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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: VS0000004169 

Legal Name: LANCESOFT INC

Alias/DBA:

Total Bid: \$3,136,536.00

Response Date: 09/23/2026 

Response Time: 6:07

Responded By User ID: LanceSoft 

First Name: Prashant

Last Name: Arni

Email: marketing@lancesoft.com

Phone: 703-674-4500

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 ESR09182600000002497	1

VENDOR
VS0000004169
LANCESOFT INC

Solicitation Number: CRFQ 0231 OOT2700000006
Total Bid: 3136536
Response Date: 2026-09-23
Response Time: 06:07:35
Comments: N/A

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	114.750000	238680.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly bill rate includes all applicable staffing, administrative, payroll, and related costs.

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	108.000000	224640.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly bill rate includes all applicable staffing, administrative, payroll, and related costs.

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	108.000000	224640.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly bill rate includes all applicable staffing, administrative, payroll, and related costs.

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	101.250000	210600.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly bill rate includes all applicable staffing, administrative, payroll, and related costs.

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	94.500000	196560.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly bill rate includes all applicable staffing, administrative, payroll, and related costs.

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	114.750000	238680.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly bill rate includes all applicable staffing, administrative, payroll, and related costs.

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	148.500000	308880.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly bill rate includes all applicable staffing, administrative, payroll, and related costs.

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	141.750000	294840.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly bill rate includes all applicable staffing, administrative, payroll, and related costs.

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	121.500000	252720.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly bill rate includes all applicable staffing, administrative, payroll, and related costs.

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	114.750000	238680.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly bill rate includes all applicable staffing, administrative, payroll, and related costs.

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	121.500000	252720.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly bill rate includes all applicable staffing, administrative, payroll, and related costs.

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	110.700000	230256.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly bill rate includes all applicable staffing, administrative, payroll, and related costs.

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	108.000000	224640.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly bill rate includes all applicable staffing, administrative, payroll, and related costs.

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.

LanceSoft Inc.

Proposal Submitted For



**CRFQ-0231-OOT2700000006-1 - Temporary Technical
Staffing Services**

Submitted By:

LanceSoft, Inc.

2121 Cooperative Way, Suite 130

Herndon, VA 20171

Phone: 703-674-4500

Fax: 703-935-0339

Submitted To:

State of West Virginia

Department of Administration

Purchasing Division

2019 Washington Street East

Post Office Box 50130

Charleston, WV 25305-0130

POC: Prashant Arni

Phone: 703-674-4565

Email: marketing@lancesoft.com

CAGE Code: 4AUM9

DUNS: 154610971

TIN: 54-1974095

Business Size: Minority Owned
Business Enterprise (MBE)

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LanceSoft Inc.



(703) 674-4500



www.lancesoft.com



2121 Cooperative Way, Suite 130
Herndon, VA 20171



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1. COVER LETTER



2121 Cooperative Way | Suite 130 | Herndon | VA 20171 | 703-674-4500 Phone | Fax 703-935-0339

23-Sep-26

To- Toby L. Welch,
Purchasing Division
West Virginia Office of Technology (WVOT)
Office of Technology Building 5, 10th Floor
1900 Kanawha Boulevard East
Charleston, WV 25305

Subject: Response to CRFQ-0231-OOT2700000006-1- West Virginia Office of Technology (WVOT)- Temporary Technical Staffing Services.

LanceSoft Inc. is pleased to submit its quotation through our response to CRFQ-0231-OOT2700000006-1- West Virginia Office of Technology (WVOT)- Temporary Technical Staffing Services.

Our offer, in response to the above solicitation, is 100 percent compliant with all requirements and in many cases; we exceed the requirements to provide State of West Virginia with a high-value solution to the requirement.

LanceSoft states acceptance of all solicitation terms, conditions, and provisions. This offer shall remain valid for a period of 180 days. We hereby acknowledge that we have read and understood the CRFQ and addendum no 1 & 2 issued in response to this solicitation.

Established in 2000, LanceSoft is a privately-owned S corporation, headquartered at 2121 Cooperative Way, Suite 130, Herndon, VA, 20171 and the federal tax identification number is 54-1974095. With 26+ years of experience in staffing, LanceSoft provides qualified temporary technical and IT staffing resources to support organizations with their technology operations, including application development, database administration, business analysis, cloud, security, networking, systems management, and related technical needs. This enables LanceSoft to support the West Virginia Office of Technology (WVOT) with qualified technical professionals aligned with its staffing requirements.

I, the undersigned, Prashant Arni, Sr. VP-Delivery and Operations of LanceSoft. I am authorized to sign the enclosed offer and will be the designated representative for purposes of this CRFQ and an authorized negotiator for a contract resulting from this offer. You may reach me at 703-674-4500 phone, 703-935-0339 fax, or via e-mail at marketing@lancesoft.com.

Respectfully

Prashant Arni,
Sr. V.P. - Delivery and Operations
LanceSoft, Inc.



2. STATE OF WEST VIRGINIA CENTRALIZED REQUEST FOR QUOTE (CRFQ) – SERVICE/PROFESSIONAL FORM

	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: VS0000004169 Vendor Name : LanceSoft, Inc. Address : 2121 Cooperative Way Street : Suite 130 City : Herndon State : Virginia Country : Fairfax Zip : 20171 Principal Contact : Prashant Aml Vendor Contact Phone: 703-674-4500 Extension:			
FOR INFORMATION CONTACT THE BUYER Toby L Welch (304) 558-8802 toby.l.welch@wv.gov			
Vendor Signature X			
FEIN# 54-1974095		DATE 09/14/2026	
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 202005			



3. VENDOR QUALIFICATION

3.1 Vendors shall be in business for a minimum of five (5) years, providing similar information technology services. Vendors must provide documentation to indicate that their company meets this requirement prior to award; however, bidders may include this documentation with their bid.

LanceSoft, Inc. meets and exceeds the requirement of being in business for a minimum of five (5) years and providing similar Information Technology services. Established in 2000, LanceSoft has more than 26 years of experience providing staffing and workforce solutions.

LanceSoft provides temporary technical and IT staffing services, including the recruitment, screening, qualification, and placement of IT professionals across application development, database administration, business analysis, cloud, cybersecurity, networking, systems management, and mainframe technologies.

LanceSoft has also provided similar technical staffing services to public-sector organizations, supporting positions such as Senior SQL Server Database Administrators, Business Analysts, Cloud Architects, Cloud Security Professionals, Cloud Platform Engineers, Cloud Network Engineers, Cloud Systems Management Engineers, and Mainframe Systems Programmers.

As evidence of compliance with the minimum five-year business requirement, LanceSoft has provided its Incorporation Certificate, confirming the company's establishment in 2000.



From: 8043719744 Page: 4/5 Date: 2/28/2008 10:01:17 AM

**COMMONWEALTH OF VIRGINIA
STATE CORPORATION COMMISSION**

February 25, 2000

The State Corporation Commission has found the accompanying articles submitted on behalf of
LanceSoft, Inc.

to comply with the requirements of law, and confirms payment of all required fees.

Therefore, it is ORDERED that this

CERTIFICATE OF INCORPORATION

be issued and admitted to record with the articles of incorporation in the Office of the Clerk of the Commission, effective February 25, 2000.

The corporation is granted the authority conferred on it by law in accordance with the articles, subject to the conditions and restrictions imposed by law.

STATE CORPORATION COMMISSION

By



Commissioner

CORPACPT
CIS0436



3.2 Vendors shall be able to demonstrate their potential to provide these services by providing documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications within the past five (5) years: documentation should include enough information to indicate that the Vendor provided an employee meeting the requirements of a specifically named classification from Section 1, above: the documentation should name the entity to whom the individual was supplied and provide contact information for that entity. Vendors must provide documentation to indicate that their company meets this requirement prior to award: however, bidder may include this documentation with their bid.

LanceSoft, Inc. confirms that it has reviewed and understands the Vendor Qualification requirement and meets the stated criteria for providing staffing resources within the classifications identified in Section 1.

Staffing Capacity & Delivery Capability

LanceSoft confirms its ability to meet the requirement to provide staffing of at least six (6) individuals within the applicable classifications. Our staffing capabilities are supported by a large recruiting and delivery organization, including **2,000+ specialized recruiters** and **500+ professionals across payrolling, sales and account management, IT, contractor care, and administrative functions.** This dedicated workforce enables LanceSoft to efficiently source, qualify, onboard, and support qualified professionals across diverse technical classifications.

LanceSoft currently supports staffing programs across the United States, with **3,600+ contractors deployed across the USA** and experience supporting **200+ mid-to-large staffing programs.** Our recruiting and delivery teams provide scalable staffing support across technical and specialized positions, including application development, database administration, business analysis, cloud, cybersecurity, networking, systems management, and other IT classifications.

This established recruiting infrastructure, nationwide staffing presence, and dedicated account and contractor support teams demonstrate LanceSoft's capacity to fulfill the required staffing needs. **LanceSoft will provide the required supporting documentation identifying at least six (6) individuals supplied within the applicable classifications, including the classification, client/entity, period of service, and client contact information, prior to award as required by the solicitation.**



4. DESIGNATED CONTACT INFORMATION

DESIGNATED CONTACT: Vendor appoints the individual identified in this Section as the Contract Administrator and the initial point of contact for matters relating to this Contract.

(Printed Name and Title) Prashant Arni - Sr. V.P delivery & Operations

(Address) 2121 Cooperative Way, Suite 130 Herndon, VA 20171

(Phone Number) / (Fax Number) 703-935-0339

(email address) marketing@lancesoft.com

CERTIFICATION AND SIGNATURE: By signing below, or submitting documentation through wvOASIS, I certify that: I have reviewed this Solicitation/Contract in its entirety; that I understand the requirements, terms and conditions, and other information contained herein; that this bid, offer or proposal constitutes an offer to the State that cannot be unilaterally withdrawn; that the product or service proposed meets the mandatory requirements contained in the Solicitation/Contract for that product or service, unless otherwise stated herein; that the Vendor accepts the terms and conditions contained in the Solicitation, unless otherwise stated herein; that I am submitting this bid, offer or proposal for review and consideration; that this bid or offer was made without prior understanding, agreement, or connection with any entity submitting a bid or offer for the same material, supplies, equipment or services; that this bid or offer is in all respects fair and without collusion or fraud; that this Contract is accepted or entered into without any prior understanding, agreement, or connection to any other entity that could be considered a violation of law; that I am authorized by the Vendor to execute and submit this bid, offer, or proposal, or any documents related thereto on Vendor's behalf; that I am authorized to bind the vendor in a contractual relationship; and that to the best of my knowledge, the vendor has properly registered with any State agency that may require registration.

By signing below, I further certify that I understand this Contract is subject to the provisions of West Virginia Code § 5A-3-62, which automatically voids certain contract clauses that violate State law; and that pursuant to W. Va. Code 5A-3-63, the entity entering into this contract is prohibited from engaging in a boycott against Israel.

LanceSoft, Inc.

(Company)

(Signature of Authorized Representative)

Prashant Arni - Sr. V.P delivery & Operations

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

703-674-4500 703-935-0339

(Phone Number) (Fax Number)

marketing@lancesoft.com

(Email Address)



5. ADDENDUM ACKNOWLEDGEMENT FORM

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.

LanceSoft, Inc.

Company

Authorized Signature

09/21/2026

Date

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



ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ OOT27*006

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LanceSoft, Inc.

Company

Authorized Signature

09/21/2026

Date

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



6. ADDITIONAL INFORMATION

6.1 Company qualifications & Relevant Experience

BRIEF HISTORY

Established in 2000, LanceSoft is a privately owned S Corporation headquartered in Herndon, Virginia, with more than 24 support offices across North America. With 26+ years of staffing and workforce solutions experience, LanceSoft has developed deep expertise in recruiting, screening, credentialing, and deploying qualified professionals to support clients with diverse workforce requirements.

For this engagement, LanceSoft provides experienced IT and technical staffing services, supporting the recruitment and placement of qualified professionals across application development, database administration, business analysis, cloud, cybersecurity, networking, systems management, and mainframe environments. Our technical recruiting capabilities enable us to provide qualified resources aligned with WV OOT's 13 specified technical staffing classifications and associated experience requirements.

With more than 4,200 contractors worldwide and annual revenue exceeding \$491 million, LanceSoft delivers contingent workforce and staffing solutions across a broad range of industries. For the West Virginia Office of Technology (WVOT), LanceSoft can provide temporary technical staffing solutions across specialized IT and technology classifications, including application development, database administration, business analysis, cloud architecture and engineering, cybersecurity, network engineering, systems management, learning management systems, cloud financial operations, CCOE implementation, and mainframe programming. Our experienced technical recruiting, screening, qualification, and workforce management capabilities enable us to provide responsive and scalable staffing support aligned with WVOT's requirements and the evolving technology needs of West Virginia State agencies.

Company Snapshot

Legal Company Name	LanceSoft Inc.
Ownership Structure	S corporation
Headquarter Address	2121 Cooperative Way, Suite 130, Herndon, VA 20171
Year of Incorporation	2000
Employees & Contractors	3,600+ Contractors across USA 4600+ Contractors across the Globe 1200+ internal employees
Annual Revenue 2025	\$491 Million
POC Contact Details	POC: Prashant Arni Phone: 703-674-4565 Email: marketing@lancesoft.com
Website Address	www.lancesoft.com
Days/Hours of operation	24/7

Mission

"To Combine Human Touch, Community Curation & Technology to Recruit - Top Talent". We focus on balancing cost, time, and quality - leveraging our experience, nurturing creativity, driven by ethics in a challenging and highly competitive area of talent acquisition to bring quality talent to our clients.

With proven processes, methodologies and best practices, our core objective is not only to succeed but to exceed our customer expectations.

Vision

Source Global Work force provider" adding value to its customers, employees, and partners



Our Diversity Status

LanceSoft holds the MBE certification issued by NMSDC, State of Tennessee, NYC Small Business Services and Minority-Women Business Enterprise certification issued by Virginia Dept. of Small Business & Supplier Diversity (SWAM). LanceSoft is a certified corporate plus member by NMSDC - MBE and certified as WBE and MBE by NCTRCA. We have also invested in building our very own consciously bias diverse hiring platform called TADAH! (Together Achieve Diversity & Harmony) to promote, place & educate DEI candidates and corporations.





Our Core Competencies / Lines of Business Include:

Temporary technical staffing services for WVOT to support specialized technology needs across multiple IT classifications.

Short- to long-term technical staffing support based on WVOT's requirements, including staffing resources for the identified technical positions.

Qualified candidate screening and verification, including review and submission of documentation demonstrating candidates meet the education, experience, technical, and classification-specific requirements.

Responsive staffing support, including providing qualified technical personnel as requested by the Agency and maintaining sufficient staffing capacity to meet ongoing requirements.

Technical staffing across specialized roles, including 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, CCOE Implementation Specialist, and Mainframe Systems Programmer.

Financial Viability

LanceSoft is a financially stable and rapidly growing company having annual revenue of **\$491 Million** for the year 2025. LanceSoft currently has a credit line of **\$88 Million** and has the required financial capacity to provide the services. We do not have any short term or long-term debts. LanceSoft assures State of West Virginia that it has the necessary financial capacity, working capital, and other resources to perform the contract without assistance from any outside source.

USA and Global Footprint

Headquarters in Herndon, VA, we have a network of twenty-four (24) branch offices across the US and currently service across 50 states of the USA. Below are the locations of our branch offices.

Richmond (VA)	Sugar Land (TX)	Atlanta (GA)	Beaverton (OR)	Cincinnati (OH)
Clarkston (MI)	Denver (CO)	Chicago (IL)	Salt Lake City (UT)	Birmingham (AL)
Irving (TX)	Washington (DC)	Boston (MA)	Fremont (CA)	Charlotte (NC)
San Diego (CA)	Orlando (FL)	New York (NY)	Seattle (WA)	Columbia (SC)
Lexington (KY)	Bloomington (MN)	Philadelphia (PA)		

In addition to this, LanceSoft can also quickly set up an additional office at any preferred location to be able to manage their large volume of requirements for that location.

We also have an international footprint as follows:

- Four (4) country offices in Canada,
- Seven (7) in India and.



- One each in Brazil, Colombia, Costa Rica, Uruguay, Ireland, UK, Poland, Netherlands, France, Czech Republic, Norway, Romania, Turkey, Estonia, Germany, Lithuania, Greece, Belgium, Luxembourg, Spain, Portugal, Switzerland, Bulgaria, Denmark, Finland, India, Bangladesh, Indonesia, Malaysia, Singapore, Hong Kong, Philippines, Thailand, Brunei, Sri Lanka, Nepal, Vietnam, Taiwan, South Korea, UAE, Oman, Saudi Arabia & Australia.

RECORD OF MEETING SCHEDULES AND DEADLINES

LanceSoft will utilize the below mentioned Service Level Agreements (SLAs) & Key Performance Indicators (KPIs) for measuring effectiveness. Our SLA's & KPI's helps us to detect potential and actual problem areas of the performance and also helps us in contract performance, work completion, work in progress, challenges, and overall project progress. All SLA's & KPI's play a vital role in LanceSoft's strategic planning and decision-making.

Overview of critical SLA/KPIs:

Our key SLAs are:

- Account Issue Resolution and Tracking report
- Ratio of hires to terminations due to performance reasons
- Ratio of hires to no-starts/dropouts/back-outs
- Contractor Problem Resolution metrics
- Performance reporting requirements
- Attrition/Retention Rate
- Onboarding and Offboarding compliance reports
- Quality of deliverables

Our Key KPI's are:

- Time to Fill Target
- Quality of hire
- Ratio of requests to valid submittals
- Ratio of valid submittals to Interviews
- Ratio of interviews to hires
- Ratio of hires to starts
- Diverse Hires
- Ratio of diverse workforce to total workforce
- % of workforce from varied diverse categories
- Candidate Experience Rating
- Hiring Manager Experience Rating

Below are our typical SLA's/KPI's that we will maintain for this program.

- Time to Submit: under 48 hrs.
- Submission rate: 98.5% Avg.
- Shortlist ratio: 80% Avg.
- Interviews: 40% Avg.
- Conversion of interviews to hires: 45% Avg.



- Non-Delivery: 0.5 Avg.
- Attrition (before assignment end date): below 2%

Other KPI's:

- % Candidate sourced vs. applied: 45%
- Diversity % of accepted candidates: 40%

- Average placement duration: 12+ Months.

LanceSoft utilizes its CPX platform to effectively manage and track meeting schedules, deadlines, milestones, and other important activities throughout the engagement. CPX provides centralized visibility into key activities and enables the Account Management team to monitor the status of deliverables and scheduled tasks in real time.

Through CPX, LanceSoft can maintain records of scheduled meetings, upcoming deadlines, assigned activities, task status, and important milestones, helping the team stay organized and proactively manage contractual commitments. The platform also supports real-time reporting and analytics, allowing management to quickly identify pending or delayed activities and take appropriate action.

CPX enables the Account Management team to generate and review real-time reports to monitor progress, staffing activities, service delivery, and compliance with established Service Level Agreements (SLAs) and Key Performance Indicators (KPIs). This visibility supports timely communication with the State and helps ensure that important meetings, deliverables, staffing commitments, and contractual deadlines are consistently addressed within the required timeframe.

LANCESOFT'S CAPABILITY LanceSoft provides high-quality **temporary technical staffing solutions** to support government and enterprise technology operations. We specialize in sourcing and deploying qualified IT professionals across application development, database administration, business analysis, cloud, cybersecurity, networking, systems management, enterprise learning, and mainframe technologies. For the West Virginia Office of Technology (WVOT), LanceSoft can provide qualified technical personnel aligned with the required classifications, including **Senior Web Application Analysts, CRM Application Analysts, Senior SQL Server Database Administrators, Business Analysts, Learning Management System & eLearning Development Specialists, Cloud Financial Operations Specialists, Cloud Architects, Cloud Security Professionals, Cloud Platform Engineers, Cloud Network Engineers, Cloud Systems Management Engineers, CCOE Implementation Specialists, and Mainframe Systems Programmers.**



Our staffing approach focuses on providing professionals with the **technical expertise, experience, and qualifications specified by WVOT**, while supporting the agency's evolving technology and operational needs. We can provide staffing on an as-needed basis and support the State's requirement for flexible technical resources across its mission-critical IT environment.



AFFILIATIONS, ACCREDITATIONS AND AWARDS:

LanceSoft is an ISO 9001:2015 certified company fulfilling the requirements for a quality management system (QMS).

LanceSoft has been assessed and found to confirm the requirements of ISO 14001:2015 & ISO/IEC 27001:2013.

Our extensive staffing experience and top performance across several staffing programs is a great testament of our credibility. LanceSoft is currently an active “Preferred-Supplier” for over 200 mid to large staffing programs across the globe. LanceSoft’s recent Awards and Accolades from our valued clients are highlighted below.

LANCESOFT AWARDS & ACCOLADES
Recognized by industry leaders. Driven by excellence. Focused on delivering results.

A LEGACY OF TRUST. A FUTURE OF EXCELLENCE.

OUR U.S. BRANCH OFFICES

- SIA Largest Staffing Firms in the US 2026 (NEW)
- Tiara Award – Mercury Back Office Team of the Year 2026 (NEW)
- Clearly Rated (Inavero's) Best of Staffing Client Satisfaction & Talent Satisfaction 2026 (NEW)
- SIA Largest US Staffing Companies 2025, 2023, 2022, 2020
- Magnit Global Supplier Excellence Award 2024
- Kelly PSN Partner 2023
- Fast 100 Asian American Business Award 2020
- SIA Largest US Healthcare Staffing Companies 2024
- SIA Largest US Legal Staffing Companies 2023
- SIA's Global Power 150 Women in Staffing 2023
- Magnit Global Supply Excellent Award 2023

MORE RECOGNITIONS THAT REFLECT OUR COMMITMENT TO EXCELLENCE

- TAPFIN: Premier Partner by Tapfin 2018, 2017
- ZeroChaos: Proven Performer by ZeroChaos 2017
- KellyOCG: Supplier Excellence Award by Kelly OCG 2017
- J&J: "Service Excellence Award" from Johnson & Johnson (J&J)
- e-Talent: eTalent Expedite – Premier Partner Achievement – Jet Stream & First Class – 2022
- SIA: SIA Largest Travel Nurse Staffing Firms in the US for the year 2022
- Kelly: SIA Largest Healthcare Staffing Firms in the US for the year 2022
- Kelly OCG: Kelly OCG – Preferred Supplier for the year 2020, 2021
- workforce logiq: WorkforceLogiq – Preferred Supplier for the year 2020, 2021
- TAPFIN: Tapfin Supplier Distinction – 2020
- nclusion: Nclusion Supplier Guidant Global 2019, 2020
- D.: Deloitte Fast 50 Finalist
- EY: EY Entrepreneur of the Year Finalist
- SILICON VALLEY MAGAZINE: Featured in Silicon Valley Magazine for our talent management solution
- Inc. 500: Inc 500 Fastest Growing Firms

LanceSoft has awarded the prestigious gold seal of approval for healthcare staffing services by the Joint Commission.

- Better Business Bureau (BBB) Accredited: LanceSoft has been accredited by the Better Business Bureau (BBB) with an A+ Rating.
- Smart 100 Award
- USPAACC Fastest Growing Firms

Our Experience

LanceSoft has extensive experience providing **temporary technical staffing services** across application development, database administration, business analysis, cloud, cybersecurity, networking, systems management, and mainframe technologies. Our specialized technical recruiting teams are experienced in sourcing, screening, and delivering qualified professionals aligned with specific technical requirements.

Our **CPX staffing platform** supports a database of over **30 million candidate profiles**, categorized by location, skill set, domain, and experience level. This enables us to quickly identify and pipeline qualified resources for positions such as Senior Web Application Analysts, CRM Application Analysts, Senior SQL Server Database Administrators, Business Analysts, Cloud Architects, Cloud Security Professionals, Cloud Platform Engineers, Cloud Network Engineers, and Mainframe Systems Programmers.



With our structured recruiting and screening process, LanceSoft validates candidates' **technical skills, qualifications, and relevant experience** against the requirements of each position. Combined with dedicated account management and a strong technical talent network, this allows us to provide qualified resources and effectively support **WV OOT's Temporary Technical Staffing Services requirements**.

LanceSoft's Experience in supporting similar job titles:

LanceSoft has established itself as one of the most sophisticated firms in the IT Staffing Industry. Below are some of our experiences in the IT industry for the past years with various temporary staffing services provided by LanceSoft including but not limited to the following:

<u>Name of the Client</u>	<u>Period of Performing the Services</u>	<u>Services Rendered</u>	<u>Detailed Description of the Work Performed</u>
State of Minnesota	7+ years	Healthcare Staffing Services	We have provided candidates to State of Minnesota for positions including, but not limited to 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 and many more.
State of Washington	4+ years	Healthcare/Nursing Staffing Services	We have provided candidates to State of Washington for positions including, but not limited to 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 and many more.
State of New Jersey	3+ Years	Healthcare Staffing Services	We have provided candidates to the State of New Jersey for positions including, but not limited to Cloud Financial Operations Specialist, Cloud Architect, Cloud Security Professional, Cloud Platform Engineer, Cloud Network Engineer, Cloud Systems Management Engineer, Cloud Centre of Excellence (CCOE) Implementation Specialist, Mainframe Systems Programmer and many more.
State of Arizona	2+ Years	Temporary Staffing Services	We have provided candidates to State of Arizona for positions including, but not limited to 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 and many more.

Our clients

Below is a representative list of our public sector clients for whom we have successfully provided staffing services, similar in size and scope to your organization.

State & Public Sector Clients: Office of General Services – New York, State of Arkansas, State of Arizona, State of Colorado, State of Connecticut, State of Florida, State of Georgia, State of Iowa, State of Massachusetts, State of Maine, State of Michigan, State of Minnesota, State of New Jersey, State of North Carolina, State of New York, State of Ohio, State of Oregon, State of Pennsylvania, State of South Carolina, State of Utah, State of Virginia, State of Washington, State of Delaware, State of Maryland, Gwinnett County, County of El Paso, and other public-sector organizations.



6.2 Staffing Approach and Methodology

OUR UNDERSTANDING OF THE SCOPE OF SERVICES

LanceSoft understands that the State of West Virginia, through the West Virginia Office of Technology (WVOT), is seeking qualified staffing agencies to provide Temporary Technical Staffing Services on an as-needed basis. The objective is to provide skilled technical professionals to support WVOT's mission-critical systems, enterprise applications, cloud infrastructure, cybersecurity, databases, and other technology operations.

The RFP includes the following technical staffing classifications:

- 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

LanceSoft will leverage its technical recruiting, candidate sourcing, screening, qualification, and account management capabilities to provide professionals whose skills and experience align with the specific requirements of each classification.

Our staffing approach will focus on:

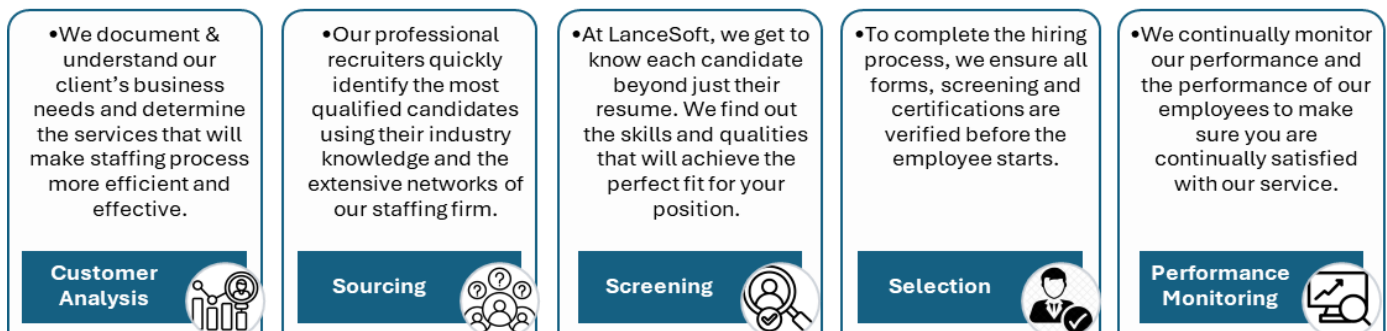
- Maintaining a broad pool of qualified IT professionals across applications, cloud, cybersecurity, database, networking, business analysis, and mainframe disciplines.
- Utilizing specialized technical recruiters and multiple sourcing channels to identify qualified candidates.
- Conducting technical screening and verifying candidates against the required education, experience, skills, and other qualifications.
- Using technology-enabled candidate matching to align resources with WVOT's specific requirements.
- Providing responsive account management and timely staffing support for WVOT's changing requirements.
- Providing the required candidate qualification documentation and information for each submitted resource.
- LanceSoft's technical staffing expertise, specialized recruiting capabilities, broad talent pool, and responsive delivery model position us to effectively support WVOT's temporary technical staffing requirements.



Detailed Approach and Methodology

LanceSoft's approach is centered on identifying and placing the right technology professional for the specific temporary staffing requirement. We work closely with the **West Virginia Office of Technology (WV OOT)** to understand each position's technical requirements, required experience, technology environment, and other qualification criteria to ensure candidates are appropriately matched to the assignment.

Through our **Match Fit Program**, LanceSoft evaluates candidates based on their technical expertise, relevant experience, communication skills, problem-solving abilities, and alignment with the specific position requirements—not solely on resume qualifications. This structured staffing approach enables LanceSoft to provide highly qualified technical professionals across the required classifications, including **Web Application, CRM, SQL Server Database, Business Analysis, Learning Management/eLearning, Cloud, Cloud Security, Cloud Platform, Cloud Network, Cloud Systems Management, CCOE Implementation, and Mainframe Systems** roles. Our approach supports WV OOT's need for flexible technical staffing, knowledge transfer, and continuity of support for its mission-critical technology environment.



Sourcing/Recruiting Methods

1. Careers Website

LanceSoft's careers website serves as a key component of our recruiting strategy, helping to attract, engage, and manage qualified IT professionals throughout the hiring process. By leveraging automated sourcing and candidate management tools, we expand our talent reach, streamline recruitment activities, improve candidate quality, and reduce hiring costs. This approach enables faster hiring, stronger candidate fit, improved productivity, and higher retention rates.



Applicants Anonymity

- Because many potential IT candidates will be employed while they search our career website for openings, privacy and confidentiality are important. We ensure that the database management, workflow rules, and recruiting processes are aligned to protect the candidates' anonymity.

Tailor Online Applications

- We are using pre-screening tools which will quickly separate qualified from unqualified IT positions candidates based on answers to questionnaires.

Keep Track of Candidate Information

- The candidates will create and maintain a personal profile on our careers Website and attach IT job positions to their profile. The profile is then saved in our company's candidate database and accessed through an appropriate password. Our recruiters will view structured data about a candidate, including access to job-specific screening questions to easily assess fit. By tracking candidate information by job, we gather the necessary data for compliance reporting as well.

Job Seekers & Employees Post our Open Positions on Facebook

- We allow our job seekers to post IT positions jobs on their Facebook page, we can increase the exposure of our open IT—and reach a larger pool of IT candidates at lower sourcing costs. In addition, we believe that the employees are one of our best sources for referrals. We encourage them to post open IT positions on their Facebook page and refer their friends.

Enable Job Searches

- A job search engine is a core component of our careers Website. It helps job seekers find IT Positions job openings that meet their requirements quickly and efficiently. We make sure that current IT job openings are in the searchable database also reduces the accounting burden of maintaining a manual list. The three best search criteria are Job Search by Job Category, Job Search by Location, and Job Search by Keyword.

2. Smart Sourcing

The following best practices for smart sourcing help us to find the best talent for the job while decreasing the sourcing costs and time to hire.

a. Job Board Processes:



Our Recruiters have access to numerous external, national, and vertical job boards and use them only to supplement our customized recruitment mediums. This is unlike other firms who generally rely on subscription databases. A sample of websites that we utilize regularly includes:

- | | |
|-----------------|--------------------------|
| ✓ Dice | ✓ LinkedIn Enterprise |
| ✓ Monster | ✓ GitHub |
| ✓ CareerBuilder | ✓ Stack Overflow |
| ✓ Twitter | ✓ Technology communities |

b. Talent Pool:

Proactive Recruiting Model: LanceSoft utilizes a proactive recruitment strategy supported by a database of over 25 million qualified candidate profiles, including thousands of professionals authorized to work in the United States and aligned with DC Water's staffing requirements.

Pre-Qualified Talent Network: Our talent pool includes candidates who have previously worked with LanceSoft or have been thoroughly screened and qualified, providing access to experienced professionals with proven success in diverse project environments.

Specialized Recruiting Team: Our 2,000+ specialized recruiters bring strong technical, business, and industry expertise, enabling LanceSoft to efficiently source, assess, and deliver qualified candidates across a broad range of technology positions, including common, specialized, and hard-to-fill roles.

Social Networks:

- For example, our new Facebook job search application allows candidates to search our cyber-Positions openings directly through Facebook on any device, receive job alerts, and share details across any of their social networks.
- We have Twitter and Google+ feeds to send optimized job opening details targeting job-search oriented queries and new Twitter initiatives allowing us to target follow users openly inquiring about specific position types or availabilities.
- To complement this strategy, we are improving the search visibility of our local offices through optimized Google Local pages.



c. Local Recruiting Mediums:

- | | |
|---|--|
| ✓ Colleges, universities, and technical schools | ✓ Community and professional organizations |
| ✓ Community and networking events | ✓ Volunteer organizations (e.g., Year Up) |
| ✓ Job fairs and trade shows | |

d. Patent Recruitment Technology - Talent Community Building (CPX):

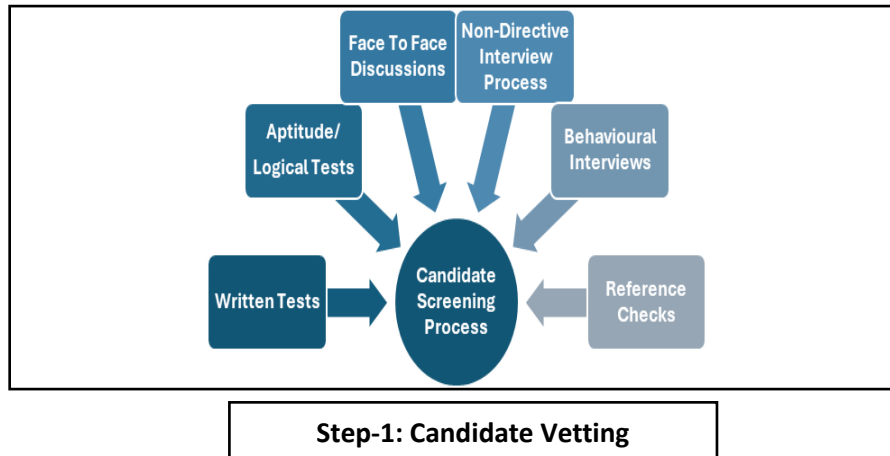
LanceSoft continuously invests in innovative recruiting strategies, including proactive talent pipelining and 24/7 sourcing. Our dedicated talent community specialists actively build and maintain candidate networks across multiple channels, enabling us to identify, engage, and attract highly qualified professionals ahead of market demand.



e. Crowd Sourcing:

Expanded Talent Network: LanceSoft leverages a network of over 2,200 freelance recruiters and industry experts, providing access to passive and hard-to-find candidates for rapid talent delivery. Proven Delivery Performance: Through specialized recruiting processes and innovative staffing strategies, LanceSoft consistently delivers high-quality talent and successful workforce solutions across diverse client programs.

Candidates Screening Process



Written Tests: All candidates are required to take a written test to demonstrate their grasp on the basic knowledge required for a specified role. The test covers the fundamentals. LanceSoft also uses the same set of questions and methodology for all the candidates to be interviewed for a given position, which gives LanceSoft and the client a common objective performance baseline.



Aptitude/Logical Tests: LanceSoft has designed a series of logical and aptitude tests in order to gauge the individual personality traits. These tests enable LanceSoft to assess the aptitude and skills of the shortlisted candidates. LanceSoft conducts standardized tests in terms of their reliability and validity in order to provide correct results.

Technical/Software Skills Test:

HackerRank Platform

LanceSoft is using HackerRank, a platform designed to help to find the best engineering and software candidates using skills-based screening and interviewing tools. We will send these assessments to candidates or embed them on our careers page to build our pipeline through our internal tool CPX for our future use, and this platform automatically scores and ranks each one. It also offers a coding interview tool, allowing us to watch our candidates code in real time while we talking to the candidates.

TOSA Digital

We source our candidates based on the online real time assessments, a digital skills certification program. TOSA Digital helps us to test applicants with 20-25 interactive questions and exercises to evaluate things like programming skills and digital communication. Based on the client technology, the technology questions and coding



will match the candidate's level, and we will get a detailed report of the candidate's skills, including how they measure up against the target profile. In this way, LanceSoft screens the quality candidates, and it will be sourced to DC water based on the requirements.

Step-2: Conducting Interviews

Following are different types of Interviews we conduct to shortlist a suitable candidate:



Face-To-Face Discussions: LanceSoft conducts a thorough screening process to evaluate the technical and logical know-how of the candidates comprising of a face-to-face/web/video conferencing interview depending on client requirements. All applicants are assessed for competence and personal attributes including inter- personnel skills and communication skills. Our recruiters stringently test the domain knowledge and experience of clients in order to shortlist best candidate for clients.



Non-Directive Interview Process: At times, we also follow a non-directive interview process - generally, a less formal process to assess the candidate's skills and personality attributes.



Behavioural Interviews: We conduct behavioural and situational based interviews as well, to evaluate candidates on their past behaviour and experience and the candidate's judgment ability and knowledge that may be required for the job. In some cases, we also conduct group discussions to compare the soft skills of the short-listed candidates to make the best selection.

Step-3: Background Checks

LanceSoft maintains a comprehensive pre-employment screening and onboarding process to ensure candidate quality, compliance, and workforce readiness. Our dedicated onboarding team manages background checks, employment and education verification, professional license validation, identity verification, work authorization verification, reference checks, and drug screening (as required). Recruiters also conduct 2–3 professional reference checks for shortlisted candidates to validate qualifications and performance, ensuring only qualified and compliant candidates are presented for consideration.

LanceSoft will ensure all candidates undergo background checks as specified by the DC water's policies and standards.

Scope of Work and Requirements

LanceSoft has recruiting expertise and technical staffing resources to support the **temporary technical staffing needs of the West Virginia Office of Technology (WVOT)** across the labor classifications identified in the Scope of Work. Our recruiting teams can source qualified professionals for **web and CRM application development, SQL Server database administration, business analysis, Learning Management Systems and eLearning development, cloud financial operations, cloud architecture, cloud security, cloud platform and network engineering, cloud systems management, Cloud Center of Excellence (CCOE) implementation, and mainframe systems programming**. LanceSoft will focus on providing candidates whose qualifications and experience align with the specific technical requirements established for each classification.



Ability to Meet Urgent Staffing Needs

LanceSoft is equipped to support **WVOT's temporary technical staffing requirements** through a network of **1,200+ specialized recruiters, access to 30+ million candidate profiles, and established talent pipelines**. Our recruiting teams can quickly identify, and present qualified professionals aligned with the required technical skills and experience. For urgent requirements, qualified candidates can often be submitted the same day, with additional candidates presented within **24–48 hours**. Dedicated Account Managers will coordinate closely with WVOT to understand staffing requirements, track candidate submissions, and support timely placement and continuity of resources. The RFP specifically requires the successful vendor to provide staffing as requested by the Agency and remains responsive to requests for staffing services.

DEDICATED ACCOUNT MANAGEMENT TEAM:

LanceSoft will assign the State of West Virginia and the West Virginia Office of Technology (WVOT), a dedicated Account Management team to provide consistent oversight, responsive communication, and effective delivery of temporary technical staffing services throughout the engagement. Our Account Manager and Account Executives will work closely with WVOT to understand staffing requirements, coordinate qualified personnel across the requested technical classifications, address operational needs, resolve issues promptly, and ensure continuity of staffing and service delivery.



The following table identifies the key resources assigned to support these services.

#	Name	Title	Experience
1	Prashant Arni	VP-Strategic Client Relations	26+ years of Account, Contract & Project Management



2	Khanh To	Recruitment Manager	18+ years of Recruitment manager
3	Ruchi Jain	Employee Care Manager	21+ years of employee care management
4.	Monica Skoogman	Account Executive	17+ years of account management

Our Team Experience: We currently have 1200 + recruiting professionals with strong industry and domain expertise. The average industry experience of our recruiting staff is:

For the State of West Virginia engagement, LanceSoft will assign a dedicated recruiting team of approximately 2–20 recruiters, depending on the volume, complexity, and urgency of the staffing requirements. This scalable model enables us to quickly increase recruiting capacity when additional resources are required while maintaining dedicated support for the State's staffing needs.



Why LanceSoft?

LanceSoft brings **26+ years of staffing experience**, a nationwide team of **1,200+ specialized recruiters**, and access to **30+ million qualified technology professionals** to support the West Virginia Office of Technology (WV OOT) with responsive and scalable temporary technical staffing services. Our specialized recruiting teams focus on technical skill areas including application development, CRM, SQL Server, business analysis, cloud, cybersecurity, networking, systems management, CCOE, and mainframe technologies, enabling us to identify resources aligned with WV OOT's specific technical classifications.

LanceSoft combines **specialized technical recruiting, proactive talent sourcing, structured candidate screening, and technology-enabled staffing management** to deliver qualified professionals quickly. Our CPX staffing platform provides end-to-end visibility into requisitions, candidate pipelines, qualification and compliance tracking, onboarding, timesheets, and staffing performance, while integrating with leading VMS platforms such as SAP Fieldglass, Beeline, and Coupa.

Our **dedicated Account Management and recruiting teams** provide ongoing support throughout the staffing lifecycle, including requirement intake, candidate identification, submission, onboarding, performance monitoring, issue resolution, and offboarding. A dedicated client mailbox, defined response SLAs, and **24/7 recruiting support** enable LanceSoft to respond to both planned and urgent staffing requirements.



LanceSoft further strengthens its technical talent pipeline through **proactive recruiting, talent communities, crowd sourcing, and UPTECH upskilling/reskilling programs**. Our technical screening capabilities, supported by platforms such as **HackerRank, Glider AI, TOSA Digital, and eSkill**, help validate candidates' technical competencies before submission.

Why LanceSoft for WV OOT:

- **26+ years** of staffing and workforce experience
- **1,200+ specialized recruiters** supporting technical staffing
- **30+ million** qualified technology professionals in our talent ecosystem
- Specialized recruiting across WV OOT's key technical skill areas
- **CPX technology platform** for staffing lifecycle and performance management
- Structured technical screening and qualification processes
- Dedicated Account Management and recruiting support
- **24/7 recruiting capability** for time-sensitive requirements
- Proactive talent communities, crowd sourcing, and upskilling capabilities
- Experience supporting **public-sector and complex technical staffing programs**

Together, these capabilities enable LanceSoft to provide WV OOT with **qualified technical resources, faster response times, consistent staffing support, and greater visibility throughout the temporary technical staffing lifecycle**, while supporting workforce continuity and reducing staffing delays.