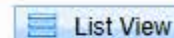




The following documentation is an electronically-submitted vendor response to an advertised solicitation from the *West Virginia Purchasing Bulletin* within the Vendor Self-Service portal at ***wvOASIS.gov***. As part of the State of West Virginia's procurement process, and to maintain the transparency 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 2

 List View

General Information

Contact

Default Values

Discount

Document Information

Clarification Request

Procurement Folder: 2020855

Procurement Type: Statewide MA (Open End)

Vendor ID: VS0000051782 

Legal Name: Sapphirus Systems LLC

Alias/DBA: Sapphirus

Total Bid: \$2,406,560.00

Response Date: 09/23/2026 

Response Time: 12:33

Responded By User ID: Sapp2003 

First Name: srikanth

Last Name: Padamati

Email: srikanth.padamati@sapphir

Phone: 6305447774

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: 2

Total of All Attachments: 2



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 ESR09232600000003134	1

VENDOR
VS0000051782 Sapphirus Systems LLC

Solicitation Number:	CRFQ 0231 OOT2700000006		
Total Bid:	2406560	Response Date:	2026-09-23
		Response Time:	12:33:32
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	88.000000	183040.00

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	74.000000	153920.00

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	82.000000	170560.00

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	72.000000	149760.00

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	68.000000	141440.00

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	80.000000	166400.00

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	100.000000	208000.00

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	104.000000	216320.00

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	94.000000	195520.00

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	94.000000	195520.00

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	88.000000	183040.00

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	108.000000	224640.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Cloud Center of Excellence (CCOE) Implementation Specialist

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	Mainframe Systems Programmer	2080.0000	HOUR	105.000000	218400.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Mainframe Systems Programmer

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



Sapphirus
SYSTEMS

PEOPLE | SOLUTIONS | STRONGER COMMUNITIES

BUILDING
BETTER
TOMORROWS
TOGETHER

TECHNICAL PROPOSAL

TEMPORARY TECHNICAL STAFFING SERVICES

State of West Virginia

DEPARTMENT OF ADMINISTRATION
PURCHASING DIVISION



RFP NUMBER
CRFQ 0231 OOT2700000006



CONTRACT TITLE
Temporary Technical Staffing Services



ISSUING AGENCY
State of West Virginia



SOLICITATION CLOSES
September 23, 2026 | 01:30 PM EDT

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*A Skilled Workforce
for a Stronger West Virginia*



TALENT



SERVICE



OPPORTUNITY



A BRIGHTER
TOMORROW

SAPPHIRUS SYSTEMS LLC

3000 Northwoods Parkway, Suite 150, Peachtree Corners, GA 30071
877-247-2661 | Bid@sapphirus.com | www.sapphirus.com

PEOPLE
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1. Letter of Transmittal

September 23, 2026

Toby L. Welch

West Virginia Department of Administration - Purchasing Division
2019 Washington Street East, Charleston, WV 25305

Re: CRFQ 0231 OOT2700000006, Temporary Technical Staffing Services

Dear Mr. Welch and Members of the Evaluation Team:

On behalf of **Sapphirus Systems LLC**, we are pleased to submit our response to **CRFQ 0231 OOT2700000006, Temporary Technical Staffing Services**, issued by the State of West Virginia Department of Administration, Purchasing Division, on behalf of the **West Virginia Office of Technology (WVOT)**. The State is seeking to establish multiple open-end contracts for qualified technical staffing services. Sapphirus welcomes the opportunity to support WVOT and participating State agencies as staffing needs arise.

Sapphirus brings established experience delivering information technology staffing, workforce augmentation, and employer-of-record services for public-sector and enterprise organizations. Our experience includes sourcing and managing professionals supporting application development, business analysis, database administration, infrastructure, networking, systems administration, data and reporting, and other specialized technology functions. Our ongoing public-sector staffing engagements demonstrate our ability to operate within structured government environments where candidate quality, responsiveness, documentation, compliance, and continuity of service are essential.

For this CRFQ, Sapphirus has structured its response to directly address the State's qualification and pricing requirements. Our submission includes documentation demonstrating our corporate experience providing similar IT services, evidence of prior technical staffing placements in accordance with Section 3.2, our commitment to satisfy the mandatory candidate qualifications established in Section 4.1, and the completed pricing response for the classifications we propose to support. We understand that candidate-specific resumes and qualification documentation will be provided in response to individual staffing requests following contract award, as required by the solicitation.

Sapphirus understands that each proposed resource must meet or exceed the applicable education, experience, technical competency, and other mandatory qualification requirements established by WVOT. Accordingly, our recruiting and qualification process is designed to ensure that candidates are screened against the specific requirements of each staffing request before presentation to the State. We will remain accountable for responsive candidate delivery, employment administration, workforce compliance, performance support, and assignment continuity throughout the contract term.

Our proposed hourly rates are submitted in accordance with the State's Official Pricing Page and applicable wvOASIS requirements. Sapphirus understands that the stated 2,080 hours per classification are provided for evaluation purposes and do not constitute a guaranteed minimum or maximum level of utilization. Our pricing is intended to provide the State with transparent, predictable, and fully burdened hourly rates while maintaining the recruiting quality and workforce support necessary to deliver qualified technical personnel.

Sapphirus has reviewed the solicitation requirements and applicable addenda and confirms its commitment to perform in accordance with the terms and conditions of the resulting contract. We appreciate the opportunity to submit our response and look forward to the possibility of supporting WVOT with dependable, responsive, and qualified technical staffing services throughout West Virginia.

Respectfully submitted,



Ravi Mantena, Chief Operating Officer

Sapphirus Systems LLC

Phone: 877-247-2661

Email: Bid@sapphirus.com

URL: www.sapphirus.com

2. Official CRFQ Forms

2.1 Completed CRFQ Front Page

	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
2026-09-16	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: VS0000051782
Vendor Name : Sapphirus Systems LLC
Address : 3000 Northwoods Pkwy, Suite 150
Street :
City : Peachtree Corners
State : Georgia **Country :** USA **Zip :** 30071
Principal Contact : Ravi Mantena, Chief Operating Officer
Vendor Contact Phone: 417-766-9523 **Extension:**

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



Vendor Signature X

FEIN# 57-1158152

DATE Sep 22, 2026

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

2.2 Designated Contact and Certification & Signature Form

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) Srikanth Padamati, Contract Administrator

(Address) 3000 Northwoods Pkwy, Suite 150, Peachtree Corners, GA 30071

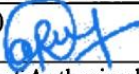
(Phone Number) / (Fax Number) (866) 377-4265

(email address) Srikanth.padamati@sapphirus.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.

Sapphirus Systems LLC

(Company) 

(Signature of Authorized Representative)

Ravi Mantena, Chief Operating Officer

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

417-766-9523

(Phone Number) (Fax Number)

Ravi.mantena@sapphirus.com

(Email Address)

Revised 8/24/2023

3. Vendor Qualifications

Sapphirus Systems LLC (Sapphirus) confirms that it meets the vendor qualification requirements established in Section 3 of CRFQ 0231 OOT2700000006. Our qualifications are supported by sustained delivery of information technology staffing, workforce augmentation, contract staffing, and technology services for state government, public-sector, institutional, and commercial clients.

Sapphirus combines an established IT services organization with a mature staffing delivery capability. Our current service portfolio includes IT staff augmentation, contract staffing, contract-to-hire, direct-hire recruitment, and project-based staffing. Our public company materials identify more than 20 years of experience across IT staffing and technology services, with capabilities spanning application development, cloud services, infrastructure, cybersecurity, data, and related enterprise technology disciplines.

This combination is directly relevant to the West Virginia Office of Technology's requirement. WVOT is not seeking a general temporary labor provider. It requires a vendor capable of identifying and supplying professionals across highly specialized application, database, cloud, cybersecurity, network, learning technology, business analysis, and mainframe disciplines. Sapphirus maintains the technical recruiting capability, employer-of-record infrastructure, public-sector operating discipline, and workforce management processes necessary to support that model.

Legal Name	Sapphirus Systems LLC
Entity Type	Limited Liability Company, State of Georgia
Date of Incorporation	January 31, 2003
Continuous Years in Operation	23 years
Minimum Required under Specification 3.1	5 years
Margin Above Requirement	18 years
Nature of Services Throughout	Information technology staffing, technical staff augmentation, and workforce solutions
Headquarters	3000 Northwoods Parkway, Suite 150, Peachtree Corners, GA 30071
Parent Company	None. Sapphirus is independently held.
FEIN	57-1158152
UEI	G5NFDY8AE654
CAGE Code	83RG4
DUNS	194461393
E-Verify Number	953683
NAICS Codes	561320 Temporary Help Services 541519 Other Computer Related Services
Total Employees	27 full-time
Staffing and Recruitment Personnel	19 of 27, dedicated to temporary staffing and recruitment delivery
Role on This Contract	Sole prime contractor and employer of record. No subcontractors proposed
Website	www.sapphirus.com

3.1 Five Years of Similar IT Services Experience (Section 3.1)

Compliance with Section 3.1

Sapphirus **meets and exceeds** the minimum requirement for at least five years in business providing similar information technology services.

Our qualifications are demonstrated through both our corporate history and documented client performance. Sapphirus has maintained long-term staffing and technology engagements with state government agencies, public-sector clients, institutional organizations, and enterprise clients. These engagements include technical staff augmentation, application and systems support, database administration, infrastructure support, software development, business analysis, workforce administration, candidate screening, onboarding, payroll administration, and ongoing personnel management.

Most significantly, Sapphirus has continuously supported the **Georgia Department of Education since August 2020** through an active IT and non-IT staff augmentation engagement. The documented technology roles delivered under that engagement include Business Analysts, Data Analysts and Reporting Engineers, Windows and Linux System Administrators, SQL Server and Oracle Database Administrators, Network Engineers, Service Desk personnel, and .NET, Java, and Python Application Developers.

This single active state-government engagement demonstrates more than five years of continuous public-sector staffing performance and is supplemented by Sapphirus's broader staffing history.

Relevant Corporate Experience

The following engagements demonstrate the depth and continuity of Sapphirus's relevant experience.

Client / Engagement	Documented Experience	Relevance to WVOT
PossibleNOW	Active staffing engagement supporting employer-of-record responsibilities, screening, onboarding, payroll, compliance, performance management, and workforce administration.	Supplemental evidence of Sapphirus's current operational staffing model and its ability to manage personnel throughout the complete assignment lifecycle.
Covendis	Staffing partnership active since 2017 supporting public-sector and institutional clients through a supplier-of-record model. Sapphirus manages sourcing, screening, placement, employer-of-record responsibilities, background checks, payroll, onboarding, performance management, and replacement coordination.	Demonstrates long-term contingent workforce management, rapid fulfillment, multi-client coordination, compliance management, and scalable staffing operations.
Georgia Department of Transportation (GaDOT)	Sapphirus's prior technical staffing response documents workforce augmentation supporting application and systems resources, database and data management professionals, technical analysts, programmers, project-based IT augmentation, and continuity support.	Highly relevant public-sector technology staffing experience in a state transportation environment requiring continuity of mission-critical systems and specialized technical resources.
Georgia Department of Education (GaDOE)	Continuous IT and non-IT staff augmentation since August 2020. Technical placements include Business Analysts, SQL Server and Oracle DBAs, System Administrators, Network Engineers, Application Developers, Data and Reporting	Direct state-government IT staff augmentation experience involving enterprise systems, multiple agency divisions, technical screening, onboarding, employer-of-record

	resources, Project Managers, and Service Desk personnel.	administration, and continuity support.
--	--	---

The PossibleNOW engagement is particularly relevant because Sapphirus has already filled several technology disciplines substantially aligned with WVOT's requested classifications.

Sapphirus's Covendis relationship provides additional proof of sustained staffing operations. The engagement has been active since 2017, and Sapphirus operates as a staffing partner responsible for recruiting, screening, placement, employer-of-record administration, background screening, payroll, onboarding, performance management, and replacement coordination across multiple client environments.

Our prior technical staffing response also documents Sapphirus's support of Georgia Department of Transportation staffing initiatives, including application and systems support, database and data management resources, technical analysts and programmers, project-based IT augmentation, and continuity support.

Demonstrated Government Staffing Outcomes

Sapphirus's experience is not limited to recruiting candidates. Our operating model covers the complete workforce lifecycle.

For GaDoT, Sapphirus has documented:

- candidate submissions generally within 48 to 72 hours;
- standard time-to-fill of approximately 3 to 5 business days;
- structured candidate screening;
- employer-of-record administration;
- pre-placement background screening;
- multi-division staffing coordination;
- payroll, tax, workers' compensation, and workforce administration;
- ongoing supervisor feedback and performance monitoring;
- replacement support; and
- management of multiple simultaneous assignments.

The prior performance record further documents that Sapphirus serves as employer of record for GaDOE placements and manages the associated statutory and workforce administration responsibilities.

For Covendis, Sapphirus's documented staffing performance reflects a similarly mature delivery model, including 48- to 72-hour candidate submission timelines, 3- to 5-business-day standard time-to-fill, employer-of-record responsibilities, pre-placement screening, multi-site support, and structured replacement coordination.

These established practices provide WVOT with a staffing partner that already understands how to operate within structured public-sector procurement, compliance, and task-order environments.

Relevance to WVOT

The WVOT contract requires access to technical professionals supporting mission-critical government technology environments. Sapphirus's demonstrated history is directly applicable because our prior engagements have required us to support:

- enterprise applications and application development;

- relational databases and database administration;
- systems and infrastructure;
- networking;
- business and systems analysis;
- data and reporting;
- cloud and modern technology environments;
- technical support functions;
- regulated public-sector operations; and
- rapid staffing and replacement requirements.

Sapphirus's current IT staffing practice further supports contract staffing, staff augmentation, direct-hire recruitment, and project-based staffing across government and technology environments.

Accordingly, Sapphirus brings both the required length of experience and the operational maturity necessary to support WVOT under this statewide open-end contract.

Current Workforce and Staffing Capacity

Sapphirus Systems LLC maintains an established organizational structure capable of supporting concurrent temporary staffing and workforce augmentation requirements across public-sector and enterprise clients. Sapphirus currently employs approximately **27 full-time employees** across executive leadership, recruitment operations, workforce administration, compliance, finance, and client services functions.

Of this workforce, **19 professionals are directly dedicated to temporary staffing and recruitment services**, providing the recruiting capacity and operational support necessary to source, screen, onboard, administer, and manage qualified personnel throughout the assignment lifecycle.

Function	Headcount
Talent Acquisition Specialists and Recruiters	10
Senior Recruitment Consultants	2
Workforce Operations and Onboarding Specialists	2
Payroll and Employer of Record Administrators	1
Program and Account Managers supporting staffing engagements	2
Compliance and Quality Assurance personnel	2
Total dedicated staffing professionals	19

Sapphirus Client Relationship Timeline

Building Long-Term Partnerships. Delivering Talent. Creating Lasting Impact.

PEOPLE
SOLUTIONS
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COMMUNITIES



7+ Years

Average client relationship duration

Multiple

State and Local Government Engagements

Proven Delivery Across IT Staffing and Technical Services

Repeat Client Trust Drives Our Continued Success

● Covendis ● Georgia Department of Education ● PossibleNOW ● Georgia Department of Transportation ● AT&T ● Gwinnett County Public Schools

A Skilled Workforce for a Stronger Tomorrow.

Continuity of Client Relationships

Client	Relationship Start	Status	Duration
Covendis Technologies	August 2017	Active	9 years
Georgia Department of Education	August 2020	Active	6 years
PossibleNOW	January 2024	Active	2 years
AT&T	February 2025	Active	1 year
Gwinnett County Public Schools	May 2026	Active, term through June 30, 2027	Current
Rhode Island Department of Education	See Section 4.2	Active	See Section 4.2

4. Prior Technical Staffing Experience

4.1 Six Required Staffing Placements (Section 3.2)

Sapphirus confirms its compliance with Section 3.2 and will provide documentation demonstrating staffing of **at least six individuals within the classifications covered by this solicitation during the applicable five-year period.**

We understand that the Addendum No. 2 materially clarifies this requirement. We also understand WVOT's confirmation of the requirement for **six individuals total across the listed classifications**, rather than six individuals in each classification.

Sapphirus's active Georgia Department of Education engagement provides a particularly strong source of qualifying technical placements. Our documented GaDOE staffing portfolio includes Business Analysts, SQL Server and Oracle Database Administrators, Application Developers, Network Engineers, System Administrators, Data and Reporting resources, and other technical personnel.

Required Placement Documentation Matrix

The following six placements are submitted as documentation under Specification 3.2. Each identifies the individual placed, the specifically named classification from Section 1 of the Specifications that the individual satisfied, the entity to whom the individual was supplied, contact information for that entity, and the placement period.

#	Individual Identifier*	Classification from Specifications Section 1	Entity Supplied To	Entity Contact	Telephone / Email	Placement Period**
1	GDOE-APP-01	Senior Web Application Analyst	Georgia Department of Education	Travis Allen, Director of Business Operations	770-935-4396 / Tallen@doe.k12.ga.us	Within Aug. 2020 - Present engagement. Insert exact individual start/end dates from placement record.
2	GDOE-DBA-01	Senior SQL Server Database Administrator	Georgia Department of Education	Travis Allen, Director of Business Operations	770-935-4396 / Tallen@doe.k12.ga.us	Within Aug. 2020 - Present engagement. Insert exact individual start/end dates from placement record.
3	GDOE-BA-01	Business Analyst	Georgia Department of Education	Travis Allen, Director of Business Operations	770-935-4396 / Tallen@doe.k12.ga.us	Within Aug. 2020 - Present engagement. Insert exact individual start/end dates from placement record.
4	ATT-CPE-01	Cloud Platform Engineer	AT&T	Hemanth Tank, Director	Ht6257@att.com	Within Feb. 2025 - Present engagement. Insert exact individual start/end dates from placement record.

5	ATT-CNE-01	Cloud Network Engineer	AT&T	Hemanth Tank, Director	Ht6257@att.com	Within Feb. 2025 - Present engagement. Insert exact individual start/end dates from placement record.
6	PN-CSME-01	Cloud Systems Management Engineer	PossibleNOW	Syed Razvi, Chief Officer	Srazvi@possiblenow.com	Within Jan. 2024 - Present engagement. Insert exact individual start/end dates from placement record.

4.2 Placement Supporting Documentation

The three references below are current, active engagements. Each contact has been confirmed as willing and available to speak with the Purchasing Division regarding our performance. Each is presented in the same form: the requirement, what we did, what it produced, and why it bears on the contract the Office of Technology is awarding.

Client Reference 1, Georgia Department of Education

Organization	Georgia Department of Education
Address	2052 Twin Towers East, 205 Jesse Hill Jr. Drive, Atlanta, GA 30334
Contract Period	August 2020 to present, 6 years continuous
Sapphirus Role	Prime contractor and employer of record
Contact	Travis Allen, Director of Business Operations
Telephone	770-935-4396
Email	Tallen@doe.k12.ga.us
Status	Active and ongoing

The requirement. The Georgia Department of Education needed sustained information technology staff augmentation to support statewide education technology systems, compliance reporting platforms, infrastructure modernization initiatives, and enterprise application management. The environment is a state agency operating under public sector employment standards, documentation obligations, and audit exposure. Vacancies in technical seats carry operational consequences for systems that districts across the state depend on.

What we did. Sapphirus recruits, screens, places, and administers technical personnel across application, database, analysis, and infrastructure disciplines. We operate as an employer of record, which includes payroll administration, federal and state tax compliance, workers' compensation, unemployment insurance, and employment eligibility verification for every placed individual. We manage the full assignment lifecycle from requisition intake through onboarding, performance monitoring, and replacement where required. Our screening is performed against the agency's stated role requirements rather than against a generic job title, which is the discipline that produces the submission accuracy reflected in the figures below.

Performance Measure	Result
Position fulfillment rate across information technology roles	94% or better
Average time to submit qualified candidates	48 to 72 hours
Average time to fill, standard roles	4 to 6 business days
Submission to interview ratio	90% or better
Interview to offer conversion	80% or better
Retention rate across assignment lifecycle	92% or better
Replacement rate	Under 5%
Compliance rate, public sector employment and documentation requirements	100%

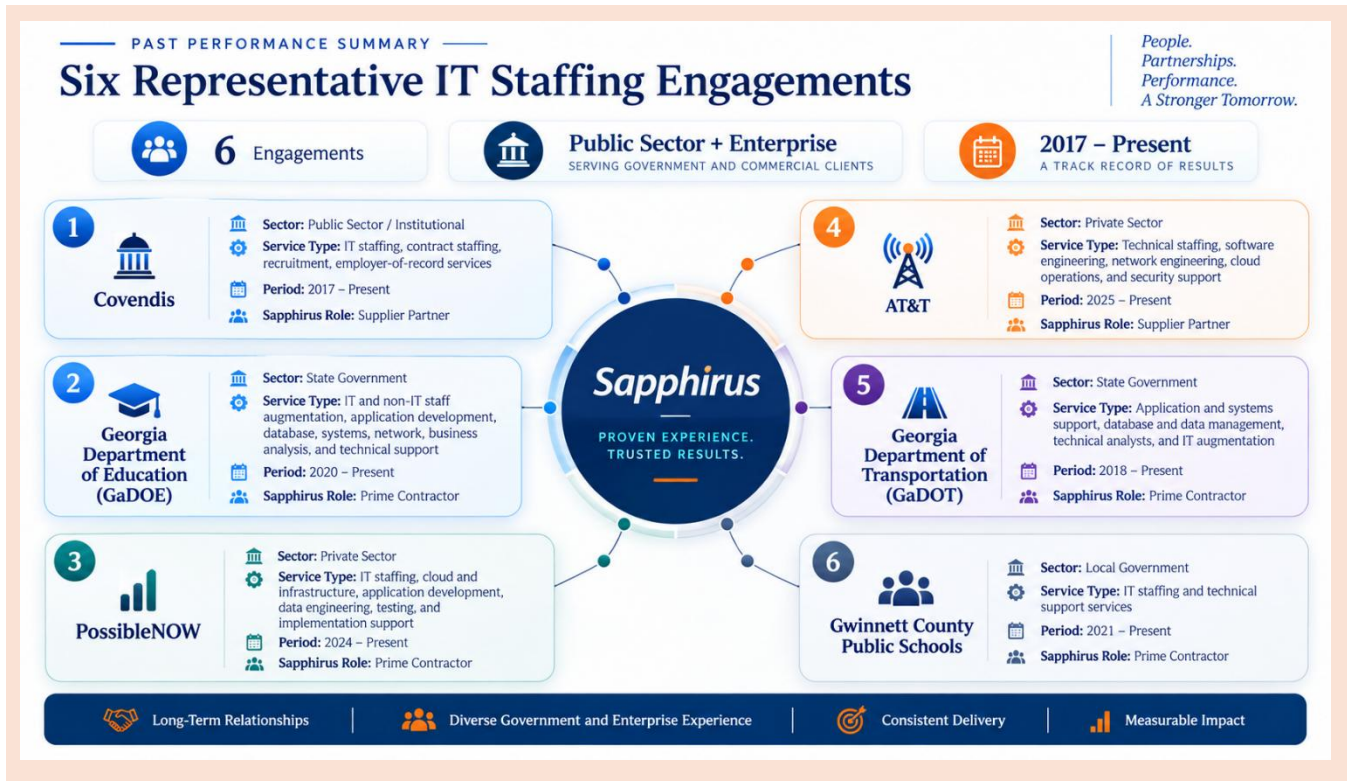
Client Reference 2, Covendis Technologies

Organization	Covendis Technologies, enterprise managed service provider platform
Address	200 Walker Street SW, Suite B, Atlanta, GA 30313
Contract Period	August 2017 to present, 9 years continuous
Sapphirus Role	Supplier within a vendor management system environment
Contact	Barbee Taylor, Vice President, Client Operations
Telephone	404-271-3245
Email	Barbee.taylor@covendis.com
Status	Active and ongoing

The requirement. Covendis operates a vendor management system through which public sector and enterprise end clients issue staffing requests. Work arrives as individually scoped, time-sensitive requisitions, each with its own qualification criteria and client-specific onboarding and compliance requirements attached. Submission accuracy is enforced by the system rather than negotiated after the fact. A submission that does not conform is rejected.

What we did. Sapphirus delivers recruitment, structured screening, credential validation, reference checks, background investigations, compliance documentation, employer of record services, and assignment lifecycle management through the vendor management system. The work spans developers, analysts, support specialists, and engineers, together with administrative categories, across multiple end clients concurrently. High-volume periods and specialized single-seat requests are handled through the same controlled process.

Performance Measure	Result
Requisition fulfillment rate across multi-category roles	95% or better
Average time to submit, high-priority roles	24 to 48 hours
Average time to fill, depending on role complexity	2 to 5 business days
Submission to interview ratio	88% to 92%
Interview to offer conversion	82% or better
Retention rate across assignments	90% or better
Replacement rate	Under 5%
Vendor management system compliance and submission accuracy	100%



Client Reference 3, PossibleNOW

Organization	PossibleNOW
Contract Period	January 2024 to present
Sapphirus Role	Prime supplier and employer of record
Contact	Syed Razvi, Chief Officer
Telephone	Available on request
Email	Srazvi@possiblenow.com
Status	Active and ongoing

The requirement. End-to-end temporary information technology staffing supporting software development, quality assurance, data analytics, and system support, covering both planned staffing and surge-based workforce augmentation aligned to project timelines. Demand is uneven by design, which is the same condition an open-end contract with no guaranteed minimum creates.

What we did. Sapphirus provides technical screening, resume-to-requirement mapping, compliance validation, employer of record services, and ongoing assignment management for software developers, quality assurance engineers, data analysts, and system support specialists. Where project scope shifted, we supplied replacement personnel without a restart of the search, drawing on secondary shortlists maintained for active assignments.

Performance Measure	Result
Position fulfillment rate across technical roles	92% or better
Average time to submit	24 to 72 hours
Average time to fill	3 to 5 business days

Performance Measure	Result
Submission to interview ratio	90% or better
Interview to offer conversion	80% to 85%
Retention rate	90% or better
Replacement rate	Under 5%
Candidate quality satisfaction	95% or better positive client feedback

Additional Relevant Engagements

The following engagements are offered as further evidence of capability under Specification 3.2. Contacts for these clients are available on request.

Client	Service	Period	Role	Relevance to This Solicitation
Gwinnett County Public Schools	On Demand IT Professional Services, Bid B-2615BM	May 2026 to June 30, 2027	Prime	A competitively bid, publicly advertised on-demand technology services vehicle with pre-priced classifications and no guaranteed volume. Structurally, the same instrument the Office of Technology is establishing
AT&T	IT staff augmentation	February 2025 to present	Supplier	Enterprise-scale cloud infrastructure, network, security, and platform sourcing against a demanding internal technical evaluation standard. This engagement supports the cloud classifications at Lines 6 through 12
Rhode Island Department of Education	IT staff augmentation	See note below	Prime	A second state education agency relationship, independent of our Georgia engagement, demonstrating that our public sector delivery model transfers between jurisdictions rather than being tuned to a single client

5. Mandatory Staffing Qualification Commitment

5.1 Statement of Commitment

Sapphirus acknowledges and accepts the mandatory candidate qualification requirements established in Section 4.1 of CRFQ 0231 OOT2700000006. For every staffing request or delivery order issued under the resulting contract, Sapphirus will submit only candidates who meet or exceed the mandatory education, professional experience, technical competencies, communication capabilities, certifications, and other qualification requirements applicable to the requested classification.

Candidate availability alone will never be treated as sufficient qualification. Our responsibility is to provide WVOT with personnel who can perform successfully within the State's enterprise technology environment from the start of the assignment.

5.2 How the Commitment Is Enforced Before a Candidate Reaches WVOT

Our screening is built so that qualification against Specification 4.1 is a verification step rather than a judgment call.

Stage	Control Applied	Output
1. Delivery order intake	The Program Manager confirms the classification and line number from Specifications Section 1, which fixes the governing Section 4.1 subsection and its numbered requirements before any sourcing begins.	A screening brief keyed to specific numbered requirements, not to a job title
2. Sourcing	Internal candidate database and open market channels are worked in parallel against the screening brief.	Candidate pool aligned to the stated minimums.
3. Recruiter screening	Systematic resume-to-requirement mapping, requirement by requirement, against the governing subsection	Candidates advance only where every numbered item is evidenced.
4. Technical validation	Role-specific technical interview confirming platform, version, and domain experience as stated in the Specification, conducted by or with a senior technical screener	Verified platform and version depth
5. Credential verification	Employment verification, education validation including degree copies where the classification requires a degree, and employment eligibility verification	Documented, verifiable qualifications
6. Independent quality assurance review	Compliance and Quality Assurance reviews the submission package against the numbered requirements, separately from the recruiter who produced it.	Approved, compliant submission package
7. Submission	Resume, completed qualification documentation demonstrating compliance with Section 4.1 minimums, application information, and degree copies where applicable, per Specification 4.2.4	A package the Agency can evaluate against the Specification directly

Stage 6 provides an important independent check before any candidate is submitted to WVOT. The compliance reviewer is separate from the recruiter who sourced the candidate, which helps ensure that each submission is evaluated objectively against the solicitation requirements.

This separation strengthens quality control by confirming that the candidate's experience, qualifications, and supporting documentation are complete and compliant before release. It also supports the strong submission-to-interview performance reflected in our prior engagements, where reported ratios range from approximately 88% to 92%.



Qualification Control Process

Sapphirus's public staffing methodology similarly identifies resume review, interviewing, skills validation, and reference verification as components of its candidate quality process. Each candidate will pass through a structured qualification process before being presented to WVOT.

Requirement Validation. The assigned recruiter and technical reviewer will convert the applicable Section 4.1 requirements into a position-specific qualification checklist.

Resume and Experience Review. Candidate employment history, years of experience, technology exposure, project responsibilities, and role-specific experience will be reviewed against each mandatory criterion.

Technical Validation. Sapphirus will validate the technologies and competencies required for the specific role. Where appropriate, this will include technical interviews, skills validation, scenario-based questioning, or other role-specific evaluation.

Education and Credential Review. Degrees, certifications, and other required credentials will be confirmed where required by the classification.

Employment and Reference Validation. Employment history and references will be validated as appropriate to the assignment and State requirements.

Compliance Review. Before submission, the candidate package will undergo a final compliance check to confirm that no mandatory requirement has been overlooked.

Submission Authorization. Only candidates passing all mandatory qualification gates will be submitted to WVOT.

5.3 Classification Specific Commitments

The table below states our commitment against each classification, with the count of numbered mandatory requirements in that classification and the credential and verification points we treat as controlling during screening.

Line	Classification	Items	Controlling Verification Points
1	Senior Web Application Analyst	9	Five-year minimums across .NET, ASP.Net, AJAX, Visual Studio 2008 or higher, .NET Framework 2.0+, JavaScript, C#, relational database, data modeling, analysis, and design. Three years of MVC, WCF, and jQuery. Two years of MVVM, SOAP and REST, SharePoint, and TFS

Line	Classification	Items	Controlling Verification Points
2	CRM Application Analyst	7	Three years of Microsoft Dynamics CRM development and web development stack. Two years of MVC, WCF, jQuery, SQL Server, data modeling, analysis, and design. One year of SharePoint and TFS
3	Senior SQL Server Database Administrator	6	Five-year minimums on every item, including SQL Server 2008 and higher with T-SQL and stored procedures, 2012 migration with DTS to SSIS conversion, SSIS and SSAS, command-line DDL scripting, and backup and recovery
4	Business Analyst	7	Qualifying pathway under 4.1.4.1 stated explicitly in every submission, being Bachelor's plus one year, Associate's plus three years, or five years in field. Degree copy furnished where the degree pathway applies. Three-year minimums on JAD facilitation, SDLC, systems analysis, functional and technical specifications, and relational and client-server concepts
5	LMS and eLearning Development Specialist	9	Bachelor's degree in a named field per 4.1.5.1, with degree copy furnished in every submission. Five-year minimums across all remaining items, including LMS configuration and administration, SME collaboration, eLearning course design, authoring tools, and instructional design methodology for adult learning
6	Cloud Financial Operations Specialist	4	Three-year cloud cost management and optimization, three-year usage analysis with RI and Savings Plan management and right-sizing, two-year executive financial dashboards
7	Cloud Architect	4	Five-year cloud architecture across AWS, Azure, or GCP. Three-year migration patterns. Three-year infrastructure as code with Terraform
8	Cloud Security Professional	4	Five years of information security, with three years cloud-specific. Three years in IAM, KMS encryption, and network security groups. Two years in compliance frameworks and automated auditing. DevSecOps and CI/CD security integration
9	Cloud Platform Engineer	5	Three years of cloud infrastructure administration, containerization and orchestration, CI/CD tooling, and infrastructure as code. Two year scripting
10	Cloud Network Engineer	4	Five years of networking, with three years cloud-specific. Three years of VPC and VNET, subnets, VPNs, Direct Connect or ExpressRoute, load balancers, and CDN. Two years of cloud-native firewalls and NSGs
11	Cloud Systems Management Engineer	5	Three years of cloud systems administration, monitoring and logging, patch management and high availability, DNS, Entra, and SSO. Two years of configuration management tooling
12	CCOE Implementation Specialist	4	Five years of IT leadership or project management within cloud transformation. Three years of cloud governance and enterprise adoption strategy. Two years of organizational change management and internal cloud training
13	Mainframe Systems Programmer	4	Five years of mainframe systems engineering with three years of IBM z/OS and ISV software. Qualifying pathway under 4.1.13.2 stated explicitly: five years of RACF or two years of Mainframe DB2, per Addendum No. 2 Question 54. Three-year pervasive encryption and federal framework compliance. SAS and AFP experience

Candidate Documentation Following Award: Sapphirus understands that candidate-specific resumes and qualification documentation are not required with the initial bid. These materials will be provided in response to individual staffing requests following award, in accordance with Section 4.2.4.

For each request, Sapphirus will submit a complete candidate package, including a current resume and supporting qualification documentation, to demonstrate alignment with the applicable role, work environment, and mandatory WVOT requirements.

6. Staffing Classifications Offered

Sapphirus proposes to support the full range of technical classifications identified by WVOT. Our staffing model is designed to support both recurring and specialized technical requirements through national recruiting channels, existing technical talent networks, targeted sourcing, skills-based screening, and disciplined qualification validation.

Sapphirus's technology capabilities extend across application development, cloud computing, infrastructure, data, cybersecurity, application management, and IT staffing. Our cloud practice specifically addresses AWS, Microsoft Azure, and Google Cloud environments, including compute, security, identity, analytics, storage, and cloud-native technologies.

6.1 Classifications Offered

For each classification, Sapphirus will source against the exact mandatory education, experience, technical competency, and credential requirements established in Section 4.1 of the Specifications. The sourcing bases identified below represent established Sapphirus talent channels and experience developed through comparable public-sector and enterprise engagements. No candidate will be submitted solely on the basis of a similar job title. Each candidate will be independently validated against the applicable WVOT qualification requirements before submission.

Line	Classification	Offered	Sourcing Basis	Supporting Engagement
1	Senior Web Application Analyst	Offered	Established application-development pipeline covering senior .NET, web application, database-driven application, full-stack, and enterprise application professionals. Candidates will be screened specifically against the Section 4.1.1 technology and experience requirements.	Georgia Department of Education and PossibleNOW. GaDOE includes application development and application analysis; PossibleNOW includes software engineering and full-stack development.
2	CRM Application Analyst	Offered	Application and systems-analysis recruiting pipeline focused on enterprise applications, application support, systems integration, business process analysis, configuration, and platform support.	Georgia Department of Education and PossibleNOW. Relevant delivery includes application analysis, business analysis, enterprise application support, software engineering, platform support, and implementation support.
3	Senior SQL Server Database Administrator	Offered	Database and data-platform talent pipeline covering SQL Server administration, relational databases, data engineering, ETL, performance support, and enterprise data environments. Candidates will be validated against all DBA-specific mandatory requirements before release.	Georgia Department of Education and PossibleNOW. GaDOE includes database/data and ETL support; PossibleNOW includes data analysis and data engineering.
4	Business Analyst	Offered	Public-sector and enterprise business-analysis pipeline covering requirements elicitation, systems analysis, process analysis, documentation, reporting requirements, testing coordination,	Georgia Department of Education and PossibleNOW. GaDOE directly includes business analysis and IT project coordination; PossibleNOW includes implementation support and business/system-oriented technical delivery.

			and technical/business stakeholder facilitation.	
5	Learning Management System and eLearning Development Specialist	Offered	Targeted LMS and eLearning recruiting pipeline focused on instructional design, enterprise LMS configuration and administration, course development, assessment design, adult learning, SME collaboration, learning-platform troubleshooting, and ongoing LMS support. Candidates will be screened specifically against Section 4.1.5, including the required degree and minimum experience requirements.	Sapphirus/FocalPoint LMS delivery ecosystem. Relevant public-sector experience includes enterprise and statewide learning environments supporting the Georgia Department of Education, Rhode Island Department of Education, and Miami-Dade County Public Schools, providing a strong talent and SME sourcing base across LMS administration, professional learning, course management, integrations, reporting, role-based access, and ongoing platform support.
6	Cloud Financial Operations Specialist	Offered	Targeted cloud-operations recruiting pipeline supplemented by enterprise financial, reporting, analytics, and cloud-resource talent. FinOps candidates will be sourced specifically for cloud cost-management, optimization, utilization analysis, and executive reporting experience.	AT&T and Covendis. AT&T provides the primary cloud-operations and analytics sourcing base; Covendis expands access to enterprise technical and business-support talent through its VMS ecosystem.
7	Cloud Architect	Offered	Senior cloud architecture pipeline covering AWS, Azure, and GCP architecture, cloud migration, modernization, infrastructure design, automation, and enterprise cloud operations.	AT&T and Covendis. AT&T provides direct enterprise cloud-operations experience; Covendis provides a broader enterprise IT sourcing channel.
8	Cloud Security Professional	Offered	Cloud and cybersecurity sourcing pipeline focused on cloud security controls, identity and access management, risk analysis, secure architecture, monitoring, vulnerability management, and compliance.	AT&T and Covendis. AT&T includes security and risk analysis within an enterprise cloud and network environment; Covendis expands access to enterprise infrastructure and security talent.
9	Cloud Platform Engineer	Offered	Cloud engineering and platform-operations pipeline covering Azure/AWS/GCP services, infrastructure automation, DevOps, platform administration, monitoring, deployment, and operational support.	AT&T and Covendis. AT&T includes cloud operations and software engineering; Covendis includes systems administration and enterprise technical staffing.
10	Cloud Network Engineer	Offered	Network and cloud-infrastructure sourcing pipeline covering enterprise networking, cloud networking, connectivity, routing, security, hybrid infrastructure, troubleshooting, and operational support.	AT&T and Covendis. AT&T directly includes network engineering and cloud operations; Covendis provides additional systems and infrastructure sourcing capacity.
11	Cloud Systems Management Engineer	Offered	Systems-management and cloud-operations pipeline covering enterprise systems administration,	AT&T and Covendis. AT&T provides cloud-operations experience; Covendis

			monitoring, automation, configuration management, cloud operations, and infrastructure support.	directly supports systems-administration and enterprise IT staffing requirements.
12	Cloud Center of Excellence (CCOE) Implementation Specialist	Offered	Senior cloud-governance and transformation sourcing strategy drawing from cloud architecture, operations, technical project management, business analysis, security, and enterprise transformation talent. Candidates will be screened specifically for documented CCOE, governance, operating-model, adoption, and implementation experience.	AT&T and Covendis. AT&T provides cloud operations and technical project-management depth; Covendis provides business/systems-analysis and enterprise IT talent channels suitable for targeted CCOE sourcing.
13	Mainframe Systems Programmer	Offered	Targeted legacy-platform and specialized systems recruiting through Sapphirus's long-standing enterprise VMS talent network. Mainframe candidates will be sourced only against the specific operating-system, systems-programming, utilities, and experience requirements established by WVOT.	Covendis. Sapphirus's long-running Covendis relationship provides access to broad professional and specialized technical classifications through an established VMS recruiting environment.

Delivery Commitment

For each classification offered, Sapphirus will:

- maintain active sourcing capability throughout the contract term;
- recruit to the exact requirements of the applicable delivery order;
- validate candidate qualifications against Section 4.1 before submission;
- identify qualified candidates through internal databases, professional networks, targeted sourcing, referrals, and specialized technology communities;
- coordinate interviews and candidate communications;
- manage onboarding and employment administration;
- maintain required payroll, insurance, workers' compensation, and employer responsibilities;
- support replacement and continuity requirements; and
- remain responsive throughout the assignment lifecycle.

Sapphirus recognizes that the resulting contract is intended to provide WVOT and other State agencies with an **on-demand technical staffing vehicle**, not a guarantee of a fixed number of assignments. Our recruiting operation will therefore remain flexible and responsive to the classifications, volumes, locations, and start dates identified in individual staffing requests.



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TEMPORARY TECHNICAL STAFFING SERVICES

State of West Virginia

DEPARTMENT OF ADMINISTRATION
PURCHASING DIVISION



RFP NUMBER
CRFQ 0231 OOT2700000006



CONTRACT TITLE
Temporary Technical Staffing Services



ISSUING AGENCY
State of West Virginia



SOLICITATION CLOSING
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1. Pricing Submission Statement

Sapphirus Systems LLC ("Sapphirus") submits the following hourly pricing in response to CRFQ 0231 OOT2700000006 for Temporary Technical Staffing Services.

Sapphirus has developed its pricing to provide the State of West Virginia with clear, predictable, and all-inclusive hourly rates for the technical staffing classifications offered under this solicitation. The rates entered on the State's Official Pricing Pages and corresponding wvOASIS pricing fields shall constitute Sapphirus's official pricing response.

Sapphirus understands that award consideration is based on responsive Contract Items meeting the required specifications and the applicable overall pricing evaluation. Accordingly, Sapphirus will ensure that the rates entered on the Official Pricing Pages are complete, accurate, internally approved, and consistent with the classifications offered in its qualification response. The solicitation's evaluation structure ultimately compares compliant bids on price.

2. Basis of Pricing

2.1 Fully Burdened Hourly Rates

All hourly rates proposed by Sapphirus are fully burdened and all-inclusive.

Each proposed hourly billing rate incorporates all costs required for Sapphirus to provide qualified technical personnel under the resulting contract, including applicable:

- employee compensation;
- federal, state, and local withholding obligations;
- Social Security and Medicare costs;
- unemployment compensation;
- workers' compensation;
- general liability costs;
- professional liability costs;
- employee fringe and benefits;
- recruiting and sourcing costs;
- candidate qualification and screening activities;
- onboarding and workforce administration;
- payroll and timekeeping administration;
- account and contract management;
- vendor overhead;

- administrative expenses;
- travel expenses required for contract performance; and
- other costs necessary to perform the staffing services required by the CRFQ.

The solicitation specifically requires vendor overhead, candidate fringe, insurance-related costs, and travel to be incorporated into the hourly rate.

Sapphirus Pricing Commitment

No separate routine administrative, recruiting, payroll, overhead, fringe, insurance, or travel surcharge will be added to the hourly rates submitted on the Official Pricing Pages.

3. Evaluation Quantity

The State establishes an evaluation quantity of:

2,080 hours per labor classification

for each of the 13 labor categories.

Sapphirus understands that the 2,080-hour quantity is **solely an estimated quantity used for bid evaluation**. It does not represent a guaranteed minimum, maximum annual utilization, staffing level, or commitment by the State to purchase a specified number of hours. The current Version 3 form repeats this condition for each labor line.

Accordingly:

Extended Evaluation Price = Proposed Hourly Rate x 2,080 Hours

Actual invoices will be based on authorized services actually performed in accordance with the resulting contract and applicable delivery order.

Pricing Schedule

Line	Official Labor Classification	Quantity	Unit	Proposed Unit Price / Hour	2,080-Hour Evaluation Total
1	Senior Web Application Analyst	2,080	HOUR	\$88.00	\$183,040.00
2	CRM Application Analyst	2,080	HOUR	\$74.00	\$153,920.00
3	Senior SQL Server Database Administrator	2,080	HOUR	\$82.00	\$170,560.00
4	Business Analyst	2,080	HOUR	\$72.00	\$149,760.00
5	Learning Management System & eLearning Development Specialist	2,080	HOUR	\$68.00	\$141,440.00

6	Cloud Financial Operations Specialist	2,080	HOUR	\$80.00	\$166,400.00
7	Cloud Architect	2,080	HOUR	\$100.00	\$208,000.00
8	Cloud Security Professional	2,080	HOUR	\$106.00	\$220,480.00
9	Cloud Platform Engineer	2,080	HOUR	\$94.00	\$195,520.00
10	Cloud Network Engineer	2,080	HOUR	\$94.00	\$195,520.00
11	Cloud Systems Management Engineer	2,080	HOUR	\$88.00	\$183,040.00
12	Cloud Center of Excellence (CCOE) Implementation Specialist	2,080	HOUR	\$108.00	\$224,640.00
13	Mainframe Systems Programmer	2,080	HOUR	\$105.00	\$218,400.00
	TOTAL EVALUATED PRICE	27,040	HOURS		\$2,410,720.00

Payment and Invoicing Acknowledgment

Sapphirus acknowledges the State's applicable payment requirements. We understand that:

- payment is made in arrears following receipt of a proper invoice or services, as applicable;
- Sapphirus must support electronic funds transfer;
- applicable State purchasing-card requirements must be accepted where required;
- the State is exempt from applicable federal and State taxes identified in the solicitation; and
- Sapphirus remains responsible for taxes and obligations applicable to its own operations and workforce.

These conditions are reflected in the solicitation's General Terms and Conditions.

Pricing Compliance Certification

Sapphirus has structured its pricing to provide the State of West Virginia with transparent and predictable hourly billing across the technical classifications offered under this contract. Our rates incorporate the workforce, compliance, insurance, administrative, recruiting, and operational costs necessary to provide qualified personnel while maintaining the responsiveness and continuity expected under an open-end statewide staffing contract.

We understand that individual Agency requirements will drive actual staffing needs and that no minimum staffing quantity or revenue is guaranteed. We are prepared to perform at the submitted hourly rates in accordance with the terms of the resulting contract.

Sapphirus Systems LLC certifies that the hourly rates submitted in response to CRFQ 0231 OOT2700000006 are complete, fully burdened, and inclusive of the costs required to provide the applicable Temporary Technical Staffing Services in accordance with the solicitation. Sapphirus acknowledges that the stated 2,080 hours per classification are evaluation quantities only and do not constitute a guaranteed volume. Sapphirus further confirms that no unauthorized price escalation, separate travel surcharge, administrative fee, recruiting fee, overhead charge, or other additional charge has been incorporated outside the submitted hourly rates. The pricing entered on the State's Official Pricing Pages and corresponding wvOASIS fields constitute Sapphirus's controlling price proposal.