

Senior Web Application Analyst

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

**INVOICE TO**

**SHIP TO**

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

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

| Line | Comm Ln Desc            | Qty        | Unit Issue | Unit Price | Total Price  |
|------|-------------------------|------------|------------|------------|--------------|
| 2    | CRM Application Analyst | 2080.00000 | HOUR       | \$72.00    | \$149,760.00 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**

CRM Application Analyst

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

| INVOICE TO                                                                                                                                                                                                                                                       |                                          | SHIP TO                                                                                            |            |            |              |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|----------------------------------------------------------------------------------------------------|------------|------------|--------------|
| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US                                                                                                                                      |                                          | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br><br>CHARLESTON WV<br>US |            |            |              |
| Line                                                                                                                                                                                                                                                             | Comm Ln Desc                             | Qty                                                                                                | Unit Issue | Unit Price | Total Price  |
| 3                                                                                                                                                                                                                                                                | Senior SQL Server Database Administrator | 2080.00000                                                                                         | HOURL      | \$90.00    | \$187,200.00 |
| Comm Code                                                                                                                                                                                                                                                        | Manufacturer                             | Specification                                                                                      | Model #    |            |              |
| 81110000                                                                                                                                                                                                                                                         |                                          |                                                                                                    |            |            |              |
| <b>Extended Description:</b><br>Senior SQL Server Database Administrator<br><br>Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied. |                                          |                                                                                                    |            |            |              |
| INVOICE TO                                                                                                                                                                                                                                                       |                                          | SHIP TO                                                                                            |            |            |              |
| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US                                                                                                                                      |                                          | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br><br>CHARLESTON WV<br>US |            |            |              |
| Line                                                                                                                                                                                                                                                             | Comm Ln Desc                             | Qty                                                                                                | Unit Issue | Unit Price | Total Price  |
| 4                                                                                                                                                                                                                                                                | Business Analyst                         | 2080.00000                                                                                         | HOURL      | \$60.00    | \$124,800.00 |
| Comm Code                                                                                                                                                                                                                                                        | Manufacturer                             | Specification                                                                                      | Model #    |            |              |
| 81110000                                                                                                                                                                                                                                                         |                                          |                                                                                                    |            |            |              |
| <b>Extended Description:</b><br>Business Analyst<br><br>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.                         |                                          |                                                                                                    |            |            |              |
| <div> Date Printed: Aug 27, 2026 Page: 3 FORM ID: WV-PRC-CRFQ-002 2020/05 </div>                                                                                                                                                                                 |                                          |                                                                                                    |            |            |              |

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

| Line | Comm Ln Desc                                                 | Qty        | Unit Issue | Unit Price | Total Price  |
|------|--------------------------------------------------------------|------------|------------|------------|--------------|
| 5    | Learning Management System & eLearning Development Specialis | 2080.00000 | HOUR       | \$95.00    | \$197,600.00 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**

Learning Management System & eLearning Development Specialist

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

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

| Line | Comm Ln Desc                          | Qty        | Unit Issue | Unit Price | Total Price  |
|------|---------------------------------------|------------|------------|------------|--------------|
| 6    | Cloud Financial Operations Specialist | 2080.00000 | HOUR       | \$110.00   | \$228,800.00 |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 81110000  |              |               |         |

**Extended Description:**

Cloud Financial Operations Specialist

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

| INVOICE TO                                                                                                                                                                                                                                          |                             |               | SHIP TO                                                                                            |            |              |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|---------------|----------------------------------------------------------------------------------------------------|------------|--------------|
| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US                                                                                                                         |                             |               | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br><br>CHARLESTON WV<br>US |            |              |
| Line                                                                                                                                                                                                                                                | Comm Ln Desc                | Qty           | Unit Issue                                                                                         | Unit Price | Total Price  |
| 7                                                                                                                                                                                                                                                   | Cloud Architect             | 2080.00000    | HOURL                                                                                              | \$112.00   | \$232,960.00 |
| Comm Code                                                                                                                                                                                                                                           | Manufacturer                | Specification | Model #                                                                                            |            |              |
| 81110000                                                                                                                                                                                                                                            |                             |               |                                                                                                    |            |              |
| <b>Extended Description:</b><br>Cloud Architect<br><br>Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.             |                             |               |                                                                                                    |            |              |
| INVOICE TO                                                                                                                                                                                                                                          |                             |               | SHIP TO                                                                                            |            |              |
| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US                                                                                                                         |                             |               | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br><br>CHARLESTON WV<br>US |            |              |
| Line                                                                                                                                                                                                                                                | Comm Ln Desc                | Qty           | Unit Issue                                                                                         | Unit Price | Total Price  |
| 8                                                                                                                                                                                                                                                   | Cloud Security Professional | 2080.00000    | HOURL                                                                                              | \$102.00   | \$212,160.00 |
| Comm Code                                                                                                                                                                                                                                           | Manufacturer                | Specification | Model #                                                                                            |            |              |
| 81110000                                                                                                                                                                                                                                            |                             |               |                                                                                                    |            |              |
| <b>Extended Description:</b><br>Cloud Security Professional<br><br>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. |                             |               |                                                                                                    |            |              |
| <div> Date Printed: Aug 27, 2026 Page: 5 FORM ID: WV-PRC-CRFQ-002 2020/05 </div>                                                                                                                                                                    |                             |               |                                                                                                    |            |              |

| INVOICE TO                                                                                                                                                                                                                                      |                         |               | SHIP TO                                                                                            |            |              |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|---------------|----------------------------------------------------------------------------------------------------|------------|--------------|
| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US                                                                                                                     |                         |               | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br><br>CHARLESTON WV<br>US |            |              |
| Line                                                                                                                                                                                                                                            | Comm Ln Desc            | Qty           | Unit Issue                                                                                         | Unit Price | Total Price  |
| 9                                                                                                                                                                                                                                               | Cloud Platform Engineer | 2080.00000    | HOURL                                                                                              | \$98.00    | \$203,840.00 |
| Comm Code                                                                                                                                                                                                                                       | Manufacturer            | Specification | Model #                                                                                            |            |              |
| 81110000                                                                                                                                                                                                                                        |                         |               |                                                                                                    |            |              |
| <b>Extended Description:</b><br>Cloud Platform Engineer<br><br>Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied. |                         |               |                                                                                                    |            |              |
| INVOICE TO                                                                                                                                                                                                                                      |                         |               | SHIP TO                                                                                            |            |              |
| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US                                                                                                                     |                         |               | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br><br>CHARLESTON WV<br>US |            |              |
| Line                                                                                                                                                                                                                                            | Comm Ln Desc            | Qty           | Unit Issue                                                                                         | Unit Price | Total Price  |
| 10                                                                                                                                                                                                                                              | Cloud Network Engineer  | 2080.00000    | HOURL                                                                                              | \$81.00    | \$168,480.00 |
| Comm Code                                                                                                                                                                                                                                       | Manufacturer            | Specification | Model #                                                                                            |            |              |
| 81110000                                                                                                                                                                                                                                        |                         |               |                                                                                                    |            |              |
| <b>Extended Description:</b><br>Cloud Network Engineer<br><br>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.  |                         |               |                                                                                                    |            |              |
| <div> Date Printed: Aug 27, 2026 Page: 6 FORM ID: WV-PRC-CRFQ-002 2020/05 </div>                                                                                                                                                                |                         |               |                                                                                                    |            |              |

| INVOICE TO                                                                                                                                                                                                                                                                          |                                                       |               | SHIP TO                                                                                            |            |              |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|---------------|----------------------------------------------------------------------------------------------------|------------|--------------|
| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US                                                                                                                                                         |                                                       |               | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br><br>CHARLESTON WV<br>US |            |              |
| Line                                                                                                                                                                                                                                                                                | Comm Ln Desc                                          | Qty           | Unit Issue                                                                                         | Unit Price | Total Price  |
| 11                                                                                                                                                                                                                                                                                  | Cloud Systems Management Engineer                     | 2080.00000    | HOURL                                                                                              | \$81.00    | \$168,480.00 |
| Comm Code                                                                                                                                                                                                                                                                           | Manufacturer                                          | Specification | Model #                                                                                            |            |              |
| 81110000                                                                                                                                                                                                                                                                            |                                                       |               |                                                                                                    |            |              |
| <b>Extended Description:</b><br>Cloud Systems Management Engineer<br><br>Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.                           |                                                       |               |                                                                                                    |            |              |
| INVOICE TO                                                                                                                                                                                                                                                                          |                                                       |               | SHIP TO                                                                                            |            |              |
| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US                                                                                                                                                         |                                                       |               | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br><br>CHARLESTON WV<br>US |            |              |
| Line                                                                                                                                                                                                                                                                                | Comm Ln Desc                                          | Qty           | Unit Issue                                                                                         | Unit Price | Total Price  |
| 12                                                                                                                                                                                                                                                                                  | Cloud Center of Excellence (CCOE) Implementation Spec | 2080.00000    | HOURL                                                                                              | \$90.00    | \$187,200.00 |
| Comm Code                                                                                                                                                                                                                                                                           | Manufacturer                                          | Specification | Model #                                                                                            |            |              |
| 81110000                                                                                                                                                                                                                                                                            |                                                       |               |                                                                                                    |            |              |
| <b>Extended Description:</b><br>Cloud Center of Excellence (CCOE) Implementation Specialist<br><br>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. |                                                       |               |                                                                                                    |            |              |
| <div> <div>Date Printed: Aug 27, 2026</div> <div>Page: 7</div> <div>FORM ID: WV-PRC-CRFQ-002 2020/05</div> </div>                                                                                                                                                                   |                                                       |               |                                                                                                    |            |              |

| INVOICE TO                                                                                                                                                                                                                                           |                                | SHIP TO                                                                                        |            |            |              |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|------------------------------------------------------------------------------------------------|------------|------------|--------------|
| DEPARTMENT OF<br>ADMINISTRATION<br>OFFICE OF TECHNOLOGY<br>1900 KANAWHA BLVD E,<br>BLDG 5 10TH FLOOR<br>CHARLESTON WV<br>US                                                                                                                          |                                | WV OFFICE OF<br>TECHNOLOGY<br>BLDG 5, 10TH FLOOR<br>1900 KANAWHA BLVD E<br>CHARLESTON WV<br>US |            |            |              |
| Line                                                                                                                                                                                                                                                 | Comm Ln Desc                   | Qty                                                                                            | Unit Issue | Unit Price | Total Price  |
| 13                                                                                                                                                                                                                                                   | Mainframe Systems Programmer   | 2080.00000                                                                                     | HOUR       | \$78.00    | \$162,240.00 |
| Comm Code                                                                                                                                                                                                                                            | Manufacturer                   | Specification                                                                                  | Model #    |            |              |
| 81110000                                                                                                                                                                                                                                             |                                |                                                                                                |            |            |              |
| <b>Extended Description:</b><br>Mainframe Systems Programmer<br><br>Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied. |                                |                                                                                                |            |            |              |
| SCHEDULE OF EVENTS                                                                                                                                                                                                                                   |                                |                                                                                                |            |            |              |
| Line                                                                                                                                                                                                                                                 | Event                          | Event Date                                                                                     |            |            |              |
| 1                                                                                                                                                                                                                                                    | Questions are due by 3:00 p.m. | 2026-09-04                                                                                     |            |            |              |

Date Printed: Aug 27, 2026

Page: 8

FORM ID: WV-PRC-CRFQ-002 2020/05

## 1. Executive Summary

Vyze Inc. respectfully submits this response to the State of West Virginia, Department of Administration – Purchasing Division, on behalf of the West Virginia Office of Technology (WVOT), in response to CRFQ 0231 OOT2700000006 – Temporary Technical Staffing Services.

WVOT's requirement calls for access to specialized technical professionals across a broad range of enterprise, cloud, application, database, security, business analysis, learning technology, and mainframe disciplines. The solicitation establishes 13 technical staffing classifications, with 2,080 estimated evaluation hours per classification, while expressly noting that actual utilization may be more or less and is not guaranteed.

*Vyze's response is designed around one objective: make qualified technical talent easier for WVOT to access, validate, deploy, manage, and replace—while maintaining disciplined workforce economics.*

Rather than treating temporary staffing as a resume-submission exercise, Vyze applies a **requirement-to-candidate traceability model**. Each requisition is translated into the applicable classification requirements; sourcing and screening then focus on demonstrated technical qualifications, relevant experience, education, certifications where applicable, availability, and assignment fit. Candidate submissions can be organized so that WVOT can quickly see **what was required, what the candidate demonstrates, and where the supporting evidence appears**.

### A Public-Sector Workforce Model Built for WVOT

Vyze's experience across public-sector environments—including documented engagements involving the State of New York Department of Health, State of Michigan, Oakland County, North Carolina Department of Transportation, Texas Department of Public Safety, Virginia Department of Corrections, and Florida Department of Corrections—provides a foundation for operating within government workforce, compliance, stakeholder, and procurement environments.

*That experience informs a delivery model built around:*

- **Technical qualification traceability** rather than title-based matching;
- **Dedicated account ownership** from requisition intake through assignment;
- **Structured screening and verification** before candidate presentation;
- **Rapid candidate availability confirmation** and defined submission targets;
- **Assignment continuity and replacement support** to reduce operational disruption;
- **Performance visibility through measurable KPIs**; and
- **Transparent hourly economics** aligned to the State's pricing requirements.

### The Vyze Differentiator: GROW TOGETHER™

The proposed relationship with WVOT is structured around **GROW TOGETHER™**, Vyze's workforce partnership model.

## GROW TOGETHER™

### Principle

#### Govern

#### Respond

#### Optimize

#### Workforce Continuity

#### Track

#### Operate Together

#### Generate Value

#### Evolve

#### Transfer Knowledge

#### Hold Accountable

#### Engage

#### Reinforce Mission

## WVOT Value

Clear ownership, escalation and accountability

Fast action on staffing requirements

Candidate-to-requirement matching based on evidence

Replacement and transition support

KPI-based workforce performance

Close coordination with WVOT stakeholders

Competitive and transparent staffing economics

Continuous improvement based on performance data

Support for assignment continuity and knowledge retention

Defined responsibilities and measurable commitments

Consistent communication throughout the assignment lifecycle

Technical staffing aligned to WVOT's operational objectives

**Grow Together™ is not positioned as a marketing slogan. It is the operating philosophy behind the delivery model: WVOT's workforce requirements and Vyze's recruiting, qualification, compliance, and account-management capabilities operate as one coordinated process.**

## Measurable Service Delivery

Vyze's proposed service model establishes measurable performance expectations rather than relying on general statements of responsiveness.

### Performance Measure

### Proposed Target\*

Requisition acknowledgement

≤ 4 business hours

Candidate availability confirmation

≤ 24 hours

Initial candidate submission

3–5 business days

Candidate qualification verification

100%

Required compliance verification

100%

Required documentation

100% complete

Urgent issue escalation

Same business day

Reporting

100% on time

Replacement action

Immediate initiation

\*These targets should be confirmed by Vyze before being presented as contractual commitments.

Existing Vyze response materials establish a service model incorporating 24-hour availability confirmation, 3–5 business-day initial candidate submissions, 100% compliance/verification targets where required, on-time reporting, and same-business-day escalation.

## Value & ROI: More Than an Hourly Rate

For WVOT, workforce value is not simply the lowest quoted hourly number. The greater value comes from obtaining qualified personnel at a competitive, transparent cost while reducing

the operational impact of vacancies, qualification mismatches, replacement delays, and administrative friction.

The CRFQ's pricing structure establishes 2,080 evaluation hours for each of the 13 classifications, representing 27,040 total evaluation hours across the listed classifications. These quantities are expressly identified as evaluation estimates rather than guaranteed usage.

**Vyze's value model therefore focuses on five measurable areas:**

- 1. Direct Workforce Cost:* Competitive, all-inclusive hourly pricing creates predictable cost visibility for each technical classification.
- 2. Vacancy-Impact Reduction:* Faster candidate identification and submission can reduce the time that critical technical requirements remain unfilled.
- 3. Qualification Accuracy:* Requirement-level screening reduces the risk of consuming WVOT staff time reviewing candidates who do not satisfy the applicable classification requirements.
- 4. Continuity Value:* A structured replacement and transition process helps limit productivity loss when an assigned resource becomes unavailable.
- 5. Administrative Efficiency:* Centralized requisition ownership, candidate documentation, compliance tracking, timekeeping and reporting reduce the coordination burden associated with temporary technical staffing.

## 2. Understanding Of Wvot's Requirement

The West Virginia Office of Technology (WVOT) requires access to specialized technical professionals who can supplement existing technology resources and respond to changing operational, project, application, infrastructure, cloud, security, database, and enterprise technology demands.

The State's requirement is structured as a **statewide, open-end technical staffing contract**, giving WVOT a flexible mechanism for accessing specialized workforce capacity when and where needed. The CRFQ identifies **13 distinct technical staffing classifications**, ranging from application development and database administration to cloud architecture, cloud security, cloud engineering, CCOE implementation, and mainframe systems programming.

The breadth of these classifications demonstrates that WVOT is not seeking a conventional general staffing resource. The requirement calls for a **technical workforce delivery capability capable of identifying, validating, documenting, deploying, and sustaining specialized professionals across multiple technology environments.**

**Vyze's approach is therefore built around five priorities:**

**1. Qualification Accuracy** - Every staffing request begins with the applicable WVOT classification and its specific qualification requirements. Candidate selection is based on demonstrated experience, technical skills, education, certifications where applicable, and relevant project history—not simply job-title similarity.

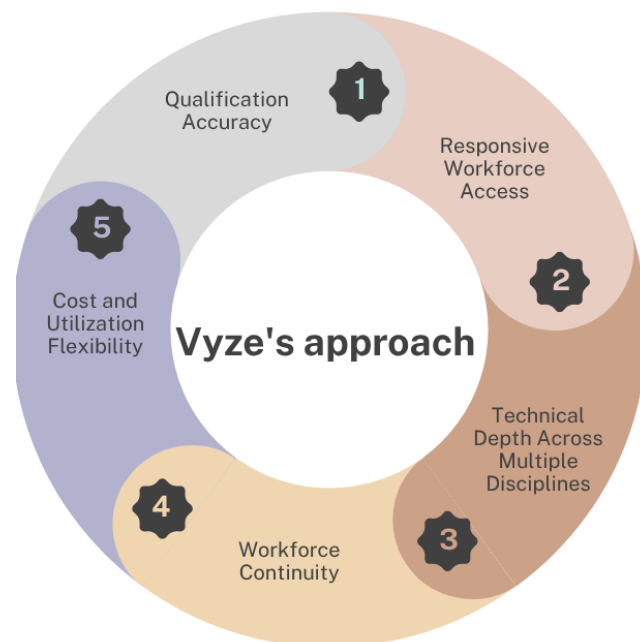
**2. Responsive Workforce Access** - WVOT's open-end contract structure requires a staffing partner capable of responding as agency requirements emerge rather than relying on a fixed staffing population. Vyze's delivery model maintains an active sourcing capability that can be mobilized for both recurring and specialized requirements.

**3. Technical Depth Across Multiple Disciplines** - The CRFQ spans application, data, cloud, security, network, systems-management, learning technology, financial operations, enterprise architecture, CCOE and mainframe disciplines.

Vyze will align recruiting channels, screening practices and candidate qualification procedures to the technical characteristics of each classification.

**4. Workforce Continuity** - Technical staffing creates operational risk when a resource is poorly matched, unavailable, or leaves an assignment without adequate transition. Vyze's model incorporates assignment monitoring, issue escalation, replacement sourcing and transition support to protect continuity.

**5. Cost and Utilization Flexibility** - The CRFQ identifies **2,080 evaluation hours for each classification**, but expressly states that the listed quantities are estimates and do not constitute guaranteed minimum or maximum usage



| WVOT Requirement                             | What It Means Operationally                                          | Vyze Response                                      | Value to WVOT                                |
|----------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------|----------------------------------------------|
| <b>Open-end technical staffing contract</b>  | Workforce demand can change over time                                | Scalable recruiting and fulfillment model          | Access to talent when needed                 |
| <b>13 specialized classifications</b>        | Different technical skill sets require different sourcing strategies | Classification-specific sourcing and qualification | Better technical fit                         |
| <b>2,080 evaluation hours/classification</b> | Pricing must accommodate standardized evaluation quantities          | Classification-level pricing structure             | Transparent cost comparison                  |
| <b>Specialized technical qualifications</b>  | Generic resume matching is insufficient                              | Requirement-to-candidate traceability              | Lower qualification risk                     |
| <b>Cloud and emerging technology roles</b>   | Specialized talent can be difficult to locate                        | Targeted technical sourcing channels               | Deeper talent reach                          |
| <b>Application/database roles</b>            | Enterprise systems require experienced resources                     | Technical screening against stated requirements    | Improved candidate quality                   |
| <b>Security/network roles</b>                | Technical mistakes can create operational risk                       | Qualification and credential verification          | Reduced resource risk                        |
| <b>Mainframe capability</b>                  | Specialized legacy technology talent may be limited                  | Specialized sourcing strategy                      | Improved access to niche talent              |
| <b>Temporary workforce model</b>             | Resources may enter and exit assignments                             | Replacement and continuity process                 | Reduced disruption                           |
| <b>Variable utilization</b>                  | Actual staffing demand may differ from estimates                     | Flexible fulfillment model                         | Better alignment of workforce cost to demand |

### Understanding The 13-Classification Workforce Requirement

WVOT's technical staffing requirement encompasses a deliberately broad technology landscape.

#### **Application & Enterprise Systems**

- Senior Web Application Analyst
- CRM Application Analyst
- Business Analyst

#### **Data & Learning Technology**

- Senior SQL Server Database Administrator
- Learning Management System & eLearning Development Specialist

#### **Cloud Economics & Architecture**

- Cloud Financial Operations Specialist
- Cloud Architect

#### **Cloud Security & Engineering**

- Cloud Security Professional
- Cloud Platform Engineer
- Cloud Network Engineer
- Cloud Systems Management Engineer

#### **Cloud Governance**

- Cloud Center of Excellence (CCOE) Implementation Specialist

## Legacy / Enterprise Computing

- Mainframe Systems Programmer

### *A Workforce Delivery Model Built Around Responsiveness, Qualification, Accountability and Value*

Vyze Inc. approaches the WVOT requirement as a workforce delivery partnership—not a resume-submission transaction.

The CRFQ establishes an open-end contract through which WVOT can access temporary technical staffing across 13 specialized classifications, including application development, CRM, database administration, business analysis, eLearning, cloud financial operations, cloud architecture, cloud security, cloud platform engineering, cloud networking, cloud systems management, CCOE implementation and mainframe systems programming.

To support that breadth while maintaining consistent service quality, Vyze will operate through the GROW TOGETHER™ Delivery Model.

GROW TOGETHER™ converts a staffing requirement into a measurable workforce lifecycle:



### Value Beyond the Hourly Rate

The State's pricing form establishes 2,080 evaluation hours for each classification, while explicitly stating that the quantities are estimates and do not represent guaranteed minimum or maximum usage.

Vyze therefore understands that WVOT requires cost flexibility, not simply a fixed staffing volume.

The GROW TOGETHER™ model focuses on five components of workforce value:

- 1. Cost:** Competitive hourly economics.
- 2. Speed:** Reduced time required to identify qualified resources.
- 3. Accuracy:** Reduced review effort through requirement-level candidate qualification.
- 4. Continuity:** Reduced disruption from avoidable staffing gaps.
- 5. Administration:** Centralized coordination, documentation and reporting.

### 3. Technical Staffing Delivery Process

Vyze Inc. will manage WVOT's temporary technical staffing requirements through a structured workforce delivery process that connects each staffing request to the appropriate technical classification, sourcing strategy, qualification review, compliance verification, candidate submission, onboarding, and ongoing assignment management. The objective is to ensure that WVOT receives qualified technical professionals aligned to the specific requirements of each assignment, while maintaining responsiveness, documentation accuracy, workforce continuity, and cost visibility throughout the engagement.

WVOT's requirement encompasses 13 specialized technical classifications, including application development, CRM, database administration, business analysis, eLearning, cloud financial operations, cloud architecture, cloud security, cloud platform engineering, cloud networking, cloud systems management, CCOE implementation, and mainframe systems programming. Because each classification requires a different combination of technical knowledge, experience, education, certifications, and technology exposure, *Vyze will apply a classification-specific qualification and sourcing approach rather than relying on generic IT staffing practices.*



#### Requirement Intake and Validation

The staffing process begins with a detailed review of the requirement provided by WVOT. Vyze's designated account team will review the applicable classification, technical skills, required experience, education, certifications where applicable, technology environment, assignment expectations, availability requirements, anticipated start date, and any position-specific instructions. This information will be translated into a structured candidate qualification profile that serves as the basis for recruiting and screening.

This initial validation step is designed to prevent misalignment before sourcing begins. Rather than immediately searching for candidates based on a position title, Vyze will first determine what WVOT actually requires from the resource and then align the recruiting strategy to those requirements.

#### Targeted Technical Sourcing

Following requirement validation, Vyze will activate the appropriate sourcing strategy for the applicable technical classification. The sourcing approach will consider the complexity of the

position, required technology experience, availability of qualified professionals, geographic requirements, and urgency of the assignment.

For commonly available technical positions, Vyze can leverage established technical recruiting channels and its existing candidate network. For specialized requirements—including cloud security, cloud architecture, cloud platform engineering, CCOE implementation, and mainframe systems programming—Vyze will use more targeted sourcing approaches designed to reach professionals with the specific technical backgrounds required by WVOT.

### Technical Screening and Candidate Qualification

Candidate screening will focus on demonstrated qualifications rather than job-title similarity. Vyze recruiters will evaluate each candidate against the applicable WVOT classification and the specific requirements of the staffing request.

The screening process will review relevant professional experience, technical capabilities, applicable technologies, project history, education, certifications where applicable, availability, and overall assignment fit. Where additional technical clarification is necessary, the candidate will be evaluated against the specific skills identified in the requirement before being advanced for submission.

The result is a requirement-to-candidate qualification process in which each proposed resource can be connected back to the criteria established for the position.

### Requirement-to-Candidate Traceability

| WVOT Requirement                      | Vyze Qualification Review                 | Evidence                    |
|---------------------------------------|-------------------------------------------|-----------------------------|
| <b>Required experience</b>            | Review of employment and project history  | Resume / candidate profile  |
| <b>Technical skills</b>               | Skills and technical experience screening | Resume / screening notes    |
| <b>Education</b>                      | Verification against stated requirement   | Candidate documentation     |
| <b>Certifications</b>                 | Review of applicable credentials          | Certification documentation |
| <b>Relevant technology experience</b> | Project/environment review                | Resume / screening          |
| <b>Availability</b>                   | Direct candidate confirmation             | Availability confirmation   |
| <b>Assignment fit</b>                 | Overall requirement assessment            | Qualification review        |

### Performance Measurement and Service KPIs

Vyze will use measurable service indicators to monitor the effectiveness of the staffing delivery process. Proposed service targets include:

| Performance Measure                        | Proposed Vyze Target* |
|--------------------------------------------|-----------------------|
| <b>Requisition acknowledgement</b>         | ≤ 4 business hours    |
| <b>Candidate availability confirmation</b> | ≤ 24 hours            |
| <b>Initial candidate submission</b>        | 3–5 business days     |

|                                            |                   |
|--------------------------------------------|-------------------|
| <b>Required qualification verification</b> | 100%              |
| <b>Required documentation completion</b>   | 100%              |
| <b>Applicable compliance verification</b>  | 100%              |
| <b>Reporting timeliness</b>                | 100%              |
| <b>Urgent issue escalation</b>             | Same business day |

### Classification Compliance & Qualification Matrix

WVOT's requirement encompasses 13 distinct technical staffing classifications, each representing a different technical capability and workforce need. The CRFQ identifies 2,080 evaluation hours for each classification, while clarifying that the listed hours are estimates for evaluation purposes and do not represent a guaranteed minimum or maximum.

Vyze will manage qualification at the classification level and requisition level, ensuring that candidate screening is tied directly to the applicable WVOT requirements. This approach creates a clear connection between what WVOT requires, what the candidate demonstrates, what Vyze verifies, and what is ultimately submitted for consideration.

*For every WVOT staffing request, Vyze will establish a qualification record containing the following elements:*

| Qualification Element              | Vyze Compliance Approach                                |
|------------------------------------|---------------------------------------------------------|
| <b>WVOT Classification</b>         | Confirm requested classification                        |
| <b>Required Experience</b>         | Compare candidate experience against stated requirement |
| <b>Technical Skills</b>            | Map demonstrated skills to required capabilities        |
| <b>Technology / Environment</b>    | Validate relevant technology experience                 |
| <b>Education</b>                   | Verify against applicable requirement                   |
| <b>Certifications</b>              | Confirm required/applicable credentials                 |
| <b>Relevant Project Experience</b> | Review project history for requirement alignment        |
| <b>Candidate Availability</b>      | Confirm availability and start-date alignment           |
| <b>Documentation</b>               | Verify completeness before submission                   |
| <b>Final Qualification</b>         | Account/Recruiting review before submission             |

**Compliance Standard:** Every applicable requirement will be reviewed before a candidate is submitted to WVOT.

### WVOT 13-Classification Qualification Matrix

*The following matrix establishes the qualification-control structure Vyze will use for the 13 classifications identified in the CRFQ.*

| #        | WVOT Classification                   | Primary Qualification Focus                         | Vyze Screening Focus                                                                   | Compliance Evidence              |
|----------|---------------------------------------|-----------------------------------------------------|----------------------------------------------------------------------------------------|----------------------------------|
| <b>1</b> | <b>Senior Web Application Analyst</b> | Web application analysis and development capability | Relevant application development experience, technical environment and project history | Resume + qualification checklist |

|    |                                                                          |                                                 |                                                                                              |                                            |
|----|--------------------------------------------------------------------------|-------------------------------------------------|----------------------------------------------------------------------------------------------|--------------------------------------------|
| 2  | <b>CRM Application Analyst</b>                                           | CRM application analysis and support capability | CRM platform experience, application analysis and relevant project work                      | Resume + technical screening               |
| 3  | <b>Senior SQL Server Database Administrator</b>                          | SQL Server database administration              | SQL Server administration, database environment and relevant experience                      | Resume + technical qualification review    |
| 4  | <b>Business Analyst</b>                                                  | Business analysis capability                    | Requirements analysis, stakeholder engagement, documentation and relevant project experience | Resume + screening record                  |
| 5  | <b>Learning Management System &amp; eLearning Development Specialist</b> | LMS and eLearning development                   | LMS/eLearning experience, development capabilities and relevant project history              | Resume + qualification checklist           |
| 6  | <b>Cloud Financial Operations Specialist</b>                             | Cloud financial operations / cost management    | Cloud financial management, cost optimization and relevant cloud environment                 | Resume + technical screening               |
| 7  | <b>Cloud Architect</b>                                                   | Cloud architecture                              | Cloud architecture experience, design responsibilities and relevant environments             | Resume + architecture qualification review |
| 8  | <b>Cloud Security Professional</b>                                       | Cloud security                                  | Cloud security, security controls and relevant technical environment                         | Resume + security qualification review     |
| 9  | <b>Cloud Platform Engineer</b>                                           | Cloud platform engineering                      | Cloud infrastructure/platform engineering experience                                         | Resume + technical screening               |
| 10 | <b>Cloud Network Engineer</b>                                            | Cloud networking                                | Network architecture/engineering and cloud networking experience                             | Resume + technical screening               |
| 11 | <b>Cloud Systems Management Engineer</b>                                 | Cloud systems management                        | Cloud systems administration, monitoring and management experience                           | Resume + qualification review              |
| 12 | <b>Cloud Center of Excellence (CCOE) Implementation Specialist</b>       | Cloud governance / CCOE implementation          | Cloud governance, implementation and organizational enablement experience                    | Resume + specialized screening             |
| 13 | <b>Mainframe Systems Programmer</b>                                      | Mainframe systems programming                   | Mainframe systems programming experience and applicable technical environment                | Resume + specialized technical screening   |

#### 4. Recruiting and Sourcing Strategy

Vyze Inc. will use a structured, classification-driven recruiting and sourcing strategy to support WVOT's temporary technical staffing requirements. The approach begins with understanding the specific technical requirement and continues through targeted talent identification, qualification, compliance verification, candidate submission, onboarding, assignment support, and replacement when required. This creates a consistent process for delivering technical resources while allowing the sourcing strategy to adapt to the complexity and availability of each skill set. Vyze Inc. will apply a targeted, classification-driven recruiting strategy to support WVOT's temporary technical staffing requirements. The approach is designed around the principle that *successful staffing is not measured by the number of resumes generated, but by the number of qualified resources who successfully align with the State's requirements and contribute to assignment continuity*.

WVOT's requirement covers 13 distinct technical classifications across application development, CRM, database administration, business analysis, eLearning, cloud, security, networking, systems management, CCOE implementation, and mainframe environments. Accordingly, recruiting activity will begin with the specific technical requirements of each requisition and then determine the appropriate sourcing channels, screening criteria, and qualification controls.

Each WVOT requisition will be translated into a structured sourcing profile before candidate outreach begins. The profile will identify the applicable WVOT classification, required technical capabilities, experience, education, certifications where applicable, technology environment, assignment requirements, availability expectations, and other criteria contained in the requisition.

This enables the recruiting team to determine whether the requirement calls for broad technical sourcing, targeted specialist sourcing, or a highly focused search for niche talent.

##### Sourcing Approach

Because the WVOT requirement contains 13 distinct classifications, Vyze will not apply the same sourcing methodology to every position. Each requisition will be categorized according to the technical specialization, availability of qualified talent, urgency, and complexity of the requirement.

For broader technical requirements, established technical talent pools and professional sourcing channels can provide an efficient starting point. For specialized requirements such as cloud security, cloud architecture, CCOE implementation, cloud networking, and mainframe systems programming, the search can be narrowed to professionals with demonstrable experience in the required technical environment.

The objective is to create a qualified pipeline rather than a high-volume resume pipeline. This distinction is important to WVOT because excessive submissions can increase evaluation workload without increasing the probability of finding the right resource.

| Requirement Type            | Sourcing Strategy                     |
|-----------------------------|---------------------------------------|
| Common technical skill sets | Broad qualified talent-pool search    |
| Specialized technical roles | Targeted technical sourcing           |
| Cloud / security positions  | Specialized technology-focused search |

|                                |                                                                |
|--------------------------------|----------------------------------------------------------------|
| Mainframe requirements         | Niche technical sourcing                                       |
| Urgent requirements            | Priority sourcing and accelerated screening                    |
| Difficult-to-fill requirements | Expanded sourcing channels and pipeline development            |
| Repeat requirements            | Re-engagement of previously qualified talent where appropriate |

**Recruiting Begins with Understanding the Requirement**

The first step in the Vyze recruiting process is not candidate sourcing; it is requirement interpretation. Upon receipt of a WVOT staffing request, the assigned account and recruiting team will review the applicable classification and convert the requirement into a structured sourcing and qualification profile.

The review will identify the required technical capabilities, experience, education, certifications where applicable, technology environment, assignment expectations, availability, location or work arrangement, and other requirements communicated by WVOT. This information becomes the reference point for both sourcing and candidate evaluation.

This approach reduces the risk of a common staffing problem: treating a job title as the qualification standard. A candidate may have the correct title but lack the specific technology, environment, project experience, or level of expertise required for the assignment. Vyze's process therefore evaluates **what the candidate has actually performed**, not simply what the candidate has been called.

**Requirement first. Candidate second. Qualification evidence before submission.**

**Multi-Channel Talent Acquisition**

Vyze will maintain multiple avenues for identifying qualified technical professionals so that fulfillment is not dependent upon a single recruiting channel. The sourcing mix will be adjusted according to the position rather than following a fixed formula.

Potential sourcing channels include established technical talent pools, direct candidate outreach, professional talent platforms, employee and referral networks, technical communities, targeted digital recruiting, specialized sourcing, and re-engagement of qualified candidates.

For recurring or difficult-to-fill classifications, previously identified candidates may be re-engaged when their experience and current availability align with the new WVOT requirement. However, previous consideration will not automatically establish qualification for a new assignment. The candidate will be evaluated against the **current WVOT requirement** before submission.

**Technical Screening and Qualification**

Candidate sourcing is only the first part of the recruiting process. Vyze will apply a structured screening process to determine whether a candidate's documented background aligns with the applicable WVOT classification and staffing requirement.

The screening review will consider relevant experience, technical skills, technology environments, project responsibilities, education, certifications where applicable, availability,

and assignment fit. Recruiters will focus on demonstrated responsibilities and accomplishments rather than relying solely on keywords or job titles.

For specialized positions, the screening process will place additional emphasis on the specific technical environment identified in the requirement. This helps differentiate candidates with genuine experience in the required discipline from candidates whose background is broadly related but does not satisfy the actual requirement.

*Following resume review, candidates who appear aligned with the requirement will undergo additional technical screening appropriate to the position.*

The screening will focus on the skills and technical capabilities that are material to successful performance of the assignment.

Depending on the requirement, the recruiter may evaluate areas such as:

- Relevant programming or development experience;
- Database technologies;
- Cloud platforms and environments;
- Cloud architecture;
- Cloud security;
- Networking;
- Systems administration;
- CRM applications;
- Business analysis;
- LMS/eLearning technologies;
- Mainframe environments;
- Technical project experience; and
- Other skills specifically identified in the WVOT requirement.

### ***Vyze follows these 3 parts for right candidate submission***

***Technical Interview / Recruiter Screening*** Where appropriate, the recruiter will conduct a structured technical screening conversation to validate information contained in the candidate's resume.

*The purpose is not to replace WVOT's technical interview or selection authority. Instead, it serves as an **upstream***



**quality control** designed to identify obvious qualification gaps before submission.

*The discussion may address the candidate's experience with the relevant technology, role and responsibilities on previous projects, problem-solving experience, technical environment, availability, and ability to perform the required assignment.*

*For highly specialized positions, additional technical evaluation may be incorporated where appropriate and supported by the recruiting model.*

|                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Education and Certification Verification</b></p>        | <p>Where WVOT's requirement identifies education, certification, license, or other credential requirements, those requirements will be incorporated into the candidate qualification checklist.</p> <p>The recruiting team will review the candidate's stated credentials and applicable supporting documentation before submission or at the appropriate stage specified by the requirement.</p> <p>This prevents credentials from being treated as assumptions.</p> <p><b>Verification Standard</b></p> <p><b>If a qualification is required, the candidate record should contain evidence that allows the requirement to be verified.</b></p> <p>Technical qualification alone does not guarantee successful staffing. The candidate must also be available and capable of meeting the expected assignment timing.</p> <p>Vyze will confirm candidate availability before submission and identify any known constraints that could affect the anticipated start date or assignment requirements.</p> <p>This step helps reduce situations in which a technically qualified candidate is presented but cannot actually begin the assignment within the required timeframe.</p> |
| <p><b>Candidate Availability and Assignment Readiness</b></p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

Quality Assurance

Vyze will treat quality assurance as an integral part of recruiting rather than a final administrative check. Each candidate will pass through defined quality gates before being presented to WVOT.

The first quality gate confirms that the candidate has been associated with the correct WVOT classification. The second evaluates the candidate's experience and technical capabilities against the requirement. The third verifies applicable education, certification, availability, and documentation. A final submission review ensures that the candidate package is complete and that the qualification information can be readily understood by the WVOT evaluation team.

*This process shifts a portion of the qualification effort upstream, helping reduce avoidable mismatches and unnecessary review cycles for WVOT.*

| Quality Gate              | Review Objective                  |
|---------------------------|-----------------------------------|
| <b>Classification</b>     | Correct WVOT classification       |
| <b>Technical fit</b>      | Required technical capabilities   |
| <b>Experience</b>         | Required/relevant experience      |
| <b>Education</b>          | Applicable education requirement  |
| <b>Certification</b>      | Applicable credential requirement |
| <b>Project background</b> | Relevant practical experience     |
| <b>Availability</b>       | Candidate readiness               |
| <b>Documentation</b>      | Submission completeness           |
| <b>Final review</b>       | Submission readiness              |

#### Quality Assurance Target

**100% of applicable qualification criteria reviewed before candidate submission.**

#### Recruiting Service Levels and KPIs

Vyze will manage recruiting performance using measurable service indicators rather than relying solely on qualitative descriptions such as "responsive" or "fast."

The proposed service levels below are designed to measure the points in the recruiting lifecycle that have the greatest effect on WVOT's staffing experience.

| KPI                                               | Proposed Vyze Target*         |
|---------------------------------------------------|-------------------------------|
| <b>Requisition acknowledgement</b>                | ≤ 4 business hours            |
| <b>Candidate availability confirmation</b>        | ≤ 24 hours                    |
| <b>Initial candidate submission</b>               | 3–5 business days             |
| <b>Applicable qualification criteria reviewed</b> | 100%                          |
| <b>Required candidate documentation</b>           | 100% complete                 |
| <b>Applicable compliance verification</b>         | 100%                          |
| <b>Urgent issue escalation</b>                    | Same business day             |
| <b>Reporting timeliness</b>                       | 100% on time                  |
| <b>Replacement sourcing initiation</b>            | Immediate upon confirmed need |

#### Replacement and Workforce Continuity

Temporary technical staffing requires a continuity strategy because resource availability can change during an assignment. Vyze will therefore incorporate replacement readiness into the overall workforce delivery process rather than treating replacement as an entirely separate activity.

When a replacement need is identified, the account team will coordinate with WVOT to understand the reason for replacement and any changes to the original requirement. The recruiting team will then review available qualified talent and activate targeted sourcing as

necessary. Replacement candidates will undergo the applicable qualification process before being submitted.

This ensures that the urgency of replacement does not result in a lower qualification standard.

### *Ensuring Business Continuity with the Right Talent, at the Right Time*

Temporary technical staffing requires more than the initial placement of a qualified resource. A successful workforce program must also anticipate the possibility that a resource may resign, become unavailable, experience a performance issue, or otherwise require replacement during an assignment. For WVOT, the value of a staffing partner is therefore measured not only by how quickly a resource can be placed, but also by how effectively workforce continuity can be protected when circumstances change.

Vyze will incorporate replacement readiness into the entire workforce delivery lifecycle rather than treating replacement as an isolated recruiting event. The approach combines account management, recruiting, technical screening, qualification verification, onboarding, and transition support into a controlled 11-step Replacement & Continuity Process.



## 5. Our Key Personnel and Account Management

Vyze Inc. will assign a dedicated Client Partner, Nick Sharma, Vice President / Client Partner, as the primary point of accountability for the WVOT engagement. Nick will serve as the senior relationship lead responsible for maintaining alignment between WVOT's workforce requirements and Vyze's recruiting, delivery, compliance, onboarding, payroll, and procurement functions.

The account structure is intentionally designed so that WVOT does not need to navigate multiple disconnected contacts to obtain answers or resolve issues. Nick Sharma will coordinate the engagement at the client-partner level, while the Delivery Manager and recruiting team manage day-to-day workforce execution. This creates a clear escalation path, defined ownership, and continuity throughout the contract lifecycle.



| Dedicated Client Partner – Nick Sharma           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Primary Executive Point of Accountability</b> | <p>Nick Sharma will serve as the dedicated Client Partner / Vice President for the WVOT engagement.</p> <p>His role is designed to provide WVOT with a consistent senior-level relationship throughout the engagement. Rather than separating account management from operational delivery, Nick will maintain visibility into workforce performance, staffing priorities, service issues, escalations, and opportunities for continuous improvement.</p> <p>As Client Partner, Nick will coordinate with WVOT stakeholders and the internal Vyze delivery organization to ensure that commitments made at the account level are translated into operational action.</p> |
| <b>Key Responsibilities</b>                      | <p>Nick Sharma will provide oversight for:</p> <ul style="list-style-type: none"> <li>Executive-level client relationship management;</li> <li>Overall account performance;</li> <li>Workforce strategy and staffing priorities;</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                              |

|  |                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <ul style="list-style-type: none"> <li>• Escalation management;</li> <li>• Service-level performance;</li> <li>• Issue resolution;</li> <li>• Coordination with recruiting and delivery leadership;</li> <li>• Contract and operational alignment;</li> <li>• Continuous-improvement discussions;</li> <li>• Regular account reviews with WVOT;</li> <li>• Identification of opportunities to improve workforce outcomes.</li> </ul> |
|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| Delivery Management – Yash Pandey                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Operational Ownership of Workforce Delivery</b> | <p><b>Yash Pandey, Delivery Manager</b>, will lead the operational execution supporting the WVOT staffing program. Yash will work closely with Nick Sharma and the recruiting organization to translate WVOT requirements into actionable recruiting priorities. The Delivery Manager will maintain visibility into open requirements, candidate activity, submissions, selection progress, onboarding, assignment status, and workforce issues. The role provides the operational bridge between WVOT's requirements and Vyze's recruiting engine.</p>                            |
| <b>Key Responsibilities</b>                        | <ul style="list-style-type: none"> <li>• Coordinate day-to-day staffing delivery;</li> <li>• Prioritize open requirements;</li> <li>• Monitor candidate pipelines;</li> <li>• Coordinate with recruiting resources;</li> <li>• Track candidate submissions;</li> <li>• Support interview and selection coordination;</li> <li>• Monitor onboarding progress;</li> <li>• Identify delivery risks;</li> <li>• Coordinate replacement requirements;</li> <li>• Escalate issues requiring leadership attention;</li> <li>• Support performance and service-level reporting.</li> </ul> |

| Public Sector Recruiting Management – Aman Pandey                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|----------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Focused Recruiting Leadership for Government Workforce Requirements</b> | <p><b>Aman Pandey, Public Sector Recruiting Manager</b>, will provide recruiting leadership for the WVOT engagement. The position provides an additional layer of specialization between account management and individual recruiting activity. Aman will help ensure that recruiting activity remains aligned with public-sector staffing expectations, applicable qualification requirements, candidate documentation, and delivery priorities. This structure is particularly valuable for WVOT because the requirement encompasses multiple specialized technical classifications. Recruiting priorities can therefore be coordinated at the program level rather than handled as isolated requisitions.</p> |
| <b>Key Responsibilities</b>                                                | <p><b>Aman will support:</b></p> <ul style="list-style-type: none"> <li>• Public-sector recruiting strategy;</li> <li>• Classification-specific sourcing;</li> <li>• Recruiter allocation;</li> <li>• Candidate pipeline development;</li> <li>• Difficult-to-fill requirement escalation;</li> <li>• Qualification review;</li> </ul>                                                                                                                                                                                                                                                                                                                                                                           |

|  |                                                                                                                                                                                    |
|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <ul style="list-style-type: none"> <li>• Recruiting performance monitoring;</li> <li>• Candidate quality management;</li> <li>• Coordination with the Delivery Manager.</li> </ul> |
|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| <b>Lead Recruiter – S. Bansal</b>         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Requirement-to-Candidate Execution</b> | <p>S. Bansal, Lead Recruiter, will serve as a key recruiting resource supporting candidate identification, screening, qualification, and submission activities.</p> <p>The Lead Recruiter will translate the requirements established by the delivery team into actionable candidate searches and will coordinate with Senior Recruiter / Recruiter resources to maintain candidate flow.</p> <p>The position serves as an important quality-control point between sourcing and candidate submission.</p>                                |
| <b>Primary Responsibilities</b>           | <ul style="list-style-type: none"> <li>• Review assigned staffing requirements;</li> <li>• Develop targeted candidate searches;</li> <li>• Conduct initial candidate screening;</li> <li>• Evaluate technical and experience alignment;</li> <li>• Coordinate candidate documentation;</li> <li>• Confirm availability;</li> <li>• Support qualification verification;</li> <li>• Prepare candidates for submission;</li> <li>• Maintain candidate pipeline status;</li> <li>• Escalate qualification or sourcing challenges.</li> </ul> |

| <b>Senior Recruiter / Recruiter</b>                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Scalable Candidate Sourcing and Screening Capacity</b> | <p>The Senior Recruiter / Recruiter function will provide direct candidate sourcing and screening support for WVOT requirements.</p> <p>Recruiting resources will work according to the classification and priority of each requirement. Specialized or difficult-to-fill positions can receive additional sourcing attention, while recurring requirements can benefit from established candidate pipelines and talent relationships.</p> <p>The recruiting team will operate under the qualification standards established for the engagement, ensuring that candidate volume does not replace candidate quality.</p> |

| <b>HR &amp; Operations Support</b>                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>The Workforce Infrastructure Behind Every Placement</p> <p>The recruiting and delivery organization will be supported by dedicated HR and operational functions. This structure provides WVOT with an integrated workforce solution rather than a recruiting-only model.</p> |                                                                                                                                                                                                                                                                                                |
| <b>BGC &amp; Onboarding Team</b>                                                                                                                                                                                                                                                | <p>The <b>BGC &amp; Onboarding Team</b> supports:</p> <ul style="list-style-type: none"> <li>• Background-check coordination;</li> <li>• Documentation verification;</li> <li>• Onboarding activities;</li> <li>• New-resource readiness;</li> <li>• Assignment-entry requirements.</li> </ul> |
| <b>Compliance Team</b>                                                                                                                                                                                                                                                          | <p>The <b>Compliance Team</b> supports:</p> <ul style="list-style-type: none"> <li>• Policy adherence;</li> <li>• Regulatory compliance;</li> </ul>                                                                                                                                            |

|                     |                                                                                                                                                                                                           |
|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                     | <ul style="list-style-type: none"> <li>• Applicable workforce documentation;</li> <li>• Audit support;</li> <li>• Compliance-related issue resolution.</li> </ul>                                         |
| <b>Payroll Team</b> | <p>The <b>Payroll Team</b> supports:</p> <ul style="list-style-type: none"> <li>• Timekeeping;</li> <li>• Payroll processing;</li> <li>• Billing support;</li> <li>• Workforce administration.</li> </ul> |

| <b>Procurement Team</b>                            |                                                                                                                                                                                                                                                                                                                                                                                        |
|----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Supporting Contract and Vendor Coordination</b> | <p>The <b>Procurement Team</b> will support vendor coordination, contract-related activities, procurement documentation, and sourcing resources required to support the engagement. This function adds an additional layer of organizational support behind the client-facing account team and helps maintain alignment between operational delivery and procurement requirements.</p> |

### **Key Personnel Accountability Matrix**

| <b>Personnel / Function</b>                           | <b>Primary Responsibility</b>                                                         | <b>WVOT Value</b>                       |
|-------------------------------------------------------|---------------------------------------------------------------------------------------|-----------------------------------------|
| <b>Nick Sharma – VP / Client Partner</b>              | Executive account ownership, relationship management, escalation, strategic oversight | One accountable senior relationship     |
| <b>Yash Pandey – Delivery Manager</b>                 | Day-to-day workforce delivery and operational coordination                            | Faster execution and issue visibility   |
| <b>Aman Pandey – Public Sector Recruiting Manager</b> | Recruiting strategy and public-sector staffing coordination                           | Focused government workforce recruiting |
| <b>S. Bansal – Lead Recruiter</b>                     | Candidate sourcing, screening, qualification and submission                           | Consistent candidate quality            |
| <b>Senior Recruiter / Recruiter</b>                   | Candidate identification and recruiting execution                                     | Scalable sourcing capacity              |
| <b>BGC &amp; Onboarding Team</b>                      | Background checks, documentation and onboarding                                       | Assignment readiness                    |
| <b>Compliance Team</b>                                | Policy, regulatory and audit support                                                  | Compliance control                      |
| <b>Payroll Team</b>                                   | Timekeeping, payroll and billing support                                              | Administrative accuracy                 |
| <b>Procurement Team</b>                               | Vendor coordination and contract support                                              | Procurement alignment                   |

## 6. Our Public Sector Experience

Vyze Inc. brings 5+ years of public-sector staffing and workforce-support experience across 30 states, supporting organizations with temporary staffing, staff augmentation, professional and technical workforce requirements, candidate sourcing and screening, background/reference verification, onboarding, payroll administration, assignment management, replacement staffing, and ongoing workforce support.

This experience is directly relevant to WVOT because successful public-sector staffing requires more than access to candidates. It requires requirement interpretation, qualification discipline, compliance awareness, responsive delivery, workforce continuity, and the ability to operate within a structured government environment.

Vyze's relevant public-sector experience includes engagements supporting the State of Ohio, California Secretary of State, and State of Virginia. These engagements demonstrate the organization's ability to support government workforce requirements while maintaining the operational controls necessary for public-sector delivery.

### Relevant Public-Sector Experience

| Client / Government Organization                   | Relevant Experience                                    | Fairfield County SOW Alignment                                                                        |
|----------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------|
| <b>Oakland County, Michigan</b>                    | Public-sector staffing and workforce support           | Temporary staffing, recruitment, screening, assignment management, replacement support                |
| <b>Multnomah County, Oregon</b>                    | County-government workforce support                    | Multi-classification staffing, candidate sourcing, screening, onboarding and workforce administration |
| <b>State of New York – Department of Health</b>    | Technology/professional workforce support              | Recruiting, qualification, candidate screening, technical staffing                                    |
| <b>State of Michigan</b>                           | Government staffing / workforce support                | Staff augmentation, recruitment, candidate qualification                                              |
| <b>State of Ohio</b>                               | Public-sector workforce experience                     | Ohio governmental environment and workforce requirements                                              |
| <b>State of Florida</b>                            | Government staffing and professional workforce support | Recruiting, screening, staffing and assignment administration                                         |
| <b>North Carolina Department of Transportation</b> | Government workforce support                           | Technical/professional staffing and workforce management                                              |
| <b>Texas Department of Public Safety</b>           | Public-sector staffing support                         | Qualified workforce sourcing and compliance-sensitive environments                                    |
| <b>Virginia Department of Corrections</b>          | Government staffing support                            | Screening, qualified staffing and assignment management                                               |
| <b>Florida Department of Corrections</b>           | Public-sector workforce support                        | Candidate qualification and workforce deployment                                                      |

|                                                      |                                                |                                                                       |
|------------------------------------------------------|------------------------------------------------|-----------------------------------------------------------------------|
| <b>Harris County Toll Road Authority</b>             | County/public infrastructure workforce support | Operational and specialized workforce requirements                    |
| <b>Leon County Clerk of Courts &amp; Comptroller</b> | County-government workforce support            | Administrative and public-sector staffing                             |
| <b>Maryland Judiciary</b>                            | Government workforce support                   | Administrative/professional staffing and compliance-oriented delivery |
| <b>SUNY / Stony Brook University</b>                 | Public educational institution staffing        | Professional, administrative and technical workforce support          |

### Alignment With the State Anticipated Staffing Categories

WVOT anticipates temporary staffing requirements across **IT support, skilled trades, and specialized professional personnel**.

Vyze's public-sector experience provides a relevant foundation across these workforce categories:

**Administrative & Clerical:** Administrative assistants, clerical personnel, reception, data entry and business-support functions.

**Finance & Business Operations:** Accounting, payroll and operational support.

**Customer & Public Service:** Customer service and public-facing support functions.

**Technology:** IT and technical/customer-support staffing.

**Operations & Facilities:** Maintenance, custodial, seasonal and operational workforce requirements.

**Professional & Specialized:** Professional, technical and specialized positions requiring targeted sourcing and qualification.

**Public-Sector / Event Workforce:** Temporary and high-volume workforce requirements where rapid mobilization and candidate availability are critical.

### Relevant Public-Sector Case Studies

| <b>Case Study 1 — State of Ohio</b><br><b>Client: State of Ohio</b><br><b>Engagement Focus</b><br>Technical / Professional Workforce Staffing and Staff Augmentation                                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Relevant Services</b><br>Vyze supported the State of Ohio with workforce requirements requiring qualified personnel to be identified, screened, and aligned to the applicable assignment requirements. The engagement involved the core workforce lifecycle—from candidate sourcing and qualification through onboarding and ongoing assignment support.<br>The delivery model emphasized requirement-driven recruiting rather than resume-volume recruiting, with candidates evaluated for relevant experience and assignment alignment before presentation. |
| <b>Delivery Approach</b><br>The experience is particularly relevant to WVOT because it demonstrates Vyze's ability to operate within a government environment where staffing requirements must be translated into qualified workforce solutions while maintaining consistency throughout the candidate lifecycle.                                                                                                                                                                                                                                                |

| WVOT Relevance                                                                                                                                                                                                                                                         |                                        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
| <b>WVOT Need</b>                                                                                                                                                                                                                                                       | <b>Relevant Vyze Experience</b>        |
| Technical workforce sourcing                                                                                                                                                                                                                                           | Technical/professional staffing        |
| Candidate qualification                                                                                                                                                                                                                                                | Structured screening and qualification |
| Public-sector environment                                                                                                                                                                                                                                              | State government experience            |
| Onboarding                                                                                                                                                                                                                                                             | Workforce onboarding support           |
| Assignment management                                                                                                                                                                                                                                                  | Ongoing workforce support              |
| Replacement capability                                                                                                                                                                                                                                                 | Replacement staffing process           |
| <b>Value Demonstrated</b><br>The State of Ohio experience reinforces Vyze's ability to combine <b>public-sector accountability with responsive workforce delivery</b> , providing a foundation directly applicable to WVOT's temporary technical staffing environment. |                                        |

| <b>Case Study 2 – California Secretary of State</b><br><b>Client:</b> California Secretary of State<br><b>Engagement Focus</b><br>Public-Sector Staffing and Workforce Support                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| <b>Relevant Services</b><br>Vyze supported the California Secretary of State with staffing and workforce requirements requiring disciplined candidate identification, screening, qualification, and workforce administration.<br>The engagement required a structured approach to candidate delivery, with recruiting activity aligned to the specific needs of the government organization rather than relying on a generalized staffing model.<br>Vyze's workforce process incorporated <b>candidate sourcing, screening, background/reference verification, onboarding, assignment support, and workforce administration</b> , creating an integrated lifecycle from candidate identification through deployment. |                                                       |
| <b>Delivery Model</b><br>The engagement demonstrates Vyze's ability to coordinate multiple workforce functions while maintaining a consistent client-facing delivery model:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                       |
| <b>Sourcing</b> <ul style="list-style-type: none"> <li>➤ Screening</li> <li>➤ Verification</li> <li>➤ Onboarding</li> <li>➤ Deployment</li> <li>➤ Assignment Support</li> <li>➤ Replacement / Continuity</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                       |
| <b>WVOT Relevance</b><br>The California Secretary of State experience is particularly relevant to WVOT because it demonstrates experience supporting a <b>state-level government organization</b> , where workforce delivery requires responsiveness, documentation discipline, qualification controls, and coordination across multiple operational functions.                                                                                                                                                                                                                                                                                                                                                      |                                                       |
| <b>Capability</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>Application to WVOT</b>                            |
| State-government experience                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Familiarity with public-sector workforce environments |
| Candidate sourcing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Supports WVOT technical classifications               |
| Qualification screening                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Supports requirement-to-candidate mapping             |
| Background/reference verification                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Supports workforce compliance                         |
| Onboarding                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Supports assignment readiness                         |
| Workforce administration                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Supports lifecycle management                         |

|                                                                                                                                                                                                                                                                      |                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
| <i>Continuity</i>                                                                                                                                                                                                                                                    | Supports replacement requirements |
| <b>Value Demonstrated</b><br>The engagement reinforces Vyze's ability to deliver workforce solutions within a state-government environment while maintaining the <b>quality, compliance, and continuity controls</b> expected from a public-sector staffing partner. |                                   |

| <b>Case Study 3 — Commonwealth of Virginia</b><br><b>Client:</b> Commonwealth of Virginia<br><b>Engagement Focus</b><br>Public-Sector Staffing and Workforce Solutions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                       |                                |                                       |                                           |   |                                |   |                           |   |                                    |   |                   |   |                           |   |                               |   |                                 |   |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|--------------------------------|---------------------------------------|-------------------------------------------|---|--------------------------------|---|---------------------------|---|------------------------------------|---|-------------------|---|---------------------------|---|-------------------------------|---|---------------------------------|---|
| <b>Relevant Services</b><br>Vyze's experience supporting the Commonwealth of Virginia further demonstrates its ability to operate within state-government workforce environments. The engagement involved staffing and workforce-support activities requiring qualified candidate identification, screening, onboarding, and ongoing assignment support.<br>The experience provides particularly relevant context for WVOT because both engagements involve state-government workforce requirements, where responsiveness, qualification accuracy, documentation, and continuity are essential to successful delivery.<br>Vyze's approach centered on matching candidates to the actual requirement and maintaining workforce support throughout the assignment rather than treating placement as the endpoint of the staffing process. |                                       |                                |                                       |                                           |   |                                |   |                           |   |                                    |   |                   |   |                           |   |                               |   |                                 |   |
| <b>Relevant Delivery Capabilities</b> <ul style="list-style-type: none"> <li>• Requirement analysis;</li> <li>• Candidate sourcing;</li> <li>• Technical/professional staffing;</li> <li>• Candidate screening;</li> <li>• Background/reference verification;</li> <li>• Qualification review;</li> <li>• Onboarding;</li> <li>• Assignment management;</li> <li>• Replacement staffing;</li> <li>• Workforce administration.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                |                                       |                                |                                       |                                           |   |                                |   |                           |   |                                    |   |                   |   |                           |   |                               |   |                                 |   |
| <b>WVOT Relevance</b> <table> <tr> <th><i><b>WVOT Requirement</b></i></th><th><i><b>Commonwealth Experience</b></i></th></tr> <tr> <td><i>State-government workforce support</i></td><td>✓</td></tr> <tr> <td><i>Staffing / augmentation</i></td><td>✓</td></tr> <tr> <td><i>Candidate sourcing</i></td><td>✓</td></tr> <tr> <td><i>Qualification and screening</i></td><td>✓</td></tr> <tr> <td><i>Onboarding</i></td><td>✓</td></tr> <tr> <td><i>Assignment support</i></td><td>✓</td></tr> <tr> <td><i>Replacement capability</i></td><td>✓</td></tr> <tr> <td><i>Workforce administration</i></td><td>✓</td></tr> </table>                                                                                                                                                                                                          |                                       | <i><b>WVOT Requirement</b></i> | <i><b>Commonwealth Experience</b></i> | <i>State-government workforce support</i> | ✓ | <i>Staffing / augmentation</i> | ✓ | <i>Candidate sourcing</i> | ✓ | <i>Qualification and screening</i> | ✓ | <i>Onboarding</i> | ✓ | <i>Assignment support</i> | ✓ | <i>Replacement capability</i> | ✓ | <i>Workforce administration</i> | ✓ |
| <i><b>WVOT Requirement</b></i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <i><b>Commonwealth Experience</b></i> |                                |                                       |                                           |   |                                |   |                           |   |                                    |   |                   |   |                           |   |                               |   |                                 |   |
| <i>State-government workforce support</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | ✓                                     |                                |                                       |                                           |   |                                |   |                           |   |                                    |   |                   |   |                           |   |                               |   |                                 |   |
| <i>Staffing / augmentation</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | ✓                                     |                                |                                       |                                           |   |                                |   |                           |   |                                    |   |                   |   |                           |   |                               |   |                                 |   |
| <i>Candidate sourcing</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | ✓                                     |                                |                                       |                                           |   |                                |   |                           |   |                                    |   |                   |   |                           |   |                               |   |                                 |   |
| <i>Qualification and screening</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | ✓                                     |                                |                                       |                                           |   |                                |   |                           |   |                                    |   |                   |   |                           |   |                               |   |                                 |   |
| <i>Onboarding</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | ✓                                     |                                |                                       |                                           |   |                                |   |                           |   |                                    |   |                   |   |                           |   |                               |   |                                 |   |
| <i>Assignment support</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | ✓                                     |                                |                                       |                                           |   |                                |   |                           |   |                                    |   |                   |   |                           |   |                               |   |                                 |   |
| <i>Replacement capability</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | ✓                                     |                                |                                       |                                           |   |                                |   |                           |   |                                    |   |                   |   |                           |   |                               |   |                                 |   |
| <i>Workforce administration</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | ✓                                     |                                |                                       |                                           |   |                                |   |                           |   |                                    |   |                   |   |                           |   |                               |   |                                 |   |
| <b>Value Demonstrated</b><br>The Commonwealth of Virginia experience strengthens Vyze's understanding of the operational expectations associated with state-government staffing and reinforces the proposed approach of responsive recruiting + controlled qualification + workforce continuity.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                       |                                |                                       |                                           |   |                                |   |                           |   |                                    |   |                   |   |                           |   |                               |   |                                 |   |