



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: VS0000047210 

Legal Name: ALOIS LLC

Alias/DBA:

Total Bid: \$1,642,700.80

Response Date: 09/23/2026 

Response Time: 4:22

Responded By User ID: RFP-US_ALOIS 

First Name: John

Last Name: Thomas

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 ESR09102600000001983	1

VENDOR
VS0000047210 ALOIS LLC

Solicitation Number: CRFQ 0231 OOT2700000006
Total Bid: 1642700.800000000046566128730 **Response Date:** 2026-09-23 **Response Time:** 04:22:52
Comments: No Discount offered. Please email us at RFP-US@aloissolutions.com if any bulk purchase discount is applicable, we can offer bulk purchase discount.

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	56.320000	117145.60

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	57.600000	119808.00

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	65.280000	135782.40

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	53.760000	111820.80

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	47.360000	98508.80

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	53.760000	111820.80

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	87.040000	181043.20

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	60.160000	125132.80

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	61.440000	127795.20

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	58.880000	122470.40

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	57.600000	119808.00

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	83.200000	173056.00

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	47.360000	98508.80

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

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

State of West Virginia
Centralized Request for Quote
Service - Prof

Proc Folder: 2020855			Reason for Modification: Addendum No 1 is issued to modify the bid opening date
Doc Description: Addendum No 1 -Temporary Technical Staffing Services			
Proc Type: Statewide MA (Open End)			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-09-14	2026-09-23 13:30	CRFQ 0231 OOT2700000006	2

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: VS0000047210
Vendor Name : ALOIS LLC
Address : HQ
Street : 548 Market Street, Unit #47970
City : San Francisco,
State : California **Country :** United States **Zip :** 94104
Principal Contact : John Thomas, Executive Vice President | RFP-US@aloissolutions.com
Vendor Contact Phone: (408) 216-7021 **Extension:**

FOR INFORMATION CONTACT THE BUYER

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

ALOIS LLC

Vendor Signature X *John Thomas*

81-3804590
FEIN#

September 23, 2026
DATE

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

ADDITIONAL INFORMATION

Addendum No 1 is issued for the following reasons:

1) To modify the bid opening date from 9/15/26 to 9/23/26.

--no other changes--

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Web Application Analyst	2080.00000	HR	\$ 56.32	\$ 117145.6

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.

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US**SHIP TO**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	HR	\$57.60	\$1,19,808.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

CRM Application Analyst

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

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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
3	Senior SQL Server Database Administrator	2080.00000	HOURL	\$65.28	\$1,35,782.40

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	\$53.76	\$1,11,820.80

Comm Code	Manufacturer	Specification	Model #
81110000			

Extended Description:

Business Analyst

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Learning Management System & eLearning Development Specialis	2080.00000	HOURL	\$47.36	\$98,508.80

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	\$53.76	\$1,11,820.80

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	HOUR	\$87.04	\$1,81,043.20

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	\$60.16	\$1,25,132.80

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	\$61.44	\$1,27,795.20

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	\$58.88	\$1,22,470.40

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	HOUR	\$57.60	\$1,19,808.00

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	HOUR	\$83.20	\$1,73,056.00

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	\$47.36	\$98,508.80

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

SOLICITATION NUMBER: CRFQ OOT2700000006

Addendum Number: 1

The purpose of this addendum is to modify the solicitation identified as ("Solicitation") to reflect the change(s) identified and described below.

Applicable Addendum Category:

- ☒ Modify bid opening date and time
- ☐ Modify specifications of product or service being sought
- ☐ Attachment of vendor questions and responses
- ☐ Attachment of pre-bid sign-in sheet
- ☐ Correction of error
- ☐ Other

Description of Modification to Solicitation:

Addendum No 1 is issued for the following reasons:

1) To modify the bid opening date from 9/15/26 to 9/23/26.

--no other changes--

Additional Documentation: Documentation related to this Addendum (if any) has been included herewith as Attachment A and is specifically incorporated herein by reference.

Terms and Conditions:

1. All provisions of the Solicitation and other addenda not modified herein shall remain in full force and effect.
2. Vendor should acknowledge receipt of all addenda issued for this Solicitation by completing an Addendum Acknowledgment, a copy of which is included herewith. Failure to acknowledge addenda may result in bid disqualification. The addendum acknowledgement should be submitted with the bid to expedite document processing.

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.

ALOIS LLC

Company

John Thomas

Authorized Signature

September 23, 2026

Date

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

Revised 6/8/2012

RESPONSE TO

State of West Virginia

Centralized Request for Quote (CRFQ) 0231 OOT2700000006

Temporary Technical Staffing Services

Issued by: Department of Administration, Purchasing Division

On behalf of: West Virginia Office of Technology (WVOT)

Procurement Folder: 2020855 | Statewide MA (Open End)

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

Bid Opening: September 23, 2026 at 1:30 PM ET (per Addendum No. 1)

Submitted by

ALOIS LLC (d/b/a ALOIS Solutions)

548 Market Street, Unit #47970, San Francisco, CA 94104

Contact: John Thomas, Executive Vice President | RFP-US@aloissolutions.com

FEIN: 81-3804590 | NMSDC-Certified Minority Business Enterprise

Submission Date: September 23, 2026

Cover Letter

Attn. to: Toby L. Welch, Buyer
West Virginia Department of Administration, Purchasing Division
2019 Washington Street East
Charleston, WV 25305-0130

Re: CRFQ 0231 OOT2700000006 – Temporary Technical Staffing Services

Dear Mr. Welch,

ALOIS LLC, doing business as ALOIS Solutions, is pleased to submit this quote to the West Virginia Purchasing Division for Temporary Technical Staffing Services on behalf of the West Virginia Office of Technology. We have read the solicitation, the General Terms and Conditions, the Specifications, and Addendum No. 1 in full, and we submit a quote for all thirteen (13) position classifications.

WVOT supports a demanding mix of platforms: z/OS mainframe, client-server .NET and Dynamics CRM applications, SQL Server data estates, and a growing cloud footprint that now calls for FinOps, security, platform, network, and Cloud Center of Excellence skills. That range is exactly where a specialized IT staffing partner earns its place. ALOIS recruits through skill-aligned Technology Towers, so the recruiter searching for a RACF and Pervasive Encryption specialist works a different network than the recruiter searching for a Terraform-fluent Cloud Architect. Each candidate we submit arrives with a resume, a completed qualification matrix mapped line by line to Section 4.1, and copies of degrees, as Section 4.2.4 requires.

We also take the knowledge-transfer requirement seriously. Every ALOIS consultant assigned to WVOT will work to a written shadowing and mentorship plan, so State analysts grow their own capability during each engagement, and the State keeps the know-how after the consultant rolls off.

ALOIS has operated since August 2016, meeting the five-year requirement in Section 3.1, and has completed 413 IT placements over the last five years across developer, systems, network, data, business analysis, and security roles. Our quoted hourly rates include every cost listed in Section 4.2.3, including wages, taxes, insurance, overhead, fringe, and travel, and they remain firm for the life of the contract. As an NMSDC-certified Minority Business Enterprise, ALOIS requests the minority-owned business preference described in Instruction 15 and includes that request in writing in this response.

I am authorized to bind ALOIS LLC to this offer and serve as the Contract Administrator. Please reach me at RFP-US@aloissolutions.com with any questions. Thank you for the opportunity to support the State of West Virginia.

Sincerely,



John Thomas

Executive Vice President, ALOIS LLC (d/b/a ALOIS Solutions)

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Right-click and select Update Field to refresh page numbers.

1. Executive Summary

The West Virginia Purchasing Division seeks open-end contracts for thirteen technical classifications that WVOT will call on as State agencies need niche skills. These contracts support a multi-tier architecture that spans legacy mainframe, client-server, cloud, and modern web applications. The State also expects contracted staff to mentor, train, and create shadowing opportunities for State analysts. ALOIS Solutions is ready to deliver on both expectations from the first delivery order.

Why ALOIS for WVOT

- **A decade of IT staffing.** ALOIS was formed on August 26, 2016, and has provided IT staffing services continuously since then, well beyond the five-year minimum in Section 3.1.
- **Relevant placement depth.** ALOIS has placed 413 IT professionals, including 160 developers and engineers, 42 network and systems professionals, 34 data and BI professionals, 30 project managers and business analysts, and 13 cybersecurity and IAM specialists. Our work for Verizon, delivered through HCL, included mainframe and application development roles.
- **Scale behind every search.** ALOIS has more than 1,000 team members, more than 400 consultants on active client assignments, 730 placements in the last twelve months, and a proprietary database of more than 2.5 million pre-qualified candidates managed in the Ceipal applicant tracking system.
- **Submittals built for State review.** Each candidate package maps the candidate's experience to every mandatory requirement in Section 4.1, with dates, employers, and degree copies, so WVOT reviewers can confirm compliance quickly.
- **Knowledge transfer by design.** Our four-stage shadowing model (I Do, We Do, You Do, You Own) gives WVOT a clear, documented path from contractor-led work to State ownership.
- **All-inclusive, firm pricing.** Our hourly rates cover wages, taxes, insurance, overhead, fringe, and travel, and they hold for the full contract term, consistent with Section 4.2.3 and General Terms 13 and 17.
- **Certified minority business.** ALOIS is an NMSDC-certified Minority Business Enterprise and requests the preference available under W. Va. Code §5A-3-37 and W. Va. CSR §148-22-9.

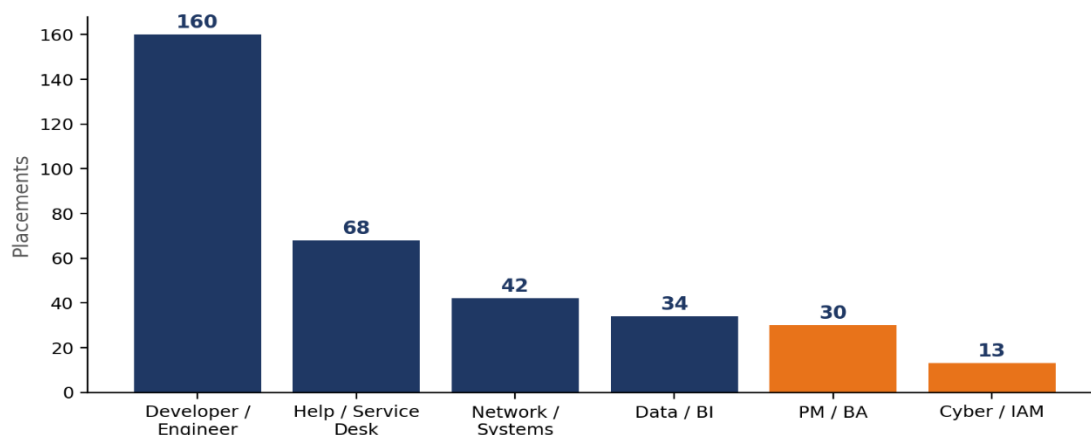


Figure 1. ALOIS IT placements by role family over the last 2-3 years (source: ALOIS placement records).

2. Understanding of WVOT's Requirements

WVOT provides oversight and support for mission-critical systems used by State agencies across West Virginia. The current environment blends decades-old platforms with new cloud services, and the State's full-time workforce is stretched across all of it. This contract fills specific gaps with experienced specialists, keeps projects moving, and builds long-term internal capability through knowledge transfer.

2.1 What We Heard in the Solicitation

WVOT Need	What It Means for Delivery	ALOIS Response
Niche skills beyond the State FTE workforce (Specs §1)	Candidates must bring hands-on, recent experience in specific tools and versions	Skill-tower recruiters who source for one technology family; technical screening by practitioners
Strict mandatory minimums with years of experience (Specs §4.1)	Every submittal must prove each requirement or risk rejection	Qualification matrix mapped line by line to §4.1, with dates and employers for each item
Resumes, applications, and degree copies with each response (Specs §4.2.4)	Complete documentation up front speeds State review	Standard submittal package assembled and QA-checked before release
Mentorship, training, and shadowing for State analysts (Specs §1)	Consultants must teach as well as deliver	Written knowledge-transfer plan for each assignment, tracked to WVOT sign-off
Statewide service, primarily metro-Charleston (Specs §1)	Consultants may report to any agency location	Rates include all travel; regional sourcing across WV, PA, OH, KY, VA, and MD
Consistent responsiveness to delivery orders (Specs §4.2.2)	Slow or thin response can lead to cancellation	Acknowledgment within 1–2 hours and a named account manager for every request
Background checks for sensitive systems and the Capitol complex (GT&C §40)	Consultants must clear State and federal screening	Pre-assignment background screening and coordination with WV Division of Protective Services

2.2 The Thirteen Classifications at a Glance

The classifications fall into four practical talent groups. Grouping them this way shapes how ALOIS assigns recruiters and which technical screeners review each candidate.

Talent Group	Classifications (CRFQ Line)
Application & Data	Senior Web Application Analyst (1); CRM Application Analyst (2); Senior SQL Server Database Administrator (3)
Business & Learning	Business Analyst (4); Learning Management System & eLearning Development Specialist (5)
Cloud	Cloud Financial Operations Specialist (6); Cloud Architect (7); Cloud Security Professional (8); Cloud Platform Engineer (9); Cloud Network Engineer (10); Cloud Systems Management Engineer (11); CCOE Implementation Specialist (12)

Talent Group	Classifications (CRFQ Line)
Mainframe	Mainframe Systems Programmer (13)

3. Vendor Qualifications (Specifications Section 3)

3.1 Five Years in Business Providing Similar IT Services (§3.1)

ALOIS LLC was formed on August 26, 2016, and has delivered IT staffing, IT consulting, and managed IT services continuously for more than ten years. ALOIS serves commercial and public-sector clients, including the State of New Jersey, the State of Iowa, the State of Florida, Maricopa County, and cooperative purchasing through OMNIA Partners (formerly U.S. Communities).

Company Fact	Detail
Legal name / DBA	ALOIS LLC, doing business as ALOIS Solutions
Date of formation	August 26, 2016 (California limited liability company)
Headquarters	548 Market Street, Unit #47970, San Francisco, CA 94104
U.S. offices	San Francisco, CA (HQ); New Jersey; Tallahassee, FL; Pittsburgh, PA; Arizona; Georgia; New York; Maryland; Michigan
FEIN / DUNS	81-3804590 / 080525313
Workforce	1,000+ team members; 400+ consultants on active client assignments
Certifications	NMSDC-Certified Minority Business Enterprise; EcoVadis Gold (top 5% globally)
Industry recognition	SIA Best Staffing Firms to Work For 2024; SIA Fastest-Growing Staffing Firms 2024; World Staffing Awards Top Staffing Firm; Magnit Global Supplier Excellence 2023
Supporting documentation	Certificate of formation / Secretary of State record enclosed as Attachment 1

4. Compliance With Mandatory Requirements (Section 4.1)

ALOIS will submit only candidates who meet or exceed every mandatory requirement for the classification requested. The matrix below summarizes the minimums for each classification and the specific checks ALOIS performs before a candidate reaches WVOT. Candidates must show each requirement on their resume with employer names and dates, and a practicing technical screener confirms the depth of that experience in a live interview.

Classification	Mandatory Minimums (Summary)	ALOIS Verification Before Submittal
1. Senior Web Application Analyst (§4.1.1)	5 yrs .NET enterprise web apps; 5 yrs ASP.NET, AJAX, Visual Studio 2008+, .NET 2.0+, JavaScript, C#; 5 yrs relational database, data modeling, and analysis & design; 3 yrs ASP.NET MVC, WCF, jQuery / jQuery UI; 2 yrs client-side MVVM, SOAP/REST services, SharePoint and TFS	Code walkthrough of an MVC/WCF solution the candidate built; data-model review; confirm SharePoint and TFS use by project and date
2. CRM Application Analyst (§4.1.2)	3 yrs Microsoft Dynamics CRM development; 3 yrs ASP.NET, Visual Studio, .NET, JavaScript, C#; 2 yrs MVC, WCF, jQuery; 2 yrs SQL Server; 2 yrs data modeling and analysis & design; 1 yr SharePoint and TFS	Dynamics scenario covering entity customization, plug-ins, and workflows; SQL query exercise; verify CRM versions supported
3. Senior SQL Server DBA (§4.1.3)	5 yrs each: SQL Server 2008+ operation with T-SQL and stored procedures; database and object creation; migrations to SQL Server 2012 including DTS-to-SSIS conversion; SSIS and SSAS installation and monitoring; command-line DDL scripting; backup and recovery	DBA panel with migration and point-in-time restore scenarios; review of DTS-to-SSIS conversion history and scripting samples
4. Business Analyst (§4.1.4)	Bachelor's + 1 yr, Associate's + 3 yrs programming, or 5 yrs field experience; 3 yrs each in application development practices, JAD facilitation, SDLC, business systems analysis, functional and technical specs for reporting and data warehouse work, relational database and client-server concepts	Redacted requirements or specification sample; JAD facilitation role-play; degree copy or experience verification
5. LMS & eLearning Development Specialist (§4.1.5)	Bachelor's in Instructional Design, Educational Technology, Training & Development, Adult Learning, or related field; 5 yrs each in enterprise learning programs, SME collaboration, LMS configuration and administration, LMS troubleshooting, course and assessment design, eLearning authoring tools, and adult-learning design methods	Portfolio review of built courses and assessments; LMS administration scenario (roles, permissions, course structures); degree copy
6. Cloud Financial Operations Specialist (§4.1.6)	3 yrs cloud cost management (AWS Cost Explorer, Azure Cost Management, CloudHealth); 3 yrs usage analysis, RI / Savings Plan management, right-sizing; 2 yrs executive dashboards and reporting	Cost-optimization case walkthrough with savings measured; sample executive dashboard; FinOps Certified Practitioner preferred
7. Cloud Architect (§4.1.7)	5 yrs designing, executing, and supporting cloud solutions (AWS, Azure, or GCP); 3 yrs migration	Architecture whiteboard session; Terraform module review; AWS Solutions Architect Professional or

Classification	Mandatory Minimums (Summary)	ALOIS Verification Before Submittal
	patterns (rehost, refactor, replatform); 3 yrs IaC with Terraform	Azure Solutions Architect Expert preferred
8. Cloud Security Professional (§4.1.8)	5 yrs information security, 3 in cloud security; 3 yrs IAM, KMS encryption, network security groups; 2 yrs NIST, HIPAA, SOC 2 and automated auditing tools; DevSecOps and CI/CD security integration	Cloud security scenario (least privilege, key management, pipeline controls); CCSP, CISSP, or cloud security specialty certification preferred
9. Cloud Platform Engineer (§4.1.9)	3 yrs cloud infrastructure administration and automation; 3 yrs Docker and Kubernetes / AKS / EKS; 3 yrs CI/CD (Jenkins, GitLab, Azure DevOps); 2 yrs Python, Bash, or PowerShell; 3 yrs Terraform	Hands-on pipeline and IaC exercise; container orchestration troubleshooting discussion
10. Cloud Network Engineer (§4.1.10)	5 yrs networking, 3 in cloud networking; 3 yrs VPC/VNET, subnets, VPNs, Direct Connect / ExpressRoute; 3 yrs load balancers and CDN; 2 yrs cloud-native firewalls and NSGs	Hybrid connectivity design scenario; routing and segmentation review
11. Cloud Systems Management Engineer (§4.1.11)	3 yrs cloud systems administration; 3 yrs CloudWatch, Azure Monitor, Splunk, or ELK; 3 yrs patching, backup and recovery, high availability; 3 yrs Route 53 / Azure DNS, Entra, and SSO; 2 yrs Ansible, Chef, or Puppet	Monitoring and incident scenario; patch and HA design discussion; configuration management sample
12. CCOE Implementation Specialist (§4.1.12)	5 yrs IT leadership or project management within cloud transformation programs; 3 yrs cloud governance and enterprise adoption strategy; 2 yrs organizational change management and cloud training programs	Governance framework discussion; references from transformation program sponsors; PMP or Prosci credential preferred
13. Mainframe Systems Programmer (§4.1.13)	5 yrs mainframe systems engineering, 3 on IBM z/OS and ISV upgrades; 5 yrs RACF and/or 2 yrs DB2 subsystem work; 3 yrs Pervasive Encryption and SSA or similar federal security compliance; SAS on the mainframe and AFP print systems	z/OS maintenance and ISV upgrade discussion; RACF administration scenario; confirmation of SSA / federal compliance project history

ALOIS Compliance Statement

ALOIS accepts the mandatory requirements in Section 4.1 as written. Each candidate submitted under this contract will meet or exceed every "must" requirement for the requested classification, and the candidate's qualification matrix will cite the resume entry that proves each one. Where the solicitation lists "should" qualities, such as strong communication skills, ALOIS assesses those qualities in the interview and notes the results in the submittal.

5. Service Delivery Approach (Section 4.2)

ALOIS uses one proven, five-step process for every delivery order. The process keeps WVOT informed at each step and produces a submittal package that is complete on first review.



Figure 2. ALOIS five-step delivery process for WVOT delivery orders.

5.1 Step 1: Requirement Intake

When WVOT issues a request, the ALOIS Account Manager acknowledges it within one to two business hours and confirms the classification, work location, start date, expected duration, hours, and any agency-specific technology details. For complex roles, such as the Mainframe Systems Programmer or CCOE Implementation Specialist, we request a short call with the hiring manager to understand the project context, the systems involved, and the knowledge-transfer goals for State staff.

5.2 Step 2: Targeted Sourcing

ALOIS routes each request to the Technology Tower that owns that skill family. Tower recruiters work one technology area every day, so they know which certifications matter, which employers train strong talent, and where passive candidates are. Sourcing channels include:

- The ALOIS database of more than 2.5 million pre-qualified candidates, searched in Ceipal by skill, tenure, and location.
- Consultants completing assignments elsewhere in the ALOIS network, who are often available on short notice.
- Regional talent across West Virginia and neighboring markets, including the Charleston, Huntington, Morgantown, and Pittsburgh areas, supported by our Pittsburgh office.
- Specialist communities for scarce skills, such as z/OS and RACF user groups for mainframe roles and FinOps and cloud practitioner communities for cloud roles.
- Professional networks and job boards, with postings written around WVOT's mandatory minimums to attract qualified applicants.

5.3 Step 3: Screening and Verification

Each candidate passes a multi-step review before ALOIS presents them to WVOT:

- **Resume and requirement mapping.** A recruiter maps every mandatory requirement to a dated entry on the candidate's resume and records gaps immediately. Candidates who fall short of any "must" requirement stay in our talent pool for future roles.
- **Technical interview.** A practitioner in the relevant technology interviews the candidate, using the verification checks listed in Section 4 of this response.
- **Behavioral and communication interview.** We assess how the candidate explains technical work to non-technical staff, because WVOT consultants will mentor and train State analysts.
- **Credential and reference checks.** We collect degree copies, verify certifications with the issuing body, and speak with at least two professional references.
- **Background screening.** ALOIS completes background screening consistent with the Fair Credit Reporting Act and coordinates any additional checks WVOT or the WV Division of Protective Services requires under W. Va. Code §15-2D-3.

5.4 Step 4: Candidate Submittal and Onboarding (§4.2.4)

Each submittal package contains the items below. The ALOIS Technology & QA Manager reviews every package for completeness before it goes to WVOT.

Submittal Item	Content
Current resume	Employers, dates, and project detail showing each mandatory qualification
Qualification matrix	Each §4.1 requirement, the candidate's years of experience, and the resume reference that proves it
Degree verification	Copies of degrees and transcripts where a degree is required (Business Analyst, LMS Specialist)
Candidate application	Completed application consistent with State and federal standards
Certifications	Copies of relevant certifications with verification IDs
ALOIS screening summary	Technical interview notes, communication assessment, and reference summary
Availability and rate	Start date, schedule, and hourly rate matching the contract Pricing Page

After WVOT selects a candidate, ALOIS manages onboarding: offer and employment paperwork, I-9 and E-Verify, background clearance, State confidentiality and acceptable-use acknowledgments, building access coordination, and a first-day orientation call with the WVOT supervisor.

5.5 Step 5: Performance Management and Continuity

- The Account Manager checks in with the WVOT supervisor within the first two weeks of each assignment and monthly after that.
- Performance concerns receive a documented response within one business day, with a corrective plan agreed with WVOT.
- When a consultant leaves or WVOT requests a change, ALOIS starts the replacement search the same day and aims to overlap outgoing and incoming consultants so knowledge carries forward.

- ALOIS maintains a bench of pre-screened candidates for high-demand classifications, so repeat requests move faster.

5.6 Proposed Service Levels

Service Activity	ALOIS Commitment
Acknowledge delivery order	Within 1–2 business hours
First qualified candidate submittals	Within 5 business days; specialty roles (mainframe, CCOE) within 10 business days
Interview scheduling	Within 2 business days of WVOT request
Onboarding complete after selection	Within 10 business days, subject to State background clearance
Response to performance concern	Within 1 business day
Replacement candidate submittals	Within 5 business days of notice

6. Knowledge Transfer, Mentorship, and Shadowing

The solicitation makes clear that WVOT wants more than delivered work; it wants State analysts to gain lasting skills. ALOIS builds that goal into every assignment through a written Knowledge Transfer Plan agreed with the WVOT supervisor in the first two weeks.

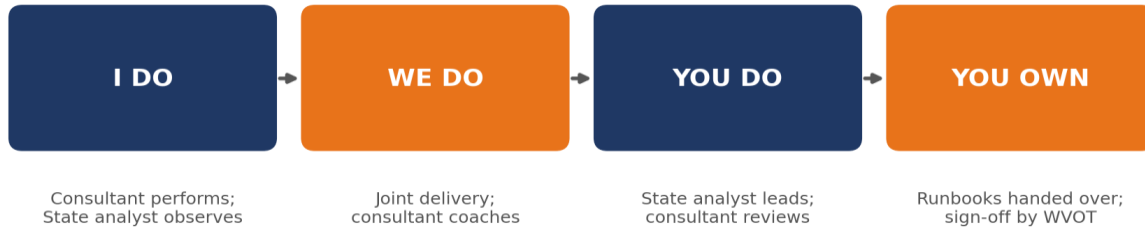


Figure 3. ALOIS four-stage shadowing model for State analysts.

Stage	What Happens	Evidence for WVOT
I Do	The consultant performs the work while the assigned State analyst observes and asks questions	Session log; annotated walkthroughs
We Do	Consultant and analyst deliver together; the consultant coaches in real time	Paired task list; code or configuration reviews
You Do	The State analyst leads the work; the consultant reviews and advises	Analyst-completed tasks with review notes
You Own	The consultant hands over runbooks, diagrams, and procedures; WVOT signs off	Documentation package; WVOT sign-off form

Knowledge transfer activities for each assignment typically include:

- Weekly shadowing sessions scheduled around project milestones.
- Runbooks and standard operating procedures written in plain language for State staff.
- Lunch-and-learn or recorded walkthroughs on key tools, such as Terraform modules, SSIS packages, or RACF procedures.
- A final transition checklist reviewed with the WVOT supervisor before the consultant's last day.

7. Account Management and Key Personnel

WVOT will have one accountable leader and one day-to-day contact, supported by specialists for recruiting, quality, compliance, and reporting.

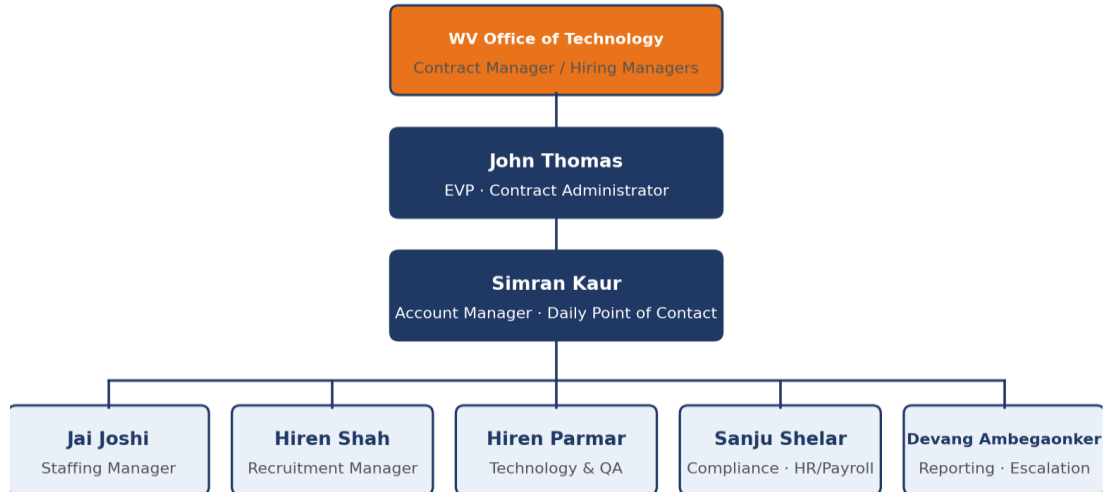


Figure 4. ALOIS account team for the WVOT contract.

Name / Title	Role on WVOT Contract	Background
John Thomas Executive Vice President	Contract Administrator and Designated Contact; executive oversight and escalation	20+ years of experience, 17+ in staffing; led contingent workforce programs for IBM and Comcast
Simran Kaur Senior Delivery Manager	Account Manager and daily point of contact for WVOT hiring managers	Manages delivery for ALOIS enterprise and public-sector accounts
Jai Joshi Staffing Manager	Assessment strategy and technical screening design	14+ years of experience, 11+ in staffing; MBA-HRM; Caterpillar, Intel, Becton Dickinson programs
Hiren Shah Recruitment Manager	Leads Technology Tower recruiters assigned to WVOT requests	Manages recruiting delivery across IT skill families
Hiren Parmar Technology & QA Manager	Submittal quality review, Ceipal workflows, background checks, onboarding	10+ years of experience, 7+ in staffing
Sanju Shelar Quality & Compliance Officer	HR, payroll, employment compliance, and contract terms	10+ years of experience; HR, payroll, and legal compliance
Devang Ambegaonker Program Analyst & Reporting Lead	Usage and expenditure reports; backup escalation contact	5+ years of experience; MBA; Business Analytics certification

7.1 Escalation Path

Hiring managers contact the Account Manager first. Any matter unresolved within one business day moves to the Contract Administrator, who responds within one additional business day and keeps the WVOT contract manager informed until closure.

7.2 Reporting (GT&C §39)

ALOIS will provide any reports requested by the Agency or the Purchasing Division, including hours and dollars by classification, active consultants by agency, total contract expenditures by agency, and fill-time and replacement metrics. Reports are available in Excel or PDF format on the schedule WVOT prefers.

8. Acceptance of Contract Terms

ALOIS has reviewed the Instructions to Vendors, the General Terms and Conditions, and the Specifications, and accepts them as written. ALOIS submits this quote without exceptions, clarifications, or proposed modifications. Key commitments are summarized below.

Requirement	ALOIS Commitment
All-inclusive hourly rates (Specs §4.2.3)	Rates include wages, federal, state, and local withholding, Social Security and Medicare, unemployment, workers' compensation, general and professional liability premiums, overhead, fringe, and all travel
Firm pricing (GT&C §13) and additional fees (GT&C §17)	Rates remain firm for the initial term; all charges appear on the Pricing Page and are billed only at contract rates
Contract term (GT&C §3)	One-year initial term with up to three one-year renewals by mutual written consent
Open-end quantities (GT&C §5)	ALOIS understands estimated hours are for evaluation only and will staff to actual delivery orders
Insurance (GT&C §8)	ALOIS carries Commercial General Liability of \$2,000,000 per occurrence, above the required \$1,000,000, plus Staffing Professional Liability (\$5M), Cyber (\$5M), Umbrella (\$10M), and statutory Workers' Compensation. A certificate naming the State will be furnished before award
Workers' compensation (GT&C §9)	Maintained per statute; proof furnished on request
Payment (GT&C §14–15; Specs §6)	ALOIS accepts payment in arrears by electronic funds transfer and P-Card, per State procedures
Vendor relationship (GT&C §35)	ALOIS is the employer of record for all consultants and is solely responsible for their wages, taxes, benefits, and related filings
Privacy and confidentiality (GT&C §30)	ALOIS and its consultants will follow the State's Confidentiality Policies and Information Security Accountability Requirements
Background checks (GT&C §40)	ALOIS will coordinate with the WV Division of Protective Services for access to sensitive systems or the Capitol complex
Licensing and registration (GT&C §32; Instr. §12)	ALOIS will complete WV Purchasing Division vendor registration and remain in good standing with the WV Secretary of State and Tax Department before award
Interested party disclosure (GT&C §43)	ALOIS will file the WV Ethics Commission disclosure before work begins if contract value reaches \$1 million
Public document (GT&C §31)	ALOIS understands this response is a public record and has marked nothing as confidential

9. Request for Minority-Owned Business Preference

In accordance with Instruction to Vendors No. 15, W. Va. Code §5A-3-37, and W. Va. CSR §148-22-9, ALOIS LLC identifies itself in writing as a minority-owned business and requests the same preference made available to West Virginia resident vendors.

Written Identification and Request

Vendor: ALOIS LLC (d/b/a ALOIS Solutions), 548 Market Street, Unit #47970, San Francisco, CA 94104

Certification: Minority Business Enterprise, certified by the National Minority Supplier Development Council (NMSDC). A copy of the current certificate is enclosed as Attachment 3.

Request: ALOIS requests the minority-owned business preference under W. Va. Code §5A-3-37 and will complete certification under W. Va. CSR §148-22-9 with the Purchasing Division before contract award.

John Thomas

Authorized signature:

President Date: September 23, 2026

John Thomas, Executive Vice

10. Pricing Page (Exhibit A)

The Contract will be awarded to the vendor offering the lowest overall total cost on the Pricing Pages (Specs §5.1). ALOIS quotes an all-inclusive hourly rate for every classification. Rates entered in wvOASIS govern; unit prices prevail in any discrepancy (Instruction §13). Per Addendum No. 1, the unit of issue is HOUR.

Line	Classification	Est. Hours	Hourly Rate	Extended Total
1	Senior Web Application Analyst	2,080	\$56.32	\$1,17,145.60
2	CRM Application Analyst	2,080	\$57.60	\$1,19,808.00
3	Senior SQL Server Database Administrator	2,080	\$65.28	\$1,35,782.40
4	Business Analyst	2,080	\$53.76	\$1,11,820.80
5	Learning Management System & eLearning Development Specialist	2,080	\$47.36	\$98,508.80
6	Cloud Financial Operations Specialist	2,080	\$53.76	\$1,11,820.80
7	Cloud Architect	2,080	\$87.04	\$1,81,043.20
8	Cloud Security Professional	2,080	\$60.16	\$1,25,132.80
9	Cloud Platform Engineer	2,080	\$61.44	\$1,27,795.20
10	Cloud Network Engineer	2,080	\$58.88	\$1,22,470.40
11	Cloud Systems Management Engineer	2,080	\$57.60	\$1,19,808.00
12	Cloud Center of Excellence (CCOE) Implementation Specialist	2,080	\$83.20	\$1,73,056.00
13	Mainframe Systems Programmer	2,080	\$47.36	\$98,508.80

Hours are State estimates for evaluation only and represent neither a minimum nor a maximum (CRFQ Extended Description).

11. Required Forms and Attachments

Item	Source	Status
Signed CRFQ cover page (Vendor information, signature, FEIN, date)	CRFQ page 1	Completed and signed
Addendum Acknowledgement Form – Addendum No. 1 checked	Addendum No. 1	Completed and signed
Designated Contact and Certification & Signature page	GT&C signature page	Completed and signed
Pricing Page – all 13 lines priced	wvOASIS / Exhibit A	Completed
Attachment 1 – Proof of five years in business	Specs §3.1	Enclosed
Attachment 2 – Placement documentation for six or more individuals	Specs §3.2	Enclosed
Attachment 3 – NMSDC MBE certificate and preference request	Instruction §15	Enclosed
Certificate of insurance (\$1M CGL minimum)	GT&C §8	Furnished before award
WV vendor registration and \$125 fee	Instruction §12	Completed before award
Interested Party Disclosure (WV Ethics Commission)	GT&C §43	Filed before work begins, if applicable

Designated Contact

Field	Entry
Printed Name and Title	John Thomas, Executive Vice President
Address	548 Market Street, Unit #47970, San Francisco, CA 94104
Phone / Fax	(408) 216-7021 / (530) 768-2758
Email	RFP-US@aloissolutions.com

ALOIS appreciates the opportunity to support the West Virginia Office of Technology and the State agencies it serves. We look forward to delivering skilled technical professionals who strengthen WVOT's team and leave State staff better equipped for the future.