



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: VS0000020585

Legal Name: Cambay Consulting LLC

Alias/DBA:

Total Bid: \$1,922,252.80

Response Date: 09/23/2026

Response Time: 12:17

Responded By User ID: Cambaycs

First Name: Arpit

Last Name: Soni

Email: grfp@cambaycs.com

Phone: 4302409800

SO Doc Code: CRFQ

SO Dept: 0231

SO Doc ID: OOT27000000006

Published Date: 9/16/26

Close Date: 9/23/26

Close Time: 13:30

Status: Closed

Solicitation Description: Addendum No 2 -Temporary Technical Staffing Services

Total of Header Attachments: 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 ESR09232600000003129	1

VENDOR
VS0000020585
Cambay Consulting LLC

Solicitation Number: CRFQ 0231 OOT2700000006
Total Bid: 1922252.800000000046566128730 **Response Date:** 2026-09-23 **Response Time:** 12:17:14
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	87.480000	181958.40

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: \$87.48/hr total for 2080 hours \$181,958.40

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	61.720000	128377.60

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: \$61.72/hr total for 2080 hours: \$128,381.76

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	59.720000	124217.60

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: \$59.72/hr total for 2080 hours: \$124,225.92

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	55.940000	116355.20

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: \$55.94/hr total for 2080 hours: \$116,363.52

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	43.070000	89585.60

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: \$43.07/hr total for 2080 hours: \$89,575.20

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	75.200000	156416.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: \$75.20/hr total for 2080 hours: \$156,405.60

Extended Description:

Cloud Financial Operations Specialist

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	Cloud Architect	2080.0000	HOUR	94.160000	195852.80

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: \$94.16/hr total for 2080 hours: \$195,858.00

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	92.770000	192961.60

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: 92.77/hr total for 2080 hours \$192,965.76

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	66.800000	138944.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: \$66.80/hr total for 2080 hours: \$138,939.84

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	70.240000	146099.20

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: \$70.24/hr total for 2080 hours: \$146,100.24

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	74.630000	155230.40

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: \$74.63/hr total for 2080 hours: \$155,226.24

Extended Description:

Cloud Systems Management Engineer

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Cloud Center of Excellence (CCOE) Implementation Spec	2080.0000	HOUR	70.880000	147430.40

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: \$70.88/hr total for 2080 hours: \$147,420.00

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	71.550000	148824.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: \$71.55/hr total for 2080 hours: \$148,824.00

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.

Centralized Request for Quote (CRFQ)

CRFQ-0231-00T2700000006-3

Submitted To:



Toby L Welch
Department of Administration
Purchasing Division
2019 Washington ST E
Charleston WV 25305
toby.l.welch@wv.gov

Response Proposal

Submitted By:



Cambay Consulting

Accelerating Digital Transformation

Pooja Ruchwani
HR Executive
1838 Snake River Road, Suite A, Katy, Texas 77449
grfp@cambaycs.com
Phone: (430) 240- 9800



Due Date: 23rd September 2026 || 2:30 AM EST

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Required Forms

Designated Contact

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

(Printed Name and Title) Pooja Ruchwani

(Address) 1838, Snake River Road, Suite A, Katy, Texas - 77449

(Phone Number) / (Fax Number) (430) 240-9800 / (832) -610-3443

(email address) grfp@cambaycs.com

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

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

Cambay Consulting, LLC

(Company) Pooja P Ruchwani

(Signature of Authorized Representative)
Pooja Ruchwani (HR Executive)

(Printed Name and Title of Authorized Representative) (Date)
(430-240-9800) (832-610-3443)

(Phone Number) (Fax Number)

grfp@cambaycs.com

(Email Address)

Revised 8/24/2023

Addendum Acknowledgement Form

ADDENDUM ACKNOWLEDGEMENT FORM SOLICITATION NO.: CRFQ OOT27*006

Instructions: Please acknowledge receipt of all addenda issued with this solicitation by completing this addendum acknowledgment form. Check the box next to each addendum received and sign below. Failure to acknowledge addenda may result in bid disqualification.

Acknowledgment: I hereby acknowledge receipt of the following addenda and have made the necessary revisions to my proposal, plans and/or specification, etc.

Addendum Numbers Received:

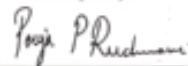
(Check the box next to each addendum received)

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

I understand that failure to confirm the receipt of addenda may be cause for rejection of this bid. I further understand that any verbal representation made or assumed to be made during any oral discussion held between Vendor's representatives and any state personnel is not binding. Only the information issued in writing and added to the specifications by an official addendum is binding.

Cambay Consulting, LLC

Company



Authorized Signature

09/22/2026

Date

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

Revised 6/8/2012

Pricing

	Department of Administration Purchasing Division 2019 Washington Street East Post Office Box 50130 Charleston, WV 25305-0130	State of West Virginia Centralized Request for Quote Service - Prof
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Proc Folder: 2020855 Doc Description: Addendum No 2 -Temporary Technical Staffing Services Proc Type: Statewide MA (Open End)	Reason for Modification: Addendum No 2 is issued to publish vendor questions with the agency's responses.
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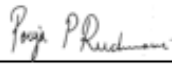
Date Issued	Solicitation Closes	Solicitation No	Version
2026-09-18	2026-09-23 13:30	CRFQ 0231 OOT2700000006	3

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

VENDOR
Vendor Customer Code: VS0000020585
Vendor Name : Cambay Consulting, LLC

Address : 1838, Suite A
Street : Snake river road
City : Katy
State : Texas **Country :** United States of America **Zip :** 77449
Principal Contact : Pooja Ruchwani
Vendor Contact Phone: (430) 240-9800 **Extension:** -

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

Vendor Signature X 	FEIN# 46-1124952	DATE 9/23/2026
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All offers subject to all terms and conditions contained in this solicitation

Date Printed: Sep 16, 2026

Page: 1

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

ADDITIONAL INFORMATION

Addendum No 2 is issued for the following reasons:

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

--no other changes--

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Web Application Analyst	2080.00000	HOUR	\$87.48	\$181,958.40

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	\$61.72	\$128,381.76

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.

Date Printed: Sep 16, 2025

Page: 2

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

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior SQL Server Database Administrator	2080.00000	HOUR	\$59.72	\$124,225.92

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Senior SQL Server Database Administrator

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

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Business Analyst	2080.00000	HOUR	\$55.94	\$116,363.52

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Business Analyst

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

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Learning Management System & eLearning Development Specialis	2080.00000	HOUR	\$43.07	\$89,575.20

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			
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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Cloud Financial Operations Specialist	2080.00000	HOUR	\$75.20	\$156,405.60

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Cloud Financial Operations Specialist

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

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	Cloud Architect	2080.00000	HOUR	\$94.16	\$195,858.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Cloud Architect

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Cloud Security Professional	2080.00000	HOUR	\$92.77	\$192,965.76

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Cloud Security Professional

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Cloud Platform Engineer	2080.00000	HOUR	\$68.80	\$138,939.84

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Cloud Platform Engineer

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

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	Cloud Network Engineer	2080.00000	HOUR	\$70.24	\$146,100.24

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Cloud Network Engineer

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

INVOICE TO				SHIP TO	
DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US				WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US	
Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	Cloud Systems Management Engineer	2080.00000	HOUR	\$74.63	\$155,226.24
Comm Code	Manufacturer	Specification	Model #		
81110000					

Extended Description:

Cloud Systems Management Engineer

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

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DEPARTMENT OF ADMINISTRATION OFFICE OF TECHNOLOGY 1900 KANAWHA BLVD E, BLDG 5 10TH FLOOR CHARLESTON WV US				WV OFFICE OF TECHNOLOGY BLDG 5, 10TH FLOOR 1900 KANAWHA BLVD E CHARLESTON WV US	
Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Cloud Center of Excellence (CCOE) Implementation Spec	2080.00000	HOUR	\$70.88	\$147,420.00
Comm Code	Manufacturer	Specification	Model #		
81110000					

Extended Description:

Cloud Center of Excellence (CCOE) Implementation Specialist

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

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	Mainframe Systems Programmer	2080.00000	HOUR	\$71.55	\$148,824.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Mainframe Systems Programmer

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

SCHEDULE OF EVENTS

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

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

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions

QUALIFICATIONS

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

Executive Summary

For more than 13+ years, Cambay Consulting LLC has been providing IT Consultants to various clients in multiple domains like public sector (State/Local Government), IT, Healthcare, Finance, Light Industrial, etc. Cambay currently supports various clients in providing IT consultant for the state wide contract such as State of New Jersey, State of Georgia, Commonwealth of Pennsylvania, Commonwealth of Virginia, State of North Carolina, Multnomah County, Hennepin County, City of Hollywood, City of Vancouver, Workforce Solution Alamo, Santa Clara valley transport authority and many more.

We have a strong pool of IT consultants on our bench along with a vast database of IT candidates, all over US. We combine our deep industry expertise with our broad range of service capabilities to deliver the right fit to our clients and candidates. From recruitment to technology solutions, we power our clients' success and drive our candidates' growth. Cambay creates talent-driven strategies that help our clients stay competitive in the marketplace.

As one of the leading talents and solutions providers in the US, our track record speaks for itself. Backed by our high-impact professionals, we deliver tangible and meaningful results powered by solutions that help create, innovate and lead change.

Our shared culture, expressed through our behavior, is a clear indicator of the way we live our values. At Cambay, we believe that creating the best solutions means always doing more, going further. This starts with continuously deepening our understanding of the environment and marketplace in which we operate. We need to understand the present and future needs of our clients, candidates, shareholders, and other stakeholders.

Core Capabilities:

We specialize in designing and delivering premium services for organizations in the following areas:

- **Workforce Solutions:**
 - **Temporary Staffing:** Short-term workers to fill-in or supplement existing staff.
 - **Temp-to-Perm Staffing:** Explore worker competencies before permanent hire.
 - **Direct Hire Staffing:** Place employees in long-term assignments.
 - **Project Staffing:** Highly Qualified Specialists for internal projects.
- **Management Consulting:** Assessment. Process Improvements. Project Management.
- **IT Consulting:** Software Solutions. CRM. Scalable Architecture. Health IT. Program & Project Mgmt.

Benefits:

By partnering with Cambay, the County will receive the following benefits:

- Local experienced team of recruiters (Strong Local Market experience and physical presence)
- Experienced Staffing firm with proven track record.
- Proven staffing methodologies for consistent service delivery and compliance with the District's Service Level Agreements
- Vast database of local pre-screened candidates
- Local dedicated Account Management team

Cambay with Its proven project management methodologies, professional team, and solid company commitment has supported various Federal, State and Local Government Agencies with the innovative staffing solutions gaining deep understanding about the industry. Cambay's Professional team includes the resources who has proven experience working in the next generation Staffing solutions.

Cambay's just-in-time strategy for assigning consulting staff to tasks and deliverables makes Cambay unique in the market, we are known by the value provided for the dollar received, and Cambay believe that the return must consider the savings to be gained through greater effectiveness and efficiency. In this regard, our proposal unequivocally passes the "value" test because Cambay offers the best value per dollar and not only meets but also exceeds the requirements of the Client.

Certifications:

- NMSDC (National Minority Supplier Development Council)
- USPAACC (US Pan Asian American Chamber of Commerce)



Clientele

State of WA	University of Washington (UW)
	Department of Enterprise Services
	Pacific Northwest National Laboratory
	Metropolitan Washington Council of Governments
	Community Transit
	City of Redmond
	City of Vancouver
	Department of Health and Human Services - Office of Aging and Disability Services
State of CA	Superior Court of California - Orange County
	Department of General Services
	University of California
	San Mateo County
	CalOptima
	Santa Clara Valley Transportation Authority
State of UT	Statewide
	State of Utah Division of Purchasing
State of KS	Department of Administration
	Sedgwick County, KS
State of KY	Jefferson County Public Schools
State of MI	Statewide
	State of Missouri Office of Administration
	St. Louis Economic Development Partnership
State of MN	City of Minneapolis
	Hennepin County
	Minnesota Enterprise Contracts (MNSITE)
State of MS	Statewide
	Public Procurement Review Board (PPRB), Mississippi

State of NC	Statewide
State of NH	State of New Hampshire Department of Revenue Administration
State of NJ	University Hospital Department of Purchasing Services
	Rowan College
	Harris County Department of Education (HCDE)
	Statewide
State of NY	The County of Westchester
	State University of New York (SUNY)
State of PA	Commonwealth of Pennsylvania
State of SC	The School District of Greenville County
	Department of Employment and Workforce
	Statewide
State of TX	Department of Information Resources (Texas DIR)
	Workforce Solution Alamo
	University of Texas at Arlington
	Richardson Independent School District
	Harris County Department of Education
	North Central Texas Council of Governments
	Houston-Galveston Area Council of Governments (H-GAC)
State of CO	Colorado Springs Utilities
State of DE	Statewide
	The County of Chester
State of GA	Statewide
State of FL	City of Miami Beach
	Seminole County
	Department of Management Services
	The School Board of Broward County
	Clay County
	Manatee County
	Lee County
State of MA	Massachusetts Higher Education Consortium (MHEC)
	Baltimore County Public Schools
State of MD	Montgomery County
	Maryland Judiciary
State of OR	City Of Eugene
	Department of County Assets (DCA) - Multnomah County
State of ID	Statewide
State of AR	Statewide
State of IN	Statewide
State of VA	Virginia Beach City Public Schools
	Alexandria City Public Schools
	Commonwealth of Virginia
State of AZ	City of Phoenix

Arizona State University

Case Studies

Case Study- 1



Client Name:	TX- DIR
Location:	Texas, USA
Duration:	07/25/2019 - Ongoing

Contract Details

The DIR issued an ITSAC contract to solicit firms to provide temporary Information Technology Staff Augmentation Services (ITSAC) for personnel to support Customer information technology projects, acting by and through the Department of Information Resources (DIR).

Challenges

Find the right talented individual to work on site or remote on urgent basis sometime within a week or max in 2 weeks. Long submission process and Interview takes at least a month to confirm and after those 15-20 days to join.

Consultants provided

- DevOps Engineer
- Systems Analyst
- Applications Architect
- Business Analyst
- Cloud Solutions Architect
- Developer/Programmer Analyst
- Enterprise Architect
- ERP Developer
- Mobile Applications Developer
- Technical Writer
- Software Engineer
- Enterprise Resource Planning (ERP) Business Analyst

Approach

Cambay used its reactive & proactive approach to create a pool of qualified resources as per the regular need of DIR. We also utilized our database of resource pool to fetch resource for hard to fill positions. We were able to provide all requesting agencies with qualified temporary resources within 12-48 hours of request for review and interviews.

Solution

Created a database based of available pool in Texas. Onsite and remote location-based bifurcation in database. Pre screening is one of the key factors to full fill requirement on time. Improved Internal screening process and Interview feedback process.

Result

With a database of over 15,000 pre-screened resources built over the years, in a matter of hours Cambay was able to identify resources who fit the requesting agency's requirements. DIR hired more than 12 IT temp resources and were able to kick off and maintain projects on time while being full staffed. Over the entire duration of the contract, project scope increased and DIR and its customers continued to add to their staff. DIR hired 73% of the candidates presented by Cambay and to date the team has 90% retention.

Case Study- 2

Client Name:	State of Mississippi (Knowledge Services)
Location:	Mississippi
Duration:	07/25/2019 – Ongoing



 **knowledge services**

About the contract:

A rapidly growing need of labor and clerical personnel in State of Mississippi and increasing financial constraint, needs of its employees to operate in a stable, reliable and safe environment. State of Mississippi has surpassed the point where an ad-hoc and reactionary approach was needed to be replaced by a dynamic and proactive approach towards staffing solutions.

State of Mississippi needs to support its employees and member of organization with a reliable solution to fulfill its working objectives and to improve its infrastructure and systems.

Consultants provided by Cambay:

- Software Developer
- Application Developer
- Business Systems Analyst
- IT Manager
- Project Manager/Coordinator
- Information Specialist
- VoIP Engineer
- Telecommunication Network Engineer
- Audio Visual Technician
- Network Systems Engineer
- Cybersecurity Engineer
- Contracts Specialist
- Desktop Support Engineer
- Customer Service Representative
- Service Desk Analyst

Approach:

Contingent Staffing services provided to our clients to enrich their existing pool of resources through a system of Time & Material(T&M) based filling of contingent resource requirements.

Consulting services provided to our clients in various Systems including Hardware, Software, Databases, Networks, IT Security, and Procedures.

Account management provided to our clients by a dedicated account manager who is a dedicated single point of contact aligned with each client and a senior accounts management team having years of experience in consulting & services.

Reporting and performance management provided to our clients through a state-of-the-art online reporting and management system to effectively measure the performance of the resource

Result:

By outsourcing their staffing and consulting needs to Cambay, State of Mississippi was able to benefit from the highly seasoned personnel that were able to provide their knowledge and skill for better functioning of resources in the organization, received support from watch senior accounts management team having years of experience in consulting & services.

Project Team

Key Management Personnel	Role on this contract	Qualification and Experience
Account Manager to the County  Arpit Soni Director – Business Development and Client engagement grfp@cambaycs.com (430) 240-9800	Single point of contact for the WVOT. Responsible for end-to-end coordination of requirement, invoices, timesheet, candidate delivery, paperwork.	Account manager with 13+ years of professional experience in IT staffing, recruitment, client services, and program management, including 7 + years managing state and federal clients which includes counties like (Hennepin County, Multnomah County, El Paso County, Sedgwick County, Seminole County), cities and statewide contracts. He is strong collaborator with Account Managers, Recruiting Teams, Hiring Managers, and clients, recognized for effective communication, problem-solving, negotiation, stakeholder management, and building lasting client and candidate relationships
Delivery Manager to the County  Mohit Jangra Sr. Delivery Manager grfp@cambaycs.com (610) 621-5656	Making sure of delivering quality resource are available on time to the WVOT.	Staffing and Delivery Management professional with 12+ years of experience in IT, non-IT, and light industrial staffing across the U.S. market, including 6+ years supporting state and federal clients. Experienced in managing high-volume staffing programs, end-to-end recruitment, workforce planning, candidate delivery, and SLA-driven fulfillment. Proven ability to develop tailored staffing solutions aligned with client requirements, budgets, timelines, and compliance standards.
Recruitment Manager to the County  Mayank Dubey Recruitment Manager wfs@cambaycs.com (214) 501-1651	Developing and delivering new recruitment strategies and processes to improve outcomes.	Overall 5+ Years of State and federal staffing programs. Experienced in leading recruitment teams, managing high-volume hiring, developing talent pipelines, and driving end-to-end recruitment strategies from sourcing through onboarding. Proven ability to partner with clients, hire managers, account managers, and delivery teams to achieve staffing goals and SLA requirements.

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

Cambay's Response: Cambay has provided similar resources to the clients below. We can provide recent Purchase order or request a reference letter post award of the contract.

References

Reference #1	
Client Name:	State of New Jersey
Client Address:	1390 Ridgeview Drive, Allentown, Pennsylvania 18104
Client Contact Name:	Liz Saccone
Client Contact Phone Number:	(470) 539-2783
Client Contact Email Address:	Liz.Saccone@cai.io
Brief Description of all Services Provided:	IT Staff Augmentation Services

Reference #2	
Client Name:	State of Mississippi (Knowledge Services)
Client Address:	5875, Castle Creek Parkway, Suite 400, Indianapolis, IN 46250
Client Contact Name:	Doreen DeLancy
Client Contact Phone Number:	601-300-3781
Client Contact Email Address:	doreend@knowledgeservices.com
Brief Description of all Services Provided:	IT Staff Augmentation Services

Reference #3	
Client Name:	State of Georgia (Computer Aid Inc)
Client Address:	1390 Ridgeview Drive, Allentown, Pennsylvania 18104
Client Contact Name:	Krystal McGraw
Client Contact Phone Number:	717-651-3000
Client Contact Email Address:	krystal.mcgraw@cai.io
Brief Description of all Services Provided:	IT Staffing Services