



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

Header 1

List View

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

Procurement Folder: 2020855

Procurement Type: Statewide MA (Open End)

Vendor ID: VS0000051669

Legal Name: Absolute Information Technologies Inc.

Alias/DBA: Absolute Information Technologies Inc.

Total Bid: \$2,215,200.00

Response Date: 09/23/2026

Response Time: 9:03

Responded By User ID: AbsoluteIT

First Name: JangPartap

Last Name: Singh

Email: procurement@absoluting.c

Phone: 2012283009

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: 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 ESR09112600000002092	1

VENDOR
VS0000051669
Absolute Information Technologies Inc.

Solicitation Number: CRFQ 0231 OOT2700000006
Total Bid: 2215200
Response Date: 2026-09-23
Response Time: 09:03:32
Comments:

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

Vendor
Signature X **FEIN#** **DATE**

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Web Application Analyst	2080.0000	HOUR	76.000000	158080.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	CRM Application Analyst	2080.0000	HOUR	78.000000	162240.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Senior SQL Server Database Administrator	2080.0000	HOUR	82.000000	170560.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
4	Business Analyst	2080.0000	HOUR	66.000000	137280.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
5	Learning Management System & eLearning Development Specialis	2080.0000	HOUR	62.000000	128960.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Learning Management System & eLearning Development Specialist

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
6	Cloud Financial Operations Specialist	2080.0000	HOUR	82.000000	170560.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Cloud Financial Operations Specialist

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	Cloud Architect	2080.0000	HOUR	95.000000	197600.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Cloud Architect

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Cloud Security Professional	2080.0000	HOUR	92.000000	191360.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:

Extended Description:

Cloud Security Professional

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
9	Cloud Platform Engineer	2080.0000	HOUR	84.000000	174720.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Cloud Platform Engineer

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
10	Cloud Network Engineer	2080.0000	HOUR	84.000000	174720.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Cloud Network Engineer

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
11	Cloud Systems Management Engineer	2080.0000	HOUR	80.000000	166400.00

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	96.000000	199680.00

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	88.000000	183040.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments:**Extended Description:**

Mainframe Systems Programmer

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



Response To:
CRFQ 0231 OOT2700000006
Temporary Technical Staffing Services
State of West Virginia
Due Date: September 23, 2026 @ 1:30 PM

Submitted To:
Bid Clerk
Department of Administration
Purchasing Division
2019 Washington ST E
Charleston, WV 25305



Submitted By:
Absolute Information Technologies, Inc.
116 Village Blvd, Suite 200 Princeton, NJ 08540
201-228-3009
procurement@absoluting.com
www.absoluting.com

Cover Letter

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

Due Date: September 23, 2026

Absolute Information Technologies, Inc. (Absolute IT) is pleased to submit its response to **CRFQ 0231 OOT2700000006 – Temporary Technical Staffing Services** for the **West Virginia Office of Technology (WVOT)**. Founded in 2006, Absolute IT provides IT staffing and workforce solutions to public-sector, higher-education, and commercial organizations. Our delivery model combines technical recruiting, structured qualification, credential verification, account management, and workforce support.

Primary Contact/Contract Representative

Name & Title:	Vibhor Aggarwal, Deputy Director
Telephone:	201-228-3009 609-740-8455
Email Address:	procurement@absoluting.com vibhor@absoluting.com

Absolute IT understands that services will be provided on an as-needed basis and that proposed personnel must meet the experience, education, and technical requirements of the applicable classification. Before submission, candidates are screened against the required qualifications, with a current resume and supporting qualification documentation provided as required. Our proposed all-inclusive hourly rates cover wages, employer payroll taxes, unemployment and workers' compensation, insurance, employee-related costs, recruiting and administrative expenses, account management, overhead, travel, and contractor margin. No separate routine recruiting, administrative, onboarding, or travel fees will be charged outside the proposed rates.

Addendum Acknowledgement

Addendum #1	September 14, 2026
Addendum #2	September 16, 2026

Absolute IT is prepared to support WVOT's identified technical classifications through active recruiting resources covering application development, database administration, business analysis, cloud, cybersecurity, networking, systems management, and mainframe technologies. Our focus is to provide WVOT with qualified personnel, documented compliance, responsive communication, competitive pricing, and dependable contract administration throughout the agreement. Absolute IT is an E-Verify participating employer and complies with all federal employment eligibility verification requirements.

Sincerely,



Vibhor Aggarwal, Deputy Director
Absolute Information Technologies, Inc.
201-228-3009 | procurement@absoluting.com

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1. Signed CRFQ / Certification

		Department of Administration Purchasing Division 2019 Washington Street East Post Office Box 50130 Charleston, WV 25305-0130		State of West Virginia Centralized Request for Quote Service - Prof	
Proc Folder: 2020855 Doc Description: Temporary Technical Staffing Services				Reason for Modification:	
Proc Type: Statewide MA (Open End)					
Date Issued	Solicitation Closes	Solicitation No		Version	
2026-08-27	2026-09-15 13:30	CRFQ 0231 OOT2700000006		1	

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

VENDOR
Vendor Customer Code: VS0000051669
Vendor Name : Absolute Information Technologies, Inc.
Address : 110 Main Street, Beckley, WV 25801
Street : 110 Main Street
City : Beckley
State : West Virginia **Country :** US **Zip :** 25801
Principal Contact : Vibhor Aggarwal, Deputy Director
Vendor Contact Phone: 201-228-3009 **Extension:** -

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



**Vendor
Signature X**

**20-4918667
FEIN#**

**September 22, 2026
DATE**

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

Date Printed: Aug 27, 2026 Page: 1 FORM ID: WV-PRC-CRFQ-002 2020/05



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: VS0000051669
Vendor Name : Absolute Information Technologies, Inc.
Address : 110 Main Street, Beckley, WV 25801
Street : 110 Main Street
City : Beckley
State : West Virginia **Country :** US **Zip :** 25801
Principal Contact : Vibhor Aggarwal, Deputy Director
Vendor Contact Phone: 201-228-3009 **Extension:** -

FOR INFORMATION CONTACT THE BUYER

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

	20-4918667 FEIN#	September 22, 2026 DATE
Vendor Signature X		

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

Date Printed: Sep 14, 2026

Page: 1

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



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 2 is issued to publish vendor questions with the agency's responses.
Doc Description: Addendum No 2 -Temporary Technical Staffing Services			
Proc Type: Statewide MA (Open End)			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-09-16	2026-09-23 13:30	CRFQ 0231 OOT2700000006	3

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: VS0000051669
Vendor Name : Absolute Information Technologies, Inc.
Address : 110 Main Street, Beckley, WV 25801
Street : 110 Main Street
City : Beckley
State : West Virginia **Country :** US **Zip :** 2580
Principal Contact : Vibhor Aggarwal, Deputy Director
Vendor Contact Phone: 201-228-3009 **Extension:** -

FOR INFORMATION CONTACT THE BUYER

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

**Vendor
Signature X**

**20-4918667
FEIN#**

**September 22, 2026
DATE**

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

2. Addendum Acknowledgement

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:

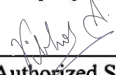
(Check the box next to each addendum received)

☒ 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.

Absolute Information Technologies, Inc.

Company


Authorized Signature

September 22, 2026

Date

NOTE: This addendum acknowledgement should be submitted with the bid to expedite document processing.
Revised 6/8/2012

3. Pricing

Line	Labor Category	Estimated Hours	Hourly Rate	Extended Total
1	Senior Web Application Analyst	2,080	\$76.00	\$158,080.00
2	CRM Application Analyst	2,080	\$78.00	\$162,240.00
3	Senior SQL Server Database Administrator	2,080	\$82.00	\$170,560.00
4	Business Analyst	2,080	\$66.00	\$137,280.00
5	Learning Management System & eLearning Development Specialist	2,080	\$62.00	\$128,960.00
6	Cloud Financial Operations Specialist	2,080	\$82.00	\$170,560.00
7	Cloud Architect	2,080	\$95.00	\$197,600.00
8	Cloud Security Professional	2,080	\$92.00	\$191,360.00
9	Cloud Platform Engineer	2,080	\$84.00	\$174,720.00
10	Cloud Network Engineer	2,080	\$84.00	\$174,720.00
11	Cloud Systems Management Engineer	2,080	\$80.00	\$166,400.00
12	Cloud Center of Excellence (CCOE) Implementation Specialist	2,080	\$96.00	\$199,680.00
13	Mainframe Systems Programmer	2,080	\$88.00	\$183,040.00
TOTAL EVALUATED PRICE		27,040		\$2,215,200.00

Pricing Notes

1. Proposed rates are all-inclusive hourly bill rates.
2. No separate routine recruiting, administrative, onboarding, screening, travel, or equipment fee will be charged unless expressly authorized under the resulting contract.

4. Five-Year Corporate Qualification

Absolute IT has continuously operated since 2006 and has provided information technology staffing, technical recruitment, staff augmentation, and related workforce services for substantially more than the minimum five-year period required under the CRFQ. Absolute IT's experience includes the recruitment and placement of information technology professionals supporting application development, database administration, business analysis, cloud platforms, networking, cybersecurity, enterprise applications, project management, and related technology functions.

Documentation demonstrating Absolute IT's continuous corporate existence and staffing operations is included below.

CA-20 S2032B

THIS DOCUMENT IS PRINTED ON WATERMARKED PAPER, WITH A MULTI-COLORED BACKGROUND AND MULTIPLE SECURITY FEATURES. PLEASE VERIFY AUTHENTICITY.

State Of New Jersey
New Jersey Office of the Attorney General
Division of Consumer Affairs

THIS IS TO CERTIFY THAT THE
Division of Consumer Affairs

HAS REGISTERED

Absolute Information Technologies Inc
Absolute IT

116 Village Blvd Ste 200
Princeton NJ 08540-5700

FOR PRACTICE IN NEW JERSEY AS A(N): ConsultingFirm/TempHelpService

07/01/2026 TO 06/30/2027
VALID

CT006317
LICENSE/REGISTRATION/CERTIFICATION #

Signature of Licensee/Registrant/Certificate Holder

ACTING DIRECTOR

PLEASE DETACH HERE
IF YOUR LICENSE/REGISTRATION/
CERTIFICATE ID CARD IS LOST
PLEASE NOTIFY:
Regulated Business Section
P.O. Box 45028
Newark, NJ 07101

PLEASE DETACH HERE

07/01/2026 TO 06/30/2027
VALID

CT006317
License/Registration/Certificate #

SIGNATURE
[Signature]
ACTING DIRECTOR

Exhibit 1: Corporate Qualification Documentation

5. Six-Placement Experience Matrix

5.1 Business Analyst Placement

CRFQ Requirement	Placement Evidence
Specific Classification	Business Analyst
Individual Supplied	Murali Krishna Reddy Voruganti
Position Supplied	Level II Business Analyst (PRD 452)
End Client	IES
Location	Albany, NY
Staffing Partner	Raj Technologies Inc.
Placement Date	February 17, 2026 - Present
CRFQ Classification Match	Business Analyst
Relevant Experience	Provided a Level II Business Analyst supporting client requirements through business and systems analysis activities.
Relevance to WVOT	Directly relevant to the Business Analyst classification, demonstrating Absolute IT's experience supplying business analysis professionals for IT environments.

5.2 Database Administrator Placement

CRFQ Requirement	Placement Evidence
Specific Classification	Senior SQL Server Database Administrator
Individual Supplied	Gayathri Satyanarayana
Position Supplied	Database Admin
End Client	Deloitte
Location	Plano, TX
Staffing Partner	Beacon Hill Staffing Technologies
Placement Date	December 9, 2025 - Present
CRFQ Classification Match	Comparable Database Administration Experience
Relevant Experience	Placed as a Database Administrator with responsibility for database-related technical functions within an enterprise environment.
Relevance to WVOT	Comparable to the Senior SQL Server Database Administrator classification, subject to confirmation of SQL Server and required senior-level experience.

5.3 Cloud Platform Engineer Placement

CRFQ Requirement	Placement Evidence
Specific Classification	Cloud Platform Engineer
Individual Supplied	Eswar Vallepu
Position Supplied	GCP Cloud Platform Engineer
End Client	Rockwell
Location	Houston, TX
Staffing Partner	Experis
Placement Date	August 10, 2026 - Present
CRFQ Classification Match	Cloud Platform Engineer
Relevant Experience	Provided a GCP Cloud Platform Engineer to support cloud platform engineering requirements for an enterprise client.
Relevance to WVOT	Directly relevant to the Cloud Platform Engineer classification, demonstrating experience supplying professionals with cloud platform engineering expertise.

5.4 SQL / Database Placement

CRFQ Requirement	Placement Evidence
Specific Classification	Senior SQL Server Database Administrator
Individual Supplied	Manihar Kaleru
Position Supplied	SQL Developer
End Client	Beacon Hill Staffing Technologies
Location	Remote
Staffing Partner	Elevate PFS
Placement Date	May 26, 2026 - Present
CRFQ Classification Match	Comparable SQL/Database Experience
Relevant Experience	Placed as a SQL Developer to support SQL and database-related development requirements.
Relevance to WVOT	Comparable to the Senior SQL Server Database Administrator classification through its SQL/database focus; specific database administration and SQL Server experience should be verified.

5.5 Cloud Financial Operations Placement

CRFQ Requirement	Placement Evidence
Specific Classification	Cloud Financial Operations Specialist
Individual Supplied	Payal Bhandari
Position Supplied	Finance Specialist CFA
End Client	Uber
Location	Remote
Staffing Partner	Indium Tech
Placement Date	October 1, 2025 – December 31, 2025
CRFQ Classification Match	Potentially Comparable
Relevant Experience	Provided a Finance Specialist to support financial functions for an enterprise client.
Relevance to WVOT	Potentially relevant to the Cloud Financial Operations Specialist classification based on the financial focus; cloud-financial operations experience should be verified before presenting it as a direct match.

5.6 Cloud Network Engineer Placement

CRFQ Requirement	Placement Evidence
Specific Classification	Cloud Network Engineer
Individual Supplied	Bharath Kumar Kotha
Position Supplied	Network Operations Specialist
End Client	Grainger
Location	Florida
Staffing Partner	Greenfield Partners
Placement Date	January 6, 2025 – June 20, 2025
CRFQ Classification Match	Comparable Network Experience
Relevant Experience	Placed as a Network Operations Specialist supporting enterprise network operations.
Relevance to WVOT	Comparable to the Cloud Network Engineer classification based on the networking focus; cloud-specific network engineering experience should be verified.

6. Corporate Experience / Capability

6.1 Corporate Background & Years in Business

Absolute Information Technologies, Inc. is a privately held corporation incorporated in the State of New Jersey in 2006. With **20 years** of experience, we have become a trusted partner for providing **temporary staffing services** and **workforce solutions** to clients in the public and private sectors nationwide. We are a **Small Business** under NAICS Code **561320 – Temporary Help Services** and hold certifications as a **Minority Business Enterprise (MBE)** through the **New York & New Jersey Minority Supplier Development Council**, **Minority Women Business Enterprise (MWBE)** through the **State of New Jersey**, and as a **Small Business Enterprise (SBE)** under **New Jersey’s Small Business Set-Aside Act**. We are also a certified **Women-Owned Small Business (WOSB)** and **Women Business Enterprise (WBE)** certified by the **Women’s Business Enterprise Council**. Absolute IT is officially registered and authorized to do business in multiple states, including New Jersey, West Virginia, Florida, Oklahoma, Maryland, and more. We are also a **New Jersey-registered** and recognized **Sustainable Business**.



Exhibit 2: Absolute IT's Certifications

Absolute IT delivers qualified, compliant, and cost-effective staffing solutions through structured recruiting and screening processes, recruitment technology, and a national talent network. Our service model is tailored to each client’s operational requirements, regulatory environment, and staffing priorities. Our experience spans diverse industries and workforce needs, including public works, education, healthcare support services, and other professional disciplines. Our established track record includes supporting year-round staffing, seasonal surges, and short-term project requirements while maintaining responsive service and reliable workforce fulfillment. This experience has supported long-standing client relationships and demonstrates our ability to manage staffing requirements under demanding timelines and evolving workforce needs.

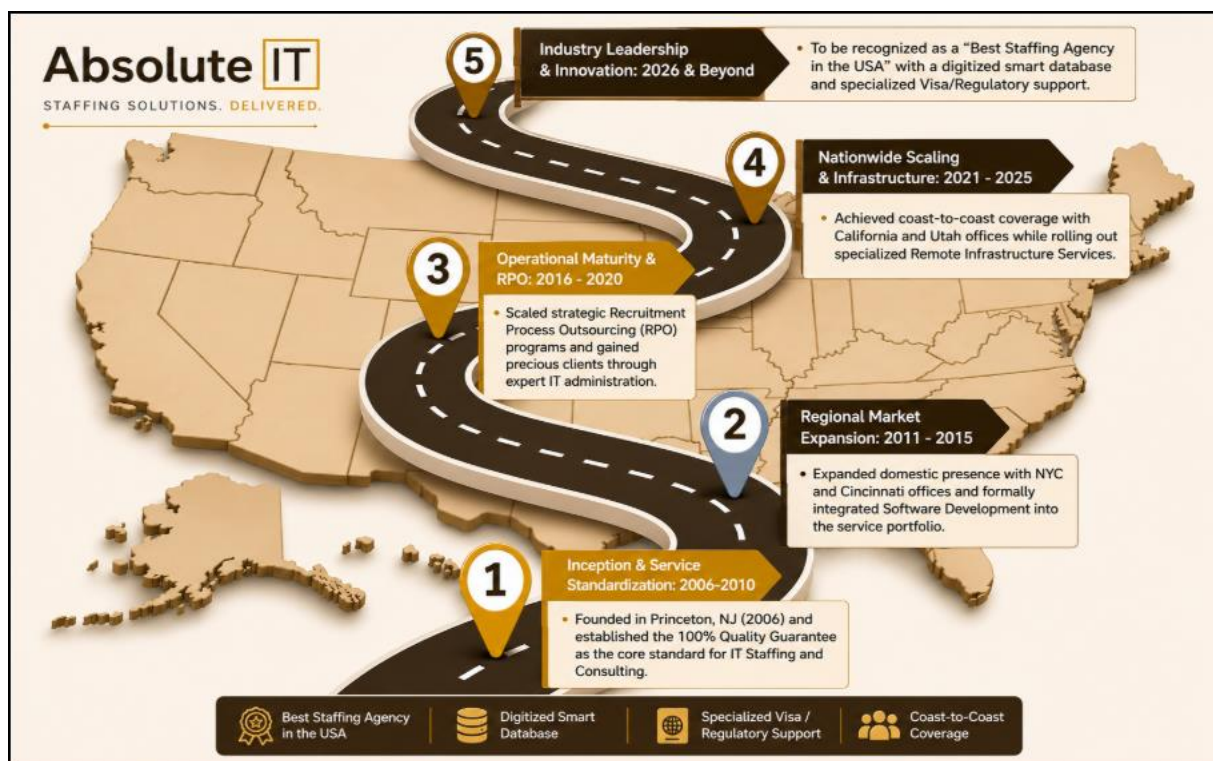


Exhibit 3: Absolute IT's History & Background

Registered Business and Recruitment Support Locations

Absolute IT maintains its corporate headquarters in Princeton, New Jersey and registered business/recruitment-support addresses in multiple jurisdictions to support client requirements nationwide. Our centralized recruiting and account-management teams provide nationwide candidate sourcing and contract support.

State	Address
New Jersey (NJ)	116 Village Blvd, Suite 200, Princeton, NJ 08540
West Virginia (WV)	110 Main Street, Beckley, WV 25801
California (CA)	2945 Townsgate Road, Suite 200, Westlake Village, CA 91361
Ohio (OH)	300 E Business Way, Suite 200, Cincinnati, OH 45241
New York (NY)	418 Broadway, Suite R, Albany, NY 12207
Utah (UT)	7533 S Center View Ct., Suite R, West Jordan, UT 84084
Tennessee (TN)	116 Agnes Rd, Suite 200, Knoxville, TN 37919
Florida (FL)	7901 4th St N, Suite 300, St. Petersburg, FL 33702
Maryland (MD)	5000 Thayer Center, Suite C, Oakland, MD 21550
Georgia (GA)	8735 Dunwoody Place, Suite R, Atlanta, GA 30350
Oregon (OR)	5441 S Macadam Ave, Suite R, Portland, OR 97239
Oklahoma (OK)	9905 S Pennsylvania Ave, Suite A, Oklahoma City, OK 73159
Virginia (VA)	8401 Mayland Dr, Suite S, Richmond, VA 23294
South Carolina (SC)	6650 Rivers Ave., Suite 100, Charleston, SC 29406

South Dakota (SD)	25 First Ave. SW, Suite A, Watertown, SD 57201
Texas (TX)	5900 Balcones Drive, Suite 100, Austin, TX 78731
Arizona (AZ)	4539 N 22nd St, Suite R, Phoenix, AZ 85016
Colorado (CO)	1500 N Grant St, Suite R, Denver, CO 80203
Illinois (IL)	2501 Chatham Road, Suite R, Springfield, IL 62704

Areas of Specialization

Absolute IT has demonstrated experience supporting **public-sector agencies, municipalities, and commercial organizations** with reliable and compliant personnel for routine operations, special projects, and urgent or seasonal staffing needs. Our experience includes working within time-sensitive public-sector hiring processes, documentation requirements, and employment compliance standards.



Exhibit 4: Absolute IT's Areas of Specialization

We provide end-to-end staffing services, including targeted sourcing, candidate screening, skills and credential verification, background and reference checks, onboarding, payroll administration, and ongoing performance monitoring. Our recruiting processes and candidate pipelines support timely identification and deployment of qualified personnel aligned with client-specific classifications and operational requirements.

Our public-sector experience includes **state agencies, municipalities, water districts, and educational institutions**, demonstrating our ability to coordinate with centralized HR functions, meet structured hiring requirements, and provide consistent staffing support within regulated environments.

Service Area	Staffing Capabilities	Key Qualifications & Experience
Application Development & Web Technologies	Web application developers, .NET developers, full-stack developers, software engineers, and application analysts	Experience with enterprise web applications, .NET, C#, ASP.NET, JavaScript, web services, application design, development, testing, and maintenance.
Database & Data Management	Database administrators, SQL developers, data analysts, ETL developers, and data-focused technical professionals	Experience with SQL Server, relational databases, database development and administration, data modeling, data integration, reporting, and data quality activities.
Cloud Architecture & Engineering	Cloud architects, cloud platform engineers, cloud systems engineers, cloud network engineers, and cloud operations professionals	Experience supporting cloud platforms and infrastructure, including architecture, platform engineering, systems management, networking, migration, and cloud-based operations.
Cybersecurity & Information Security	Cybersecurity engineers, security analysts, cloud security professionals, vulnerability management specialists, and information security professionals	Experience in security operations, vulnerability management, cloud security, security controls, risk mitigation, and protection of enterprise technology environments.
Network & Infrastructure	Network engineers, network administrators, systems administrators, infrastructure engineers, and technical support specialists	Experience supporting enterprise networks, servers, infrastructure operations, connectivity, systems administration, troubleshooting, and infrastructure reliability.
Business Analysis & IT Project Support	Business analysts, systems analysts, project managers, project coordinators, and IT project professionals	Experience in requirements analysis, process and systems analysis, stakeholder coordination, project delivery, documentation, testing, and implementation support.
Enterprise Applications & Specialized Platforms	CRM analysts, ERP/application specialists, enterprise platform professionals, and application support resources	Experience supporting enterprise platforms and business applications, including CRM, ERP, HR, collaboration, and other organization-wide systems.
Mainframe & Legacy Technology	Mainframe systems programmers, legacy systems professionals, application support specialists, and modernization resources	Experience supporting legacy technology environments, systems programming, application maintenance, integration, troubleshooting, and transition to modern platforms.
Service Desk & End-User Technology	Help desk technicians, service desk analysts, desktop support technicians, technical support specialists, and PC support professionals	Experience providing end-user support, incident resolution, hardware/software troubleshooting, account support, and customer-facing technical assistance.

6.2 IT Staffing & Placement Capability

Absolute IT provides technology staffing and workforce augmentation for organizations requiring qualified professionals to support enterprise applications, infrastructure, cloud platforms, cybersecurity, data environments, software development, and technical operations. Our experience includes temporary and contract placements, specialized technical assignments, and resource augmentation across complex technology environments.

For WVOT, Absolute IT's capability is directly relevant to the CRFQ's range of technical classifications. Recent placements and engagements demonstrate experience supplying professionals in areas including business analysis, database administration, cloud engineering, network engineering, software development, cybersecurity, and enterprise application support.

Examples include:

Technical Area	Representative Placement / Engagement
Business Analysis	Level II Business Analyst – IES
Cloud Engineering	GCP Cloud Platform Engineer – Rockwell
Database/SQL	Database Administrator – Deloitte; SQL Developer – Beacon Hill Staffing Technologies
Network Engineering	Senior Network Engineer / Architect – CarMax; Senior Network Engineer – Grainger
Cybersecurity	Cybersecurity Engineer – Vulnerability Management – FM Global
Application/Platform Support	PeopleSoft Support and Technical Incident Response Analyst – MTA
Software Engineering	Full Stack Java Developer, Java Full Stack Engineer, Python Developer, and Software Engineer placements across enterprise clients
Cloud / Enterprise Applications	Oracle Cloud HCM Project Manager – Cherry Road; Microsoft Azure Specialist – T-Mobile

These placements demonstrate practical experience matching technical professionals to specific skill requirements and operating environments, rather than limiting staffing to general IT roles.

Classification-Focused Placement

Absolute IT evaluates each requirement against the position's stated classification, technical skills, experience level, and environment. This approach is particularly applicable to WVOT's specialized requirements, which include Business Analyst, Senior SQL Server Database Administrator, Cloud Architect, Cloud Security Professional, Cloud Platform Engineer, Cloud Network Engineer, Cloud Systems Management Engineer, and Mainframe Systems Programmer, among other classifications. For each request, recruiters identify candidates with relevant technical experience, validate qualifications against the stated requirements, and present candidates whose backgrounds correspond to the assignment. Where a placement is cited as comparable experience, the comparison is based on the individual's actual role and technical responsibilities, not title similarity alone.

Relevant Placement Evidence

Absolute IT's recent placements provide direct evidence of technical staffing capability within the CRFQ's five-year experience period, including:

- **Murali Krishna Reddy Voruganti – Level II Business Analyst**, supplied to IES through Raj Technologies Inc.
- **Eswar Vallepu – GCP Cloud Platform Engineer**, supplied to Rockwell through Experis.
- **Gayathri Satyanarayana – Database Administrator**, supplied to Deloitte through Beacon Hill Staffing Technologies.
- **Manihar Kaleru – SQL Developer**, supplied to Beacon Hill / Chase Day through Elevate PFS.
- **Bharath Kumar Kotha – Network Operations Specialist**, supplied to Grainger through Greenfield Partners.

These placements, together with Absolute IT's broader enterprise technology staffing experience, provide a substantive base for demonstrating the firm's ability to recruit and place professionals across the technical disciplines contemplated by the WVOT CRFQ. The required **Six-Placement Experience Matrix** is provided separately to document the individual placements, applicable CRFQ classification, placement details, and entity contact information required for verification.

6.3 Organizational Capacity and Resources

Absolute IT uses a centralized delivery structure that aligns executive oversight, account management, technical recruiting, onboarding/compliance, workforce management, and financial administration. This structure is designed to support WVOT and participating State agencies with coordinated staffing delivery across the CRFQ's specialized IT classifications and statewide requirements.

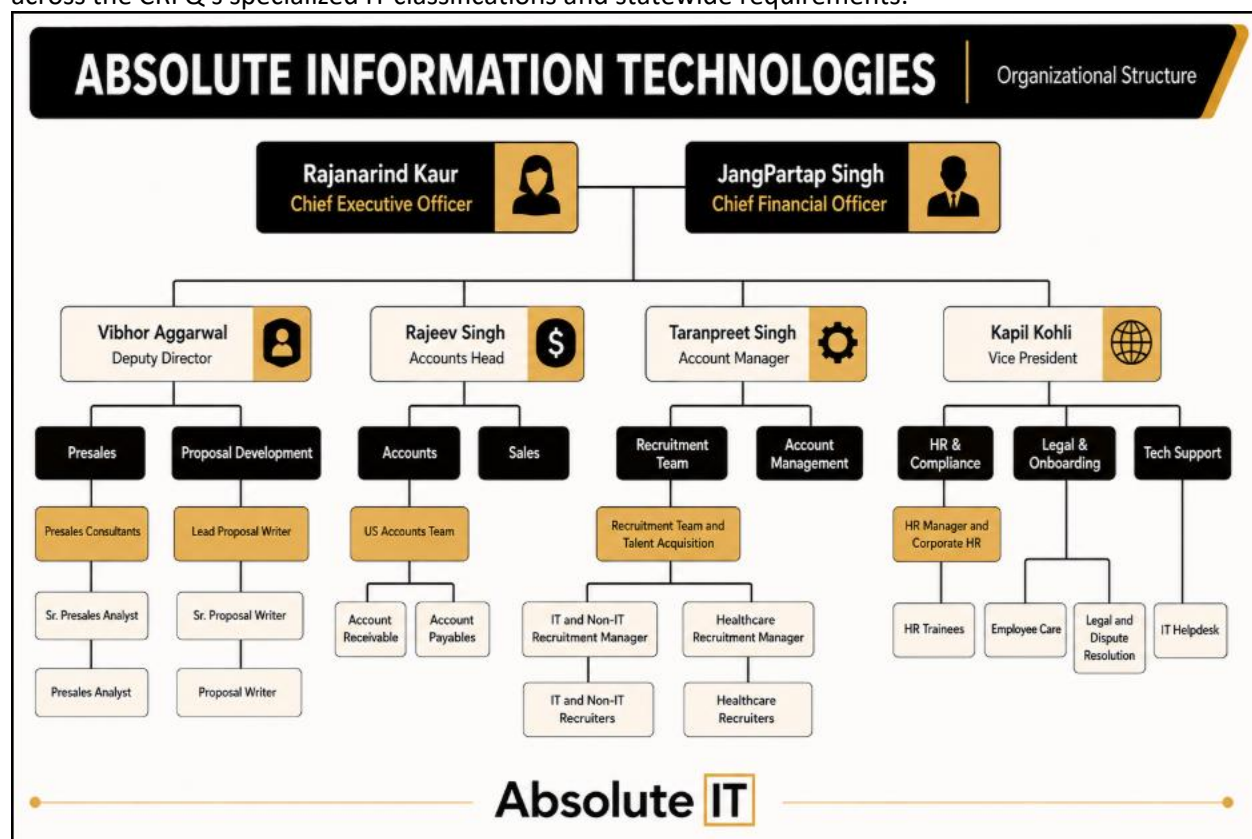


Exhibit 5: Absolute IT's Organizational Chart

Leadership and Functional Responsibilities

Function	Assigned Personnel	Responsibility for WVOT Contract Delivery
Executive Oversight	JangPartap Singh, CFO	Provides executive oversight, supports escalation, monitors contract performance, service continuity, and resource capacity.
Account Management & Contract Coordination	Vibhor Aggarwal, Deputy Director	Serves as the management-level coordination point for WVOT, overseeing contract compliance, staffing priorities, issue resolution, reporting, and alignment with State requirements.
Staffing Operations	Taranpreet Singh, Account Manager	Manages day-to-day staffing requests, confirms position requirements, coordinates recruiting activity, candidate submissions and interviews, and maintains communication on staffing status.
Onboarding & Compliance	Kapil Kohli, Vice President	Oversees employment documentation, background screening, credential verification, onboarding, compliance review, and consultant readiness before assignment.
Financial Administration	Vikram R., Senior Accountant	Supports payroll coordination, invoicing, billing records, financial documentation, and resolution of payroll or billing matters.

Resources Supporting Concurrent IT Requirements

Absolute IT has the functional resources to work multiple staffing requirements in parallel rather than routing all requests through a single recruiting resource. The Account Manager coordinates priorities and distributes requirements among technical recruiters based on classification, skill requirements, urgency, and candidate availability.



Exhibit 6: Absolute IT's Specialized Recruiting Capabilities

Our delivery resources include:

- **Technical Recruiting:** Recruiters source and evaluate candidates according to the specific technical requirements of each classification, including cloud, database, application, network, systems, business analysis, and related disciplines.
- **Candidate Screening:** Recruiting and compliance resources validate qualifications, experience, credentials, references, and other assignment-specific requirements before placement.
- **Onboarding & Compliance:** Centralized support manages documentation, screening, verification, and readiness activities so qualified candidates can progress efficiently from selection to deployment.
- **Workforce Management:** Supports active consultants through assignment coordination, communication, performance follow-up, and continuity of staffing.
- **Executive Escalation:** Management resources remain available for urgent vacancies, specialized requirements, service issues, and changes in staffing demand.

Capacity for WVOT's Statewide and Specialized Requirements

The CRFQ contemplates temporary staffing across 13 specialized IT classifications, supporting State agencies with environments that include legacy mainframe, client-server, cloud, and modern web applications. Absolute IT's delivery model allows requirements to be allocated according to technical specialization while maintaining centralized control of staffing activity. This supports concurrent searches for different skill sets and allows recruiting effort to be increased for specialized or time-sensitive requirements. Because services may be requested by end-user agencies throughout West Virginia, Absolute IT's centralized model also provides a consistent process for receiving requirements, coordinating candidate sourcing, completing qualification and compliance activities, and supporting consultants through assignment completion.

6.4 Public-Sector Experience

Absolute IT has extensive experience supporting public-sector agencies, higher education institutions, K-12 organizations, and mission-critical healthcare and transportation entities. Through these engagements, we have demonstrated our ability to recruit, screen, onboard, and manage qualified professionals while meeting client-specific procurement, compliance, and workforce requirements.



Exhibit 7: Absolute IT's Public Sector Clients

Government Clients

Absolute IT has successfully supported state, regional, and local government organizations with temporary staffing, IT staff augmentation, workforce management, and specialized recruitment services. Representative engagements include:

Client	Relevant Experience
State of Oklahoma (OMES)	Statewide IT staff augmentation supporting application development, cybersecurity, cloud engineering, data services, project management, enterprise applications, help desk, quality assurance, AI/ML, and training professionals.
South Dakota Department of Social Services	Enterprise IT project management support for system modernization initiatives, including strategic planning, stakeholder coordination, governance, and project delivery.
State of Utah – Division of Purchasing	High-volume statewide staffing across clerical, finance, HR, healthcare, skilled trades, substitute teachers, and operational workforce categories.
Alameda County Water District	Professional staffing supporting procurement, accounting, and IT infrastructure operations while ensuring compliance with public-sector procurement requirements.
City of Glendale	Temporary staffing for skilled trades personnel, including recruiting, credential verification, background screening, and workforce coordination.
Goodbuy Purchasing Cooperative (ESC Region 2)	Procurement, contract management, supply chain, quality assurance, and vendor management staffing supporting cooperative purchasing operations.

Higher Education

Absolute IT supports colleges and universities through executive search, professional recruitment, temporary staffing, IT staffing, and workforce management services designed to meet evolving institutional needs. Representative engagements include:

Client	Relevant Experience
University of South Carolina	Staffing for IT professionals, project managers, administrative personnel, data analysts, application support, compliance specialists, and technical support staff.
University of North Texas System (IPHEC)	Executive search, academic recruitment, IT staffing, administrative staffing, workforce planning, onboarding, and recruitment lifecycle management.
Southern Oregon University	Professional staffing and executive search services supporting leadership recruitment and ongoing talent pipeline development.
Ramapo College of New Jersey	On-demand temporary staffing supporting administrative, finance, and institutional operations with dedicated account management and workforce coordination.
University of Oklahoma	Temporary staffing supporting facilities management, housing, food services, skilled trades, maintenance, custodial services, and campus operations.

K–12 Education

Absolute IT has experience supporting public education organizations through leadership recruitment, operational staffing, healthcare staffing, and student support services. Representative engagements include:

Client	Relevant Experience
KIPP Memphis Public Schools	Executive recruitment for school operations leadership, directors, and senior administrative positions supporting school management and organizational performance.
Central Texas Council of Governments (Participating K–12 Districts)	Recruitment of school nurses, healthcare professionals, special needs personnel, behavioral support staff, and administrative support personnel, including credential verification, background screening, onboarding, and workforce management.
Fayette County Public Schools	Provision of substitute school nursing staffing, including Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Certified School Nurses to support K–12 student healthcare needs and maintain continuity of school-based health services.

Healthcare and Transportation Agencies

Absolute IT has supported organizations operating in highly regulated healthcare and transportation environments by providing specialized staffing solutions that support operational continuity and mission-critical services. Representative engagements include:

Client	Relevant Experience
Harris County Hospital District	Provided healthcare staffing and professional workforce support for a large public healthcare system, recruiting qualified clinical, administrative, and technical professionals to support operational continuity while meeting stringent credentialing, compliance, and workforce requirements.
Metropolitan Transportation Authority, New York	IT staff augmentation supporting enterprise technology environments through the recruitment of qualified technical professionals across infrastructure, application support, and project-based initiatives.
Florida Department of Transportation	Temporary staffing supporting facilities maintenance, operations, skilled trades, and workforce continuity for district-wide operational needs, ensuring responsive service delivery and uninterrupted facility operations.

7. Staffing Methodology

Absolute IT will use a requirement-to-deployment staffing process for each WVOT request. Because the CRFQ covers 13 distinct technical classifications, from **Senior Web Application Analyst and Senior SQL Server Database Administrator to Cloud Platform Engineer, Cloud Network Engineer, Cloud Security Professional, and Mainframe Systems Programmer**, each search will be built around the specific classification and qualifications requested by the Agency.



Exhibit 8: Absolute IT's Staffing Process

Our methodology is designed to give WVOT a qualified candidate backed by clear supporting documentation, rather than a resume that simply appears to match the position. The process also supports WVOT's requirement for a current resume and completed qualification documentation for each proposed candidate, including degree verification where applicable.

7.1 WVOT Staffing Process

Step	How Absolute IT Will Perform It	Result
1. Requirement Intake	Account Manager reviews the staffing request and identifies the required classification, technical environment, experience, education, certifications, location, and assignment conditions.	Defined search and qualification profile
2. Candidate Sourcing	Recruiters search the most relevant existing candidates first and expand to direct and targeted market sourcing when the required skill set is specialized or availability is limited.	Relevant candidate pool
3. Technical Screening	Recruiters evaluate the candidate's actual hands-on experience against the technologies, platforms, duties, and experience level stated for the requested classification.	Technically qualified candidates

4. Qualification Matrix	Each mandatory and preferred requirement is mapped to evidence in the candidate's background. Mandatory requirements must be satisfied before submission.	Requirement-by-requirement qualification record
5. Resume Validation	The current resume is checked against the qualification matrix to ensure dates, technical experience, responsibilities, education, and certifications are consistent and accurately represented.	Validated current resume
6. Credential Verification	Applicable degrees, certifications, licenses, references, and other required credentials are verified. Degree documentation is prepared where required.	Supporting qualification evidence
7. Client Submission	Absolute IT submits only candidates who have cleared the applicable screening and validation steps, together with the required resume and qualification documentation.	Complete candidate package for Agency review
8. Onboarding	After selection, Absolute IT completes employment documentation, required screening, verification, and assignment-readiness activities before deployment.	Assignment-ready consultant
9. Performance Monitoring	Account Management maintains communication with the Agency and consultant, tracks assignment status, and addresses performance or administrative issues affecting continuity.	Ongoing assignment support
10. Replacement	When a replacement is required, the original classification and qualification criteria are reused to identify a suitable replacement without reducing the screening standard.	Qualified replacement candidate

7.2 Qualification Control

The Qualification Matrix is the central quality control in our staffing process. Absolute IT will not determine qualification based solely on a candidate's job title. The candidate's actual experience must support the requested classification. For example, a candidate proposed for Senior SQL Server Database Administrator would be evaluated against the specific SQL Server and database administration requirements of that classification. A candidate for Cloud Platform Engineer would be assessed against the applicable cloud platform experience and technical requirements. This approach allows WVOT to see the evidence supporting each proposed candidate's qualification rather than having to interpret a general resume.

Example Qualification Matrix

Illustrative example only; the candidate evidence below should be replaced with the actual candidate's resume/documentation.

CRFQ Requirement	Evidence to Be Verified	Compliance
Minimum required years of experience	Candidate resume: employer/project/dates/responsibilities	Yes/No
Required technology/platform experience	Candidate resume/project details	Yes/No
Required education	Degree/transcript/documentation where applicable	Yes/No
Required certifications	Current certificate/documentation where applicable	Yes/No
Communication/other requirements	Screening/interview/reference validation	Yes/No

Absolute IT will complete a requirement-by-requirement qualification matrix for each proposed candidate. A candidate will not be submitted when a mandatory requirement cannot be supported by the candidate's resume or other required documentation.

7.3 Candidate Submission Standard

Before a candidate reaches WVOT, Absolute IT will confirm that the submission package is complete and internally consistent. At a minimum, the package will include:

- Current candidate resume
- Completed qualification documentation
- Supporting degree documentation, where applicable
- Applicable credential or certification information
- Other information requested by the Agency for the specific staffing requirement

This directly aligns the submission process with the CRFQ's requirement that vendors provide qualification information for proposed candidates who meet the RFQ requirements.

7.4 Staffing Approach Strategy

Absolute IT uses a three-level recruitment strategy to determine how much recruiting effort a WVOT requirement requires. The strategy changes according to availability, urgency, and technical specialization, while the candidate qualification standard remains the same.



Exhibit 9: Absolute IT's Staffing Approach Strategies

Proactive Recruitment

For technical classifications that are frequently requested or have predictable demand, Absolute IT maintains relationships with qualified professionals before a specific vacancy is received. Candidate availability is periodically refreshed so recruiters can quickly identify people already familiar with the relevant skill set.

Best suited for: recurring requirements, commonly available technical skills, and anticipated staffing needs.

Reactive Recruitment

When WVOT has an immediate staffing need, short start date, consultant departure, or replacement requirement, the search is prioritized and recruiting resources are concentrated on that request. Recruiters first review relevant available candidates and immediately expand sourcing when the existing pipeline does not provide sufficient coverage.

Best suited for: urgent vacancies, replacement requests, and compressed staffing timelines.

Creative Recruitment

For specialized requirements where the qualified candidate pool is limited, Absolute IT expands beyond standard sourcing. Recruiters use direct outreach, passive-candidate searches, professional networks, referrals, technical communities, and targeted searches for specific technologies or certifications.

Best suited for: niche cloud, cybersecurity, database, application, legacy-system, and other difficult-to-fill requirements.

How the Strategy Changes by Requirement

WVOT Requirement Condition	Absolute IT Response
Readily available skill set	Use established candidate relationships and existing pipeline
Urgent staffing request	Immediately prioritize the requirement and concentrate recruiting resources
Specialized / niche skill set	Expand to targeted direct and passive sourcing
Multiple classifications requested at once	Distribute searches across recruiters based on technical specialization
Candidate availability is limited	Increase sourcing channels and targeted outreach
Replacement required	Reopen the search using the original classification and qualification criteria

Assignment Continuity

Absolute IT's responsibility does not end with candidate placement. Once a consultant is deployed, the Account Manager maintains assignment-level communication with the Agency, while internal workforce and compliance resources address issues that could affect continuity. Where the Agency requires a replacement, the replacement search follows the same classification and qualification controls used for the original submission. The CRFQ requires successful vendors to provide staffing as requested by the Agency and notes that consistent failure to fulfill staffing requests or remain responsive may be grounds for cancellation. Absolute IT will therefore manage each request through a controlled process with clear ownership from intake through placement and replacement.

Knowledge Transfer Support

WVOT's scope also contemplates professional mentorship, technical training, and structured shadowing for State analysts. When these responsibilities are included in an assignment requirement, Absolute IT will consider the consultant's communication skills, relevant experience, and ability to work collaboratively with State personnel as part of candidate evaluation.

8. Account Management

Absolute IT will manage the WVOT contract through a single point of accountability, documented request tracking, and a defined escalation path. The account-management function will give WVOT one place to direct staffing requests, status questions, service concerns, and contract matters while ensuring that each issue is assigned internally and followed through to closure.

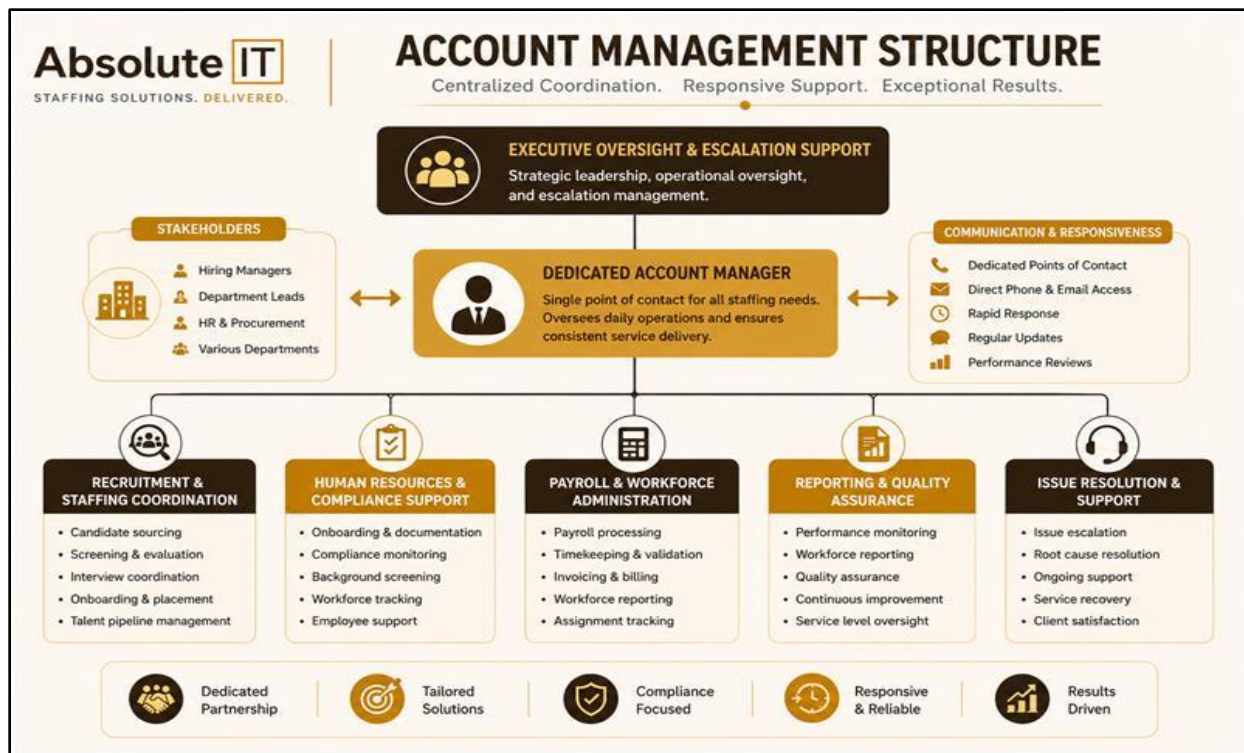


Exhibit 10: Absolute IT's Account Management Structure

Contract Manager and Escalation Contacts

Taranpreet Singh, Account Manager, will serve as the Contract Manager and primary day-to-day contact for WVOT. He will own the operational relationship and coordinate all contract-related activities that require interaction with WVOT or its designated end-user agencies.

Vibhor Aggarwal, Deputy Director, will serve as the primary escalation contact for matters that require management intervention. **JangPartap Singh, CFO**, will provide executive escalation for significant matters affecting service continuity, contract performance, or organizational resources.

Contact	Contract Role	Primary Responsibility
Taranpreet Singh, Account Manager	Contract Manager	Day-to-day WVOT communication, staffing request coordination, status tracking, issue follow-up, and assignment-level account management
Vibhor Aggarwal, Deputy Director	Primary Escalation Contact	Management-level resolution of service issues, contract matters, compliance concerns, and matters requiring cross-functional coordination
JangPartap Singh, CFO	Executive Escalation	Significant service, continuity, resource, or executive-level concerns

How Absolute IT Will Manage the Contract

Taranpreet Singh will maintain a centralized view of WVOT's active requirements and open actions. When a request or issue is received, he will establish the required follow-up, coordinate the appropriate Absolute IT resource, and remain accountable for communicating the outcome back to WVOT.

The account-management cycle will be:

<i>WVOT Request → Requirement Confirmation → Internal Action → Status Tracking → Resolution / Completion → Follow-Up</i>

This structure prevents requests from becoming fragmented across recruiting, compliance, finance, or management functions. WVOT will have one accountable person responsible for keeping the matter moving.

Request and Status Management

For each staffing requirement, the Contract Manager will track the information necessary to maintain visibility of the request, including:

- Requested IT classification and assignment details
- Agency priority and anticipated start date
- Candidate activity and submission status
- Interview and selection status
- Pending Agency or Absolute IT actions
- Assignment status after placement
- Replacement or continuity requirements, when applicable

Where information or a decision is pending, the Contract Manager will identify the outstanding action and responsible party rather than allowing the request to remain open without ownership.

Agency Communication

Because the CRFQ allows services to be requested by end-user State agencies located anywhere in West Virginia, Absolute IT will maintain a consistent communication structure regardless of which Agency initiates the requirement. Taranpreet Singh will coordinate with the designated Agency contact to:

- Confirm the requirement and any changes before action is taken;
- Provide status on open staffing matters;
- Coordinate interview and selection communications;
- Confirm assignment-related actions and outstanding items;
- Capture Agency feedback requiring follow-up; and
- Coordinate resolution when an issue affects the assignment.

Issue Resolution and Escalation

Absolute IT will use a management-by-exception approach: routine matters remain with the Contract Manager, while issues requiring additional authority are escalated without requiring WVOT to restart the conversation with a new contact.

- **Level 1 - Contract Manager:** handles day-to-day requests, status matters, coordination issues, and routine service concerns.
- **Level 2 - Deputy Director:** engaged when a matter remains unresolved, involves contract interpretation or compliance, requires multiple internal functions, or presents a material service concern.

- **Level 3 - CFO:** engaged when an issue has broader operational, resource, continuity, or executive implications.

The Contract Manager will remain involved through the escalation so that WVOT retains continuity of communication rather than being handed off between management levels.

Active Assignment Management

After a consultant begins an assignment, Account Management remains the Agency's point of coordination for matters affecting the engagement. The focus is on continuity, communication, and timely closure of issues, including changes in assignment requirements, performance concerns, administrative matters, or potential replacement needs. Where a replacement becomes necessary, the Contract Manager will coordinate the requirement internally and maintain communication with the Agency until the matter is resolved.

Contact Information

Name & Title	Role	Telephone	Email
Taranpreet Singh, Account Manager	Contract Manager	201-228-3005	taran@absoluting.com
Vibhor Aggarwal, Deputy Director	Primary Escalation Contact	609-740-8455	vibhor@absoluting.com
JangPartap Singh, CFO	Executive Escalation	917-257-5023	rs@absoluting.com

What This Structure Provides WVOT

WVOT receives one accountable contract manager, a documented escalation path, visibility into open staffing matters, and management access when an issue requires authority beyond routine account coordination. This keeps communication simple for the Agency while preserving the internal resources necessary to resolve issues efficiently.

9. References / Past Performance

REFERENCE #1

Client Name	Metropolitan Transportation Authority NY through Raj Technologies Inc.
Contact Person	Manmeet Kaur, IT Technical Recruiter
Address	110 Terminal Drive, Plainview, NY 11803
Phone	516-342-5844
Email Address	manmeetk@rajtechny.com
Description of Services Provided	Absolute IT provides Information Technology staff augmentation services through Raj Technologies Inc. in support of the Metropolitan Transportation Authority's technology workforce requirements. Absolute IT identifies, recruits, screens, and presents technical professionals whose qualifications align with assignment-specific requirements. The engagement demonstrates Absolute IT's ability to support enterprise technology environments through structured technical recruitment, responsive candidate delivery, account coordination, and workforce support.

REFERENCE #2

Client Name	Pivot Technology Services through Motion Recruitment Partners LLC
Contact Person	Jessica Mencher, Manager – Strategic Talent Services
Address	501 Boylston St, 3rd Floor, Boston, MA 02116
Phone	460-670-7261
Email Address	Jessica.mencher@motionrecruitment.com
Description of Services Provided	Absolute IT provides specialized Information Technology staffing services through Motion Recruitment Partners LLC in support of Pivot Technology Services. Our recruiting support has included professionals associated with enterprise applications, infrastructure operations, digital platforms, project management, Sitecore engineering, SharePoint administration, and IT hardware support. The engagement demonstrates Absolute IT's ability to recruit specialized technology personnel across multiple technical disciplines and support changing enterprise workforce requirements.

REFERENCE #3

Client Name	Burlington Stores through Beacon Hill Staffing Technologies
Contact Person	Chase Day, Senior Staffing Consultant
Address	20 Ashburton Pl, Boston, MA 02108
Phone	913-683-4830
Email Address	cday@bhsg.com
Description of Services Provided	Absolute IT provides specialized Information Technology staff augmentation services through Beacon Hill Staffing Technologies in support of Burlington Stores' enterprise technology initiatives. Absolute IT identifies, recruits, and presents technical professionals based on required skills, experience, qualifications, and assignment requirements. The engagement demonstrates our ability to respond to

	enterprise staffing needs, support complex technology environments, and provide scalable technical recruiting resources.
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REFERENCE #4	
Client Name	Zealhire Inc.
Contact Person	Brian Porter, Vice President
Address	14 Wall St, 20th Floor, New York, NY 10005
Phone	212-516-4779
Email Address	brian@zealhire.com
Description of Services Provided	Absolute IT provided targeted recruitment services by deploying a qualified professional to support testing initiatives, ensuring system reliability and performance. This engagement demonstrates our ability to deliver precise, high-quality candidates aligned with technical requirements and project timelines.

REFERENCE #5	
Client Name	Techrooted Inc.
Contact Person	Bharat Goyal, Vice President
Address	5 Brentwood Pl, Suite 200, Monroe Township, NJ 08831
Phone	201-534-5060
Email Address	bharat.goyal@techrooted.com
Description of Services Provided	Absolute IT delivered comprehensive recruitment solutions, providing qualified professionals for data management and project execution roles. This engagement highlights our ability to support specialized staffing needs and ensure delivery of candidates contributing to data integrity and project success.

10. Insurance

ACORD		CERTIFICATE OF LIABILITY INSURANCE		DATE (MM/DD/YYYY) 07/23/2026																																														
THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER. IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).																																																		
PRODUCER WORKCOMPONE/PHS 45452975 The Hartford Business Service Center 3600 Wiseman Blvd San Antonio, TX 78251			CONTACT NAME: PHONE (A/C, No, Ext): (866) 467-8730 FAX (A/C, No): E-MAIL ADDRESS:																																															
INSURED Absolute Information Technologies Inc. 116 VILLAGE BLVD STE 200 PRINCETON NJ 08540-5700			INSURER(S) AFFORDING COVERAGE INSURER A : Twin City Fire Insurance Company NAIC# 29459 INSURER B : INSURER C : INSURER D : INSURER E : INSURER F :																																															
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ACORD

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
08/04/2026

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IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER WORKCOMPONE/PHS 45452975 The Hartford Business Service Center 3600 Wiseman Blvd San Antonio, TX 78251		CONTACT NAME: PHONE (866) 467-8730 (A/C, No, Ext): FAX (A/C, No): E-MAIL ADDRESS:															
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Those usual to the Insured's Operations.

CERTIFICATE HOLDER

For Informational Purposes
116 VILLAGE BLVD STE 200
PRINCETON NJ 08540-5700

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Susan L. Castaneda

ACORD 25 (2025/12)

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CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
04/16/2026

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A	Tech E&O Ret. Each Wrongful Act \$15,000			76TE0346858	01/30/2026	01/30/2027	Each Wrongful Act Aggregate Limit \$5,000,000 \$5,000,000

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