

FAX COVER SHEET

TO	Department of Administration
COMPANY	Department of Administration
FAX NUMBER	13045583970
FROM	Aruna Athota
DATE	2025-09-11 17:28:37 GMT
RE	CRFQ DMV2600000001

COVER MESSAGE

VENDOR NAME: BUYER: SOLICITATION NO.: BID OPENING DATE: BID
OPENING TIME: FAX NUMBER:

Solomons International, LLC

CRFQ DMV2600000001

September 11, 2025

1:30 PM

304-558-3970

RECEIVED

2025 SEP 11 PM 3:06

WW PURCHASING
DIVISION

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFO DMV2600000001

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 the 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"/> [X] Addendum No. 1 | <input type="checkbox"/> [] Addendum No. 6 |
| <input 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 the 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.

Solomons International, LLC

Company



Digitally signed by Aruna Athota
DN: cn=Aruna Athota, o=Solomons
International, LLC, ou=Pennsylvania, USA,
email=aruna.athota@solomonsint.com, c=US
Date: 2025.09.09 20:53:41 -05'00'

Authorized Signature

9/9/2025

Date

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

EXHIBIT A - PRICING PAGE

MAINFRAME APPLICATION PROGRAMMER ANALYSTS
LOCATION - 5707 MacCorkle Avenue, S.E., Charleston, WV 25304

Item Number	Quantity	Description	Hourly Rate	Annual Total
Year One - Regular Time	2,080 hours	Application Programmer Analysts Contract Cost for 1 year based on hourly rate, regular time hours - - Year One		
Year One - Overtime	832 hours	Application Programmer Analysts Contract Cost for 1 year based on hourly rate, overtime hours - - Year One	130	273,440
Optional Year Two Regular Time	2,080 hours	Application Programmer Analysts Contract Cost for 1 year based on hourly rate, regular time hours - - Optional Year Two	195	162,240
Optional Year Two Overtime	832 hours	Application Programmer Analysts Contract Cost for 1 year based on hourly rate, overtime hours - - Optional Year Two	140	291,200
Optional Year Three Regular Time	2,080 hours	Application Programmer Analysts Contract Cost for 1 year based on hourly rate, regular time hours - - Optional Year Three	210	174,720
Optional Year Three Overtime	832 hours	Application Programmer Analysts Contract Cost for 1 year based on hourly rate, overtime hours - - Optional Year Three	150	312,000
Optional Year Four Regular Time	2,080 hours	Application Programmer Analysts Contract Cost for 1 year based on hourly rate, regular time hours - - Optional Year Four	225	187,200
Optional Year Four Overtime	832 hours	Application Programmer Analysts Contract Cost for 1 year based on hourly rate, overtime hours - - Optional Year Four	160	332,800
			240	199,680

*** THIS AMOUNT IS FOR EVALUATION PURPOSES ONLY**



SOLOMONS INTERNATIONAL
PRACTICAL WISDOM AT WORK

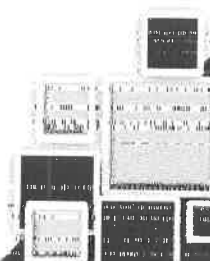
Prepared By:

Solomons International, LLC.
Lansdale Business Center,
Suite #135, 650 North Cannon Avenue,
Lansdale, PA19446.
Phone No: (215)- 820-6735
Email ID: aruna.athota@solomonsint.com

Mainframe Application Programmer
Technical Staffing Services
CRFQ 0802 DMV2600000001

Submitted to:

WV Division of Motor Vehicles





EXECUTIVE SUMMARY

Executive Summary: Empowering WV DMV's Mainframe Modernization

Solomons International is pleased to present this proposal in response to the West Virginia Division of Motor Vehicles' (WV DMV) requirement for Mainframe Application Programmer Technical Staffing Services. We understand the critical importance of maintaining and enhancing the DMV's core mainframe systems and are fully prepared to provide the specialized technical expertise necessary to support these vital operations.

Our Qualifications & Understanding of WV DMV's Needs

Founded in 2004, Solomons International LLC is a distinguished leader in IT Staff Augmentation, boasting over two decades of sustained growth and a sterling reputation for recruiting top-tier IT professionals, particularly within the public sector. We recognize the WV DMV's need for experienced Mainframe Application Programmer Analysts who can seamlessly integrate into your team to develop essential modifications and enhancements to your existing mainframe computer systems.

Our Proposed Solution: Precision Staffing for Critical Systems

Our approach is built on a rigorous, multi-faceted recruitment process designed to identify and deploy highly qualified Mainframe Application Programmers. Key elements of our solution include:

- **Extensive Talent Pool:** We leverage a proprietary database of over 10,000 highly proficient candidates, enabling us to provide 3-4 qualified resumes within 24-48 hours.
- **AI-Driven Recruitment:** Our in-house AI-driven recruiting system, **PowerRecruit**, enhances efficiency and effectiveness by parsing job descriptions and resumes, matching candidates to jobs using advanced algorithms, and streamlining the candidate evaluation process.
- **Expert Screening:** Our tech-savvy recruiters, many with IT backgrounds, conduct initial pre-screens, followed by in-depth technical interviews by our senior consultants.
- **Meticulous Project Execution:** Our dedicated and result oriented account managers will monitor the project milestones with utmost care and ensure target milestones are achieved within stipulated timelines. To this end the personnel are constantly monitored and regulated according to project needs.



COMPANY BACKGROUND AND QUALIFICATIONS

History and Evolution

Solomons International brings over two decades of dedicated experience in the Information Technology (IT) consulting and staffing industry. Our journey began in 1997 with our founder providing specialized IT consulting and implementation services, particularly in Enterprise Resource Planning (ERP) software. Building on this foundation, Solomons International, LLC was formally established in January 2004 in Lansdale, PA. Recognizing the need for expanded reach and tailored services, Solomons International Limited was incorporated in Canada in 2015, focusing on public sector and regulated clients across the nation.

This dual presence and continuous evolution underscore our commitment to serving a diverse clientele with a deep understanding of varying market needs. Over the years, we have strategically expanded our service portfolio to include comprehensive IT Staff Augmentation Services and advanced Software Development, making us a holistic IT solutions provider.

Mission and Core Values

Our mission is to seamlessly connect highly skilled, pre-vetted IT talent with government and institutional clients, empowering them to deliver critical services efficiently, flexibly, and in full compliance. Our core values guide every aspect of our operations:

- **Integrity:** Upholding the highest ethical standards to foster trust and reliability.
- **Continuous Learning:** Fostering ongoing education and skill development to stay at the forefront of technological advancements.
- **Client-Centricity:** Prioritizing a deep understanding of client requirements to deliver precisely matched solutions.
- **Innovation:** Leveraging cutting-edge technologies and approaches to provide superior services.
- **Quality:** Ensuring excellence in every placement and solution, backed by rigorous processes.

Core Competencies: IT Staffing Services

Solomons International is a leader in IT Staff Augmentation, renowned for our ability to recruit top professionals across a full spectrum of IT disciplines. Our core competencies are particularly strong in:

- **Comprehensive IT Staff Augmentation:** We excel in sourcing, screening, and placing specialized temporary and contract staff for a wide range of roles, including Data & Application Services, Project Management, Digital Services, Infrastructure & Cybersecurity, and Emerging Technologies. Our success is built on a client satisfaction rate evidenced by over 95% retention in IT staffing.
- **Specialized Application Programming Expertise:** We possess deep expertise in providing skilled professionals for various application development and programming



SOLOMONS INTERNATIONAL

PRACTICAL WISDOM AT WORK

needs. Our capabilities extend across diverse platforms, including critical enterprise and legacy systems, ensuring we can deliver experts capable of developing modifications and enhancements to complex environments like mainframe computer systems. Our application development expertise covers:

- Application Development/Programming
- Database Development
- Business Process Management/BPM
- And other specialized programming roles vital for intricate systems.
- **Advanced Recruitment Methodology:** Our rigorous, 100% traceable, and auditable recruitment process sets us apart. We leverage our proprietary AI-driven software, **PowerRecruit**, which streamlines candidate selection by:
 - Parsing job descriptions and resumes using advanced NLP/GenAI (Google's Gemini-Pro LLM).
 - Efficiently matching candidates to jobs through a cosine similarity algorithm.
 - Maintaining an extensive resource database of over 1.2 million pre-vetted candidates.

This technology, combined with our human expertise, enables us to provide 3-4 qualified resumes per position within 24-48 hours.

- **Experienced Talent Acquisition Team:** Our recruitment team comprises over 25 dedicated recruiters, data miners, and research analysts, each with an average of 6+ years of experience. Our recruiters possess strong IT backgrounds, enabling them to thoroughly understand client requirements and effectively assess candidate qualifications. Our Account Management team adds over 20 years of collective experience in handling complex staffing contracts.
- **Proactive Sourcing Strategies:** We employ a proactive approach to talent acquisition, continuously recruiting and maintaining a robust pipeline of qualified candidates. Our strategies include extensive use of social media, leading job boards, niche marketing platforms, local partners, employee referrals, and periodic job fairs to ensure a constantly refreshed pool of top talent.

Commitment to Quality and Compliance

As a company deeply committed to serving public sector clients, we maintain stringent quality standards. This includes ensuring legal and contractual compliance, implementing robust data security measures, and providing comprehensive training for our employees. Our ability to assess and ensure technical compatibility and cultural fit further guarantees successful placements, especially for specialized roles like mainframe application programmers who require specific environmental understanding.

Solomons International is not merely a staffing company; we also build software, which gives us a unique perspective and deeper understanding of our clients' IT project challenges. This comprehensive insight enables us to source resources that not only possess the required skills but also contribute meaningfully to solving your operational pain points.

We are confident that our extensive background, proven qualifications, and specialized approach to IT staffing, particularly in critical areas like mainframe application programming, make us an ideal partner for the WV Division of Motor Vehicles.



ORGANIZATIONAL STRUCTURE AND CAPACITY

Solomons International is structured to efficiently deliver highly qualified IT professionals, including Mainframe Application Programmer Analysts, on an open-end basis. Our robust organizational framework, combined with advanced proprietary tools and a seasoned team, ensures consistent service delivery and superior talent acquisition.

Organizational Structure for Staff Augmentation

Our staffing services are supported by a well-defined organizational structure designed for responsiveness and quality:

- **Leadership Team:** Our founders and senior consultants, with over 20 years of experience in IT and staffing, provide strategic direction and deep technical understanding. Paul Solomon, Sr. Consultant, guides client management and staffing operations, while Aruna Athota, Vice President, oversees account management and recruiting.
- **Account Management Team:** Dedicated account managers work closely with clients to understand specific requirements, expectations, and the nuances of each role. They act as the primary point of contact, ensuring seamless communication and alignment with client needs. Our account management team has over 20 years of collective experience.
- **Recruitment Team:** Comprising over 10 recruiters, data miners, and research analysts with an average of 6+ years of experience, our recruitment team is technically astute. Many of our recruiters possess IT educational qualifications, enabling them to thoroughly understand client requirements and assess candidate qualifications effectively.
- **Senior Consultants/Technical Screeners:** Our senior consultants, who are experts in their respective IT fields, conduct second-level technical screenings for candidates, ensuring a deeper evaluation of skills and experience.
- **Development Centers:** Our global presence and state-of-the-art development centers enhance our capacity to deliver cost-efficient IT staff augmentation and support our recruitment efforts.

Capacity and Methodology for Mainframe Application Programmer Analysts

Solomons International possesses exceptional capacity and a proven methodology to provide qualified Mainframe Application Programmer Analysts on an open-end basis, ensuring consistent service delivery for the WV Division of Motor Vehicles (DMV).

1. Extensive Experience and Specialization:

- With over two decades of experience in IT staff augmentation, Solomons International has a rich history of placing skilled professionals in complex environments, including government agencies.
- We have successfully provided IT resources for a wide array of positions, including Application Development/Programming roles, demonstrating our capability to source specialized mainframe professionals. Our experience with government clients, such as the Province of Alberta in managing application services for IMB and SIAMS, underscores our ability to support critical systems like those at the DMV.



2. Proprietary AI-Powered Recruitment System – PowerRecruit:

- We leverage our in-house, AI-powered Applicant Tracking System (ATS), **PowerRecruit**, to streamline and enhance the recruitment process.
- **Intelligent Matching:** PowerRecruit utilizes NLP/GenAI and cosine similarity algorithms to accurately parse job descriptions and resumes, matching candidates whose skills, experience, and attributes align seamlessly with specific mainframe application programming requirements. This significantly reduces time-to-fill and increases accuracy.
- **Vast Candidate Database:** Our system contains over 1.2 million pre-vetted candidates, including over 300,000 local resumes, providing a deep and continuously refreshed talent pool readily available for deployment.
- **Proactive Recruitment:** Our team proactively recruits and maintains a pipeline of qualified candidates, ensuring that we can respond rapidly to emergent needs on an open-end basis.

3. Rigorous Screening and Vetting Process:

Our multi-stage screening process ensures only top-tier candidates are presented:

- **Initial Recruiter Screen:** Our tech-savvy recruiters conduct an initial pre-screening to verify basic qualifications and cultural fit.
- **Technical/Behavioral Interview:** Candidates undergo thorough interviews covering technical proficiency relevant to mainframe application programming, problem-solving skills, and behavioral attributes.
- **Senior Consultant Screening:** Senior consultants, with deep domain expertise, conduct a second-level technical screening, utilizing product-specific questionnaires to assess advanced capabilities and ensure a precise match.
- **Skills Match Grid:** We utilize a proprietary “Skills Match Grid” template to document and assess each candidate’s skills, including those not explicitly listed on resumes, ensuring a comprehensive profile.
- **Reference Checks:** Comprehensive reference checks are conducted to verify performance and skills.

4. Commitment to Consistent Service Delivery:

- **Dedicated Account Management:** Our account managers maintain continuous engagement with both the client and the deployed professionals, ensuring satisfaction and addressing any concerns promptly.
- **Performance Monitoring:** We conduct ongoing performance reviews to ensure consultants consistently meet expectations.
- **Replacement Procedures:** In the rare event a replacement is needed, our structured and expedited process ensures minimal disruption, with a qualified successor identified and onboarded swiftly from our robust talent pipeline.
- **Legal and Data Security Compliance:** We adhere to stringent quality standards, including legal compliance, data security, and contractual adherence, ensuring a reliable and secure partnership.

Solomons International is well-equipped with the organizational structure, experienced personnel, advanced tools, and proven processes to reliably provide qualified Mainframe



Application Programmer Analysts to the WV DMV on an open-end basis, ensuring consistent and high-quality service delivery for the development and enhancement of your mainframe computer systems.

RELEVANT EXPERIENCE

Solomons International, with over two decades of dedicated experience in IT staff augmentation, is exceptionally well-positioned to provide highly skilled Mainframe Application Programmer Technical Staffing services to the West Virginia Division of Motor Vehicles (WV DMV). Our extensive background serving government agencies and large organizations, coupled with our rigorous talent acquisition process, ensures we can deliver experts capable of developing, modifying, and enhancing your critical mainframe systems.

Deep Expertise in Government IT Staffing

Solomons International (including our Canadian entity, Solomons International Limited) has a proven track record spanning over 20 years in providing specialized IT professionals to public sector clients across the USA and Canada. Our deep understanding of government operational environments, compliance requirements, and the need for reliable, secure, and efficient systems is a cornerstone of our service delivery. We have successfully partnered with numerous state and provincial governments, including the State of California, North Carolina, Pennsylvania, Maryland Health Benefit Exchange, State of Colorado, Province of Alberta, Province of Nova Scotia, and Province of British Columbia, among many others.

Proven Capabilities in Complex Application Development and Enhancement

While the core of mainframe application programming demands specific legacy skills (e.g., COBOL, JCL, CICS, DB2 on z/OS), our firm has consistently provided senior-level application developers and system analysts for complex, mission-critical systems across various platforms. Our experience includes:

- **Application Development/Programming:** We have supplied highly proficient developers for significant government projects, focusing on transforming business requirements into scalable and efficient technical solutions. This includes roles such as Java/Oracle Developers and Application Systems Analysts who have worked on large-scale applications, integrating web applications with backend systems, and managing extensive databases.
- **System Modifications and Enhancements:** Our professionals are adept at understanding existing system architectures, identifying areas for improvement, and implementing modifications to enhance functionality, performance, and security. For instance, our Application Systems Analysts have been instrumental in developing Java code for complex web application integrations, implementing robust identity and authentication mechanisms, and optimizing database operations for large government entities.
- **Database Development and Management:** Our expertise extends to providing Database Administrators and Data Architects who design, manage, and maintain robust relational/SQL databases and data warehousing infrastructures. This experience demonstrates our capability to handle the data-centric nature of mainframe systems.



- **Technical Analysis and Support:** We provide Technical Analysts who support end-users, resolve application and software-related issues, and contribute to the design and delivery of software applications, ensuring appropriate maintenance and enhancement of assigned environments.

These experiences, though often in modern distributed environments, underscore our fundamental capability to understand, staff, and manage projects that involve intricate system logic, large datasets, and rigorous operational requirements - all of which are characteristic of mainframe systems.

Rigorous Recruitment for Specialized Mainframe Talent

Our commitment to sourcing the right talent for highly specialized roles, such as Mainframe Application Programmers, is supported by a multi-faceted and robust recruitment methodology:

- **IT-Savvy Recruiters:** Our recruiting team, comprising over 25 recruiters and analysts, possesses strong IT backgrounds. They are trained to thoroughly understand specific technical requirements, including niche mainframe skills, and can effectively assess candidates' qualifications beyond keywords.
- **Proprietary AI-Based Tools:** We leverage our in-house Applicant Tracking System (ATS) and AI-based software like PowerRecruit for intelligent searching and matching. This technology enables us to efficiently filter resumes, parse job descriptions, and match candidates with precise skill sets, ensuring that even highly specialized mainframe expertise is identified and vetted.
- **Multi-tiered Screening:** Every candidate undergoes an intense interview process, starting with an initial recruiter screen, followed by a thorough technical/behavioral interview conducted by senior consultants. This ensures that only candidates with verified skills and a strong cultural fit are presented.



UNDERSTANDING OF REQUIREMENTS AND TECHNICAL APPROACH

UNDERSTANDING OF WV DMV'S REQUIREMENTS

Solomons International deeply understands the West Virginia Division of Motor Vehicles (WV DMV)'s critical need for specialized mainframe application programmer technical staffing services. We recognize that the objective is not merely to fill positions but to procure highly skilled professionals capable of executing essential modifications and enhancements to your existing, mission-critical mainframe computer systems. Our technical approach is designed to ensure seamless integration of qualified personnel who possess the specific expertise required to maintain the integrity, efficiency, and future adaptability of these core systems at the DMV Headquarters location in Charleston, WV.

We acknowledge the open-end nature of this services contract and are prepared to provide flexible, on-demand staffing solutions that align with the dynamic project demands of the WV DMV.

Solomons International's Technical Approach

Our technical approach is built upon a foundation of extensive experience in IT staff augmentation, particularly for public sector clients with complex technical environments. We combine robust sourcing methodologies, AI-driven recruitment tools, and rigorous multi-level screening to deliver mainframe application programmer analysts who are not only technically proficient but also a strong cultural fit for the WV DMV's operational needs.

I. Proactive Requirements Analysis and Alignment

- **In-depth Engagement:** Our first step upon receiving a service request is to conduct a comprehensive requirements analysis. We engage directly with the WV DMV's IT leadership and relevant stakeholders to gain a precise understanding of the specific mainframe applications, technologies (e.g., COBOL, JCL, DB2), project objectives (modifications, enhancements), and expected outcomes.
- **Expert Recruiters:** Solomons International differentiates itself with recruiters who possess strong IT backgrounds. This technical understanding enables them to meticulously analyze job descriptions, ask pertinent questions, and quickly grasp the nuances of mainframe programming requirements, ensuring a higher quality match from the outset.
- **Strategic Kick-off:** We advocate for a kick-off meeting for each engagement to clarify needs, expectations, and any unique environmental or compliance requirements specific to the WV DMV. This proactive communication is crucial for effective resource alignment.

II. Comprehensive and AI-Driven Candidate Sourcing



To identify top-tier mainframe application programmers, Solomons International employs a multifaceted sourcing strategy, significantly enhanced by our proprietary AI-driven recruitment system, **PowerRecruit**:

- **PowerRecruit Advantage:** Our in-house AI platform, PowerRecruit, leverages NLP/GenAI (including Google's Gemini-Pro LLM) to accurately parse job descriptions and resumes. It uses cosine similarity algorithms for efficient and effective candidate-job matching, streamlining the identification of suitable mainframe specialists. This provides our staffing professionals with intelligence, moving beyond mere record-keeping.
- **Extensive Talent Pool:** We tap into a broad network of resources including our extensive internal database of pre-vetted professionals, active consultant networks, and partnerships with senior IT consultants.
- **Diverse Sourcing Channels:** Our dedicated recruitment team actively utilizes major job boards, niche technology platforms, social media, and employee referral programs to reach both active and passive candidates specializing in mainframe technologies.
- **Global Reach, Local Focus:** While leveraging a global presence for diverse talent pools and potential cost efficiencies, our focus remains on identifying and nurturing local resources that meet the WV DMV's requirements and geographic constraints.

III. Rigorous Multi-Level Screening and Selection

Our stringent, multi-tiered screening and selection process ensures that only the most qualified mainframe application programmer analysts are presented to the WV DMV:

1. **Initial Pre-Screening:** Our tech-savvy recruiters perform the first level of screening, validating skills, experience, communication abilities, and interest in the specific mainframe roles through detailed phone discussions. Candidates are assessed against mandatory and desirable skills.
2. **Documentation Review:** Candidates are required to submit comprehensive documentation, including an updated resume detailing relevant mainframe experience and a completed

SCOPE OF SERVICES

Solomons International proudly confirms its comprehensive capability to provide highly skilled Mainframe Application Programmer Analysts for an open-end services contract with the WV Division of Motor Vehicles (DMV). With our extensive experience in IT staff augmentation, particularly for public sector clients across various states, we are uniquely positioned to offer the technical expertise required to meet the DMV's critical needs for its mainframe computer systems.

Our Expertise in Sourcing Specialized IT Talent

As a leading IT staff augmentation firm with over two decades of dedicated service to government entities, Solomons International possesses a proven track record of identifying, vetting, and deploying top-tier IT professionals. Our robust recruitment methodology ensures that we provide candidates with the precise skills and experience necessary for specialized



roles, including Mainframe Application Programmer Analysts. Key aspects of our approach include:

- **Rigorous Vetting Process:** Every candidate undergoes a thorough initial recruiter screen, followed by an in-depth technical and behavioral interview. We utilize a comprehensive "Skills Match Grid" to meticulously assess and record each candidate's proficiencies, ensuring a perfect fit for the specific mainframe environment and project requirements of the DMV.
- **IT-Savvy Recruiters:** Our recruitment team comprises professionals with strong IT backgrounds who understand the nuances of technical roles. This enables them to effectively comprehend client requirements and accurately evaluate candidates' qualifications.
- **Proprietary Technology:** We leverage our in-house Applicant Tracking System, enhanced with AI-based software tools like PowerRecruit, for intelligent searching and matching. This significantly streamlines the recruitment process, allowing us to source highly proficient candidates efficiently.
- **Extensive Talent Pool:** Solomons International maintains a vast and constantly updated database of over 10,000 highly proficient and experienced IT professionals across various skill levels. This proactive approach ensures a readily available pool of qualified mainframe specialists.

Comprehensive Scope of Services Provided by Our Analysts

Our Mainframe Application Programmer Analysts are adept at providing a full spectrum of services essential for the optimal functioning and evolution of the DMV's mainframe systems. These services include, but are not limited to:

- **Mainframe Application Development:** Designing, coding, testing, and implementing new applications or significant modules within the existing mainframe architecture to support new agency functionalities or operational requirements.
- **System Modifications:** Adapting current mainframe applications to accommodate changes in business rules, regulatory mandates, or integration with other systems, ensuring continued relevance and compliance.
- **Performance Enhancements:** Optimizing existing mainframe code and processes to improve system efficiency, response times, and overall performance, contributing to a seamless user experience.
- **Maintenance and Support:** Providing ongoing support, troubleshooting, and debugging for mainframe applications, ensuring system stability and reliability.
- **Documentation:** Creating and updating technical documentation, including program specifications, system flows, and user manuals.

Flexible and Responsive Partnership

We are fully prepared to operate under an open-end services contract, offering the flexibility and scalability required to adapt to the DMV's evolving needs. Our commitment to high-quality, responsive searches ensures that we can quickly deploy specialists for short-term surge support or year-long engagements. Solomons International's agile delivery model, combined with frequent communication and performance reviews, guarantees successful engagement management and consistent service excellence.



Commitment to On-Site Delivery in Charleston, WV

Solomons International confirms that all Mainframe Application Programmer Analysts provided under this contract will be available to deliver services on-site at the DMV Headquarters location in Charleston, WV, in full compliance with the solicitation requirements. Our proven experience with public sector clients across various states in the USA demonstrates our capability to provide localized support while adhering to specific agency operational guidelines.

SERVICE DELIVERY METHODOLOGY

Solomons International is committed to providing the West Virginia Division of Motor Vehicles (WV DMV) with highly qualified mainframe application programmer analysts. Our comprehensive service delivery methodology is designed to identify, recruit, vet, and deploy top-tier talent whose technical expertise precisely aligns with the DMV's specific needs for developing and enhancing critical mainframe systems. Our approach leverages a blend of advanced technology, experienced personnel, and rigorous quality controls to ensure successful placements.

1. Identifying and Sourcing Qualified Candidates

Our proactive identification and sourcing strategy is foundational to building a robust pipeline of qualified mainframe application programmer analysts.

- **Proactive Recruitment:** We continuously recruit and cultivate relationships with local professionals specializing in mainframe technologies who are readily available for contract work.
- **AI-Driven Recruitment (PowerRecruit):** We utilize our proprietary AI-driven system, **PowerRecruit**, which employs NLP/GenAI (Google's Gemini-Pro LLM) to accurately parse job descriptions and resumes, extracting key skills and experience. It then efficiently matches candidates to job requirements using a cosine similarity algorithm, significantly enhancing process efficiency and reducing time spent sifting through applications.
- **Extensive Talent Pool:** Our internal database, meticulously maintained and regularly refreshed, contains a vast network of pre-vetted professionals. This provides quick access to candidates for immediate requirements.
- **Diverse Sourcing Channels:** We cast a wide net to ensure comprehensive coverage, utilizing:
 - Our existing consultants and company partners, who are senior consultants and maintain extensive professional networks.
 - Major job boards (e.g., Monster.com, Dice.com, Nettemps.com) and niche marketing platforms.
 - Professional networking sites like LinkedIn.
 - Community and professional organizations.
 - Targeted online advertising and industry publications.
- **Technically Proficient Recruiters:** Our recruitment team comprises over 10 recruiters, data miners, and research analysts, averaging 10+ years of experience. A key differentiator is that our recruiters possess an IT background, enabling them to



truly understand complex mainframe technical requirements and effectively communicate with candidates.

2. Rigorous Vetting and Screening Process

Our multi-level screening process ensures that every mainframe application programmer analyst we present possesses the technical acumen, experience, and cultural fit necessary for the DMV's environment.

Phase 1: Initial Analysis and Pre-Screening

- **Job Analysis:** Our technical recruiters, specializing in IT, meticulously analyze each mainframe application programmer analyst job description to fully grasp the technical requirements (e.g., COBOL, JCL, DB2, CICS, VSAM, mainframe operating systems) and specific project needs. They stay updated on technology changes relevant to mainframe systems through continuous training and self-study.
- **First-Level Recruiter Screening:** Designated recruiters conduct initial phone discussions with possible matches to validate:
 - Verbal verification of mainframe-specific skills and experience.
 - Candidate's communication level, interest in the opportunity, and availability.
 - Willingness to update resumes to elaborate on essential mainframe skills.
 - Compensation expectations and Right-To-Represent confirmation.
 - Ability to provide professional references.

Phase 2: In-Depth Documentation and Assessment

- **Second-Level Recruiter Screening:** Candidates who pass the first level are required to submit:
 - A completed skills matrix detailing their mainframe application programmer analyst capabilities.
 - An updated resume that thoroughly outlines relevant activities and skills.
 - A minimum of three professional references.
 - Written permission for Solomons International to represent them.
 - Written confirmation of their agreed-upon hourly rate.
- **Third-Level Recruiter Scoring:** Upon receipt of all documentation, recruiters validate and score candidates based on their educational background, certifications, resume content, completed skills matrix, interest level, and communication skills. Only candidates with sufficient scores proceed.
- **Fourth-Level Reference Checks:** Recruiters meticulously contact the provided professional references to verify prior employment, mainframe skill sets, performance, and appropriateness for the role. We also pursue additional unbiased references when possible.

Phase 3: Technical Interview and Client Alignment

- **Fifth-Level Account Manager Screening:** Account Managers review top profiles, conduct quick conversations to ensure candidates understand the DMV's role and selection process, and clarify any questions. Basic background checks are initiated for selected applicants.



- **Sixth-Level Technical Interview:** Our senior consultants, who are subject matter experts in mainframe technologies, conduct in-depth interviews. They utilize product-specific questionnaires developed by our senior consultants to thoroughly evaluate the candidate's mainframe skillset, technical knowledge, problem-solving abilities, and potential for conflict of interest. This crucial step ensures precise alignment with the DMV's specific needs for developing and enhancing mainframe systems.
- **Skills Match Grid:** Throughout the screening process, each mainframe skill and experience is assessed and recorded.

Quality Assurance and Performance Monitoring

Solomons International is committed to providing the West Virginia Division of Motor Vehicles (WV DMV) with highly skilled and performing mainframe application programmer technical staff. Our comprehensive Quality Assurance (QA) and Performance Monitoring framework ensures that all deployed personnel not only meet but consistently exceed the WV DMV's stringent requirements and project objectives. This framework spans from rigorous pre-deployment vetting to continuous post-deployment performance management.

Ensuring High Quality of Technical Staff (Pre-Deployment)

Our proactive approach to quality begins with an exhaustive recruitment and vetting process, designed specifically to align technical capabilities with the WV DMV's mainframe environment.

1. **Advanced AI-Driven Candidate Sourcing and Screening:**
 - We leverage our proprietary AI-based software, **PowerRecruit**, which utilizes NLP/GenAI (Google's Gemini-Pro LLM) to accurately parse job descriptions and resumes. This allows for precise extraction of skills, experience, and other relevant information specific to mainframe application programming.
 - **PowerRecruit's** cosine similarity algorithm efficiently matches candidates to your exact job requirements, significantly reducing time spent sifting through applications and identifying top-tier talent.
 - Our 'Job/Resume Parsing Module' and 'Candidate Skills DB Module' ensure that every candidate's technical proficiencies are meticulously catalogued and verifiable.
2. **Expert-Led Technical Pre-Screening and Interviewing:**
 - Our recruitment team, composed of tech-savvy professionals with extensive IT backgrounds, conducts initial pre-screenings to ensure fundamental technical competencies and a strong understanding of mainframe systems.
 - We utilize product-specific questionnaires developed by our senior consultants in mainframe technologies to conduct a thorough second-level screening. This ensures candidates possess the in-depth knowledge required for developing modifications and enhancements to the DMV's critical systems.
 - All candidates undergo interviews with our senior consultants, who assess not only technical skills but also problem-solving abilities and alignment with project objectives.
3. **Comprehensive Skills Verification:**
 - For each sourced and interviewed candidate, we document and assess every skill in our specialized "**Skills Match Grid**" template. This ensures a transparent and detailed record of their proficiencies.



- Any additional skills identified during the screening process that are not explicitly in their resumes are recorded, and candidates are advised to update their profiles for completeness. This ensures "Role-Specific Quality" and "Technical Compatibility."

4. **Cultural Fit Assessment:**

- Beyond technical skills, we assess candidates for cultural fit, ensuring they can seamlessly integrate into the WV DMV's operational environment and contribute positively to project teams.

Continuous Performance Monitoring (Post-Deployment)

Once deployed, our commitment to quality extends through a structured and continuous performance monitoring program designed to ensure sustained excellence and alignment with the WV DMV's evolving needs.

1. **Dedicated Account Management and Communication:**

- A dedicated Account Manager serves as the primary liaison, providing a single point of contact for the WV DMV. This individual conducts regular check-ins with both deployed staff and DMV supervisors to monitor progress, proactively address any concerns, and ensure continuous alignment with project objectives and expectations.
- We prioritize "Seamless Communication" and "Engagement Management" by maintaining open channels and frequent communication with both the client and our team members.

2. **Collaborative Performance Measurement and Reporting:**

- We will work collaboratively with the WV DMV to establish clear, tailored Key Performance Indicators (KPIs) for mainframe application programmers. These metrics will cover aspects such as code quality, defect rates, adherence to development timelines, successful implementation of modifications/enhancements, and overall productivity.
- Our robust time tracking systems ensure transparent and meticulous recording of staff hours, categorized by project, task, and activity. We provide the WV DMV with regular reports detailing work completed, productivity levels, and adherence to established SLAs. These reports can be customized to meet specific WV DMV requirements, including work logs and task completion rates.
- Automated alerts and compliance checks are in place to flag any anomalies, ensuring accurate and compliant timekeeping, which can be integrated with the WV DMV's payroll and billing platforms.

3. **Ongoing Feedback and Professional Development:**

- Our account managers conduct regular performance reviews, incorporating direct feedback from WV DMV supervisors. This feedback is crucial for identifying areas of strength and areas requiring further development.
- We provide constructive feedback and, if necessary, offer additional training or professional development opportunities to our staff, ensuring they maintain cutting-edge skills relevant to the WV DMV's mainframe systems and evolving technological landscape.

4. **Technical Oversight and Quality Control:**



SOLOMONS INTERNATIONAL

PRACTICAL WISDOM AT WORK

- Our internal senior consultants provide ongoing technical oversight, conducting periodic evaluations of our placed staff's technical skills and the quality of their deliverables to ensure sustained high performance.
- We adhere to rigorous quality assurance processes, including regular audits and checks, to ensure compliance with established standards, legal requirements, and contractual adherence throughout the engagement. Our "Staff Aug. Quality Standards" emphasize data security and continuous quality assurance processes.

By integrating these comprehensive QA and performance monitoring methods, Solomons International ensures that the technical staff provided to the WV DMV are consistently of the highest quality, performing effectively, and contributing directly to the success of your critical mainframe application projects.



PROPOSED STAFFING AND EXPERTISE

Solomons International is exceptionally well-equipped to provide highly qualified Mainframe Application Programmer Analysts to the WV Division of Motor Vehicles (DMV). Our extensive experience in IT staff augmentation, combined with a rigorous, AI-enhanced recruitment process, ensures that we deliver top-tier talent with the precise qualifications and technical expertise required for developing modifications and enhancements to your mainframe computer systems.

Our Core Strengths in IT Staff Augmentation

As a leading IT staff augmentation firm, Solomons International brings a distinct advantage to meeting the DMV's staffing needs:

- **Global Reach and Efficiency:** Leveraging our global presence and state-of-the-art development centers, we offer cost-efficient IT staff augmentation solutions.
- **Proven Reliability:** We maintain an impressive over 95% retention rate in IT staffing, consistently achieving absolute client satisfaction.
- **Deep IT Understanding:** Unlike typical staffing companies, Solomons International is also a software development firm. This dual expertise means we deeply understand the technical intricacies and pain points of IT projects, enabling us to identify and provide resources that genuinely solve your challenges, not just fill positions.

Rigorous Recruitment and Vetting Process

Our methodology for sourcing and evaluating Mainframe Application Programmer Analysts is designed to ensure the highest quality of candidates:

- **Tech-Savvy Recruitment Team:** Our recruitment team comprises over 30 experienced recruiters, data miners, and research analysts, many of whom possess strong IT backgrounds. They are continuously updated on technology changes in their specialty areas, ensuring a profound understanding of specific job requirements, including those for mainframe environments.
- **AI-Driven 'PowerRecruit' System:** We leverage our proprietary AI-based 'PowerRecruit' system to streamline and enhance the recruitment lifecycle. This advanced tool:
 - Accurately parses job descriptions and resumes using Google's Gemini-Pro LLM, extracting essential skills, experience, and relevant information.
 - Utilizes a cosine similarity algorithm for efficient and effective candidate-job matching, allowing us to filter millions of pre-vetted candidates to find the most suitable matches for your mainframe requirements.
 - Significantly boosts productivity and responsiveness, enabling swift identification and engagement with top-tier talent.
- **Multi-Level Screening and Technical Assessment:** Candidates undergo a stringent, multi-level screening process:
 - **Initial Recruiter Screen:** Verbal verification of skills, interest in the opportunity, availability, and compensation expectations.



SOLOMONS INTERNATIONAL

PRACTICAL WISDOM AT WORK

- **Documentation Review:** Collection of updated resumes, comprehensive skill matrices (developed by our senior consultants), and a minimum of three professional references.
- **Score-Based Evaluation:** Candidates are objectively scored based on their education, resume content, completed skill matrix, and communication skills, determining eligibility for subsequent checks.
- **Thorough Reference Checks:** We conduct in-depth inquiries into prior professional history, including employment verification, confirmation of skill sets, evaluation of past performance, and assessment of suitability for the proposed client setting.
- **Account Manager Interview:** A comprehensive interview assesses cultural fit, understanding of the role, and alignment with client selection processes.
- **Senior Technical Consultant Interview:** Our senior consultants, who specialize in specific technology domains, conduct detailed technical interviews using product-specific questionnaires to evaluate core technical aptitude and problem-solving skills pertinent to mainframe development.

Specific Mainframe Expertise

Solomons International has a proven track record of providing IT resources, explicitly including **Mainframe Programmers**, to various state and local government entities. Our recruiters are adept at identifying professionals with deep knowledge of mainframe application development, modifications, and enhancement projects. Our ability to understand the intricate details of mainframe systems and the nuances of agency needs allows us to source candidates who can immediately contribute to the DMV's objectives.

Leadership Oversight and Quality Assurance

Our principal personnel, including Paul Solomon (President), Aruna Athota (Vice President), and Tom Seal (Director of Recruiting), are seasoned IT and staffing professionals. They ensure that our recruitment operations consistently adhere to the highest standards of quality control, efficiency, and client satisfaction. Tom Seal, in particular, is responsible for providing ongoing training to our recruiters on various Information Technologies, including the precise requirements for highly specialized roles such as Mainframe Application Programmers. This continuous development ensures our team remains at the forefront of talent acquisition for critical IT infrastructure.

KEY SKILL SETS

Solomons International is committed to providing the West Virginia Division of Motor Vehicles (WV DMV) with highly skilled and experienced Mainframe Application Programmer Analysts. Our rigorous staffing methodology, combined with a deep understanding of public sector IT needs, ensures that we source and place professionals who possess the precise technical skill sets, relevant certifications, and proven experience levels required to support and enhance the DMV's existing mainframe systems.

Robust Staffing and Quality Assurance Methodology



Our approach to IT Staff Augmentation, detailed in our services, guarantees role-specific quality and technical compatibility. Key elements include:

- **In-Depth Requirement Analysis:** Our tech-savvy recruiters, supported by senior IT and staffing professionals, meticulously analyze the DMV's requirements to identify the exact technical knowledge, skills, and abilities needed for mainframe application development and enhancements.
- **Advanced Sourcing:** We leverage our global presence, extensive internal databases, proprietary AI-based software (PowerRecruit), and a vast network of consultants to identify top-tier talent.
- **Multi-Stage Screening:** Candidates undergo a comprehensive evaluation process that includes initial pre-screening by our technical recruiters, followed by a second-level, in-depth technical interview conducted by our senior consultants. We utilize a "Skills Match Grid" and product-specific questionnaires to assess proficiency thoroughly.
- **Reference and Background Checks:** All candidates undergo stringent reference checks to verify their past performance, technical capabilities, and professional conduct.
- **Continuous Support and Replacement:** We maintain ongoing performance reviews for our consultants and have a structured replacement procedure to ensure minimal disruption and continuous service quality, should a resource transition be required.

Core Technical Skill Sets and Experience Levels

Our Mainframe Application Programmer Analysts possess a wealth of experience and expertise in critical mainframe technologies and application development disciplines relevant to the WV DMV's systems:

Mainframe Systems and Programming Expertise

- **Programming Languages:** Proficient in industry-standard mainframe programming languages such as COBOL, JCL (Job Control Language), PL/I, and Assembler for developing, maintaining, and enhancing mission-critical applications.
- **Database Management Systems:** Extensive experience with mainframe database systems including IBM DB2 and IMS/DB for data storage, retrieval, and management.
- **Transaction Processing:** Expertise in CICS (Customer Information Control System) and IMS/DC for online transaction processing and interactive application environments.
- **Utilities & Tools:** Skilled in using various mainframe utilities and tools such as VSAM, IDCAMS, TSO/ISPF, Endeavor, CA7/Scheduler, and File-AID for system management, code deployment, and data manipulation.
- **Operating Systems:** Solid understanding and practical experience with z/OS operating systems.

Application Development and Enhancement Capabilities

Our professionals are adept across the full Software Development Life Cycle (SDLC), focusing on:



SOLOMONS INTERNATIONAL

PRACTICAL WISDOM AT WORK

- **Requirements Analysis and Design:** Translating complex business requirements into robust technical designs for mainframe applications.
- **Coding and Development:** Implementing efficient, reliable, and secure code for modifications and new enhancements.
- **Testing and Quality Assurance:** Performing rigorous unit, integration, and system testing, including drafting test cases, identifying errors, and ensuring application quality and performance.
- **Troubleshooting and Support:** Diagnosing and remediating production issues, ensuring high availability and stability of critical DMV systems.
- **Performance Tuning:** Optimizing mainframe applications and database performance for enhanced efficiency and responsiveness.

Relevant Experience with Motor Vehicle Systems

Drawing from our experience with similar government entities, including work on motor vehicle applications (as seen with a Solution Architect placement for a DMV's RIMS application in a previous engagement), our team members are proficient in:

- **Custom Application Support:** Designing, managing, documenting, and providing support for custom-built client/server applications within the motor vehicle business domain.
- **System Integration:** Overseeing and managing integration efforts between various mainframe and potentially modern systems, crucial for comprehensive DMV operations.
- **Batch Processing:** Monitoring, supporting, and maintaining nightly batch processes essential for daily DMV operations.
- **Regulatory Compliance:** Assisting with projects requiring adherence to federal and state standards, such as REAL ID implementations.
- **Third-Party Vendor Management:** Collaborating effectively with external vendors that interface with DMV systems, maintaining robust business and technical relationships.

Certifications and Professional Development

While specific mainframe certifications vary by technology and vendor, our professionals either hold relevant industry-recognized certifications in their specialized areas or possess equivalent, verifiable practical experience demonstrating advanced proficiency. We also emphasize continuous learning and provide training programs to keep our staff updated with evolving technologies and best practices.

Proven Experience Levels

Solomons International typically provides experienced to senior-level professionals. Our placements in technical roles for government clients have historically demonstrated an average of **6 to 14+ years of experience**, with Solution Architects often possessing a minimum of 14 years in diverse technical environments. This ensures that the mainframe application programmer analysts provided to the WV DMV will bring a high level of expertise and maturity to critical projects.



By leveraging our deep recruiting expertise and extensive talent pool, Solomons International is well-equipped to provide the WV DMV with highly qualified Mainframe Application Programmer Analysts who can immediately contribute to the development and enhancement of your critical mainframe systems.

Vetting of Personnel: Mainframe Application Programmer Analysts

Solomons International specializes in providing highly skilled IT professionals tailored to our clients' unique requirements, including Mainframe Application Programmer Analysts. Our robust IT staff augmentation services, underpinned by advanced recruitment technologies and a team of experienced, IT-savvy recruiters, ensure that we identify, vet, and place candidates who possess the precise capabilities to perform the required tasks for the West Virginia Division of Motor Vehicles (DMV).

Our Approach to Sourcing Mainframe Talent

Our success in IT staff augmentation is built on a meticulous, multi-stage process designed to ensure role-specific quality, reliability, and technical compatibility. Key elements of our sourcing strategy include:

- **Advanced AI-based Sourcing (PowerRecruit):** We leverage our proprietary AI-based software, PowerRecruit, to parse job descriptions and resumes, accurately extracting critical skills, experience, and other relevant information. This tool significantly streamlines the identification of top-tier talent with mainframe expertise.
- **IT-Savvy Recruiters:** Our recruitment team comprises professionals with IT backgrounds, enabling a deep understanding of technical requirements and effective pre-screening of candidates. They are well-equipped to assess a candidate's pertinent knowledge, skills, and abilities for complex roles.
- **Comprehensive Screening and Evaluation:** All candidates undergo a rigorous screening process, including product-specific questionnaires developed by our senior consultants in their respective fields. A second-level screening involves interviews with senior technical consultants to provide in-depth assessment.
- **Skills Match Grid:** We maintain a detailed "Skills Match Grid" to record and assess each candidate's skills, including those not explicitly listed on resumes, ensuring alignment with client expectations.
- **Extensive Talent Network:** Our global presence and continuous engagement with existing consultants and partners allow us to maintain a flexible and scalable talent pool of pre-vetted professionals.

Typical Profile: Mainframe Application Programmer Analyst

While specific individual resumes for mainframe application programmer analysts are held in our internal talent pool for proprietary reasons, the following describes a typical profile we provide, demonstrating capabilities crucial for supporting the DMV's mainframe systems for modifications and enhancements:

Mainframe Application Programmer Analyst

- **Summary of Experience:** Typically possesses 7+ years of hands-on experience in mainframe application development, maintenance, and support within complex



enterprise environments, including public sector or regulated industries. Proficient in full Software Development Life Cycle (SDLC) methodologies.

- **Technical Expertise:**

- **Languages:** COBOL, JCL, VSAM, Assembler, REXX, PL/I.
- **Databases:** DB2, IMS DB/DC.
- **Transaction Processing:** CICS.
- **Utilities/Tools:** TSO/ISPF, File-AID, Syncsort, CA7/CA-Workload Automation (or similar schedulers).
- **Operating Systems:** z/OS.

- **Core Competencies:**

- **Application Development and Enhancements:** Skilled in designing, coding, testing, and implementing modifications and enhancements to existing mainframe applications based on business requirements. This directly supports the DMV's need to develop modifications and enhancements to its mainframe systems.
- **System Analysis and Design:** Ability to translate business requirements into technical specifications, including functional and technical analysis, data modeling, and system design for mainframe applications.
- **Problem Resolution and Troubleshooting:** Proficient in diagnosing, debugging, and resolving complex production issues, performance bottlenecks, and system failures in a timely manner.
- **Documentation:** Capable of creating and maintaining detailed technical documentation, including program specifications, system flows, and test plans.
- **Collaboration and Communication:** Experience working effectively within a team environment, collaborating with business analysts, other developers, and stakeholders to deliver robust solutions.
- **Quality Assurance:** Committed to rigorous testing (unit, integration, system) to ensure software quality, stability, and adherence to performance standards.

- **Relevant Project Experience (Illustrative):**

- **Government Sector Experience:** Prior engagement in projects within government agencies, understanding public sector compliance and operational needs.
- **Large-Scale Application Support:** Experience in supporting critical, high-volume transactional systems, ensuring high availability and reliability.
- **Legacy System Modernization Support:** Involvement in projects focused on extending the life or integrating legacy mainframe systems with newer technologies.

Capability for DMV Tasks

We ensure that our candidates, embodying the profile above, are adept at performing the specific tasks required by the DMV, particularly in developing modifications and enhancements to mainframe computer systems. We will select the right candidates with experience in analyzing, designing, coding, and testing mainframe applications which ensures they can seamlessly integrate into your team and contribute effectively to:

- Implementing new functionalities or changes to existing DMV mainframe applications.
- Optimizing performance and ensuring the stability of critical DMV systems.



SOLOMONS INTERNATIONAL

PRACTICAL WISDOM AT WORK

- Maintaining compliance with any regulatory or internal standards applicable to DMV operations.
- Collaborating with existing DMV staff to ensure smooth project execution and knowledge transfer.

Our previous experience in placing IT professionals in government roles (as detailed in our IT projects/candidate experience and staff augmentation services, including work for various state government ministries) further underscores our capability to meet the specific demands of the WV DMV. For example, our "Solution Architect" (Candidate #12 from previous engagements) worked on developing a custom client/server motor vehicle application (RIMS), demonstrating experience with motor vehicle business domains and complex application development/support.

Our Key Personnel for Recruitment Oversight

Our dedicated account management and recruiting staff are instrumental in ensuring the precise matching of talent to your needs. Our leadership team, directly involved in our staffing operations, includes:

- **Paul Solomon, Project Oversight:** Over 20 years of experience running a staffing and consulting company, with a proven track record of excellent client management and IT recruitment processes, specifically within government organizations.
- **Aruna Athota, Account Manager:** Possesses extensive experience recruiting for all disciplines of information technology personnel, explicitly including "Mainframe Programmers." Her technical background and shrewd business acumen ensure high-quality placements.
- **Tom Seal, Recruiting Manager:** Extensive experience in technology assessment, budgeting, recruiting, and retention, with a focus on delivering human capital solutions to over 25 government clients across the US and Canada.

Through the expertise of this leadership, combined with our rigorous evaluation processes (as outlined in our response to "Evaluation of Candidates for IT Staff Augmentation Services"), Solomons International is committed to providing Mainframe Application Programmer Analysts who are not only technically proficient but also possess the right domain understanding to excel in the DMV environment.

Pricing Proposal

Solomons International is pleased to present our pricing proposal for Mainframe Application Programmer Technical Staffing Services. We are committed to providing exceptional talent and service delivery at competitive, cost-effective rates, aligning with the open-end nature of this services contract for the WV Division of Motor Vehicles (WV DMV).

Proposed Hourly Rates

Our proposed hourly rates in the excel sheet provided for qualified Mainframe Application Programmer Analysts are structured to reflect the expertise, experience, and specialized skills required for these critical roles. These rates ensure access to top-tier professionals dedicated to developing modifications and enhancements to your mainframe computer systems.



Value Proposition and Cost-Effectiveness

Our pricing reflects the significant value Solomons International brings to your technical staffing needs, ensuring you receive highly qualified mainframe professionals who seamlessly integrate with your team. Our success factors in IT Staff Augmentation include:

Transparent and Competitive Pricing: While ensuring premium quality, our aim is to provide simple and cost-effective pricing. We are open to discussing tailored pricing models and potential volume-based discounts for extended engagements or multiple placements, similar to structures applied in past projects.

Solomons International is not merely a staffing company; we are software builders who deeply understand the technical pain points of IT projects. This intrinsic understanding allows us to provide resources that truly solve your challenges and contribute significantly to your project success.

BILLING AND INVOICING PROCEDURES

At Solomons International, we are committed to providing clear, transparent, and efficient billing and invoicing procedures for all our services, particularly for technical staffing services provided on an hourly rate basis, as specified in the RFP. Our procedures are designed to ensure accuracy, accountability, and seamless financial operations for our clients.

Billing Frequency

Our standard billing cycle is monthly. Invoices are generated at the end of each calendar month for services rendered during that period. For projects with specific requirements or extended durations, we can adapt our billing frequency to bi-weekly or other mutually agreed-upon intervals to align with client's budgetary and administrative cycles.

Invoice Format

Our invoices are meticulously prepared and provided in a clear, easy-to-understand format. Each invoice will include:

- **Company Information:** Solomons International's legal name, address, and contact details.
- **Client Information:** Your organization's name, department, and billing address.
- **Invoice Number and Date:** Unique identifier for each invoice and the date of issuance.
- **Purchase Order (PO) Number:** A clear reference to the associated purchase order number to ensure proper allocation and reconciliation.
- **Service Period:** The specific dates covered by the invoice.
- **Detailed Line Items:** A breakdown of services rendered, including:
 - Resource name (e.g., Mainframe Application Programmer Analyst)
 - Dates worked
 - Hours worked per day
 - Applicable hourly rate
 - Total charges for each resource/service



- **Total Amount Due:** The sum of all charges for the billing period.
- **Payment Terms:** Our standard payment terms are Net 30 days from the invoice date, unless otherwise agreed upon in the contract.

Tracking Hours and Services Rendered

Accurate tracking of hours and services is fundamental to our billing process, especially given the hourly rate basis for technical staffing services. We employ a robust and transparent methodology:

1. **Time Tracking:** Our Mainframe Application Programmer Analysts and other technical staff meticulously track all hours worked using standardized time tracking systems. These systems capture daily hours allocated to specific tasks and projects.
2. **Daily/Weekly Reporting:** Consultants submit their time sheets on a daily or weekly basis. These records detail the services performed, the project or task they relate to, and the hours expended.
3. **Client Approval:** Submitted time records are then presented to the designated client manager or department representative for review and approval. This ensures that all billed hours are verified and aligned with the services received and expected by your team. We are flexible to integrate with client-specific time tracking and approval systems if required.
4. **Alignment with Client Reports:** We cross-reference our internal time tracking data with client-provided reports or systems, ensuring consistency and accuracy before invoice generation.
5. **Departmental and PO Alignment:** Our system is configured to associate each hour and service rendered directly with the relevant department and its corresponding purchase order. This streamlines the reconciliation process for organizations managing multiple projects and budgets across various departments.
6. **Service Verification:** For specific deliverables or milestones, our project managers work closely with your team to verify completion and acceptance, linking these to the services rendered.

Payment Options

To facilitate efficient and secure transactions, Solomons International offers several payment options, including:

- **Electronic Funds Transfer (EFT) / ACH Payments:** Preferred method for direct and swift payment processing.
- **Checks**

We are dedicated to maintaining open communication and are flexible to adapt our billing and invoicing procedures to meet any specific requirements, compliance standards, or unique tracking needs your organization may have. Our goal is to make the administrative process as smooth and transparent as possible, allowing your team to focus on critical operations.

**SOLOMONS INTERNATIONAL**
PRACTICAL WISDOM AT WORK

CONTRACTUAL TERMS AND CONDITIONS

Acceptance of Contractual Terms and Conditions

Solomons International acknowledges and accepts the State of West Virginia's standard terms and conditions as is in this Request for Quotation (CRFQ 0802 DMV2600000001) for Mainframe Application Programmer Technical Staffing Services.

Solomons International does not propose any exceptions or modifications to the State of West Virginia's standard terms and conditions. Our experience in providing IT staff augmentation services to public sector clients, including various state governments, has equipped us with a comprehensive understanding of contractual compliance and the importance of adhering to established governmental frameworks. We are committed to ensuring full compliance with all stipulated terms and conditions throughout the duration of any awarded contract.



REFERENCES

Client References

Solomons International is a trusted provider of high-quality IT and professional staffing solutions, including specialized resources for application programming and development. While specific mainframe technologies are not always explicitly detailed in every public reference, our experience in providing skilled application programmers for complex government IT systems demonstrates our capability to deliver on the requirements for mainframe application programmer technical staffing services. Our recruiters have a strong IT background, and our senior consultants conduct thorough screenings to ensure technical compatibility and role-specific quality, which is critical for specialized environments like mainframes.

We leverage proprietary AI-based software tools to ensure we bring the most matching candidates and our deep understanding of IT pain points allows us to provide resources that truly solve project challenges.

Below are client references for whom we have provided similar technical staffing services in application development and IT systems, showcasing our expertise and successful engagement with government entities.

1. Administrative Office of the Courts, State of New Jersey

- **Organization:** Administrative Office of the Courts, State of New Jersey
- **Contact Name:** Kishore Kumar Yata
- **Title:** Sr. Tableau Architect (provided Developer services)
- **Current Contact Information:**
 - **Phone:** (224)-334-8622
 - **Email:** kishore.yata@njcourts.gov
- **Description of Services:** Solomons International provided a highly skilled Developer resource to the Administrative Office of the Courts, State of New Jersey. The consultant was engaged in hands-on coding, validating, and implementing software solutions. This included understanding existing system architecture, implementing new architectures, performing thorough requirements analysis, and delivering high-quality code with agility, adhering to industry best practices. This experience directly reflects our capability in providing application programmer technical staffing services for critical government IT systems.

2. State of North Carolina, Department of Health and Human Services

- **Organization:** State of North Carolina, Department of Health and Human Services
- **Contact Name:** Prakash Talreja
- **Title:** Project Manager
- **Current Contact Information:**
 - **Phone:** (919)-855-3075
 - **Email:** prakash.talreja@dhhs.nc.gov



- **Description of Services:** Solomons International provided a Senior Business Analyst/Tech Writer to the North Carolina Department of Health and Human Services (NC DHHS). In this capacity, our professional was pivotal in developing comprehensive documentation for various Departmental Information Technology systems, including user guides, CMS certification, enterprise architecture, and RFPs for procurement. This role required a deep understanding of complex IT systems and their underlying application logic, working closely with technical and business stakeholders to translate technical specifications into clear documentation. This engagement highlights our ability to staff highly technical roles that directly support large-scale government application development and maintenance initiatives, including those potentially on mainframe platforms.

3. Department of Motor Vehicles, State of RI

- **Organization:** Department of Motor Vehicles, State of RI
- **Contact Name:** Robert Pelletier
- **Title:** Project Manager
- **Current Contact Information:**
 - **Phone:** (401)-462-3111
 - **Email:** Robert.pelletier@doit.ri.gov
- **Description of Services:** Defines and integrates the overall system, roles and processes for delivering the solution. Identifies primary system components, critical success factors, risks, and overall technical strategy. Senior technical resource, with a minimum of 14 years' experience in a variety of technical environments. Deep knowledge of hardware, software and data environments and application development and integration methodologies. Able to recommend technology choices based upon the benefits and risks associated with different technology alternatives. Strong executive communication skills. Technical education, certification, and training directly relevant to target environment may be required.
- The Division of Information Technology will be delivering the Senior Application Developer and Solution Architect to the Division of Motor Vehicles. The Senior Application Developer and Solution Architect assumes responsibilities including but not limited to, VB.NET, ASP.NET Framework 4.0, C# skills, Visual Studio, SQL Server Reporting Services (SSRS) and SQL Server Database Skills, PHP, SOAP-UI, JAMS, PlanetPress, HP Agile Manager, Cherwell, etc. to assist in the continued development of our custom developed client/server motor vehicle application, RIMS.
- The purpose of this solicitation is to hire the Senior Application Developer and Solution Architect will work as part of the Application Development and Support function within the DMV/DoIT Programming Staff, reporting to the DoIT RIMS IT Lead.

Key Responsibilities:

- To design, manage, document and provide support for a custom-built client server application in the motor vehicle business domain.
- Design, document and test features of the application. Trouble-shoot and remediate production issues and defects.
- Work as a project lead for the ongoing support of mission critical Division of Motor Vehicle projects such as REAL ID and its components.
- Partner with the motor vehicle system vendor and the state technology resources.



SOLOMONS INTERNATIONAL
PRACTICAL WISDOM AT WORK

- Partner with municipalities to manage and execute tax blocks and clears, and annual vehicle valuations.
- Work closely with the third-party vendors that interface with the Division of Motor Vehicles, maintaining and cultivating business and technical relationships.
- Monitor, support and maintain the nightly batch process for the Division of Motor Vehicles.