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Header 1 List View

General Information

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

Procurement Folder: 2020855

Procurement Type: Statewide MA (Open End)

Vendor ID: VS0000053812 

Legal Name: REFULGENT TECHNOLOGIES INC

Alias/DBA:

Total Bid: \$3,196,960.00

Response Date: 09/13/2026 

Response Time: 18:17

Responded By User ID: Refulgent5 

First Name: Surendra

Last Name: Vemugunta

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Solicitation Description: Addendum No 2 -Temporary Technical Staffing Services 

Total of Header Attachments: 1

Total of All Attachments: 1



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

State of West Virginia
Solicitation Response

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

Solicitation Closes	Solicitation Response	Version
2026-09-23 13:30	SR 0231 ESR09112600000002057	1

VENDOR
VS0000053812
REFULGENT TECHNOLOGIES INC

Solicitation Number: CRFQ 0231 OOT2700000006
Total Bid: 3196960
Response Date: 2026-09-13
Response Time: 18:17:56

Comments: Refulgent Technologies Inc. has been provider of Software Application Development, Maintenance, Testing, Staff Augmentation Services since 2005 nationwide.
We are actively supporting NC, SC, MI, PA state government for temporary IT Staffing since 2016. We have been working with similar roles in this bid. We have an established Pipeline of candidates having the skills needed for each of these positions.
Refulgent Technologies Inc. is a Certified MBE and SBE with State of North Carolina. Our success is driven by providing quality staff who are thoroughly checked on technical, communication, accountability, adaptability, proactive skills to deliver high-quality work to our clients. We built history of having multi-year contract engagements from our clients on the temporary staffing we provided.
We have provided IT Staffing with many fortune 500 private enterprises covering nationwide locations.

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	81.000000	168480.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Senior Web Application Analyst provides services including, but not limited to:
Leadership experience and a deeper understanding of web analytics, data modeling, and interpretation.
Overseeing a team and strategizing web analytics to drive business decisions.
Experience and knowledge of web analytics tools and digital marketing.
Expertise with Google Analytics or other analytics platforms.
Experience and knowledge of SEO, PPC, and other online marketing techniques.
Experience with A/B testing, data visualization tools, and programming languages like SQL or Python can also be beneficial.
Additionally, strong analytical, problem-solving and communication skills should be evident.

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	81.000000	168480.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: CRM Application Analyst provides services including, but not limited to:
CRM Data Analysis: Analyze customer relationship management (CRM) data to identify trends, insights, and opportunities for business growth.
Monitor and report on CRM system usage, ensuring data accuracy and consistency across platforms.
CRM System Optimization:
Collaborate with stakeholders to customize CRM systems to meet organizational needs and improve workflows.
Recommend enhancements to CRM processes for better customer engagement and retention.
Reporting & Performance Metrics:
Develop and maintain dashboards and reports to track CRM performance and KPIs.
Provide actionable insights to marketing, sales, and customer service teams based on CRM data analysis.
Training & Support:
Train team members on effective CRM system usage and best practices.
Provide ongoing support and troubleshooting for CRM-related issues.
Collaboration & Strategy:
Work closely with cross-functional teams to ensure CRM strategies align with organizational objectives.
Assist in the development of customer-centric campaigns and initiatives using CRM insights.

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	105.000000	218400.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Senior SQL Server Database Administrator provides services including, but not limited to:
Managing and maintaining SQL Server databases.
Installation and Configuration: Setting up SQL Server instances and configuring them for optimal performance.
Database Provisioning: Creating and managing databases, including setting up tables, stored procedures, and views.
Maintenance: Regularly backing up databases, monitoring performance, and applying updates and patches.
Security: Implementing security measures to protect data, including managing user permissions and roles.
Performance Tuning: Optimizing database performance by analyzing and improving query execution plans and indexing strategies.
Disaster Recovery: Planning and implementing strategies to recover data in case of failures.
Experience with SQL Server Management Studio (SSMS), T-SQL, and understanding of operating systems and networking, SQL Server Agent for scheduling and automating tasks, Power Shell for scripting and automating administrative tasks, Cloud Platforms such as Azure/AWS for managing cloud-based databases

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	81.000000	168480.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Business Analyst provides services including, but not limited to:
Managing business analysis work or projects with distinct deliverables to a solution.
Identifying and documenting business processes, issues, value levels, metrics, and capabilities.
Collecting, organizing, and analyzing data.
Completing analysis and documentation of as-is capabilities.
Conducting interviews to gather business requirements.
Conducting industry, competitive and State analyses (strategic, financial, operational), business case development, as well as market research for benchmarking.
Supporting required system go-live activities, including conversion, support desk, site support, training delivery, logistics management, etc.
Supporting change management and communications programs and activities.
Performing PMO activities related to project time tracking, work plan updates, status reporting, service metric reporting, and related project administration tasks.
Experience with Agile practices.

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	81.000000	168480.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Learning Management System & eLearning Development Specialist will provide services including but not limited to:
Administer and maintain the LMS platform, ensuring optimal performance and functionality.
Manage user accounts, permissions, and roles within the LMS.
Create, upload, and maintain course content, including e-learning modules, videos, and assessments.
Provide technical support and troubleshooting assistance to LMS users.
Generate reports and analyze data to track learning progress and identify areas for improvement.
Collaborate with subject matter experts and instructional designers to develop engaging and effective learning experiences.
Stay up to date on LMS best practices and emerging technologies.
Ensure data integrity and security within the LMS.
Assist with LMS upgrades and implementations.
Create and maintain documentation related to LMS processes and procedures.
Create Web Content using HTML, CSS, and JavaScript.
use of e-learning authoring tools.

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	81.000000	168480.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Cloud Financial Operations Specialist will provide services including but not limited to:
Managing and optimizing cloud-related financial operations, ensuring cost efficiency, accurate billing, and strategic resource allocation in cloud environments.
Cost Management & Optimization: Use tools like AWS Cost Explorer, Azure Cost Management, or third-party solutions to analyze cloud spending, identify savings, and recommend optimizations.
Resource Management: Perform Reserved Instance (RI) and Savings Plan management, right-sizing of virtual machines, and allocation strategies to reduce costs.
Reporting & Dashboards: Create and maintain financial dashboards (often in Power BI) for executive leadership, correlating cloud usage data with business value.
Partner & Customer Engagement: Work with IaaS/SaaS vendors (AWS, Microsoft Azure, Google Cloud) to optimize costs for partners and customers, including VM allocation and cost-sharing models.
Collaboration: Partner with finance, IT, sales, and legal teams to align cloud spend with business goals and ensure proper documentation.
Technical: Proficiency with Microsoft Azure, AWS, or GCP cost features; experience with Power BI and Python for automation
Analytical: Ability to interpret cloud usage data and link it to business outcomes.

Extended Description:

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	Cloud Architect	2080.0000	HOUR	150.000000	312000.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Cloud Architect provides services including, but not limited to:
Cloud Architecture Design:
Develop and implement scalable, secure, and efficient cloud architectures to meet organizational goals.
Design solutions for cloud computing environments including infrastructure, platforms, and software-as-a-service (SaaS).
Strategic Planning:
Create and maintain cloud strategy, roadmaps, and best practices.
Evaluate and select cloud technologies, platforms, and services suitable for business requirements.
Implementation & Optimization:
Assist in the migration process of on-premises systems to cloud environments for a successful outcome.
Optimize cloud resources to reduce costs while maintaining performance and reliability.
Security & Compliance:
Implement security measures to protect cloud systems and ensure compliance with regulatory standards.
Monitor and respond to security incidents, ensuring robust disaster recovery and backup solutions.
Collaboration & Support:
Work closely with stakeholders, including developers, operations teams, and business leaders, to align cloud solutions with organizational needs.
Provide technical guidance and training to teams on cloud technologies and processes.
Research & Innovation:
Stay updated on emerging cloud technologies and recommend innovative solutions for continuous improvement.
Drive adoption of advanced cloud features such as AI integration, serverless computing, and multi-cloud strategies.

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	143.000000	297440.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Cloud security professional provides services including, but not limited to:
Securing cloud-based systems, validated by certifications like CCSP to manage cloud architecture, data, applications, and compliance.
Designing, managing, and securing cloud environments.
Work on protecting data in transit and at rest, implementing access controls, securing cloud infrastructure, monitoring cloud operations, and ensuring compliance with legal and regulatory frameworks.
Handle risk assessments, threat mitigation, and disaster recovery planning to maintain business continuity in cloud environments
Possess CCSP Certification with expertise in domains:
Cloud Concepts, Architecture, and Design
Cloud Data Security
Cloud Platform & Infrastructure Security
Cloud Application Security
Cloud Security Operations
Legal, Risk, and Compliance

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	143.000000	297440.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Cloud platform engineer provides services including, but not limited to:
Create solutions that align with business goals and meet the needs of all stakeholders.
Create and maintain platforms that support software development and deployment.
Designing Cloud Architecture: Planning and developing cloud structures that meet organizational needs, focusing on scalability, reliability, and performance.
Implementing Cloud Services: Setting up various cloud tools like virtual machines, storage, databases, and network components.
Maintaining CI/CD Pipelines: Ensuring continuous integration and continuous deployment processes are efficient and reliable using DevOps.
Proficient in cloud platforms like AWS, Azure, and Google Cloud Platform (GCP).
Provide programming using Python or similar for automating tasks.
Knowledgeable of Infrastructure as Code (IaC) tools to automate the setup and configuration of cloud resources.
Monitor cloud resources and Optimize configurations for cost-effective and optimal user experiences.
Effective communication and collaboration with cross-functional teams, including developers, operations, and security.

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	143.000000	297440.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Cloud Network Engineer provides services including, but not limited to:
Architect and maintain network systems in cloud platforms like AWS, Azure, and Google Cloud for reliable communication between cloud services, applications, and on premises environments.
Design, build and manage cloud-based network infrastructures AWS VPCs, Azure VNets or Google Cloud VPCs for secure, scalable and high-performance connectivity across cloud and hybrid environments.
Build VPCs, VNets, subnets, routing, peering, and load balancing.
Implement Direct Connect, ExpressRoute, Cloud Interconnect, and VPN gateways.
Configure firewalls, encryption, secure web proxies, and VPC Service Controls.
Use cloud observability tools (CloudWatch, Azure Monitor, Google Cloud Monitoring).
Write infrastructure as code using Terraform, CloudFormation, ARM/Bicep for Automation
Connect cloud services (compute, storage, databases) into network architectures.

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	143.000000	297440.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Cloud Systems Management Engineer provides services including, but not limited to:
Design, build, and maintain cloud-based infrastructures (AWS, Azure or GCP) using Infrastructure as Code (IaC) tools to ensure reliability, scalability, and operational efficiency.
Provide Systems Administration with cloud engineering, focusing on automation, monitoring, security, and incident response.
Write scripts (Python, Bash, PowerShell) to automate deployments, backups, and maintenance.
Support configuration management in DevOps, Agile, CI/CD pipelines infrastructure.
Monitor performance, resource usage and cost efficiency using observability platforms.
Enforce IAM, network security groups, encryption, and compliance standards.
Troubleshoot outages, analyze logs, and resolve complex issues.
Perform patching, backup/recovery, and high availability.
Support DNS & SSO.

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	200.000000	416000.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Cloud Center of Excellence (CCOE) Implementation Specialist provides services including, but not limited to:
Provide executive leadership in cloud adoption defining architecture standards, enabling teams, governing cloud usage, collaborating across cloud adoption, strategy, governance and automation teams to accelerate innovation and reduce time to market.
Provide Cloud strategy & governance: Setting policies, guardrails and decision frameworks.
Provide Architecture & Platform Engineering defining landing zones, reference architectures and secure deployment patterns.
Security & Compliance: Establish cloud security baselines and risk management practices.
Financial Operations & Cost Management: Optimize spending, forecasting and enforcing tagging/Ownership models.
Enablement & Community: Training, Knowledge Sharing and Cultural Change Management.

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: Mainframe system programmer provides services including, but not limited to:
Perform installing, customizing, and maintaining the z/OS operating system and related software on IBM Z mainframes.
Ensure that the system runs efficiently, securely, and supports the needs of applications and users.
Installing and upgrading the operating system and middleware (e.g., DB2, CICS, IMS)
Customizing system configurations to meet organizational requirements
Capacity planning and performance tuning for optimal service levels
Automating operations to improve efficiency
Debugging system software issues using memory dumps and specialized tools
Integration testing new products with existing applications
Training operators and application programmers on system usage
Middleware management is a critical part of the role, as these layers provide essential services not built into the OS, such as transaction processing and database management.
Create and Support JCL (Job Control Language) for batch job submission and management, JES (Job Entry Subsystem) for job scheduling and output handling,
z/OSMF (z/OS Management Facility) for web-based system administration,
UNIX System Services (USS) for POSIX-compliant operations within z/OS,
VSAM and Generation Data Groups for advanced data management,
System libraries, RAIM, and networking utilities

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.

Refulgent Technologies, Inc. Response to
SR-0231-ESR09112600000002057



The State of West Virginia
Office of Technology

Temporary Technical Staffing Services

Solicitation #: SR-0231-ESR09112600000002057



September 12, 2026

Refulgent Technologies, Inc.

Cover Letter

112 S. Tryon Street, Suite 1270
Charlotte, NC 28284
<https://www.refulgent-tech.com/>

June 12, 2026

Mr. Toby L Welch
State of West Virginia
Office of Technology

Solicitation # SR-0231-ESR0911260000002057

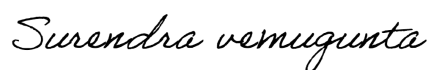
Dear Mr. Welch,

Refulgent Technologies, Inc. is pleased to submit its response through this letter and application in West Virginia Oasis Portal for Temporary Technical Staffing Services Bid #5SR-0231-ESR0911260000002057. As a leader in IT services and solutions, Refulgent Technologies Inc. is eager to continue to demonstrate our value as an IT Temporary Technical Staffing Services partner to the State of West Virginia. Our firm continues to maintain and develop relationships with government agencies, including the State of West Virginia and look forward to continuing our partnership supporting Temporary Technical Staffing Service's needs.

Refulgent Technologies is confident that its submission meets the requirements as specified in the State of West Virginia Temporary Technical Staffing Services Bid #5SR-0231-ESR0911260000002057. Moreover, we believe the State of West Virginia will recognize Refulgent's continued commitment towards supporting West Virginia agencies so that they can achieve their goals. If the State of West Virginia Procurement Office and solicitation team determines that Refulgent Technologies' response is deficient in any way, we respectfully request to be notified and provided the opportunity to augment any such deficiency. Please send any questions regarding this solicitation response to me using the contact information provided below.

On behalf of Refulgent Technologies, we thank you for giving us the opportunity to respond to this solicitation and we look forward to continuing our relationship.

Respectfully,



Surendra Vemugunta
CEO

112 S. Tryon St., Suite 1270 Charlotte, NC 28284, 980.406.3644, pmo@refulgent-tech.com

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Scope of Work/Specifications Acknowledgement

Refulgent Technologies acknowledges and understands the State of West Virginia Temporary Technical Staffing Services Requirements.

Specifically, Refulgent Technologies acknowledges the following technical positions:

- Senior Web Application Analyst
- CRM Application Analyst
- Senior SQL-Server Database Administrator
- Business Analyst
- Learning Management System & eLearning Development Specialist
- Cloud Financial Operations Specialist
- Cloud Architect
- Cloud Security Professional
- Cloud Platform Engineer
- Cloud Network Engineer
- Cloud Systems Management Engineer
- Cloud Center of Excellence (CCOE) Implementation Specialist
- Mainframe Systems Programmer

The following pages describe how Refulgent Technologies will meet the requirements as set forth in the solicitation.

Solicitation #5SR-0231-ESR0911260000002057 Offer

Refulgent Technologies Inc. has a uniquely designed solution to meet the State of West Virginia's Temporary Technical Staffing Services requirements. Figure 1 highlights our simple 6 step process which leverages a client centric model. By focusing on our client's needs and respective company cultures, Refulgent Technologies Inc. successfully identifies and presents highly qualified individuals within specified service level expectations. The following process outlines how Refulgent Technologies plans to partner with the State of West Virginia to attract and present high caliber IT professionals.

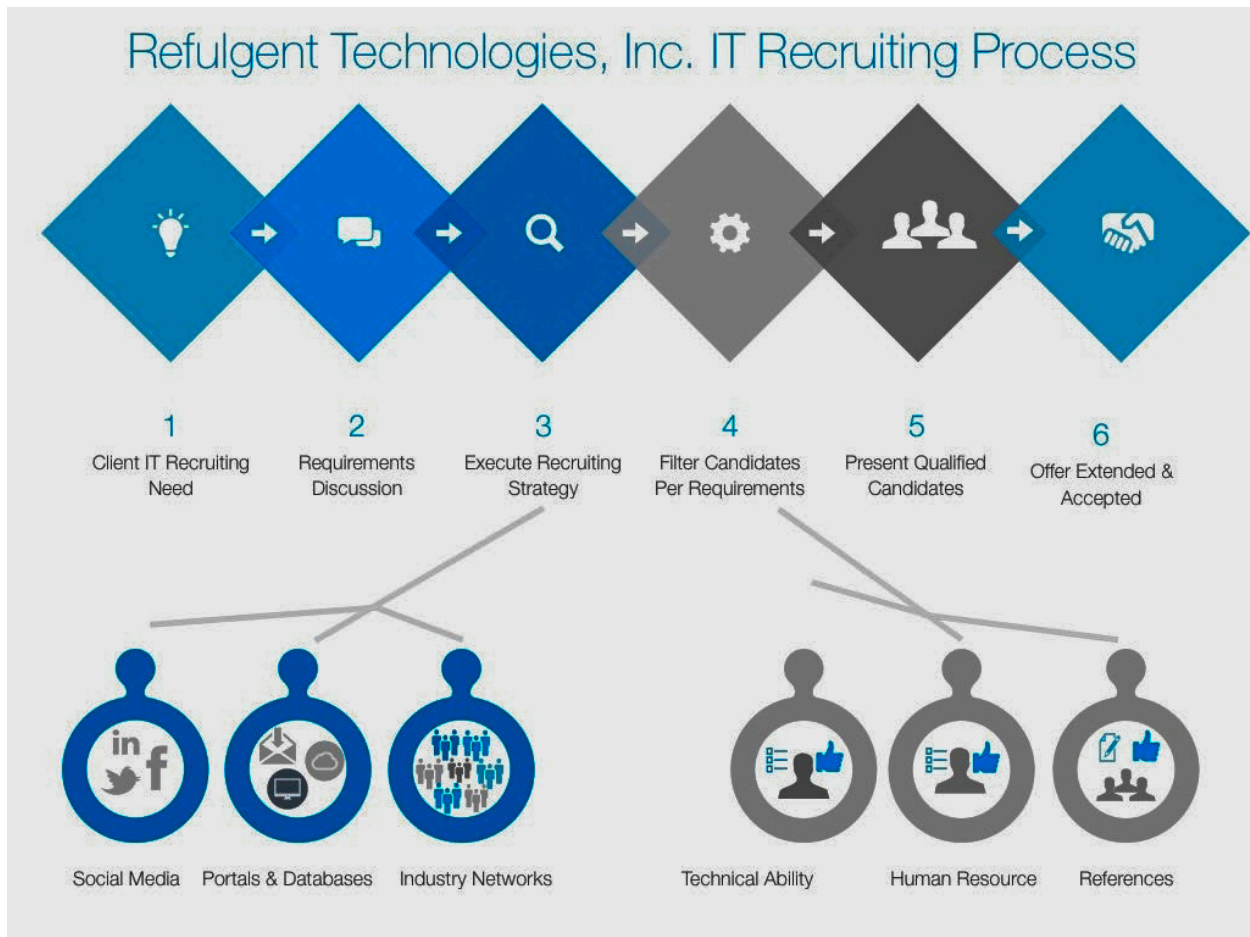


Figure 1- Refulgent Technologies Staff Augmentation Process

1.O Staffing Need Identified

Refulgent Technologies, Inc. understands that recruiting needs for the positions mentioned in this bid. As part of our engagement with the State of West Virginia, Refulgent will have an account liaison who's responsible for quickly supporting the State of West Virginia's IT staffing needs. Additionally, this individual is also accountable for partnering with our recruiters to ensure that identified requirements for each recruiting engagement are the focus for each Refulgent recruiter to build pipeline of candidates with the required skills. Refulgent is organizationally

structured to meet West Virginia's response time service level expectations. It's our commitment to prioritize our recruiting efforts to meet government units' needs.

2.0 Requirement Discussion

The most critical step in the staffing process is the initial internal conversation we have within our recruiting teams at Refulgent Technologies after a staffing need is received. It is at this meeting that our account liaison captures the appropriate requisite skills, talents and compensatory requirements to satisfy the staff augmentation need. We begin every engagement on the same page as our partners when it comes to role, role description, experience levels, unique skills/certifications & compensation.

3.0 Execute Recruiting Strategy

Social Media

In today's market IT professionals are highly connected to social media. Our role-specific messaging and targeted social platform strategy allows us to reach highly qualified candidates nationally. By targeting specific groups and contacts/references within applications such as LinkedIn, Facebook, & Twitter Refulgent Technologies can quickly market the open role to the 'right' audiences. This approach allows us to reach larger audiences to attract interest from talented professionals we've not had the pleasure of meeting yet.

It is important to note that we only share allowable information via social media or any other marketing channel by redacting information our clients wish for us not to share (i.e. client name). Our quality review process ensures we meet our contractual requirements while marketing effectively.

Job Portals & Refulgent Technologies independent candidate database

While the use of social media is often a strategy that yields the most positive results, Refulgent Technologies is also successful in recruiting talent through traditional sources. For instance, we leverage national job portals like dice.com, monster.com or careerbuilder.com. Additionally, we're always looking for the 'next big thing' when it comes to job portals. Today's marketplace has led to [new recruiter AI tools](#) that are available to candidate groups to post professional qualifications and sourcing.

In addition to job portals, we also leverage a sub-contracting database with access to proven talent pools of over 14,000 individuals. This tool is a distinct advantage for Refulgent Technologies Inc. We don't just use 'status quo' tools available to everyone in the marketplace. We use job portals and subcontracting databases to refine our target searches so we can directly contact individuals who are actively looking for new IT services opportunities.

Industry Networks

The third leg of our approach is to leverage our known references, contacts, prior placements and those we meet and engage with through industry gatherings. The Refulgent Technology team has decades of experience working IT and HR related roles. Our experience and exposure to industry leaders allows us to target technical, project management, or thought leaders as roles become available. Through personal phone calls and targeted email blasts, Refulgent Technologies has successfully targeted qualified candidates who meet the talent profiles our clients seek.

Summarizing Refulgent Technologies recruiting strategies, the target talent profile our clients develop is not just a starting point—it's the centerpiece of everything we do thereafter. It determines how and to what extent we leverage social media, job boards/portals/applications, internal database of talented candidates or reach out to our vast industry networks. Regardless of what strategy is used we're proactively looking for candidates that align to the talent profile our clients seek. Our team of talented professionals have the requisite tools and contacts at their disposal to support the State of West Virginia. They are energized by the opportunity to invest their energy into presenting highly qualified candidates that our clients ultimately accept.

4.0 Filter Candidates Per Requirements

Just as Refulgent Technologies utilizes a recruiting strategy that is unique to the recruiting and staffing industry, our screening process is what truly distinguishes Refulgent Technologies. Our firm utilizes a multi-faceted approach which includes technical evaluation and screening, HR evaluation, and follow-through-on reference checks.

Technical Ability

Refulgent Technology recruiters have nearly 50 years of combined IT related experience (technical or management positions). We are experts in the IT field and know what questions to ask, how to ask them, what to look for in work product and experience to ensure Refulgent Technologies presents highly competent and proficient IT professionals to our clients for placement. Our process eliminates the possibility of a questionable candidate being introduced to our clients who do not have the bandwidth nor tolerance for such occurrences.

Human Resources Screening

In addition to ensuring our candidates meet technical/skill competency requirements from the talent profile, Refulgent Technologies also ensures that our candidates meet HR criteria:

- Legally eligible to work in the United States
- Compensation alignment screening
- Willingness to relocate/work in desired client location.
- Good candidates for the departmental culture
- Short term/Long term employment screening

Our goal is to ensure clients have high confidence that Refulgent Technology candidates meet technical and HR requirements from the talent profile

References Screening

Refulgent Technologies also screens all provided references. As we focus on the talent profile of our clients, we ensure that references speak to the character and competency of our candidates. It's one thing to have confidence that a candidate will perform well in role and do so meeting HR requirements. It's a bonus to know that the references have been vetted. This saves our clients countless hours, following up with references that may not be checked. If our reference screening process detects a potential issue with a candidate, we proceed no further with that candidate.

Refulgent Technologies provides value by fully embracing all elements of the staffing process. As a firm, we've succeeded as our client:

1. Accepts a candidate that remains in role for the desired timelines.
2. Doesn't send potential candidates for internal interview that are ultimately rejected due to a screening defect related to technical competency.
3. Doesn't encounter HR related interruptions due to a candidate not willing to locate or agree to local market rates for given roles.
4. Doesn't have to manage ancillary onboarding services, like drug screening.

Our current clients have come to know and expect the quality associated with Refulgent Technologies' recruiting experience. We have a strong commitment to quality. We don't believe in settling for our clients and will only present individuals who clear technical, HR, and reference screening. The result is our firm presents individuals with competency, commitment, and character.

5.0 Present Qualified Candidates to Client

This phase of our process is essentially dedicated to communication. We recognize that our clients have multiple communication preferences. In fact, we've learned from experience that departments within a client's organization have varying communication preferences. As such, we tailor our communication to the staffing engagement. As part of our conversation during the 'Requirements Discussion (Step 2 from Figure 1), we remind our teams of the client's requirements for presenting candidates. When presenting candidates to the State of West Virginia, the following represents Refulgent Technologies, Inc.'s commitment:

- Utilize West Virginia Submission System.
- Present Qualified with the appropriate administrative requirements (forms, cover pages, check lists, etc.)

- Proactively communicate with the managed service provider or requirement contact to ensure our progress and performance meet requirements.
- Meet the minimum service level requirements as outlined in this solicitation and any future role needs.
- Only present qualified candidates that will align best to ‘what’, ‘how’, and compensatory criteria for each staffing opportunity.

6.0 Employee Offer Extension/Acceptance

Refulgent Technologies understands that the process doesn’t end with an extended offer. Our firm commits to fully supporting the State of West Virginia in providing ancillary documentation in addition to candidate profile information (i.e., work history, education, qualifications, summary of our screening, drug screening, background checks, etc.). It’s also our commitment that our candidates are positioned to accept roles without issue (i.e., no salary requirement surprises, no relocation issues, no education/work experience/legal limitations to employment, etc.).

Refulgent Technologies does not take any client relationship for granted. We firmly believe every staffing services engagement should include service level tracking to ensure the State of West Virginia, our placed consultants, and Refulgent Technologies hold the same commitment to quality and excellence in our IT staff augmentation services partnership. We don’t view this as a separate process step. It’s an ongoing process until the contract period for all engagements is complete. Our team is committed to supporting West Virginia’s IT staffing needs throughout the placement lifecycle, including onboarding, management throughout contracted period, and offboarding.

Bid Summary

In summary, Refulgent Technologies is a Minority Small Business Entity located in Charlotte, North Carolina that focuses on IT Staffing/Recruiting, Consulting & IT solutions. Our firm started out as an IT Supplemental Staffing/Consulting firm and over the last decade our firm has grown to also include recruiting services and other IT solutions. Our client focused process is the reason Refulgent Technologies Inc. has seen growth in our client base and the number of projects we support for our existing clients. Below is a quick summary of Refulgent Technologies Inc.'s offer which meets the scope of services as set forth in Solicitation #5SR-0231-ESR09112600000002057.

- Account Representative/Liaison that supports the State of West Virginia & its managed service provider.
- Willingness to utilize West Virginia approved online vendor management services solution.
- Adhere to requirements and deadlines for staffing engagements as referenced under the 'Scope of Work' section of Refulgent Technologies, Inc.'s response.
- Staffing strategies with marketing channels that include but are not limited to social media, job portals, internal candidate databases, email & industry networks.
- Best in class screening processes to ensure only qualified candidates that meet the talent profile are presented to the State of West Virginia
- Present candidates with the minimum requisite information as indicated in solicitation #5SR-0231-ESR09112600000002057.
- Agrees to the accountability that comes from service levels tracking and metrics reporting.
- Commitment to Social Responsibility-our firm is committed to diversity of thought, experience and background. Moreover, we help public and private firms achieve their internal commitments to social responsibility through the consultants we place.
- Agree to only present candidates and pricing that fall within the most current market rates summary sheet as provided by the State of West Virginia at any given time.
- Agrees to and acknowledges the required qualifications as set forth in solicitation.

Refulgent Technologies Inc. believes that our requisite IT Staffing and solutions background, government agency experience, unique/client centric approach, competitive pricing, and commitment to partnering with clients so that they meet their strategic goals makes us an ideal partner for the State of West Virginia. Refulgent Technologies, Inc. looks forward to continuing partnering with the State of West Virginia by finding the necessary talent to move the State of West Virginia's IT strategies forward.

Refulgent Technologies Overview

Executive Summary

The technology sector is currently experiencing a state of rapidly shifting requirements and offerings. Technology departments face a constant challenge for managing change, competing demands for the latest technology trends, and keeping current with information security risks. Additionally, strategies for resourcing technology professionals are also shifting with a key focus on balancing employee and contractor resources. This is true not only for Private Sector firms but also the Public Sector. Governments are facing the demands of changing technologies, shrinking budgets, and higher expectations for what technology can do for their constituents and public sector employees. As Government agencies focus on addressing technology demands the need for qualified technology professionals becomes paramount. Through our service portfolio Refulgent Technologies has a strong commitment to supporting public sector agencies to meet current and future technology strategies. At Refulgent Technologies, our mission is to help our clients plan, design, and deploy projects that provide unparalleled technical competitiveness, cost effective solutions, and long-term Return on Investment (ROI). We do this through IT Employee Recruiting and Supplement Staffing services. We strive to create partnerships that go beyond single engagements. We work closely with our clients to quickly and accurately identify their needs and offer solutions that create mutual success.

Through strong fiscal responsibility and sound business practices, Refulgent Technologies actively demonstrates its commitment to growing its relationships with Government agencies. We currently aid state governments by providing highly proficient and professional technology resources that meet our clients' IT needs at an optimum value. We currently support many agencies as direct supplemental staffing partners, indirect staffing partners with a focus on creating greater relational depth with our clients and recruiting permanent employment opportunities. We do this through the following:

- ◆ **Focus-** We are client focused and know that not every client is the same. Moreover, not every department within a client relationship is the same. We work closely with all agency partners to understand their unique requirements and provide resources and solutions that meet specific engagement needs.
- ◆ **Innovation-** An integral value of Refulgent Technologies, Inc. is our commitment to staying on top of emerging trends. We ensure our technology professionals have resources available to them to not only help them succeed in assisting clients meet their needs but also identify and meet future client needs. We do this by promoting skill enhancement and technical development learning opportunities to ensure Refulgent Technologies, Inc. staff are leaders in innovation.
- ◆ **Results-** At the end of the day it's always about customer satisfaction. Our clients have come to know the value Refulgent brings through successful goal achievement. By focusing on known goals that are tied to client needs we are known for consistently delivering results.
- ◆ **Experience-** Our experienced team of recruiting and Human Resource professionals have a long-proven track record of matching the right talent profiles to our client needs.

We firmly believe that providing proven resources who are committed to innovation, focus, and results ultimately brings success to our clients.

Why Refulgent?

Refulgent Technologies, Inc. is a global IT services and solutions company that utilizes our elite team of IT professionals who are leaders and innovators in their respective areas of expertise. Specifically, we provide Supplemental Staffing and outsourced technology support for small- and large-scale projects. Our IT professionals have an unparalleled passion for delivering services and solutions that meet our clients' unique business and IT needs.

Quick Facts:

- ◆ **Founded in 2005**
- ◆ **Private Company**
 - Certified Small Business (NC SBE)
 - Minority Owned (MBE Certified by the Carolina-Virginia Minority Supplier Development Council)
- ◆ **Industry Experience**
 - Government, Financial Services, Insurance, Automotive, Manufacturing, Utility Sector, Software Development, Business Intelligence
- ◆ **Client History**
 - We have successfully partnered with several global Fortune 1000 firms. While we are a small firm, our clients are not. We leverage our agility, proven business processes, and speed to market to ensure we meet the needs of our larger/complex client relationships.
 - No contract cancellations, never involved litigations (past or present)
 - Government Agency Partners
 - Direct Vendor to State of North Carolina, State of South Carolina, Commonwealth of Pennsylvania (COPA), State of Michigan.

Similar size or larger clients (Compared to the State of West Virginia)

- Current: State of North Carolina, State of South Carolina, State of Michigan, State of Pennsylvania, General Dynamics Information Technology, CoreLogic, Cognizant Technologies, US Bank, Blue Cross Blue Shield, Mecklenburg County
- Past: Bank of America Inc., Citco Funds, ACN, AAA, Monster, Banko Popular, Elsevier, Univita, State of Ohio and State of Wisconsin, Duke Energy, Wells Fargo, American Tire Distributors, Barclay Cards, JM Family, CSC, Genworth Financials, Rockwell Automation, BB&T, Broad Ridge, Authentica Solutions

Refulgent Technologies - Leadership

Surendra Vemugunta

Role: CEO

Education: Bachelor of Engineering

Professional Experience: 30 yrs. of professional experience in IT Industry.

Key Responsibilities: Leading Refulgent Technologies Inc. in all day-to-day management decisions, Strategic Planning, inspire management team as they execute defined strategy and vision. Responsible for driving growth in company innovation, Solutions, Products and IT Staffing/Recruiting.

Certifications:

Completed CEO Academy by Wells Fargo in 2016.

Leadership Skills

Project Management

Rutgers Entrepreneurship Education

Institute for Supply Management (ISM-NJ)

Pavani Rangineni

Role: President

Education: Bachelor of Engineering

Professional Experience: 25 years of Professional Experience in IT Industry.

Key Responsibilities: Internal leadership for managing company financials, HR processes (Talent Retention/Development, Performance Evaluations, Payroll/Retirement Services, Cultural Health, Policy management). Client-facing leadership centered updating job requirements/job descriptions, establishing recruiting, testing, interviewing, training programs to support client facing positions). Internal HR focus is also utilized for Staffing/Recruiting processes.

Yogita Beniwal

Role: Manager of IT Staffing/Recruiting

Education: Bachelor of Science

Professional Experience: 16 years of professional experience in IT Recruiting and Resource Management.

Key Responsibilities: Leads and manages recruiting department, manages client accounts, manages US and outside US teammates.

Refulgent Technologies Services Portfolio

Refulgent Technologies is organizationally designed to support clients IT Staffing/Placement efforts, Consultative needs, and Solutions. We continue to grow our business in consultative and solutions engagements; however, the 'heartbeat' of our business is IT Staffing/Placement. Our clients come to us because we aren't just staffing professionals. Our management team and recruitment team can do the work for which we source on behalf of our clients. This is unique and important. It allows us quickly to filter through potential candidates and pre-screen candidates so that our clients are only reviewing quality candidates that meet their desired talent profile. The following represent the IT focus areas which have driven Refulgent Technologies Inc.'s success thus far:



IT Staffing/Recruiting & Project Management

Refulgent Technologies, Inc. provides high-quality professionals for IT specific roles and direct support for database administration, consulting, project management, and software development for the business needs of large and small global firms (Public and Private sectors). We quickly understand and address our clients' needs by actively aligning qualified IT professionals that best align to the desired talent profile of our clients. Refulgent Technologies, Inc. deploys a proven process that has successfully matched high caliber IT professionals to specific client requirements. We do this by utilizing a unique client centric process, having access to a global talent market for preventative pre-screening, continuous technical/leadership education, and a robust client management process.

Recruitment Expertise

Refulgent Technologies, has over **two decades** of experience in filling staffing roles

- ◆ Project Manager, Program Director, Application Systems Manager
- ◆ Business Analyst, Product Owner, Product Manager, Technical Writer

- ◆ Technical Architect. Technical Specialist, Software Developer, Software Engineer, Web Accessibility Specialist, User Experience Designer, Enterprise Service Developer, Low Code Developer, Machine Learning Engineer
- ◆ System Administrator, Database Administrator
- ◆ Network Specialist, Network Engineer, Network Architect
- ◆ Security Specialist, Security Engineer, Security Architect
- ◆ DevOps Engineer
- ◆ Cloud Administrator, Cloud Architect, Cloud Engineer
- ◆ Quality Assurance
- ◆ Service Support
- ◆ ERP Consultants
- ◆ AI Architect, AI Consultant, AI Developer
- ◆ CRM Analyst, CRM Architect, CRM Developer, Salesforce Developer, Salesforce Architect
- ◆ Data Scientist
- ◆ EHR

Architecture, Design, and Development

Our Enterprise Architecture (EA) consultants are experts in the process of analyzing, creating, communicating and improving the key requirements principles, models and road maps that describe and help drive our clients' business plans. Our shared goal is to improve organizational efficiency, design for peak performance and high-volume transactions, and enable agility by delivering business-aligned enterprise systems:

Architectural Enterprise includes:

- ◆ Model-View-Controller (MVC)
- ◆ Model-View-View-Model (MVVM)
- ◆ Multi-tier Architecture
- ◆ Service Oriented Architecture (SOA)
- ◆ Data Architecture- E-R Modeling, Dimensional Data Modeling and Business Intelligence
- ◆ Data Mart, Data Warehouse, ETL, ODS
- ◆ EAI/ESB
- ◆ Hub and Spoke Architecture

Web Application & eCommerce

Refulgent Technologies, Inc. realizes that our clients have pressing needs as it relates to real-time, cost-effective online services for their customers, employees and business partners. Not only do our clients rely on online services to execute daily transactions they also have high expectations for quality, security, and assured reliability.

As part of its service portfolio, Refulgent Technologies, Inc. provides Java, .Net, and PHP-based development services ranging from simple content website applications to complex internet, ecommerce and business solutions. By leveraging a Waterfall or Agile/Scrum methodology we're able to employ the following:

- ◆ Use Industry Best practices and enterprise standards in all source code development.
- ◆ Provide real-time UI/UX updates.
- ◆ Clean code and API's.
- ◆ Highly Maintainable Code.
- ◆ QA process is driven from requirements through deployments resulting in
 - Multi-Browser Capability
 - User Friendly Interfaces

Mobile Applications

Many of our clients are leveraging the power of mobile technology to deliver services and customer care to target their markets. Refulgent Technologies has mobility experts in both iOS and Android platforms and devices who can customize the UI/UX design and functional specifications to deliver powerful user experience that enhances brand and empowers customers and employees. We specialize in the following:

- ◆ Design for Cross-Platform Apps
- ◆ Common API across all Platforms
- ◆ Security of Sensitive Data with Encryption

Software Testing

Refulgent Technologies, Inc. understands the importance of ensuring your technology solutions and systems meet business requirements, regulatory requirements, quality objectives, and project goals. Our portfolio doesn't stop at technical support (IT Staffing, Database Services, Enterprise Architecture, Mobile Applications, Web Applications/eCommerce). We also cover critical software testing. For many of our clients, we act as a testing center of excellence. Our consultants are trained to apply proven system testing and quality assurance methodologies and techniques including the following:

- ◆ **Functional testing:** Ensures software apps are fully compliant with business requirements.
- ◆ **User Experience Testing:** Performance testing to ensure system consistency utilizing load testing.
- ◆ **Automated testing:** Drastically reduces total testing cycles and QA costs.

Database Services

Clients consistently utilize our team of highly qualified database professionals.

Refulgent Technologies, Inc. is ready to support critical aspects of MySQL, Oracle, DB2, or Microsoft SQL Server database. Our team is flexible in delivering Database Administration services to ensure proper database support. By leveraging Refulgent Technologies, Inc. to handle tactical DBA support, our clients can focus on more strategic and innovative work streams.

Our services include the following:

- ◆ Install Database, Patches and Service Packs
- ◆ Database Monitoring and Alerting
- ◆ Database Performance Tuning
- ◆ Major Database Upgrades
- ◆ Emergency (down database) Support
- ◆ Managing advanced database technologies (Clustering, Replication, Cloning, Log shipping, etc.)

Company Growth

Refulgent Technologies Inc. has seen steady, strategic annual growth. This growth has come from increasing our client base, retaining current clients, growing our services and solutions offering all while delivering on our core competency- IT Staffing. Moreover, our firm continues to grow more direct client relationships and vendor relationships with firms while supporting our sub-contracting commitments. It is our philosophy to only engage in business where we believe we can provide value to our clients. This philosophy has allowed Refulgent Technologies, Inc. to build a solid reputation, being known for delivering results.

Experience

Refulgent Technologies, Inc. has a team of IT staffing and IT practitioners who collectively hold decades of relevant experience. Our team of talented professionals has a proven track record for demonstrating the following:

- ◆ Identifying talented technical professionals who possess matching professional candors.
- ◆ Partnering with multi-industry, highly complex global clients. Our capabilities and business model allow us to properly scale efforts in any location to meet client's required skills and skill levels.
- ◆ Demonstrated experience supporting government agencies and highly regulated clients.

Customer Satisfaction

Refulgent Technologies, Inc. operates on a culture of being known as 'customer centric.' We're a market leader in IT Staff augmentation, IT recruiting and other IT support services. Our proven experience demonstrates reliability and as such has earned repeat support opportunities with existing clients. We earn our clients' trust and business by consistently delivering results. Through the internal management processes and management processes of our clients we proactively ensure we know how our staffing/recruiting professionals perform in the current roles, collaborate with our clients for more efficient and cost-effective solutions all while identifying areas for continuous improvement. It is our value-driven, customer centered focus that provides distinctive differentiation in the IT staffing market.

Conclusion

Refulgent Technologies has seen steady, consistent IT Staffing/Placement growth over the past decade. This growth has come because of providing our clients with value through understanding our clients' needs, collaborating to find optimal solutions, and realizing results. By delivering focused, innovative results with proven resources, we remain committed to furthering our relationships and supporting Public Sector agencies. Our team at Refulgent is a uniquely talented recruiting firm well positioned to meet the State of West Virginia's IT staff augmentation needs. We're eager to bring decades of experience and partner with the State departments to help them achieve short-term and long-term strategic vision.

Refulgent Technologies – Government Contract Awards

State	Contract	Contract #	Time Period
North Carolina	IT Supplemental Staffing Contract	ITS-009440/ DIT 400191-028	2016 - Present
South Carolina	IT Temporary Staff Augmentation Services	5400008056/540024992	2016 - Present
Pennsylvania	IT Staff Augmentation	PA ITSA Contract	2016 - Present
Michigan	IT Staff Augmentation DTMB	MA210000000322	2021 – Present
NC DOT	IT Software Maintenance Renewals	12144070-CLS Snag	2024 - Present

Refulgent Technologies - Business Certifications

THIS CERTIFIES THAT

Refulgent Technologies Inc



* Nationally certified by the: **CAROLINAS-VIRGINIA MINORITY SUPPLIER DEVELOPMENT COUNCIL**

*NAICS Code(s): 541511; 541512; 541519; 541513

* Description of their product/services as defined by the North American Industry Classification System (NAICS)

07/20/2025

Issued Date

CA02141

Certificate Number

09/30/2026

Expiration Date


Ying McGuire
NMSDC CEO and President


Dominique Milton, President & CEO

By using your password (NMSDC issued only), authorized users may log into NMSDC Central to view the entire profile: <http://nmsdc.org>

Certify, Develop, Connect, Advocate.

* MBEs certified by an Affiliate of the National Minority Supplier Development Council, Inc.®



North Carolina
Department of Administration
Office for Historically Underutilized Businesses
North Carolina Small Business Enterprise Certification

Pamela B. Cashwell
Secretary

Alicia Lyon
Interim Director

7/12/2024

Pavani Rangineni
Certification Number: NCSBE-60056
Refulgent Technologies Inc
112 South Tryon Street, Suite 1270
Charlotte, North Carolina 28284

Dear Pavani Rangineni:

The NC Small Business Enterprise Program (NCSBE) is pleased to inform you that your company is now certified as a NC Small Business Enterprise firm. This NCSBE certification remains in effect for a duration of 4 years.

If there are any changes in your business (including business name), you must notify the NCSBE Program Office in writing within 30 days of changes which affect your compliance with the NCSBE Program eligibility standards listed below, including any changes in ownership, the day-to-day management or operational control.

The eligibility requirements are as follows:

- The business must be headquartered in North Carolina.
- The business' annual income does not exceed \$1,500,000, after cost of Goods Sold is deducted.
- The business must have less than 100 employees.
- The business must be organized for profit.

Failure to notify the NCSBE office of any of these changes or to apply for recertification in a timely manner, may result in a revocation of your NCSBE Certification. In addition, all information submitted to the NC Small Business Enterprise Program is subject to audit and review.

The NCSBE Office collaborates with certified NCSBE vendors to identify contract opportunities with state and local government. It is important to note that although your status as a certified NCSBE firm improves your access to state and local government contracts, this certification does not guarantee contract awards. For additional information, visit the HUB Office web site at <https://ncadmin.nc.gov/businesses/hub>.

Welcome to the NC Small Business Enterprise Program!

Sincerely,

Sharonetta McIntyre

NCSBE Manager



North Carolina
Department of Administration
Office for Historically Underutilized Businesses

Pamela B. Cashwell
Secretary

Alicia Lyon
Interim Director

4/8/2024

Pavani Rangineni

Certification Number: HUB-60056
Refulgent Technologies Inc (Minority Owned)
112 South Tryon Street, Suite 1270
Charlotte, North Carolina 28284

Dear Pavani Rangineni:

The Office for Historically Underutilized Businesses (HUB Office) is pleased to inform you that your company is now certified as a Historically Underutilized Business. Your firm is listed in the Statewide Uniform Certification (SWUC) Program database. This certification will remain in effect for four (4) years from the date of this letter.

You must notify the HUB Office in writing within 30 days of any changes affecting your compliance with SWUC Program eligibility requirements, including changes in ownership, day-to-day management and operational control. Failure to notify the HUB Office of these changes or reapply for certification in a timely manner may cause your HUB Certification to be revoked. In addition, please be advised your status may be changed if there is a 3rd party challenge granted against your firm. The link to the HUB Office 3rd party challenge form can be located at <https://files.nc.gov/ncdoa/documents/ThirdpartyEligibilityChallengeev080811.pdf>. All information submitted to the Office for Historically Underutilized Business is subject to audit and review.

The HUB Office collaborates with local Minority/Women/Small Business (M/W/SBE) Offices who offer assistance to certified HUB firms with identifying contract opportunities with state and local government. Many of these offices also offer assistance with business development. Please visit our website at <https://ncadmin.nc.gov/businesses/historically-underutilized-businesses-hub> to locate the local office near you.

It is important to note that although your status as a certified HUB firm greatly improves your access to state and local government contracts, this certification does not guarantee contract awards. Your ability to research opportunities and bid competitively will be important to your success in this program. We are committed to assisting you through the process. We provide ongoing assistance to help you navigate state government contracting along with Business Development and Supportive Services to assist you in developing strategies to meet your business goals and objectives.

Thank you for your interest and participation in the SWUC Program as a Historically Underutilized Business firm with the State of North Carolina.

Sincerely,

Alicia Lyon

Alicia Lyon
Interim
Director

NOTICE OF SMALL BUSINESS SELF-CERTIFICATION



The Department is pleased to announce that
Refulgent Technologies Inc.

has successfully completed the Pennsylvania Department of General Services' process for self-certification as a small business under the Commonwealth's Small Business Contracting Program, with the following designation:

BUSINESS TYPE(s):

Information Technology Goods & Services

CERTIFICATION NUMBER: **528581-2025-03-SB**

CERTIFICATION TYPE: **SMALL BUSINESS**

ISSUE DATE: **03/18/2025**

EXPIRATION DATE: **03/18/2027**

RECERTIFIED DATE:

A handwritten signature in black ink that reads "Kerry L. Kirkland". The signature is written in a cursive style with a large, looped "K" and a long, trailing "d".

Kerry L. Kirkland, Deputy Secretary
Bureau of Diversity, Inclusion & Small Business Opportunities

NOTICE OF SMALL DIVERSE BUSINESS VERIFICATION



The Department is pleased to announce that
Refulgent Technologies Inc.

has successfully completed the Pennsylvania Department of General Services' process for self-certification as a small business under the Commonwealth's Small Business Contracting Program, and is verified as a Small Diverse Business with the following designation(s):

BUSINESS TYPE(s):

Information Technology Goods & Services

CERTIFICATION NUMBER: **528581-2025-03-SDB-M**

CERTIFICATION TYPE: **SMALL DIVERSE BUSINESS**

ISSUE DATE: **03/19/2025**

EXPIRATION DATE: **03/18/2027**

RECERTIFIED DATE:

A handwritten signature in black ink that reads "Kerry L. Kirkland". The signature is written in a cursive style with a large, looped "K" and a long, trailing "d".

Kerry L. Kirkland, Deputy Secretary
Bureau of Diversity, Inclusion & Small Business Opportunities