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Header @ 2

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General Information

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Alias/DBA:

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Response Date: 07/12/2024 

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Responded By User ID: SyraHealth 

First Name: Syra

Last Name: Health

Email: rfp@syrahealth.com

Phone: 4633458950

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Solicitation Description: Nurse Practioner

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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Nursing services				125000.00

Comm Code	Manufacturer	Specification	Model #
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Commodity Line Comments:

Extended Description:

Nurse Practioner for the WVVNF



State of West Virginia - Department of Administration
Centralized Request For Quote CRFQ-0613-VNF240000015
Nurse Practitioner

Due Date: July 16, 2024, 01:30 PM EST

Submitted By:

Deepika Vuppalanchi, CEO,
Syr Health Corp.
1119 Keystone Way N #201
Carmel, IN 46032
Website: www.syrahealth.com
Phone: 463-345-8950

Submitted To:

wvoasis.gov
David H Pauline
2019 Washington Street,
East Charleston, WV 25305
David.H.Pauline@wv.gov

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1.0 Cover Letter
July 15, 2024

Subject: Centralized Request for Quote **CRFQ-0613-VNF2400000015** for Nurse Practitioner

From:

Deepika Vuppalanchi, CEO
Syra Health Corp.
1119 Keystone Way N #201
Carmel, IN 46032
463-345-8950
deepikav@syrahealth.com

To:

David H Pauline
2019 Washington Street,
East Charleston, WV 25305
David.H.Pauline@wv.gov

For the Attention of Mr. David H Pauline:

Syra Health is pleased to submit our proposal in response to the *Centralized Request for Proposal CRFQ-0613-VNF2400000015* for providing a *Nurse Practitioner* to the *West Virginia Veteran's Nursing Facility*. We kindly request your consideration of the accompanying cover letter, which introduces our organization and outlines our proposal.

Syra Health has earned a remarkable and humbling reputation and trust from our clients in the Healthcare sector. Our success is driven by our commitment to delivering top-quality personnel tailored to meet the distinct needs of our customers. Our dedication is shown in our substantial growth, consistent contract renewals, and through scope increases via amendments. Servicing numerous government agencies across the U.S., we are continuously expanding our presence and services to address persistent healthcare staffing shortages.

Syra Health believes that our proposal aligns with the requirements as prescribed in this RFP and is confident that the Agency will benefit greatly from partnering with a firm that is nimble, flexible, and brings in the professional technical expertise and delivery competency that you will need; while at the same time focused on you, as a critical customer to our company. You will have the highest level of commitment of success from every member of our delivery team to the top leaders of team Syra Health. We look forward to the opportunity to provide a Licensed Nurse Practitioner to the Agency.

Very Respectfully,

Deepika Vuppalanchi, CEO

2.0 Executive Summary

Syra Health is a **Minority-owned** company, placing a strong emphasis on Diversity, Equity, and Inclusivity (DEI) with approximately 65% of its workforce belonging to a minority and/or diverse class. Co-founded in the year 2020 by Dr. Deepika Vuppalanchi, PhD, Syra Health has distinguished itself among the leading and emerging healthcare technology firms nationwide. With its innovative offerings that are rooted in evidence-based science and data driven solution, Syra Health steadfastly transformed into a publicly owned company in 2023. Deepika, among several of Syra's Officers, Staff, and consultants, brings vast experience in the healthcare workforce. We are a healthcare technology company that addresses some of healthcare's most significant challenges by providing innovative services and technology solutions. With active State Government contracts in **19+states** and a team of **180+employees**, Syra Health provides comprehensive services and solutions in **Healthcare Workforce**, Health Education and Training, Behavioral and Mental Health, Population Health Management and Digital Health Development.

Despite competing against larger healthcare staffing companies, Syra Health consistently places more qualified professionals than any other contractor awarded in any facility. Additionally, Syra Health has met every emergency request from our client over the past years when the COVID-19 pandemic led to a shortage of available healthcare and clinical personnel. Our team has won many accolades and appreciation from our customers for providing additional orientation hours or pricing accommodation. We take our commitment serious – we humanize, empathize, and sacrifice to make our relationships with customers stronger and at the same time work towards the combined and ulterior goal of making healthcare more accessible, immediate, and continuous to all demographics.

In our dynamic and inclusive workplace, we are committed to recruiting and nurturing top talents with diverse skills and backgrounds. Drawing from years of experience across various sectors, healthcare being the major sector, Syra Health has developed effective recruitment practices to meet and surpass our clients' staffing needs. Our approach blends traditional and innovative methods, employing a multi-outreach strategy to ensure sustainable and cost-effective solutions for both short and long-term staffing requirements.

3.0 Scope of Work (*Ref. RFP*)

Syra Health has thoroughly reviewed and comprehends the scope of work and the requirements outlined in the CRFQ to provide a Licensed Nurse Practitioner with at least three (3) years of Long-Term Care Experience for the WV Veteran's Nursing Facility, West Virginia Purchasing Division. The fundamental purpose is for the Nurse Practitioner to perform various clinical duties, including evaluations, treatment programs, writing medical histories, making rounds, collaborating with healthcare providers for the Agency.

3.1 Qualifications (*Ref. Specifications Section 3*)

Syra Health stands out as a leading healthcare staffing company, driven by a profound commitment to improving health equity, promoting Diversity, Equity, and Inclusion (DEI), and advancing

mental health causes. Our mission revolves around making healthcare more accessible, immediate, and continuous, aligning closely with the core values of enhancing health equity and DEI.

Syra Health is committed to provide the minimum/technical specifications as mentioned in the solicitation. Our approach is designed to ensure seamless, high-quality care that aligns with the precise requirements of the project.

As an essential element of our inclusive, innovative workplace, we continually seek to hire and develop the best employees/professionals with a variety of skills and experiences. Syra Health has amalgamated the best recruiting practices and strategies from years of experience across diverse industries, Healthcare being the number one to produce a successful model to meet and exceed the staffing requirements of our clients. We follow anti discriminatory provisions while employing/contracting staff for the projects. Our staffing model utilizes a multi-outreach strategy in combination of proven traditional and innovative recruitment methods. We strive for sustainable short and long-term cost-effective solutions to our client's needs.

Syra Health recruitment strategies consist of:

 <p>Artificial intelligence driven algorithms to find the right candidates from job portals and our internal national database of Candidates</p>	 <p>Professional Networks & Grassroot Approach (To tap into associations and medical societies to connect passive candidates)</p>
 <p>Digital Marketing (i.e.: Social Media channels, Website, Targeted advertising campaigns)</p>	 <p>Our referral program that provides great incentives such as referral bonuses and sign-on bonuses.</p>

Syra Health ensures to provide a seasoned nurse practitioner as per the qualifications mentioned in the solicitation. We are attaching sample resumes of the professionals’ showcasing skills, qualifications and experience in the relevant sector and fulfilling the necessity for a Licensed Nurse Practitioner.

Please refer to **Attachment 1** for Sample resume of the proposed personnel.

3.2 Mandatory Requirements and Other Specifications (Ref. Specifications Section 4-10)

- Syra Health conducts a comprehensive and rigorous background clearance check on each newly hired professional and employees assigned prior to placement at the facility for our project which includes detailed screening of:
 - 1) Social Security Number Match.
 - 2) OIG/HHS - Excluded Individuals.

- 3) EPLS/GSA – includes OFAC search of SDN and Blocked Persons.
- 4) Motor Vehicle Records.
- 5) Criminal history or any current federal criminal charges
- 6) Nationwide Criminal Database search.
- 7) State Sexual offender/Predator.
- 8) Any drug and/or alcohol related offense/crime.

Syra Health ensures strict adherence to all requirements stipulated by the Agency and each Nurse Practitioner (NP) will also undergo the WV Cares Twelve Panel drug screening as part of this comprehensive screening protocol. (*Ref. Specifications 4.1*)

- Syra Health has a **seasoned credentialing team** to assist the Agency with provider credentialing, privileging, and licensing. The Agency will receive an onboarding checklist and packet prior to placement containing all necessary documents, including candidate resumes, supporting documentation like driver's licenses, certifications, and other required material. (*Ref. Specifications 4.2*)
- Syra Health acknowledges the Agency's right to request removal and/or replacement of any NP at any time for any reason during the contract. (*Ref. Specifications 4.3*)
- Syra Health acknowledges the Agency's preference to retain the same NP for the entire duration of the contract. Syra Health's seasoned recruitment professionals will ensure that the Agency's requirements are met. (*Ref. Specifications 4.4*)
- When Syra Health is notified of a vacancy at the Agency, our account manager works in tandem with our human resources team and recruiters to initially examine our internal database to find the right experienced candidate for the specific location. Additionally, we ensure hiring of the right candidates to be utilized when there are call outs or staffing shortages.

Scheduling

Planning for scheduling availability in staffing is a crucial aspect of workforce management. At Syra Health we utilize the perfect combination of people and digital tools for managing scheduling. Our dedicated scheduling lead and team **will be available 24/7** via email, and other contact methods to ensure the client needs are accurately and timely captured and the necessary clinical staff is alerted. We also use the *WhenToWork* platform to automate scheduling requests and also implement outreach methods. We share the platform login with our clients so that they can review the scheduling calendar in real-time.

Scheduling and Managing Tool: WhenToWork

This platform allows us to have additional call center support, the ability to view schedules, create schedules, change schedules, and allows us to know which employees have viewed their schedule and confirmed receipt. This platform also allows our staff to view information about recent shift and schedule changes and be notified immediately of the manager's changes. For your review, we have included some of the additional features of the *WhenToWork* platform.

- Create varied or repeating employee schedules each week
- Add shifts or copy shifts from a previous week or template online quickly
- Manually or automatically assign shifts, know who is available with time preferences
- Allows employees choose the shifts they want online
- Time off information is always available
- Employees can view published schedules from their own login
- Instant notifications are sent via email and text message
- Schedule reminders can be sent at any time
- Send Urgent Text Alert for instant contact with employees
- Allow employees to log in to pick up open shifts
- Allow employees to trade shifts and set up their own replacements
- Track which employees have seen & confirmed schedules
- Export schedule data for use in other programs (payroll, etc.)

This robust system ensures seamless scheduling management and minimizes disruptions due to staffing changes. *(Ref. Specifications 4.5)*

- Syra Health agrees and acknowledges WVVNF's right to seek another vendor in case we fail to provide a replacement within two weeks We are committed to ensuring the best talent in the market by leveraging our extensive network and proactive recruitment strategies to minimize any gaps in service. *(Ref. Specifications 4.6)*
- Syra Health commits to ensuring that our clients receive the most experienced and qualified healthcare professionals (i.e.: Nurse Practitioners, Registered Nurses (RNs), Licensed Practical Nurses (LPNs), Certified Nursing Assistants (CNAs), Physicians, certified school nurses, case coordinators, healthcare technicians, health plan specialists, Mental Health Professionals, epidemiologists, and other healthcare workforce personnel, combined with an unwavering and remarkable level of personal service. Syra Health's effective staffing methodology provides the benefits of the workforce, without the worry of hands-on management. We place a high priority on applicant screening to provide your organization with only the most qualified personnel. Our team evaluates existing hiring strategies to optimize the hiring efforts and ensure the best possible candidates are added to the team. Our dedicated team works collaboratively with key stakeholders and is always visible and accessible to achieve project requirements and objectives. Our devoted key staff is adaptable to blend with your agency's work environment, culture, and policies. This will eventually help to increase efficiency and maximize productivity.

Syra Health ensures that the NP assigned to the Agency will fulfill all necessary clinical responsibilities. NPs will perform clinical evaluations and develop treatment programs, document medical histories, create care plans, and manage records, referrals, and discharges. They will be responsible for reviewing charts to ensure quality and accuracy in medical documentation, prescribing orders for laboratory and diagnostic tests, and completing referrals for specialized medical services. NPs will also make daily rounds to residents to ensure ongoing care and support. Syra Health's seasoned recruitment and staffing team will make sure that the professional assigned to the agency has all the required qualifications, experience and knowledge of the tasks to be performed under the project. *(Ref. Specifications 4.7- 4.12)*

- At Syra Health, our healthcare professionals are committed to comprehensive patient care through effective collaboration and our recruitment team ensures that the proposed professionals are well aware of their expected responsibilities from the client. *(Ref. Specifications 4.13)*
- Our clinical team is currently composed of highly experienced team members averaging over **20 years** of clinical experience. As an essential element of our inclusive, innovative workplace, we continually seek to hire and develop the best employees with a variety of skills and experiences as per the client's requirements. We perform thorough unit assessments and screenings to ensure that the clinical personnel we recommend are a precise match in terms of both clinical competence and personality for your specific needs. Our commitment extends to ensuring that our provided NPs possess the essential skills and qualities needed, including effective collaboration with healthcare providers such as Dietitians, Dietary Managers, Wound Care Nurses for various ulcer treatments, and pharmacy consultants for medication management, all aimed at delivering comprehensive resident care. *(Ref. Specifications 4.13- 4.15)*
- Syra Health will ensure that the assigned NP will adhere to the working hours which are from 8am to 4pm and a three workday per week as determined by the Facility Administrator. The NP will take into consideration the WV State Holidays as per the agreement and Syra Health acknowledges that no payment will be made for the time off. *(Ref. Specifications 4.16)*
- Syra Health ensures that our assigned Nurse Practitioners will maintain proactive communication with attending Physicians, the Director of Nursing, and the Administrator to ensure coordinated patient care. They will also engage directly with families and residents to communicate treatment plans and care strategies clearly along with collaborating closely with external healthcare providers and facilities to coordinate comprehensive healthcare services for residents. Our rigorous screening and interviewing process, led by our team of highly experienced healthcare professionals averaging over 20 years of industry expertise, ensures that we deliver personnel who seamlessly integrate into your organization's care framework, meeting your healthcare staffing needs effectively. *(Ref. Specifications 4.17- 4.19)*
- Syra Health will maintain that the assigned NP will continue to cater to the healthcare needs of the residents while referring them to Physicians or other Healthcare Providers for specialized care as required. We will ensure high-quality and patient-centered care within your facility following this approach. *(Ref. Specifications 4.20)*
- Syra Health ensures that the designated professional becomes an active member of the Agency's Interdisciplinary Team. Our dedicated project manager will verify the NP's attendance at on-site meetings addressing falls and other care concerns as needed. This commitment enhances comprehensive care planning for residents, promoting a proactive approach to ensuring patient safety and well-being. *(Ref. Specifications 4.21)*
- Syra Health mandates that the NP maintains detailed documentation in electronic medical records, encompassing progress notes, treatment plans, orders, and assessments. This meticulous record-keeping ensures thorough and accurate management of patient care, adhering to industry standards and regulatory requirements. *(Ref. Specifications 4.22)*

- Syra Health will ensure that the NP will report directly to the Administrator to maintain clear communication and efficient decision making. *(Ref. Specifications 4.23)*
- Syra Health will maintain that the assigned NP will not manage the Nursing Department and will stick to the roles and responsibilities being allotted as per the contract. *(Ref. Specifications 4.24)*
- The Nurse Practitioner engaged through Syra Health will operate as a contracted staff and not an employee of the Agency, serving until the conclusion of the contract or in case of premature termination/resignation. *(Ref. Specifications 4.25)*
- Syra Health ensures that the assigned professional will be available by phone 24/7 as expected and Syra Health will request the Agency for a cell phone, if required. *(Ref. Specifications 4.26)*
- Syra Health acknowledges the Agency's expectation that NP will be responsive as needed, even during days off, to address any urgent situations that may arise, thereby ensuring continuous care and support for residents. *(Ref. Specifications 4.27)*
- Syra Health acknowledges and adheres to the requirement that the assigned NP be compensated for time spent on calls outside of regular working hours. *(Ref. Specifications 4.28)*
- Syra Health agrees and acknowledges that non-compliance with the rules and regulations stated in the contract constitutes a default. We commit to providing Contract Items in accordance with all requirements, specifications, and applicable laws. Should there be any failure in performance or compliance, we understand and accept that the Agency has the right to immediately cancel the contract or any release orders, and to pursue any other remedies available by law or equity. *(Ref. Specifications 7)*
- Syra Health will ensure that the assigned principal service personnel who require access to the Agency's facilities are properly identified and issued the necessary access cards and/or keys. We take responsibility for controlling these cards and keys, and in the event of loss or theft, we will pay the replacement fee of \$100 per occurrence. Syra Health or the dedicated account manager will also notify the Agency immediately if any card or key is lost, stolen, or missing. *(Ref. Specifications 8)*
- Syra Health certifies that we maintain a sufficient inventory of the Contract Items offered to meet our obligations under this Contract. We ensure our ability to supply the necessary items as specified in our bid response. *(Ref. Specifications 9.1)*

Syra Health understands the importance of effective monitoring and reporting. We commit to providing the Agency with quarterly reports and annual summaries that detail the items purchased, quantities, and total dollar value. Additionally, we will provide reports upon request, showing itemized purchases, quantities, and total values during the contract term. We recognize that failure to supply these reports may result in the cancellation of the Contract. Our approach involves regular communication with all stakeholders, ensuring that updates are provided at a consistent cadence (e.g., weekly or biweekly). This dedicated communication time allows us to adapt our

reporting process to meet evolving needs and deliver reports promptly and comprehensively. (*Ref. Specifications 9.2*)

- Please refer to the Contract Manager details: (*Ref. Specifications 10*)

Vendor Name:	Syra Health Corp.
Contract Manager:	Matt Kramer
Telephone Number:	463-345-8950
Fax Number:	888-614-5409
Email Address:	contracts@syrahealth.com

4.0 Syra Health’s Experience

We have achieved significant success in healthcare staffing and workforce development, particularly in State-owned health facilities, psychiatric hospitals, veteran homes, School Districts, educational institutes, and Department of Corrections facilities across the country. Our experience and expertise in these areas make us an excellent partner for requirements outlined in your solicitation.

Syra Health has a proven track record of exemplary service performance, consistently delivering projects on time, within budget, and in full compliance with contractual requirements. Our commitment to excellence is reflected in our history of successful project completions, where we have consistently met or exceeded our clients' expectations. Our dedication to contract compliance is unwavering, and we maintain rigorous quality control measures to uphold the highest standards of service delivery. Our current and past achievements demonstrate that Syra Health possesses the expertise to deliver staffing services of a scale and complexity like those outlined in this CRFQ.

Provided below are some of the case studies of our ongoing projects:

Case Study: 1

Title:	Staffing Services
Designation:	Prime Contractor
Facility:	Department of Child Services (DCS)/Indiana
Scheduled Completion Date:	2017 – current
Company Contact:	Lav Jhanji 317-350-0062 lavj@skilldemand.com

Description of Project:

Syra Health partnered with this contract to provide medical and non-medical personnel for DCS. This contract is primarily to augment the staffing of key personnel.

Work Performed

Syra Health supplies the following clinical personnel to DCS and ensures that each position is qualified as needed.

- o Registered Nurses (RNs)

- o Case Managers
- o Care Coordinators

Case Study: 2

Our second case study is our much renowned contract with Indiana – State-owned Psychiatric hospital – Neurodiagnostic Institute.

Title:	Staffing Services
Designation:	Prime Contractor
Facility:	Neurodiagnostic Institute, Indianapolis, Indiana
Scheduled Completion Date:	2021- 2025 (2 additional extension years)
Company Contact:	Patti Clift COO 317.441.8380 pgclift@att.net

Description of Project

Syra Health provides Department of Mental Health and Addiction, Neurodiagnostic Institute (State-owned psychiatric hospital) staffing services for all the NDI exclusively to (NDI) in Unit 2E and Unit 2W and supplemental staffing to other units of the NDI. Syra Health manages the daily and shift assignments for staffing services. All medical staff provided are registered, licensed, certified, etc., as required by law to provide medical services in the State of Indiana. This contract was won against a staffing company specializing in healthcare staffing over ten times in size.

Work Performed

Syra Health is registered, licensed, and authorized by the State of Indiana to provide medical staffing services in the State. The Neurodiagnostic Institute has eligibility criteria for all *Registered Nurses (RNs), mental health technicians, Licensed Practical Nurse (LPNs), Certified Nursing Aides (CNAs)* applicants prior to an assignment. Syra Health is expected to recruit, interview, and staff nurse providers with all requisite qualifications verified and licensing confirmed, such as:

- o 10-panel drug screening, background check, finger printing
- o Licensure in good standing with the Board of Nursing
- o CPR certification, TB testing, and immunization records
- o Previous work experience verification
- o Scheduling
- o Compliance – Staffing rules – dress code, tardy policies, and other hospital procedures

Performance and Achievements

Syra Health team stepped up to all the staffing requirements not just on the contracted units but across the hospital. Currently, Syra Health has about 100 clinical staff at the facility supporting the hospital in its entirety. Our team works with the hospital administration in optimal scheduling based on acuity daily. We also operate a 24/7 call support line for our employees to reach out to scheduling managers about changes to their schedules. Our current contract has been amended twice to supplement additional staff to support the increasing hospital needs.

Case Study: 3

Our third case study is with a private hospital network -Franciscan Health in Indiana. Syra Health has partnered with the issuing agency to support temporary to permanent medical personnel.

Title:	Staffing Services
Designation:	Prime Contractor
Facility:	Franciscan Health Hospitals
Scheduled Completion Date:	2020 – to current
Company Contact:	Feroz Syed 703-474-0743 ferozs@radcube.com

Description of Project:

Syra Health provides medical personnel across multiple locations. This contract is primarily to augment the clinical staff in various locations. This contract is a multiple-award contract where over ten staffing agencies are expected to fill client needs.

Work Performed

Syra Health supplies RNs, LPNs, MAs, CNAs, Behavioral Health Aides, and Mental Health Professional clinical personnel to Franciscan Health. Syra Health is expected to recruit, interview, and staff nurse providers with all requisite documents submitted to client such as:

- o Possess current state license/registration and/or certification
- o CPR/BLS/ACLS certification.
- o Meet applicable laws, regulations, and/or accreditation standards
- o Proof of pre-employment screening to include a physical (as applicable to State law) TB skin test results, Hepatitis B Vaccine/Declination, professional references, criminal background check(s), drug screen, skills check list and nurse testing.
- o One year of experience.
- o other criteria as may be required by each Facility.

Performance and Achievements

Syra Health team stepped up to all the staffing requirements in all hospital locations especially during the COVID-19 pandemic.

Case Study: 4

At Syra Health, we believe that successful organizations are a product of experienced and talented employees. Our fourth case study is with a private medical services provider. Syra Health has partnered with the issuing agency to support temporary to permanent medical personnel.

Title:	Staffing Services
Designation:	Prime Contractor
Facility:	Yes Care Corp.; Department of Corrections – Maryland, New Jersey, New Mexico, Florida, Pennsylvania, New York, Virginia, Kansas, Michigan

Scheduled Completion Date:	2021 – to current
Company Contact:	Bill Carr 800-729-0069 William.Carr2@Yescarecorp.com

Work Performed

Syra Health supplies Correctional *RNs, LPNs, MAs, CNAs, Behavioral Health Aides, and Mental Health Professional clinical personnel* to Corizon Health. Syra Health is expected to recruit, interview, and staff nurse providers with all requisite documents submitted to client such as:

- o Possess current state license/registration and/or certification
- o CPR/BLS/ACLS certification.
- o Meet applicable laws, regulations, and/or accreditation standards
- o Proof of pre-employment screening to include a physical (as applicable to State law) TB skin test results, Hepatitis B Vaccine/Declination, professional references, criminal background check(s), drug screen, skills check list and nurse testing.
- o One year of experience.
- o Other criteria as may be required by each Facility.

Performance and Achievements

Syra Health team stepped up to all the staffing requirements in the initial 5 States as per the initial contract. However, with improved recruitment strategies and volume of candidates, the issuing agency increased the scope of contract to another additional 5 states to support clinical staffing in jails and prison in which the issuing agency is the active and prime vendor.

Case Study: 5

Syra Health delivers licensed psychologists services to Mississippi Department of Human Services (MDHS) specializing in conducting psychological assessments and evaluations at Oakley Youth Development Center (OYDC) and various other specified sites. These assessments are geared towards establishing students' eligibility for special education services, meticulously aligned with the guidelines set forth by the Individuals with Disabilities Education Act (IDEA) and the policies outlined by the Mississippi Department of Education (MDE).

Title:	Licensed School Psychologists Services
Designation:	Prime Contractor
Facility:	Mississippi Department of Human Services (MDHS)
Scheduled Completion Date:	2023 to current
Company Contact:	Kimbley Hendrix CMPA Contracts Procurement Director 601-359-4784

Work Performed

Syra Health actively engages as a member of the Individual Education Plan (IEP) and/or Individual Treatment Plan (ITP) committee, collaborating with facility staff and other contractors delivering psychological or psychiatric services. Through this involvement, directives are provided for students identified with psychological and/or behavioral challenges, ensuring a holistic approach to their educational and treatment plans.

Our licensed psychologists conduct thorough assessments of special education students, interpreting data and assessments to determine their eligibility for specialized programming. These assessments serve multiple purposes, including identifying students with special education needs and aiding in the development of IEPs tailored to each student's requirements.

Additionally, our staff conduct psychological interviewing, testing, and screening as necessary to comprehensively assess students committed to OYDC. All assessments are conducted in strict adherence to the policies and guidance provided by the MDE and regulations outlined in the IDEA. The assessments conducted by Syra Health encompass a comprehensive array of methodologies and components to ensure a thorough understanding of each student's needs and circumstances. These assessments go beyond mere testing and encompass various stages aimed at gathering, interpreting, and documenting essential information.

Assessments include, but are not limited to:

- Interviewing
- Testing
- Screening
- Collection of Data
- Interpretation of Data
- Review of Records
- Reporting of Results

Minimum Components of assessments include:

- Social/School history
- Intelligence Assessment
- Achievement Assessment
- Emotional/Behavioral Assessment
- Mental Status
- Recommendations

Report of Written Results

Following assessments, Syra Health provides detailed written reports containing interpretations of assessment results and recommendations for the students' educational and treatment plans. These reports are crafted meticulously to ensure compliance with IDEA and all policy requirements set forth by the MDE.

Ultimately, the assessments conducted by Syra Health play a crucial role in determining students’ eligibility for special education programming, identifying their specific needs, and facilitating the development of tailored IEPs to support their academic and personal growth.

Syra Health is dedicated to upholding the stringent requirements set forth by the Health Insurance Portability and Accountability Act (HIPAA) to safeguard protected health information (PHI) on behalf of the MDHS. Our stringent practices ensure full compliance with HIPAA guidelines, guaranteeing the confidentiality, integrity, and availability of PHI.

By strictly adhering to HIPAA guidelines, Syra Health always maintains the confidentiality and privacy of patient information, fostering trust and confidence among MDHS, clients, and stakeholders.

We have also mentioned more recently awarded school projects in the table provided below along with other awarded active State Government contracts:

SYRA HEALTH State Government Contracts	
<ul style="list-style-type: none"> • FSSA/DMHA/State Epidemiology Workgroup Outcomes (SEOW) (Prime Vendor)-2021: Indiana Dept of Health - Substance Abuse Trends Consultation reports • FSSA/DMHA/Neuro Diagnostic Institute (NDI) (Prime Vendor)-2021: Trauma Informed Care (TIC) • Minnesota/Support Adoption of CLAS (Prime Vendor)-2023 • Washington, DC: Epidemiological Studies Report (Prime Vendor)-2023 • FSSA/OMPP/HHW and HIP (WMBE Sub-contractor)-2022 • Department of Corrections/Corizon Health (Prime Vendor)-2021 • FSSA/Department of Children Services (DCS)/Competency Services (Prime Vendor)– 2022 • Arizona/ Health Equity Trainings for Community Based Organizations (Prime Vendor)-2023 (3 Trainings) • The State of Kansas/ Staffing of Temporary Medical Personnel in State Psychiatric Hospitals (Prime Vendor)-2023 • Kansas- Temp Staffing for Social & Therapy Services-2023 • Maricopa County, Arizona/Temporary Medical Staff (Prime Vendor)-2022 • Washington, DC/ DBH/Temporary Nurse Staffing (Prime Vendor)-2023 • Virginia/Statewide Temporary Medical Services (Prime Vendor)-2023 • Oklahoma DOC/Temporary Medical Nurses (Prime Vendor)-2023 • Minnesota/Supplemental Nursing Services (Prime Vendor)-2023 • Ohio/Department of Veteran Affairs (DVA)/Temporary Nursing Staff-2023 • West Virginia/Direct Care Staffing Services (Prime Vendor)-2023 • Virginia DOC/Temporary Medical Services (Prime Vendor)-2023 • Washington, DC/Temporary Staffing Services (Prime Vendor)-2023 • New Jersey; Various Camden County Departments: Psychological Screening and Evaluation Services (Prime Vendor)-2023 	

- Mississippi Department of Human Services (MDHS)-2023: Licensed School Psychologist Services
- Douglas County, Nebraska/ Temporary Nursing Staff-2024
- AR: Little Rock School District: Board Certified Behavior Analyst (BCBA) Professionals-2024
- ICF International, CDC Behavioral Risk Factor Surveillance System - 2023
- Shelby County Health Department, Tennessee, Epidemiologist Staffing
- City of San Antonio Metropolitan Health District, Racial and Equitable Approaches to Community Health (REACH)- 2023
- Indiana Division of Public Administration, Public Health, and Healthcare Readiness Assessments - 2024
- City of Portland, Maine, Social Determinants of Health Accelerator Plan Development – 2024
- Greenville County Schools, South Carolina SPED Psychologist Services – 2024
- Putnam/Northern Winchester Board of Cooperative Educational Services (PNW BOCES), New York Behavioral Support and Services - 2024

5.0 Syra Health's Key Personnel

Syra Health utilizes our in-house resources for all our projects ensuring consistency, reliability, and accountability throughout the project lifecycle. Our clinical team is currently composed of highly experienced team members averaging over **20 years** of clinical experience. As an essential element of our inclusive, innovative workplace, we continually seek to hire and develop the best employees with a variety of skills and experiences. We conduct in-depth unit assessments and screenings to confirm the clinical personnel we recommend are both clinically and personally fit for your requirements. Each member of our team undergoes rigorous screening and training processes to ensure they meet the highest standards of competence and professionalism. This ensures that the proposed project staff is highly capable of effectively meeting the client's requirements.

In summary, our key personnel include:

- **Executive Leadership, CEO- Deepika Vuppalanchi, PhD** – Women leader in sciences. Oversees clinical workforce activities and opportunities for growth organically and inorganically. <https://www.linkedin.com/in/deepikav/>

Deepika Vuppalanchi has served as Chief Executive Officer and director of the Company from November 2020. Dr. Vuppalanchi has over 10 years of experience in medical research and healthcare. From August 2017 to November 2020, Dr. Vuppalanchi served as a Senior Medical Director of Precision for Value, a company assisting pharmaceutical and life-sciences clients with strategy for product development and commercialization. Dr. Vuppalanchi holds a Doctor of Philosophy degree and Master of Science degree in Molecular Biology and Genetics from the University of Delaware.

Dr. Deepika Vuppalanchi, alongside our quality and compliance officers, ensures robust oversight and adherence to standards. Furthermore, our current staff includes individuals bringing invaluable insights and best practices for navigating project implementations while prioritizing quality and cost-effectiveness.

- **COO-Project Manager/Director -Priya Prasad** -Priya Prasad has served as Chief Operating Officer of the Company since March 2022. Since March 2005, Mrs. Prasad has served as President of STLogics Corporation, a diversified technology holding company. Mrs. Prasad holds a Master of Business Administration degree from the University of Massachusetts. <https://www.linkedin.com/in/priya-prasad-6367325/>
- **Staffing Coordinator- Shauna Blankenship-** Blankenship has 16+ years of experience as a Clinical Workforce Staffing Coordinator with strong organizational skills and a focus on fulfilling scheduling requirements. Exceptional record of meeting tight deadlines and ensuring accuracy in scheduling.
- **Human Resources Director: Jacop Lucas**– Senior Director of Human Resources: Brings in vast years of recruitment experience and management of recruitment teams. <https://www.linkedin.com/in/jacop/>
- **Account Manager/POC: Silvia Bekeris** – General Manager, Clinical Workforce: A leader with years of experience understanding the operations of healthcare organizations <https://www.linkedin.com/in/silvia-bekeris-65054257/>
- **Recruiting Director and Contract Manager: Matt Kramer-** An expert in recruiting and adhering to contractual requirements as it pertains to ensuring qualified staffing of the requested positions. He will also be assigned as the contract manager for the project. **Additionally, we will have 4-5 recruiters that will assist Kramer with recruitment.**

Please refer to *Attachment 2* of this proposal for the resumes of our above-mentioned key personnel assigned to the project.

Syra Health possesses qualified and seasoned candidates who serve as an additional resource for our staff. These candidates bring a wealth of experience and expertise across various healthcare disciplines, ensuring that our team has access to a broad spectrum of skills and knowledge. Additionally, we offer comprehensive training programs and support services to further enhance the capabilities of our staff.

6.0 Staffing Plan Methodology

Syra Health’s mission statement, our core values, and understanding your need as a customer helps shape our methodology. Please refer to the staffing plan and approach we follow at Syra Health to ensure that our clients receive the best talent and top-quality services.

Syra Health utilizes efficient capacity planning practices that involve determining production capacity and workforce needs to make sure the project requirements are equipped to meet the demand. Our Operational Management, and Human Resource teams all participate in labor requirements, forecasting, and workforce planning. Our general methodology is to:

1. Develop a Work Breakdown Structure (WBS) aligned with defined tasks,
2. Define required skills and map labor categories,

3. Determine the level of the total effort required for each Labor category through analysis of workload data, facility/asset inventories, coverage, and location requirements, and
4. Determine the number of personnel required to meet the effort forecast and additional personnel required to ensure staffing continuity for absences.

Management Approach

We provide end-to-end recruitment services with few differentiators detailed below:

- Committed and dedicated teams for each customer
- Rapid and meaningful response to requests
- Detailed and compliant screening process
- Experienced, high-performance, and dedicated healthcare workforce personnel
- Continuously offer competitive rates
- Remarkable maintenance of employer/employee relationships

Syra Health utilizes JCAHO guidelines to allow effective day-to-day work practices by streamlining workflows and processes. Our best practices help with minimizing turnover and clinical incidents for our customers and the corporation.

Project Management Kick Off

With our multitude of years of experience in staffing for healthcare, we provide a proven process for initiating and integrating our team into your organizations processes with simplicity, seamless methodologies. Our initiation plan consists of the following steps:

- Understanding and aligning with the onboarding requirements and within the specified timeline
- Implementation plan which details the tasks, assigned personnel, account manager, milestones, invoices and other details related to the project
- Account and client email setup, customizing the electronic timekeeping.
- Transition of any existing healthcare workforce personnel compliantly

Syra Health's Compliance Standards

For all clinical workforce, Syra Health will reinforce and present our compliance standards that is in accordance with all applicable federal, state and Local county laws, ordinances, nursing and industry standards, the specific policies and directives of your organization including West Virginia Constitution, West Virginia Code, or West Virginia Code of State Rules and other requirements of any kinds as per the agreement.

- Recruitment compliance with the standards established by JCAHO, HIPAA, OSHA and those accepted as best practice under clinical standards and as stated in the agreement.
- Maintain patient confidentiality and health records in accordance with HIPAA rules and state/county policies on PHI.
- Maintain compliance with all qualifications and onboarding requirements.
- Remain in compliance with OSHA standards and regulations as applicable.

Screening and Interview Process

Our in-depth screening and interviewing process allows us to fulfill healthcare workforce staffing needs as they arise. Our team is composed of highly experienced team members averaging over **20 years** of healthcare experience. We conduct in-depth unit assessments and screenings to confirm the personnel we recommend are a great fit for your organization.

Employment Application: A complete application, including education, certifications, licenses, work history, and 3 references is required prior to candidate consideration. CV and driver's license will be obtained from the candidate.

Initial Telephone Screening: Assessed for their motivation to make a job change, education, credentials and licensure, clinical experience, and references.

Skills Proficiency Checklist: The skills checklist, as mentioned under the Scope of Work and technical specifications, must be completed by the candidate prior to consideration for any position. This checklist also includes basic computer skills assessment.

Clinical Interview/Shadowing: Our healthcare workforce staffing coordinator closely interviews the candidate using a targeted, situational- and behavioral-based questionnaire to assist in determining character and work ethic.

Qualification and Onboarding Process

We have a seasoned **credentialing team** to assist with provider credentialing, privileging, and licensing.

An **onboarding checklist** and packet with required documents will be provided to the client.

Supporting Documentation: Driver's license, resume and other supporting documents will be provided to the client as per the requirements.

Professional Certifications: Primary source verification, tracking certification dates, and maintenance of validity of certificates are essential parts of our credentialing and onboarding process. Current WV registered Nurse Practitioner License, Cardiopulmonary Resuscitation (CPR) card, State Certification, First Aid Certification, BLS certification from AHA is a mandatory requirement for all healthcare professionals employed with Syra Health, *except for positions that do not involve patient care.*

TB Testing: Copy of current TB test will be provided - with all positive skin tests resolved by a negative chest x-ray and physician statement indicating symptom-free status. Syra Health provides the benefit to prospective employees for immunizations and/or antibody titer testing and TB skin testing annually. If a TB is expired, we require a two-step TB test in accordance with CDC guidelines. We track TB testing due dates and actively facilitate a process.

Immunizations Verification: Prospective employees' immunization history on Hepatitis B, MMR, Varicella, Tetanus-Diphtheria, and seasonal influenza will be provided to our clients. We track immunization due dates and facilitate a process for employees to obtain updates.

State Licensure: Copies of current WV registered Nurse Practitioner License completed primary source verifications, National Provider Identifier, board certification, DEA registration certificate, dispensing license will be collected, verified, and provided to client.

Education & Work History Verification & Professional References: Education verification will be performed upon client specifications. Work history verification is performed via direct contact with facilities the candidate worked at including at least three (3) years of Long-Term Care Experience is a must and should abide by all Federal and State Long Term Care regulations and if necessary, third-party vendors such as Hire Right.

INS Eligibility Verification: Eligibility to work in the US is verified in accordance with INS regulations. Additionally, we verify new hires with the federal "E-Verify" Program.

Drug Screening: Syra Health will conduct a comprehensive drug Twelve (12) Panel Drug screening of each new hire which is done to check the presence of Amphetamines, Barbiturates, Benzodiazepines, Buprenorphine, Cocaine, Extasy/MDMA, Methamphetamines, Methadone, Opiates, phencyclidine (PCP), and Propoxyphene, and THC. (*Ref. Specifications 2.6*)

Background Clearance/Fingerprinting: We conduct a comprehensive background check on each new hire and employees with a gap of employment with Syra Health of greater than six months consisting of: 1) Social Security Number Match; 2) OIG/HHS - Excluded Individuals; 3) EPLS/GSA – includes OFAC search of SDN and Blocked Persons; 4) Motor Vehicle Records; 5) County Criminal; 6) Nationwide Criminal Database search; 7) State Sexual offender/Predator. Other detailed information is provided under *Section 3.2 Mandatory Requirements and Other Specifications* of this proposal.

Client Specifications: We track and provide additional client specification documents such as additional physical examinations, blood antibody titer testing, repeat drug testing, respiratory fit testing, OSHA Safety Training certification, or additional background check information.



Syra Health devotes one **account manager** to your organization that is an expert in all specialties and your point of contact for no additional charge. The account manager’s responsibilities include finding and screening healthcare workforce professionals, facilitating interviews, overseeing credentialing, and managing staff once deployed.

Orientation and Training

Syra Health Orientation and Training: Syra Health provides training to new employees on foundational topics including General workplace safety and lifting guidelines; and policies for reporting workplace hazards and/or personal injuries. Health equity training, and trauma-informed care are also part of our training program and other relevant topics as per the project.

Client Orientation and Training: Syra Health will provide employees with orientation training regarding the performance of their assigned duties in the assigned facilities’ environment. Any preboarding coursework will be assigned to new hires and followed-up to ensure completion. All new hires will attend the clinical orientation as defined by the client.

Performance & Additional Client Provided Training: Syra Health employees may be required to attend additional training as determined by your organization. Syra Health acknowledges and understands the time, effort and sentiment that goes behind providing education and training. Computer literacy is a core competency for all our staff.

Performance and quality checks

Syra Health account managers and healthcare workforce managers monitor our staff’s performance in the areas of compliance to safety and security policies, drug- and alcohol-free while on duty, attendance, communication skills, job attitude, productivity, job performance, abiding to float policies, job proficiency, and other rules and policies etc. Our checks are done in a periodic and timely fashion which includes some of the following ways:

- Syra Health’s account manager will be in constant touch with the administrator to ensure the performance and quality of the worker is still according to the standards of the Agency and if the professional is complying with the contract terms and conditions.
- Syra Health will request an evaluation report or overview when the assignment is complete to get a sense of the quality of the performance and productivity. This is done over the phone or survey by email/fax, or any other convenient way as defined by supervisor.
- Syra Health upholds quality and commitment to the customer, and hence only retains workers that meet or exceed our standards.

Penalties

Syra Health serves in utmost integrity, trust, and commitment. We hold all our staff accountable to our core values that define who we are. Progressive disciplinary actions will be used for corrective action on Syra Health’s employed personnel. Formal counseling, followed by verbal and written warning, suspension, or termination of employment are typical activities performed in a sequential manner adhering to the contract.

Attachment 1: Proposed Staff Resume

Natalie

Summary

Knowledgeable Nurse Practitioner with over 7 years of nursing experience delivering high-quality care to patients in intensive care, skilled care units, and medical-surgical care units. Over two years of practice in Neurology and in home comprehensive physical examinations for health risk assessments. Quick learner that enjoys taking on a new challenge. Highly organized and proactive in managing patient needs. Seeking a position with opportunity for continual professional growth.

Education and Training

Franciscan University of Steubenville - Steubenville, OH | Master of Science in Nursing, Family Nurse Practitioner

08/2020

Ohio University - Athens, OH | Bachelor of Science in Nursing

04/2018

West Virginia Northern Community College - Wheeling, WV | Associates Degree of Applied Health Science in Nursing

05/2015

Experience

NURSE PRACTITIONER- NEUROLOGY | 09/2020- Present

Weirton Medical Center – Weirton, WV

NURSE PRACTITIONER-FAMILY HEALTH | 09/2020- Present

SIGNIFY HEALTH – Weirton, WV

NURSING CLINICAL INSTRUCTOR | 11/2018- 03/2018

WEST VIRGINIA NORTHERN COMMUNITY COLLEGE – Weirton, WV

FLOAT POOL REGISTERED NURSE | 08/2017 to Current

Weirton Medical Center - Weirton, WV

INTENSIVE CARE REGISTERED NURSE | 05/2017 to 12/2017

Ohio Valley General Hospital - McKees Rocks, PA

CRITICAL CARE UNIT REGISTERED NURSE | 05/2016 to 05/2017

Weirton Medical Center - Weirton, WV

MEDICAL SURGICAL REGISTERED NURSE | 05/2015 to 05/2016

Weirton Medical Center - Weirton, WV

Credentials

American Nurses Credentialing Center (ANCC) FNP-BC

APRN-CNP WV

APRN-CNP OH

APRN-CNP PA

NPI

DEA

CAQH Provider

Certifications

Advanced Cardiac Life Support (ACLS)

Basic Life Support (BLS)

Pediatric Advanced Life Support (PALS)

Honors and Rewards

2016-2017 Weirton Medical Center Nursing Excellence Award Critical Care

References

Available upon request



SKYLAR

CAREER STATEMENT

“Patient-focused and empathetic licensed registered nurse/nurse practitioner. Bringing with them 7 years of clinical experience including 3 years of oncology; 1 year as an Oncologic Nurse Practitioner and 2 years of obstetric nursing, care and extensive knowledge to help improve the lives of their patients.”

EDUCATION

Bachelor's Degree in Nursing
West Virginia University
2015- 2019

Master's Degree in Nursing
Chamberlain University
2019-2022

LICENSE

RN - Registered Nurse
US. West Virginia, compact state

AANP Certification

CLINICAL EXPERIENCE

Family Nurse Practitioner Student
Tygart Valley Total Care Clinic
Grafton, WV
September 2021-June 2022

- Primary Care
- Acute Care
- COAT clinic

WORK EXPERIENCE

Nurse Practitioner | October 2022- present
WVU UHC Cancer Center | Bridgeport, WV

- Round on hematology/oncology inpatients
- Bone marrow biopsies
- Create benign hematology treatment plans
- Assess chemotherapy patients for treatment days

Registered Nurse | January 2021 – October 2022
WVU Medicine Labor & Delivery | Morgantown, WV

- Antepartum, Postpartum, newborn and labor nurse
- High risk obstetric care
- Patient advocacy
- Assisting in IUD and Nexplanon insertion
- Operating Room assistance

Registered Nurse | October 2020 – October 2022
United Hospital Center: Infusion Center | Bridgeport, WV

- 3-4 Outpatients at a time
- Chemotherapy Infusion
- Blood product administration
- Therapeutic phlebotomy
- Close collaboration with APP and Physicians
- PIV insertion, port access and blood draws

**Hematology Oncology/Bone Marrow Transplant
Registered Nurse**
WVU Medicine, Ruby Memorial | June 2019 –September 2020

- 3-5 inpatient assignment
- Inpatient chemotherapy administration
- Wound care
- PIV insertion, port access and blood draws
- Collaboration with APP and Physicians
- Patient advocacy

Attachment 2: Key Personnel Resumes

Deepika Vuppalanchi, PhD

• deepikav@syrhealth.com

PhD Molecular Biologist with a broad medical communications and scientific research experience

- Extensive medical writing and providing strategic oversight in areas of immunology (psoriasis, psoriatic arthritis, rheumatoid arthritis, Crohn's disease and ulcerative colitis), cardiology, oncology (lung, central nervous system, hematologic cancers), metabolic disorders, osteoporosis, and women's health (uterine fibroids and endometriosis)
- Medical writing expertise in managed care markets (payers)
- Scientific research experience in areas of neuroscience (neurodegenerative diseases, pain, and neuropsychiatric disorders), cardiovascular, and oncology
- In-depth knowledge of drug pharmacology, molecular and cellular biology, and protein biochemistry
- Strong scientific publication record and multiple abstract/poster presentations
- Experience in pharmaceutical drug launches and label updates
- Excellent leadership and organizational skills

WORK EXPERIENCE

CEO

Syr Health Corp (November 2020 - current)

- Chief executive officer and co-founder of Syr Health

Medical Director

Precision For Value (August 2017 – November 2020)

- Drive and execute pharmaceutical payer communication strategies through development of key payer value propositions
- Development of clinical and economic value elements (FDAMA content) that resonate with payers
- Work through approval of managed care materials through pharmaceutical medical, regulatory, and legal reviews
- Supervise, mentor, and manage a team of medical writers
- Experience collaborating with key payers from national managed care organizations and clinical key opinion leaders to gain real world insights
- Plan, develop materials, and work with brand/medical teams to execute advisory board meetings

Medical Director

Symbiotix (HAVAS Network) (May 2016 – August 2017)

- Leadership on clinical aspects during strategic planning and project meetings with internal, brand teams, and key opinion leaders
- Collaborate with internal and client parties to help identify creative solutions, and to constantly improve the level of fulfillment of client vision; contribute significantly to timeline and resource planning to meet deliverable milestones
- Involvement in strategic discussions and business development efforts, attending live pitches to showcase clinical capabilities
- Responsible for planning and developing HCP and patient promotional/ educational materials and Medical Affairs training content (eg. MSL decks, conference insight reports)
- Supervise and mentor other in-house and contract medical writing resources
- Responsible for ownership of client relationship, partnering with account teams to build confidence in clinical service offerings
- Maintain a current knowledge of industry trends and standards and key medical topics and terminology in order to serve as a credible resource to internal and client teams
- Plan, develop materials, and work with brand/medical teams to execute advisory board

Medical Director

DWA Healthcare Communications (AVANT Healthcare Marketing) (Feb 2013 – April 2016)

- Provide strategic direction and hands-on development of exceptionally high-quality medical and scientific content across multiple therapeutic areas
- Responsible for development of medical content to ensure clinical accuracy and validity, while maintaining full compliance with legal, regulatory, and company requirements, as well as, US laws and regulations
- Apply practice guidelines, performance measures, quality improvement, and other relevant, evidence-based data sources to establish and attain desired outcomes of educational interventions
- Responsible for establishing, fostering, cultivating and maintaining relationships with key opinion leaders (KOLs) and serve as a liaison between KOLs, commercial teams, and the company's medical affairs group
- Organize and participate in clinical and commercial advisory boards and partner with medical affairs and brand teams to gain insights from KOLs on strategic clinical and marketing recommendations
- Collaborate with project leads to manage scope of project within budget and according to timelines/deadlines as well as identification of risks and development of mitigation strategies
- Manage and provide leadership to a team of medical writers
- Championed the 'medical storytelling' concept through partnering closely with medical, creative and marketing, as well as with regulatory staff and KOLs to build compelling, evidence-based narratives that are scientifically robust, innovative and compliant
- Wrote promotional and disease state peer-to-peer slide kits, and supporting materials such as speaker notes, moderator guides, and leave behinds
- Collaborated and worked closely with internal marketing teams for business development strategy and business opportunity development
- Collaborated with multimedia personnel on illustrations, animations, and creative applications of medical and scientific information

RESEARCH EXPERIENCE

- **Post-Doctoral Research Scientist**, Indiana University School of Medicine, Indianapolis, IN (March 2010 to Feb 2013)
- **Research Assistant**, Ph.D. dissertation, Al DuPont Hospital for Children, University of Delaware, Newark, DE (Feb 2005 to Jan 2010)
- **Research Assistant**, MS thesis, Cancer and Cardiovascular laboratory, University of Delaware, Newark, DE (Aug 2002 to Nov 2004)

EDUCATION

- Molecular Biology and Genetics, **PhD, University of Delaware** (Feb 2005 – Jan 2010)
- Molecular Biology and Genetics, **MS, University of Delaware** (Aug 2002 – Nov 2004)

SELECTED PUBLICATIONS

- Merianda TT, Gomes C, Yoo S, **Vuppalanchi D**, Twiss JL. (2013) Axonal localization of neuritin/CPG15 mRNA in neuronal populations through distinct 5' and 3' UTR elements. *J Neurosci.*;33(34):13735-13742.
- Yoo S, Kim H, Donnelly CJ, **Vuppalanchi D**, Kim P, Park M, Lee SJ, Merianda TT, Perrone-Bizzozero N, Twiss JL. (2013) A HuD-ZBP1 ribonucleoprotein complex localizes GAP-43 mRNA into axons through its 3' untranslated region AU-rich regulatory element. *Journal of Neurochemistry*;126(6):792-804.
- Donnelly CJ, Park M, Spillane M, Yoo S, Pacheco A, Gomes C, **Vuppalanchi D**, Kim HK, Merianda T, Gallo G, Twiss JL. (2013) Axonally synthesized beta-actin and GAP-43 proteins support distinct modes of axonal growth. *Journal of Neuroscience*;33(8):3311-3322.
- Merianda TT, **Vuppalanchi D**, Yoo S, Blesch A, Twiss JL. (2013) Axonal Transport of Neural Membrane Protein 35 mRNA Increases Axon Growth. *Journal of Cell Science*;126(Pt 1):90-102.
- **Vuppalanchi D**, Yoo S, Williams G, Merianda TT, Donnelly C, Willis DE, R Ratan, Twiss JL. (2012) Translational

regulation of axonal chaperone protein mRNAs in response to stress. *Molecular and Cellular Neuroscience*; 50(2):136-46.

- Yaakov K, Dagan S, Segal-Ruder Y, Shalem O, **Vuppalanchi D**, Willis DE, Yudin D, Rishal I, Blesch A, Pilpel Y, Twiss JL, Fainzilber M. Axonal transcription factors signal retrogradely in lesioned peripheral nerve. (2012) *EMBO Journal* 31, 31(6):1350-1363.
- **Vuppalanchi D**, Coleman J, Yoo S, Merianda TT, Yadhati A, Blesch A, Willis DE, Twiss JL (2010) Conserved 3' UTR sequences direct subcellular localization of chaperone protein mRNAs in neurons. *Journal of Biological Chemistry*; 285(23):18025-18038.
- **Vuppalanchi D**, Willis DE and Twiss JL (2009) mRNAs and protein expression in axons. *Cell Biology of the Axon, Results Probl Cell Differ.* 2009 Jul.
- Merianda TT, Lin AC, Lam JS, **Vuppalanchi D**, Willis DE, Karin N, Holt CE, Twiss JL (2009) A functional equivalent of endoplasmic reticulum and Golgi in axons for secretion of locally synthesized proteins. *Molecular and Cellular Neuroscience*; 40(2):128-142.
- Yudin D, Hanz S, Yoo S, Iavnilovitch E, Willis D, Gradus T, **Vuppalanchi D**, Segal Ruder Y, Ben-Yaakov K, Hieda M, Yoneda Y, Twiss JL, Fainzilber M (2008) Localized regulation of axonal RanGTPase controls retrograde injury signaling in peripheral nerve. *Neuron* 59(2):241-252.
- Chang JH, **Vuppalanchi D**, van Niekerk E, Trepel JB, Schanen NC, Twiss JL (2006) PC12 cells regulate inducible cyclic AMP (cAMP) element repressor expression to differentially control cAMP response element-dependent transcription in response to nerve growth factor and cAMP. *Journal of Neurochemistry* 99(6): 1517-1530.
- Naik MU, **Vuppalanchi D**, Naik UP (2003) Essential role of junctional adhesion molecule-1 in basic fibroblast growth factor-induced endothelial cell migration. *Arteriosclerosis, Thrombosis and Vascular Biology* 23(12):2165-71.

POSTER PRESENTATIONS

- **Vuppalanchi D**, Yamamoto W, Peper C, Cumbay M, Oxford GS (2012) Conserved residues in the transmembrane domains of the dopamine D2 receptor impart a role in its functional selectivity. 42nd Annual Society for Neuroscience Meeting, New Orleans, Louisiana.
 - **Vuppalanchi D**, Yamamoto W, Cumbay M, Oxford GS (2011) Functional selectivity of agonist signaling through D2-like receptors is modulated by key residues in specific transmembrane domains. 41st Annual Society for Neuroscience Meeting, Washington DC.
 - Yoo S, Donnelly CJ, **Vuppalanchi D**, Perrone-Bizzozero NI, Twiss JL (2011) Axonal GAP-43 mRNA shows dual modes of post-transcriptional regulation in injury conditioned neurons. 41st Annual Society for Neuroscience Meeting, Washington DC.
 - Yoo S, **Vuppalanchi D**, Merianda TT, Willis DE, Perrone-Bizzozero NI, Twiss JL (2008) GAP-43 UTR containing the HuD-binding site are needed for axonal mRNA transport and modulate axonal outgrowth: 38th Annual Society for Neuroscience Meeting, Washington DC.
 - Merianda TT, **Vuppalanchi D**, Yoo S, Willis DE, Coleman JK, Twiss JL (2008) Axonal translation of NMP35 and Neurtin mRNAs contributes to intrinsic neuronal growth capacity: 38th Annual Society for Neuroscience Meeting, Washington DC.
 - **Vuppalanchi D**, Willis DE, Merianda TT, Twiss JL (2007) Localized translation of axonal calreticulin mRNA upon ER stress: 37th Annual Society for Neuroscience Meeting, San Diego, California.
 - Coleman JK, **Vuppalanchi D**, Merianda TT, Willis DE, Twiss JL (2007) Determinants for localization of calreticulin and amphoterin (HMGB1) mRNAs into axons: 37th Annual Society for Neuroscience Meeting, San Diego, California.
 - Merianda TT, **Vuppalanchi D**, Willis DE, Zheng JQ, and Twiss JL (2006) Regulation of membrane protein synthesis in regenerating axons: 36th Annual Society for Neuroscience Meeting, Atlanta, Georgia.
 - **Vuppalanchi D**, Willis DE, Merianda TT, Twiss JL (2005) Axonal chaperone mRNAs are translationally regulated by ER stress: International Symposium of Neural Regeneration, Monterey Bay, California.
 - **Vuppalanchi D** and Naik UP (2003) CIB is involved in cellular adhesion and migration of human breast cancer cells on collagen: 23rd Annual meeting of American Society of Cell Biology, San Francisco, California.
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PRIYA PRASAD

Email – priyap@syrahealth.com Phone: (91) 9841 8311

Summary

Change management leader with the ability to implement operational change to meet current and future requirements, right sizing and redirection of business focus and personnel. Proven ability to identify and implement efficiency and operational solutions to ensure compliance while maximizing revenues, quality and productivity.

Executive Overview: Take-charge executive leader experienced in taking businesses to the “next level”. Focus on revenue growth, financial/cash flow management, inter-departmental communications and driving operational excellence. Strong focus on customer voice, satisfaction and loyalty. Facilitate and spearhead employee motivation, management development and cross-functional training. Strong emphasis on measurable results through well-defined goals and KPIs both internally and externally.

Skill Sets: All aspects of product development and delivery including market analysis, business case analysis, launch strategy, competitive analysis, cost analysis, profitability analysis and strategic acquisition (build vs. buy). Demonstrated ability to acquire and maintain new customers, strategic partnerships and alliances. Develop and negotiate business and partnership agreements producing “win-win” results. History of successfully creating and meeting comprehensive operating plans and budgets through aggressive cost control and cost management leading to increased profitability across product and services segments of business. Decisive leadership known for making the “hard decisions” required to achieve company financial and strategic goals and initiatives.

Summary of Qualifications: Well-rounded executive career spanning sales & marketing, business development, operational, finance and with board of directors both in management and as a board member. Industry experience in Healthcare, IT, Energy, Financial services. Skilled in major account management and building strategic relationships and partnerships.

Employment

Syra Health Corp.

March 2022- Present

Chief Operating Officer

- Provide management to staff and leadership to the organization that aligns with the company’s business plan and overall strategic vision.
- Drive company results from both an operational and financial perspective working closely with the CFO, CEO and other key executive team members.
- Spearhead the development, communication and implementation of effective growth strategies and processes.
- Work with other c-level executives on budgeting, forecasting and resource allocation programs.
- Work closely with senior management team to create, implement and roll out plans for operational processes, internal infrastructures, reporting systems and company policies all designed to foster growth, profitably and efficiencies within the company.
- Forge strategic partnerships and relationships with clients, vendors, banks, investors and all other professional business relationships.

PRIYA PRASAD

STLogics
President

Jan 2009-Present

- Oversee the management and administration of the business development function including staff, strategic planning, and budget
- Participate in the formation of corporate strategies, goals, and objectives
- Promote design, engineering, and manufacturing excellence to secure meaningful competitive advantages for the company and its clients
- Provide direction and product development leadership to both clients and staff in all appropriate operational and program product development activities
- Establish a focused and committed attitude toward the risk assessment and management
- Support ongoing product development programs including, client liaison and communication, strategic consultation, timeline management, identification and timely response to all program scope changes, risk management assessment, and the quality of the deliverable and the effective delivery and presentation of the work
- Liaison with the different division heads within STLogics to help identify and address any problem areas; provide direction, and offer any assistance that may be required to accomplish the mission for the completion of the projects

STLogics
Director

Sept 2004- Jan 2009

- Facilitate focus on high priority projects and streamlined resources for the projects
- Define and communicate project milestones, service level agreements, and resource allocation to executive team, department leads, support staff, and end users
- Support ongoing product development programs including, client liaison and communication, strategic consultation, timeline management, identification and timely response to all program scope changes, risk management assessment, and the quality of the deliverable and effective delivery.
- Oversee negotiation and administration of vendor, outsourcer, and service agreements
- Take a lead role in hiring and recruiting and building teams
- Liaison with the different division heads within STLogics to help identify and address any problem areas; provide direction and strategy for goals accomplishment.

Medho Technologies
Account Manager

May 2001-May2003

- Liaison between the client and the company serving as the primary customer contact for technical and business issues
- Work with Sourcing Analyst to develop appropriate sourcing strategies
- Develop and manage strong consultative relationships with hiring managers and candidates.

Shauna Blankenship

[REDACTED]

[REDACTED]

Professional Summary:

I have 16 years' experience in the medical field in various departments such as transcription, administration, health record management, and providing invaluable support to health care professionals. I am a dedicated individual with a strong focus on patient care. Highly skilled in using EHR systems to collect and document patient information. Experienced in providing patients with detailed information regarding appointments and medical care. Exceptional record of meeting tight deadlines and ensuring accuracy in scheduling.

Experience:

CLINICAL WORKFORCE STAFFING COORDINATOR, Carmel, Indiana

Syra Health, August 2023-Present

- Identifies the clients' staffing needs and develops strategies to fulfill them.
- Assist the HR department with hiring, training, and onboarding of new employees.
- Ensure compliance of all staffing procedures with company policies and legal standards.
- Prepare employee work schedules.
- Create daily staffing reports, monitor employee performance, and submit weekly reports to management.
- Ensure correct employee compensation by collaborating with payroll coordinators/associates.
- Perform workforce management reporting, analysis, recommendations, and administrative tasks related to staffing and scheduling functions.
- Strong interpersonal skills to develop relationships with clients and employees.

MEDICAL SCHEDULER, Edmonton, AB

Medical Imaging Consultants, May 2007-July 2023

- Utilized electronic medical records system to create, update and manage patient data.
- Scheduled new and return appointments in electronic systems.
- Protected security of medical records to maintain patient confidentiality.
- Maintained a high level of professionalism when interacting with patients and other staff members.
- Utilized problem-solving skills to develop creative solutions when faced with complex issues.

- Obtained and entered authorizations and correspondence relating to referrals in patients' charts and computers.
 - Maintained accurate patient files by verifying insurance coverage and obtaining authorization for services prior to scheduling appointments.
 - Entered data into electronic medical records system accurately and efficiently.
 - Resolved conflicts related to scheduling discrepancies or miscommunications between provider offices.
 - Provided excellent customer service by addressing questions or concerns of patients in a professional manner.
 - Proficient in transcribing audio recordings of medical dictation into patient records accurately and quickly.
 - Built and maintained knowledge of human anatomy and physiology and medical terminology.
 - Read handwritten report worksheets to flag and report discrepancies to physicians.
 - Expertise in using digital transcription equipment to record notes from doctors' visits.
- Reviewed and edited transcribed reports or dictated material for spelling, grammar and proper medical terminology.
- Ability to work independently with minimal supervision while meeting tight deadlines.
 - Utilized resources and reference materials to proofread transcribed reports for dictation inconsistencies, discrepancies, or inaccuracies.
 - Adhered to transcription quality assurance standards.
 - Well-versed in handling sensitive information discreetly according to hospital policies.
 - Highly skilled in using computer programs, such as Microsoft Word and Excel, to create documents and spreadsheets.
 - Average typing speed of 80 words per minute.

Education:

MEDICAL TRANSCRIPTION IN DIPLOMA, Edmonton, AB

Northern Alberta Institute of Technology, May 2007

Skills:

- Critical thinking
- Possess excellent communication and written skills to effectively speak to employees and write reports
- Mathematical skills to verify payroll.

- Expert at collecting Intake Information
- Average typing speed of 80 words per minute
- Provide quality patient care and follow-up
- Highly proficient with navigating Medical Software and understanding medical terminology
- Excellent at Time Management

SILVIA BEKERIS

OBJECTIVE

Highly attentive, detailed client service professional who appreciates the critical importance of maintaining productive relationships. Committed to leading, training, and providing quality service to proactively address client issues and identify weaknesses while making the experience successful.

WORK EXPERIENCE

General Manager

*September 2022- present
Carmel, IN*

Syra Health

- Overseas the daily operations of the clinical workforce business unit for Syra Healthcare to ensure goals, objectives, and sales targets are achieved.
- Manages client relations and staffing functions.
- Collaborates with executives to develop short and long-range strategic sales goals for the organization.
- Coordinates with the Account Manager on contract negotiations and meets with client leaders to ensure strong client relations.

Health and Welfare Client Service Manager

*August 2016 – July 2022
Escondido, CA (Remote)*

TRI-AD

- Manage numerous relationships for large and mid-size clients covering company services, including eligibility, enrollment, reimbursement, and new client implementation while negotiating out-of-scope requests, utilizing strong project management skills.
- Effectively manage client satisfaction and overall client profitability while demonstrating the ability to use broad technical knowledge to determine client needs and outcomes.

Employee Records and Benefits Manager

*January 2013 – June 2015
Vancouver, BC, Canada*

Health Shared Services BC – Ministry of Vancouver, British Columbia

- Led a department of 55 Associates and a 5-person leadership team providing collective agreement, records management, and benefits administration services for all Health Authorities for the Ministry of British Columbia.
- Evaluated department performances and responded to the changing client needs by continuously assessing the team's activities and facilitating feedback.
- Supported the Leadership team through hiring training, coaching, discipline, and end of the employment process. Provided coaching and mentoring to guide team members in alignment with the Health Authority's mission, values, and goals.
- Reduced staff turnover with the goal of less than 1%, resulting in improved morale and reduction of recruiting.
- Sponsored and implemented quality and process improvement initiatives by industry best practices.
 - Auditor recommendations and governance compliance requirements
 - Digitization-electronic record; paper lite
 - Self Service/online module
 - Identity project/onboarding process flow
- Implemented reconciliation redesign and review, resulting in a more streamlined workflow which reduced the error variation by 30%.
- Developed the service level measurements and metrics; championed less than 3% abandonment rate achieving an average of 98% accuracy.
- Improved performance management process review; Restructured the Customer Service department; launched an Integrative Voice Response (IVR) system and Integrated Communication Management (ICM), resulting in a more streamlined messaging process and a more cohesive message to all participants driving a 25% rise in participant satisfaction.

Client Service Employee Benefits Lead

*November 2007 – June 2012
Minneapolis, MN*

Eide-Bailly Accounting Firm

- Developed and delivered communications across client and participant groups and new account introductions.
- Led new account in-person open enrollment meetings.
- Managed all client service issues, responding directly to the stakeholders.
- Successfully retained at-risk business; achieved 95% client approval and satisfaction for effective client relationship management and new business.

SKILLS

- *PROSCI Change Management (ADKAR Model)*
- *CLEAR Leadership*
- *Coaching Out of the Box – Coaching Styles for Leadership*
- *Accenture – Leadership Development*
- *Clarion Enterprises – Presenting with Credibility*
- *Com-Tech Learning Solutions – The Art of Customer Service*
- *Bob Vaughn & Associates – Leadership Development for HSSBC*

EDUCATION

- Indiana University, Purdue University of Indianapolis – School of Education

Matt Kramer
Recruiting/Talent Acquisition Management

CAREER OBJECTIVE:

Passionate about improving recruitment, training, performance, and talent acquisition functions. Stellar track records of success in transitioning low performers, sourcing highly skilled talent, and automating processes. Known for surpassing recruitment goal, improving staff productivity/performance, minimizing application/interviewing times. Excel at full life cycle recruiting and talent acquisition, staff engagement, succession planning, as well as company entities and employment laws. Expert in building and maintaining professional relationships at all levels. Demonstrated ability to improve staff retention, deliver projects, and promote positive change throughout the organization.

Areas of Expertise

- Talent Acquisition/Development
- Performance Evaluation/Improvement
- Cross-functional Team Leadership
- HR Strategy Development/Implementation
- Sales Process Planning/Implementation
- Recruitment Project Management
- Staff Engagement
- Diversity Recruiting
- Compensation Structures

Professional Experience:

Syra Health **April 2022 to Present**
Operations Manager

- Steer high-achieving team of 10 recruiters, evaluating their performance and offering productive feedback for improvement. Maintain and improve recruitment strategies and lead a team of recruitment professionals in a competitive job market.
- Responsible for leading, planning, and implementing long and short-term strategies to meet the demands of an ever-changing industry.
- Provided key metrics on recruitment activities such as time to fill, first time go, etc.
- Created a talent acquisition process which is centric to the organization’s strategic goals and efforts.
- Developed new processes, including implementation of new ATS, to increase efficiencies and effectiveness within the talent management function of the organization.

Sigma Systems Inc. **Aug 2019 to April 2022**
Accounts Manager/ Recruitment Team Lead

ROLES AND RESPONSIBILITIES:

- Worked as Account Manager and Recruitment Team Lead were getting requirements of different technologies and assigning them to other recruiters.
- Handled a team of 8 recruiters
- Involved in all phases of Recruiting Viz. Recruiting & Lead.
- Experienced in interacting with different Clients and Prefer Vendors in getting different Tasks.
- Having good Proven Experience in working third party dealings.
- Excellent client and Vendor management skills to ensure timely delivery of resources.
- Ability to analyze the requirements efficiently.

- Served as a trusted business adviser on all pertinent issues; monitored client satisfaction reports and resolved client issues and concerns and reviewed client expectations to ensure relationship which is mutually acceptable and beneficial
- Confident and persuasive team player, able to motivate and communicate to achieve exceptional business performance.
- Proactively building resume database for upcoming/highly potential requirements.
- Highly articulate and effective communicator with strong analytical, negotiation, problem solving and client management skills.
- Excellent Team player with strong interpersonal, analytical and organizational skills and a motivation for success.
- Coordinating with the prime vendors, Vendors and consultants on daily basis
- Excellent analysis, Screening, Cold calling to the Vendors, consultants, Negotiations and closing the consultants for the Contractual positions that can help actualize corporation's missions etc.
- Coordinating with the team as well as consultants regarding the interview schedules and maintain the daily basis report
- Handled all the IT technologies, Healthcare and Non-IT Requirements involving combination of complex skill sets and rare technologies and maintaining the new technologies database

Environment: Job Diva, Monster, Indeed and many other Professional Networks.

AiSITS

May 2019 to July 2019

Senior Technical Recruiter

ROLES AND RESPONSIBILITIES:

- As a senior recruiter worked in Recruiting with major International Clients.
- Involved in full cycle Recruitment involving sourcing, identifying, and interviewing, screening and placing personnel in quick turnaround time in contract, contract to hire and permanent positions.
- Having experience in performing need analysis, requirements definition, consulting on sourcing strategies, recruiting, screening, scheduling interviews, reference checking, negotiating, making offers, creating contracts and closing candidates that can help actualize corporate missions etc.
- Possess knowledge of sales and recruiting processes including sourcing, interviewing, reference checking, tracking, salary negotiations, and closing.
- Effectively recruited candidates through Internet research, internal database, referrals, and other strategies
- Understanding the client requirements, coordinating for short listing and screening including preliminary interview of the candidates
- Was involved in direct Salary/contract negotiations with the candidates and their respective employers.
- Demonstrated ability in achieving Recruitment Targets and daily submittals.
- Exceptional networking skills and abilities to keep their candidates hot and ready for a submittal.
- Experience in working with W2, C2C, 1099, Full time, Contract to hire and Contract candidates.
- Dealing with consultants on H1B, GC and CITIZEN, etc. Negotiating the rates on Contract, Contract to hire basis.
- Expertise in using job portals like Dice, ProHires, etc
- The main clients worked are Tech M, Modi's, Tripwire, BOA, Apple, Cisco, Bank Of the west, Etc

Environment: Dice, ProHires and many other Professional Networks.

Adwait Algorithm

June 2018 to May 2019

Technical Recruiter

ROLES AND RESPONSIBILITIES:

- As a technical recruiter worked in Recruiting with major International Clients.
- Involved in full cycle Recruitment involving sourcing, identifying, and interviewing, screening and placing personnel in quick turnaround time in contract, contract to hire and permanent positions.
- Having experience in performing need analysis, requirements definition, consulting on sourcing strategies, recruiting, screening, scheduling interviews, reference checking, negotiating, making offers, creating contracts and closing candidates that can help actualize corporate missions etc.
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- Understanding the client requirements, coordinating for short listing and screening including preliminary interview of the candidates.
- Possess knowledge of sales and recruiting processes including sourcing, interviewing, reference checking, tracking, salary negotiations, and closing.
- Effectively recruited candidates through Internet research, internal database, referrals, and other strategies
- Handled all the IT Technologies involving combination of complex skill sets and rare technologies.
- Was involved in direct Salary/contract negotiations with the candidates and their respective employers.
- Demonstrated ability in achieving Recruitment Targets and daily submittals.
- Exceptional networking skills and abilities to keep their candidates hot and ready for a submittal.
- Experience in working with W2, C2C, 1099, Full time, Contract to hire and Contract candidates.
- Dealing with consultants on H1B, GC and CITIZEN, etc. Negotiating the rates on Contract, Contract to hire basis.
- Expertise in using job portals like Dice, Monster, CB etc.
- The main clients worked are Brillio, Wipro, TCS, etc.
- Have experience working with end clients like JPMC, Walmart, Bank of America etc.
- Worked on different technologies like Java, .Net, Devops, QA, salesforce, project manager and few other.

Environment: Dice, Monster, CB, Prohires Powerhouse, Ceipal and many other Professional Networks

Academic Qualifications:

- Completed Bachelor's in Computer Science Engineering

Jacop Lucas

Senior Director of Human Resources

EDUCATION

B.A. – Purdue University, West Lafayette

Major: Communication

Minor: Organizational Leadership and Supervision

SKILLS

Assessments (Leader/Individual/Team)

Compensation and Benefits

Employee relations

Executive Coaching

Human Resource Information Systems

Organizational Development

People Analytics

Policy Development

Performance Management

Recruitment

Retention

Strategic Planning

Succession Planning

Talent Management

Team Development

Training and development

Vendor selection and management

Workforce Planning

Workplace Investigations

CERTIFICATIONS

Life, Accident & Health and Property & Casualty License, Indiana Department of Insurance

PXT Select™ Certification

Management Liability Insurance Specialist

OSHA – General Industry Certification

Lushin Sales Training, Indianapolis, IN

SUMMARY

Executive leader with proven experience in developing successful teams and executing HR and operational strategies that align and enhance organizational capabilities, behaviors, structures, and processes. Have provided consultation and coaching to business leaders for over 70 companies in multiple industries on operations, organization development, and HR best practices. Areas of expertise include strategic planning, organizational and operational development, performance, organizational growth, workforce planning, and HR compliance.

EXPERIENCE

June 2022 to Current

Senior Director of Human Resources, Syra Health Corp, Carmel, IN

- Responsible for People Operation's long-term mission and delivering key performance goals
- Directs and oversees all HR initiatives, systems, tactics, and managers of the Human Resources function. Ensuring that all services are effective, cohesive, and consistent with the needs and objectives of clients; Strong focus on building consistent HR processes and practices to support the business
- Designs and maintains an organizational structure and staffing to effectively accomplish the organization's goals and objectives.
- Drafts and implements the organization's staffing budget and the People Operations budget.

April 2015 to May 2022

Director of People Operations, HRD Advisory Group, Carmel, IN

- Seasoned trusted advisor, collaborating closely with business leaders to identify, prioritize, and build organizational capabilities, behaviors, structures, and processes, and consult on compliance concerns
- Lead People Ops team and a team of contract professionals to the successful delivery of robust human resource solutions for clients
- Built and scaled the HR department for organizations
- Increase engagement and retention from 5% to 35% by coaching managers on encouraging, monitoring, and empowering employee development and performance
- Analyze historical and organizational data to identify gaps and formulate solutions that can improve HR processes efficiency on average from 10% to 25% and reduce critical employment liability exposures
- Created and enhanced specialized HR solutions and support programs that produced 84% departmental revenue growth over 2 years
- Launched a multi-site audit during a government investigation directing ten auditors to analyze over 20,000 documents resulting in saving the company over \$1.2 million in fines and penalties

June 2003 – February 2015

Senior (HR) Compliance Director, HR Consultant, Account Executive, and Commercial Producer, Conner Insurance, Indianapolis, IN

Attachment 3: West Virginia State Registration

State of West Virginia



Certificate

*I, Mac Warner, Secretary of State,
of the State of West Virginia, hereby certify that*

SYRA HEALTH CORP.

has filed the appropriate registration documents in my office according to the provisions of the West Virginia Code and hereby declare the organization listed above as duly registered with the Secretary of State's Office.

*Given under my hand and
the Great Seal of West Virginia
on this day of
May 28, 2023*



Mac Warner

Secretary of State

Attachment 4: Designated Contact

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) Priya Prasad, COO/CFO

(Address) 1119 Keystone Way Ste 201, Carmel, IN, 46032

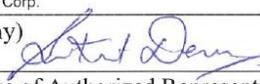
(Phone Number) / (Fax Number) 463-345-8950/ 888-614-5409

(email address) contracts@syrhealth.com

CERTIFICATION AND SIGNATURE: By signing below, or submitting documentation through WYOASIS, 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.

Syr Health Corp. _____

(Company)  _____

(Signature of Authorized Representative) _____

Srikanth Devaraj, VP, Health Analytics, 7/12/2024

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

463-345-8950/ 888-614-5409

(Phone Number) (Fax Number) _____

rfp@syrhealth.com

(Email Address) _____

Revised 8/24/2023

Attachment 5: CRFQ Page 1

	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
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Proc Folder: 1453834		Reason for Modification:	
Doc Description: Nurse Practioner			
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2024-06-26	2024-07-16 13:30	CRFQ 0613 VNF2400000015	1

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: VS0000043018
Vendor Name : Syra Health Corp.
Address : 1119 Keystone Way Ste 201
Street :
City : Carmel
State : Indiana **Country :** USA **Zip :** 46032
Principal Contact : Deepika Vuppalachni
Vendor Contact Phone: 463-345-8950 **Extension:**

FOR INFORMATION CONTACT THE BUYER
 David H Pauline
 304-558-0067
 david.h.pauline@wv.gov

Vendor Signature X  **FEIN#** 85-4027995 **DATE** 7/12/2024

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

Attachment 6: Addendum Acknowledgement

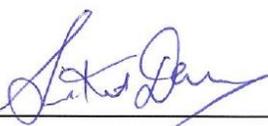
	Department of Administration Purchasing Division 2019 Washington Street East Post Office Box 50130 Charleston, WV 25305-0130	State of West Virginia Centralized Request for Quote
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2024-07-02	2024-07-16 13:30	CRFQ 0613 VNF2400000015	2						

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

VENDOR
Vendor Customer Code: VS0000043018 Vendor Name : Syra Health Corp. Address : 1119 Keystone Way Ste 201 Street : City : Carmel State : IN Country : USA Zip : 46032 Principal Contact : Deepika Vuppalanchi Vendor Contact Phone: 463-345-8950 Extension:

FOR INFORMATION CONTACT THE BUYER David H Pauline 304-558-0067 david.h.pauline@wv.gov

Vendor Signature X 	85-4027995 FEIN#	DATE 7/12/2024
---	----------------------------	-----------------------

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

ADDITIONAL INFORMATION
Addendum No. 1
To provide responses to the Vendor Technical Questions, see attached.
Bid opening remains July 16, 2024, at 1:30 pm., est.
No other changes.

INVOICE TO		SHIP TO	
DIVISION OF VETERANS AFFAIRS 1 FREEDOMS WAY		VETERAN'S NURSING FACILITY 1 FREEDOMS WAY	
CLARKSBURG US	WV	CLARKSBURG US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Nursing services				

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:
Nurse Practitioner for the WVVNF

SCHEDULE OF EVENTS		
Line	Event	Event Date
1	Vendor Technical Questions Due By 11:00 am., est.	2024-07-01

SOLICITATION NUMBER: CRFQ VNF240000015
Addendum Number: 1

The purpose of this addendum is to modify the solicitation identified as CRFQ VNF240000015 to reflect the change(s) identified and described below.

Applicable Addendum Category:

- Modify bid opening date and time
- Modify specifications of product or service being sought.
- To respond to technical questions
- Attachment of pre-bid sign-in sheet
- Correction of error
- Other

Additional Documentation:

- 1. To respond to vendor technical questions, see attached.**
- 2. Bid opening date and time remains July 16, 2024, at 1:30 pm., est.**
- 3. No other changes.**

Terms and Conditions:

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

Nurse Practitioner

CRFQ VNF2400000015

Vendor Questions & Answers

- Q1. Is this a new contract or renewal of an existing contract?
- A1. New
- Q2. If there is an existing contract, could you please share the names of the current vendors and their pricing?
- A2. None
- Q3. What is the estimated budget for this contract?
- A3. We do not provide this information.
- Q4. Is it mandatory to subcontract?
- A4. No. We prefer vendors not to subcontract.
- Q5. Could you please provide information on the daily duration of shifts required for the necessary professions? For example, the number of hours per day?
- A5. Three (3) days per week, 8 hours per day as described in Section 4.16 of the Specifications.
- Q6. Do we need to submit the actual resume of the candidate for the role of Nurse Practitioner along with our response?
- A6. No, see Section 4.3 of Specifications.
- Q7. How many candidates' resumes do we need to submit within our response?
- A7. Resumes are not required with the bid. After award, resumes must be submitted until a candidate is placed in the facility.
- Q8. Could you please confirm why the previously released "solicitation 1340813, Nurse Practitioner" was canceled?
- A8. To change requirements from 5 days a week to 3 days a week.
- Q9. How is this newly released bid different from solicitation 1340813, Nurse Practitioner?
- A9. See A8 above
- Q10. Is there any set aside goal for this bid?
- A10. See Section 16 of the "Instructions to Vendors Submitting Bids" in the Solicitation.

Q11. Is this a newly launched project? If no, kindly provide the incumbent details.

A11. Yes

Q12. What is the tentative budget for this project?

A12. We do not provide this information.

Q13. As per the point 32 in the RFQ document-“In accordance with West Virginia Code of State Rules 148-1-6.1. e, Vendor must be licensed and in good standing in accordance with any and all state and local laws requirements by any state of local agency of West Virginia.” Please confirm whether the mentioned certifications should be provided in the response of the bid or after the award of the bid.

A13. Vendor may submit with bid; however, these items must be provided prior to award or Vendor may be disqualified.

Q14. Can you clarify whether or not the resume is needed in this proposal? If yes, Actual resume or Sample resume.

A14. See A7 above.

Q15. Can you clarify the specific format of Technical Proposal?

A15. Each vendor may have their own format, however, see Section 5 of Specifications regarding bid submittals.

Q16. Do you require the references of the firm? If yes, how many?

A16. No, but they may be provided with bid if vendor desires.

Q17. What is the evaluation criteria for this CRFQ?

A17. See Section 5 of the Specifications.

Q18. Is this a new initiative? If not, please provide the names of the current vendor(s) providing the services.

A18. New

Q19. Can you please let us know the previous spending of this contract?

A19. N/A

Q20. Please confirm if there is any local preference.

A20. No

Q21. Please confirm if we can get the proposals or pricing of the incumbent(s)

A21. N/A

Q22. Are there any pain points of issues with the current vendor(s)?

A22. N/A

Q23. Please confirm the anticipated number of awards.

A23. One (1)

END OF QUESTIONS AND ANSWERS

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ VNF240000015

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)

- | | |
|--|--|
| <input checked="" type="checkbox"/> Addendum No. 1 | <input type="checkbox"/> Addendum No. 6 |
| <input checked="" type="checkbox"/> Addendum No. 2 | <input type="checkbox"/> Addendum No. 7 |
| <input type="checkbox"/> Addendum No. 3 | <input type="checkbox"/> Addendum No. 8 |
| <input type="checkbox"/> Addendum No. 4 | <input type="checkbox"/> Addendum No. 9 |
| <input type="checkbox"/> Addendum No. 5 | <input type="checkbox"/> 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 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.

Syr Health Corp. _____



Authorized Signature

7/12/2024 _____

Date

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

	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
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VENDOR
Vendor Customer Code: Vendor Name : Syra Health Corp. Address : Street : 1119 Keystone Way Ste 201 City : Carmel State : IN Country : USA Zip : 46032 Principal Contact : Deepika Vuppalanchi Vendor Contact Phone: 463-345-8950 Extension:

FOR INFORMATION CONTACT THE BUYER David H Pauline 304-558-0067 david.h.pauline@wv.gov

Vendor Signature X 	FEIN# 85-4027995	DATE 7/12/2024
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All offers subject to all terms and conditions contained in this solicitation

ADDITIONAL INFORMATION
Addendum No. 1
To provide responses to the Vendor Technical Questions, see attached.
Bid opening remains July 16, 2024, at 1:30 pm., est.
No other changes.

INVOICE TO	SHIP TO
DIVISION OF VETERANS AFFAIRS 1 FREEDOMS WAY	VETERAN'S NURSING FACILITY 1 FREEDOMS WAY
CLARKSBURG WV US	CLARKSBURG WV US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Nursing services				

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:
Nurse Practioner for the WVNF

SCHEDULE OF EVENTS		
Line	Event	Event Date
1	Vendor Technical Questions Due By 11:00 am., est.	2024-07-01

	Document Phase	Document Description	Page 3
VNF240000015	Final	Nurse Practitioner	

ADDITIONAL TERMS AND CONDITIONS

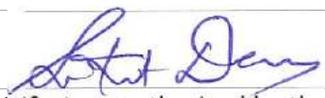
See attached document(s) for additional Terms and Conditions

**Exhibit A - Pricing Page - CRFQ VNF24*15
Nurse Practitioner**

Item No.	Description Of Services	Estimated Hours*	Hourly Rate	Total
1	Nurse Practitioner Hourly Rate	1,250	\$100.00	\$ 125,000.00
			Grand Total	\$ 125,000.00

*Estimated number of hours is not guaranteed.

*Time for calls during non-working hours must be allocated for in the vendors total bid. Specifications 4.28

Vendor Information	
Vendor: Syra Health Corp.	Printed Name: Srikant Devaraj
Address: 1119 Keystone Way Ste 201 Carmel, IN 46032	Title: VP, Health Analytics
Office Phone: 463-345-8950	*Signature 
Cell Phone:	*I hereby certify I am authorized by the Vendor to sign this document.
Fax: 888-614-5409	Email: rfp@syrahealth.com