



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

Header 3

List View

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

Procurement Folder: 2020855

Procurement Type: Statewide MA (Open End)

Vendor ID: VS0000053775

Legal Name: Focused HR Solutions LLC

Alias/DBA:

Total Bid: \$3,016,000.00

Response Date: 09/22/2026

Response Time: 19:51

Responded By User ID: cholcombe

First Name: Christina

Last Name: Holcombe

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: 3

Total of All Attachments: 3



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

State of West Virginia
Solicitation Response

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

Solicitation Closes	Solicitation Response	Version
2026-09-23 13:30	SR 0231 ESR09092600000001946	1

VENDOR
VS0000053775
Focused HR Solutions LLC

Solicitation Number: CRFQ 0231 OOT2700000006
Total Bid: 3016000
Response Date: 2026-09-22
Response Time: 19:51:43
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	95.000000	197600.00

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	120.000000	249600.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

CRM Application Analyst

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Senior SQL Server Database Administrator	2080.0000	HOUR	115.000000	239200.00

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	90.000000	187200.00

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		

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: No Bid

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	125.000000	260000.00

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	150.000000	312000.00

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	150.000000	312000.00

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	125.000000	260000.00

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	125.000000	260000.00

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	125.000000	260000.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Cloud Systems Management Engineer

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Cloud Center of Excellence (CCOE) Implementation Spec	2080.0000	HOUR	130.000000	270400.00

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	100.000000	208000.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Mainframe Systems Programmer

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



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

State of West Virginia
Centralized Request for Quote
Service - Prof

Proc Folder: 2020855

Doc Description: Addendum No 2 -Temporary Technical Staffing Services

Reason for Modification:

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

Proc Type: Statewide MA (Open End)

Date Issued	Solicitation Closes	Solicitation No	Version
2026-09-16	2026-09-23 13:30	CRFQ 0231 OOT2700000006	3

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code:

Vendor Name : Focused HR Solutions LLC

Address :

Street : 7047 E Greenway Parkway, Ste 250

City : Scottsdale

State : AZ

Country : USA

Zip : 85254

Principal Contact : Ross Falik

Vendor Contact Phone: 404-587-6551

Extension:

FOR INFORMATION CONTACT THE BUYER

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

**Vendor
Signature X**

FEIN# 41-2068531

DATE 9/22/26

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

ADDITIONAL INFORMATION

Addendum No 2 is issued for the following reasons:

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

--no other changes--

INVOICE TO**SHIP TO**

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

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Web Application Analyst	2080.00000	HOURL	\$95.00	\$197,600.00

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

81110000

Extended Description:

Senior Web Application Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	CRM Application Analyst	2080.00000	HOURL	\$120.00	\$249,600.00

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

81110000

Extended Description:

CRM Application Analyst

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior SQL Server Database Administrator	2080.00000	HOURL	\$115.00	\$239,200.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Senior SQL Server Database Administrator

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Business Analyst	2080.00000	HOURL	\$90.00	\$187,200.00

Comm Code	Manufacturer	Specification	Model #
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Extended Description:

Business Analyst

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Learning Management System & eLearning Development Specialis	2080.00000	HOURL	\$0.00	\$0.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Learning Management System & eLearning Development Specialist

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Cloud Financial Operations Specialist	2080.00000	HOURL	\$125.00	\$260,000.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Cloud Financial Operations Specialist

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	Cloud Architect	2080.00000	HOURL	\$150.00	\$312,000.00

Comm Code	Manufacturer	Specification	Model #
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Extended Description:

Cloud Architect

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Cloud Security Professional	2080.00000	HOURL	\$150.00	\$312,000.00

Comm Code	Manufacturer	Specification	Model #
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Extended Description:

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

Extended Description:

Cloud Platform Engineer

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	Cloud Network Engineer	2080.00000	HOUR	\$125.00	\$260,000.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Cloud Network Engineer

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	Cloud Systems Management Engineer	2080.00000	HOURL	\$125.00	\$260,000.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Cloud Systems Management Engineer

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Cloud Center of Excellence (CCOE) Implementation Spec	2080.00000	HOURL	\$130.00	\$270,400.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Cloud Center of Excellence (CCOE) Implementation Specialist

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	Mainframe Systems Programmer	2080.00000	HOURL	\$100.00	\$208,000.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:
Mainframe Systems Programmer

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

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

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

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions



7047 E Greenway Parkway
Suite 250
Scottsdale, AZ 85254
(480) 591-0213 (o) / (404) 393-2829 (f)

September 22, 2026

West Virginia Department of Administration
Attn: Toby L Welch

RE: RFP – Temporary Technical Staffing Services
Solicitation CRFQ 0231 OOT2700000006

Dear Mr. Welch:

Enclosed is Focused HR Solutions, LLC proposal for the RFP – Solicitation Opportunity for Temporary Technical Staffing Services / CRFQ 0231 OOT2700000006.

Please find enclosed the name and email for RFP communication:

Ross Falik, Partner
accounts@fhr-solutions.com
(404) 587-6551

Focused HR Solutions acknowledges Amendments 1, 2 and 3.

Please feel free to contact me with any questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'Christina'.

Christina Holcombe
Managing Partner

Solicitation for Temporary Staffing Services

Solicitation: CRFQ-0231-OOT2700000006-3

Focused HR Solutions, LLC
7047 E Greenway Parkway,
Suite 250
Scottsdale, AZ 85254
(480) 591-0213 (o) / (404) 393-2829 (f)
Contact: Ross Falik / accounts@fhr-solutions.com

(3.1) Qualifications

Executive Summary and Company Information

The designated contact person to receive official notices, approvals, and requests is Ross Falik. He can be contacted at accounts@fhr-solutions.com, (480) 5910213 (o), or (404) 587-6551 (c).

Focused HR Solutions is a certified Women-Owned Business Enterprise that is going on its twenty-fourth (24) year of business servicing its clients in Information Technology Staffing nationwide. Some of the areas Focused has provided Information Technology Staff Augmentation services for its clients throughout its existence are: Development (.NET, Java, Cobol, SAP, PeopleSoft, UI, SQL Server, Oracle, Workday, AI), Database Administration, QA/ Testing, Business Analyst, Network Engineers, Network Administrators, Helpdesk, Network Security, PC Technical Support, Project Management and Technical Writing, etc. They are a veteran IT staffing firm that has serviced clients throughout the USA. They are knowledgeable in both staffing IT projects for the private and public sector. In particular, Focused HR Solutions has focused on the public sector and has been very successful in providing information technology staff and servicing the following clients: the State of Georgia, State of North Carolina, State of South Carolina, State of Florida, State of Colorado, State of Arizona, State of Wisconsin, State of Maine, State of Arkansas, State of New Jersey, State of Ohio, State of Iowa, State of Delaware, State of Tennessee, State of Idaho, State of Connecticut, State of Mississippi, State of New Hampshire, State of Missouri, State of Michigan, State of Oklahoma, Commonwealth of Virginia, and Commonwealth of Pennsylvania, which has lead them to remain an active vendor since awarded contract. The average size of our state clients is fifty thousand (50,000) to over one hundred thousand (100,000) employees.

Focused HR Solutions is led by its owners Christina Holcombe and Ross Falik. On average, FHR's staff has over 20 years experience each providing services in information technology staffing. Ms. Holcombe and Mr. Falik take a hands-on approach at FHR and they have been with the company since its inception. Ms. Holcombe and Mr. Falik are heavily involved with each client and act as the project manager, to ensure success for the account. If awarded, Ms. Holcombe and Mr. Falik will be involved with the State of West Virginia and serve as the project manager there too, to provide quality service and ensure excellent performance for the account. Both owners take great pride in Focused HR Solutions and care about the type of work FHR puts out into the market. Quality and satisfaction are the number one factor they strive to provide to the client, which has led them to great success.

Focused HR Solutions works with top-notch clients that demand the best. There is a lot of competition in the market, so FHR knows that only the best will satisfy their client's needs, so that is what Focused HR Solutions provides. It is important to provide best-value approach (quality and price) to clients and Focused HR Solutions has a proven track record of success with large, quality clients providing this. If given the opportunity, Focused HR Solutions believes they can provide a superior job for the State of West Virginia.

Focused HR Solutions is proud to provide its clients with great candidates and see that their candidates continue to be successful even after becoming a permanent employee of the client. One of the benefits of working with Focused HR Solutions is that they provide top-notch candidates. Some candidates at FHR have been on our client-site for over sixteen years, while other candidates have been hired permanent along the way after coming in as a contractor through FHR. When FHR provides quality candidates, they become an integral part of the client, and the client realizes how important the candidate has become to their organization. That is when the client then will hire the candidate and continue to receive the same quality that was provided since the contract started. Not only does hiring our candidates show the quality of the candidate, but years later when the candidate is still working for the client it shows the stability of what Focused HR Solutions brings to the table for its clients.

(3.2) Qualifications

Candidate: V. Allavarapu
Classification: 1. Senior Web Applications Analyst
Client: State of Wisconsin
Started: October 2025 – still on project

Candidate: F.Omar
Classification: 1. Senior Web Applications Analyst
Client: State of Georgia
Started: June 2024 – still on project

Candidate: S.Peguda
Classification: 1. Senior Web Applications Analyst
Client: State of Georgia
Started: June 2024 – still on project

Candidate: B.Baddam
Classification: 1. Senior Web Applications Analyst
Client: Commonwealth of Virginia
Started: August 2025 – still on project

Candidate: S.Kuncha
Classification: 4. Business Analyst
Client: State of Maine
Started: April 2024 – still on project

Candidate: S.Korlepara
Classification: 10. Cloud Network Engineer
Client: State of Wisconsin
Started: May 2025 – still on project

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.

Focused HR Solutions, LLC

Company



Authorized Signature

9/22/26

Date

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

Revised 6/8/2012