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Header @ 5

List View

- General Information**
- Contact
- Default Values
- Discount
- Document Information
- Clarification Request

Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID: VS0000042597

Legal Name: E7STRATEGIES INC

Alias/DBA:

Total Bid: \$1,211.96

Response Date: 04/14/2026

Response Time: 13:18

Responded By User ID: e7strategies

First Name: Soumya

Last Name: Veerachandran

Email: bids@e7strategies.com

Phone: 4435375137

SO Doc Code: CRFQ

SO Dept: 0803

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Status: Closed

Solicitation Description: WVDOT IT Temporary Staffing Services (81260081)

Total of Header Attachments: 5

Total of All Attachments: 5



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

**State of West Virginia
 Solicitation Response**

Proc Folder: 1886131
Solicitation Description: WVDOT IT Temporary Staffing Services (81260081)
Proc Type: Central Master Agreement

Solicitation Closes	Solicitation Response	Version
2026-04-14 13:30	SR 0803 ESR03182600000006107	1

VENDOR
 VS0000042597
 E7STRATEGIES INC

Solicitation Number: CRFQ 0803 DOT2600000079
Total Bid: 1211.960000000000036379788070 **Response Date:** 2026-04-14 **Response Time:** 13:18:01
Comments:

FOR INFORMATION CONTACT THE BUYER
 John W Estep
 304-558-2566
 john.w.estep@wv.gov

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

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Mainframe Application Analyst				92.16

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided Hourly rate all inclusive

Extended Description:

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				74.24

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided Hourly rate all inclusive

Extended Description:

Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Senior Application Oracle Database Administrator				89.60

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided Hourly rate all inclusive

Extended Description:

Senior Application Oracle Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
4	Application Oracle Database Administrator				71.68

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided Hourly rate all inclusive

Extended Description:

Application Oracle Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
5	Senior Application DB2 Database Administrator				96.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided Hourly rate all inclusive

Extended Description:

Senior Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
6	Application DB2 Database Administrator				76.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided Hourly rate all inclusive

Extended Description:

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				58.88

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided Hourly rate all inclusive

Extended Description:

PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Senior PC Programmer Analyst				76.80

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided Hourly rate all inclusive

Extended Description:

Senior PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
9	Application SQL Server Database Administrator				70.40

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided Hourly rate all inclusive

Extended Description:

Application SQL Server Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
10	Senior Application Oracle Server Database Administrator				83.20

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided Hourly rate all inclusive

Extended Description:

Senior Application Oracle Server Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
11	GIS Database Administrator				69.12

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided Hourly rate all inclusive

Extended Description:

GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Senior GIS Database Administrator				83.20

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided Hourly rate all inclusive

Extended Description:

Senior GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	GIS Architect				105.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided Hourly rate all inclusive

Extended Description:

GIS Architect

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
14	GIS Application Developer				75.40

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided Hourly rate all inclusive

Extended Description:

GIS Application Developer

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
15	Senior GIS Application Developer				89.48

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: Provided Hourly rate all inclusive

Extended Description:

Senior GIS Application Developer

Centralized Request for Quote 81260081

Technical Qualifications

WVDOT IT Temporary Staffing Services

Due Date
04/14/2026

Proposed for:



Department of Administration
Purchasing Division
2019 Washington Street East
Charleston, WV 25305

Proposed by:



E7STRATEGIES, INC.

1620 Q ST NW, Washington, DC – 20009
Tax Number: 83-1443993

✉ bids@e7strategies.com | 📞 (202) 957-5358

📠 (202) 946-6124

🌐 <https://e7strategies.com/>

Transmittal Letter

04/14/2026

BID CLERK
Department of Administration Purchasing Division
2019 Washington Street East
Charleston, WV 25305

To: John

E7Strategies, Inc. is pleased to submit this proposal in response to WVDOT Information Technology Temporary Staffing Services (81260081) issued by the West Virginia Purchasing Division on behalf of the West Virginia Department of Transportation. This proposal presents our qualifications, approach, and commitment to providing responsive, high-quality IT staffing services on an as-needed basis.

E7Strategies offers a proven approach to identifying and delivering highly qualified technical professionals across a broad range of IT disciplines, including mainframe systems, application development, database administration, and GIS technologies. We support temporary, project-based, contract-to-hire, and direct placement staffing needs, providing flexible solutions aligned with varying agency requirements.

We understand the importance of timely candidate delivery, consistent communication, and adherence to defined service timelines. E7Strategies is committed to acknowledging staffing requests within required timeframes and providing qualified candidate submissions promptly, supported by a robust pipeline of pre-screened IT professionals. Our structured recruitment methodology includes targeted sourcing strategies, multi-stage candidate evaluation, technical screening, and verification of qualifications to ensure all candidates meet or exceed the requirements outlined in the RFQ.

This proposal includes an overview of our staffing capabilities, including our recruitment and screening approach, service delivery model, and commitment to fulfilling vendor responsibilities such as documentation compliance, candidate verification, and continuity of services. We also highlight our ability to support statewide staffing needs across multiple WVDOT locations and to provide multiple qualified candidates per request to support agency selection.

E7Strategies is confident that our experience supporting IT staffing engagements, our understanding of both legacy and modern technology environments, and our responsive, service-oriented approach position us to be a reliable partner to WVDOT. We are committed to delivering skilled, thoroughly vetted professionals who can contribute effectively while also supporting knowledge transfer, mentoring, and ongoing IT operations.

Thank you for the opportunity to submit our proposal. We look forward to supporting the West Virginia Department of Transportation and are available to respond to any questions during the evaluation process.



Submitted by,
Soumya Veerachandran Balaji

President
(202) 957-5358
bids@e7strategies.com

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Executive Summary

E7Strategies, Inc. is pleased to submit this proposal in response to WVDOT Information Technology Temporary Staffing Services (81260081). As a Certified Minority Women-Owned S Corporation supported by 23 years of collective leadership experience, E7Strategies brings extensive public-sector staffing expertise and a proven ability to deliver reliable, compliant, and scalable workforce solutions tailored to complex IT environments.

E7Strategies was established to convert deep workforce and operational expertise into practical staffing solutions that ensure continuity of services, operational efficiency, and workforce agility. Our approach is built on structured recruitment methodologies, disciplined delivery processes, and a strong commitment to responsiveness, compliance, and quality assurance.

We understand that WVDOT requires a qualified staffing partner capable of providing highly skilled IT professionals across multiple technical disciplines, including legacy systems, database administration, application development, and GIS-related technologies, while meeting strict requirements for responsiveness, documentation, and service continuity. Our solution is fully aligned to support these operational demands in a multi-vendor, time-sensitive environment.

Our service model is designed to ensure consistent and reliable delivery of qualified personnel through:

- A dedicated project management structure ensuring accountability, coordination, and continuous communication
- Rapid identification, screening, and submission of qualified IT professionals within required timeframes
- Maintenance of active, role-specific talent pipelines across all required technical classifications
- Rigorous multi-stage screening, verification, and compliance validation processes
- Structured onboarding and readiness preparation to ensure immediate productivity upon assignment
- Proactive performance monitoring and structured issue resolution, including rapid replacement support when required
- Fully compliant timekeeping, invoicing, and reporting processes supported by audit-ready documentation

We recognize the operational complexity within WVDOT's IT environment, including fluctuating staffing demands, multi-system support requirements, and the need for highly qualified, assignment-ready personnel. Our scalable staffing model, supported by continuously engaged candidate networks and efficient delivery workflows, ensures we can respond quickly while maintaining quality, accuracy, and compliance.

E7Strategies is also committed to supporting inclusive and equitable workforce practices by maintaining diverse candidate pipelines and applying fair, structured evaluation processes throughout recruitment and selection.

Through this proposal, E7Strategies demonstrates its capability to deliver responsive, high-quality IT temporary staffing services that support WVDOT's mission of maintaining reliable, secure, and efficient technology operations. We are committed to serving as a dependable partner focused on continuity, compliance, and excellence in service delivery throughout the term of the contract.

Company Overview

E7Strategies, Inc. was founded with a clear vision to transform deep workforce and operational expertise into reliable, complaint, and scalable staffing solutions for public-sector and mission-driven organizations. Backed by 23 years of collective leadership experience, our team has successfully supported federal, state, and local government agencies, public authorities, and regulated organizations by delivering staffing services aligned with operational, compliance, and service delivery requirements.

Our mission is to translate client workforce and operational objectives into measurable outcomes that support continuity of services and organizational effectiveness. Through disciplined recruitment processes, structured workforce delivery, and a responsive, client-focused service model, E7Strategies ensures that each engagement supports efficient operations, timely service delivery, and the ability to adapt to fluctuating workload demands.

E7Strategies provides qualified information technology professionals across a broad range of technical disciplines, including application development, database administration, systems analysis, mainframe environments, and Geographic Information Systems (GIS). Our experience aligns with the requirements of public-sector agencies that require dependable access to skilled technical resources to support both legacy systems and modern enterprise platforms.

We understand the operational priorities of state transportation agencies, including the need to maintain system reliability, support mission-critical applications, and ensure continuity of IT services across diverse technology environments. Our recruitment and screening practices are designed to ensure that all candidates meet or exceed technical, functional, and communication requirements while aligning with agency expectations for performance, responsiveness, and compliance.

Our core values guide every engagement:

- **Integrity:** We operate with transparency, accountability, and strict adherence to contractual, regulatory, and data security requirements.
- **Collaboration:** We work closely with agency stakeholders to ensure clear communication, responsiveness, and seamless integration of assigned personnel.
- **Excellence:** We maintain rigorous candidate evaluation and validation processes to ensure delivery of highly qualified professionals.
- **Flexibility:** We provide scalable staffing solutions that adapt to changing workload demands, urgent requirements, and long-term project needs.

Through this approach, E7Strategies is well-positioned to support the West Virginia Department of Transportation by delivering qualified, dependable IT professionals with speed, accuracy, and a strong commitment to compliance, operational continuity, and service excellence.

Legal name	E7Strategies Inc
Contact Person	Soumya Veerachandran Balaji
Contact information	bids@e7strategies.com
Principal Place of Business	1620 Q St NW Washington, DC 20009
Registered Offices	<ul style="list-style-type: none"> • 635 Pennsylvania Ave SE, Unit B, Washington, DC 20003 • 7901 4TH ST N, STE 300, ST. PETERSBURG, FL. 33702

- 201 RUE BEAUREGARD, STE. 202, LAFAYETTE, LA 70508
- 5000 Thayer Center Suite C, Oakland, MD 21550
- 110 Main Street Raleigh County Beckley, WV, 25801, USA
- 202 N Cedar Ave STE #1 Owatonna, MN 55060, USA

Major areas of work

Client Base	
Sector	Experience Summary
Government	Federal, state, and local agency staffing and consulting services
Commercial	Enterprise IT support and project-based resource solutions across various industries
Healthcare	HIPAA-compliant staffing, technical systems support, and data-sensitive environments
Information Technology	End-to-end IT staffing and consulting, cloud migration, cybersecurity, enterprise systems support, data management, and emerging technology solutions
Ports & Maritime	Staffing and consulting services for port operations, logistics systems, security, and critical IT infrastructure.
Infrastructure & Transportation	Airport systems, critical infrastructure staffing, and IT operations support
Education	K-12 and higher education staffing, SIS (Student Information System) support, administrative system optimization, and academic technology enablement.

Core Competencies

Staff Augmentation		Business Support
Temporary Staffing	Permanent Staffing	
<ul style="list-style-type: none"> • Short-Term Staffing • Project-Based Staffing • Shift-Based Staffing 	<ul style="list-style-type: none"> • Temp-to-Perm Staffing • Direct-Hire Staffing • Part-Time Staffing • Long-Term Staffing 	<ul style="list-style-type: none"> • Business Strategy Development • Planning Support • Training in IT Applications
IT Solutions	Healthcare IT	Data Management
<ul style="list-style-type: none"> • IT Architecting Solutions • Cyber Security • Project Management • IT Hardware & Software • AI-Powered Business Optimization 	<ul style="list-style-type: none"> • Medical Data Analysis • EEG/MRI Research lab IT solutions • Clinical Database Development 	<ul style="list-style-type: none"> • Database/Storage management • Big Data & Analytics Services • Cloud Architecture

Industry Expertise

Industry		
<ul style="list-style-type: none"> • IT • BFSI • High-tech • Healthcare • Administrative 	<ul style="list-style-type: none"> • Life Science • HR • Sales • Energy • Legal 	<ul style="list-style-type: none"> • Education • Customer Service • Retail • Logistics

E7Strategies Inc maintains a well-structured and scalable team designed to support both operational excellence and efficient delivery of staffing services. Our employees are distributed across two core teams: Account Management and Recruitment.

Employ Distribution	
Recruitment Team	Accounting Team
<ul style="list-style-type: none"> • Recruitment Manager: Vishal Mange • Team Leads: 1 per team • Senior Recruiters: 2-3 per team • Recruiters: 5+ per team 	<ul style="list-style-type: none"> • Program Manager: Balaji Lakshmanan • Account Manager: Prem Kumar • Bid Coordinator: Bhavini Agarwal • Compliance Staff: 3 members dedicated

Understanding of Scope

E7Strategies, Inc. understands that the West Virginia Purchasing Division, on behalf of the West Virginia Department of Transportation (WVDOT), seeks to establish multiple open-ended, multi-vendor contracts to support on-demand information technology temporary staffing services. These contracts are intended to provide flexible access to qualified IT professionals as staffing needs arise across various WVDOT agencies and projects.

We understand that the scope includes a wide range of IT roles, including but not limited to mainframe application analysts, database administrators (Oracle, DB2, and SQL Server), PC programmer analysts, and Geographic Information Systems (GIS) professionals, including developers, administrators, and architects. The required resources span multiple seniority levels and technical specializations to support diverse operational and project requirements.

E7Strategies recognizes that these positions will support both legacy and modern technology environments, including mainframe platforms (COBOL, CICS, JCL, DB2, VSAM), client-server applications, enterprise database systems, and GIS-enabled architectures. The work will involve application development, system modifications, performance tuning, troubleshooting, integration, and ongoing system enhancements to support mission-critical State operations.

We further understand that, in addition to technical execution, assigned personnel may be required to provide mentoring, training, and shadowing support to State staff. This includes collaboration with technical teams, business stakeholders, and project leadership to ensure effective knowledge transfer and continuity of operations.

We also recognize that staffing services under this contract will operate in a multi-vendor, on-demand environment, requiring responsiveness, flexibility, and the ability to deliver qualified candidates within defined timelines based on Agency needs and delivery orders.

In addition, we understand that staffing requirements may extend across the entire State of West Virginia, with a likely concentration in the Charleston area, and therefore require statewide service capability to support varying agency locations and project deployments.

E7Strategies is committed to meeting these requirements by providing qualified, thoroughly screened IT professionals who meet or exceed all technical and functional expectations, while ensuring responsiveness, compliance, and continuity of service throughout the duration of the contract.

Vendor Qualifications

E7Strategies, Inc meets the minimum qualification requirements established under this solicitation for information technology temporary staffing services.

E7Strategies has been in operation for more than five (5) years and provides professional staffing and recruitment services across a range of information technology disciplines in support of public-sector and private-sector clients. Our experience includes sourcing, screening, and delivering qualified IT professionals aligned with client-specific technical and operational requirements.

The firm has successfully provided staffing support for more than six (6) IT professionals across relevant technical classifications within the past five (5) years. These engagements include placements in areas such as application development, database administration (Oracle, SQL Server, and DB2), systems analysis, and related IT support functions comparable to the classifications outlined in this solicitation.

Our past performance demonstrates the ability to deliver qualified professionals in alignment with project needs, including both senior and mid-level technical roles. E7Strategies maintains a structured candidate evaluation process to ensure that all submitted candidates meet or exceed required qualifications prior to client presentation.

Supporting documentation, including relevant placement details, client references, and qualification evidence, will be provided as part of this submission and/or upon request prior to award, in accordance with solicitation requirements.

Experience

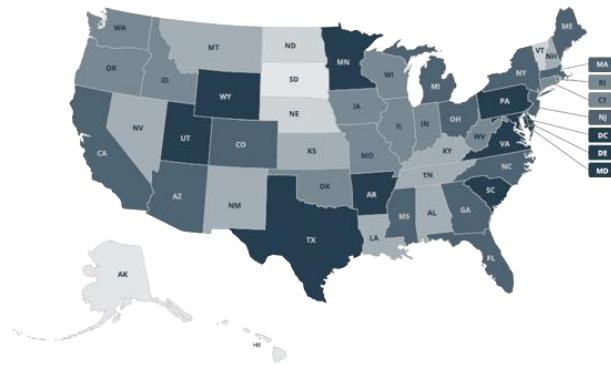
Our team of 30+ experts possesses 21+ years of extensive and unrivaled experience in providing temporary personnel services to 100+ public sector clients, including Federal Agencies, State Government Agencies, counties, and local agencies. We also serve commercial clients across various industries. A list of our recent clients and contracts relevant to the scope of work is provided below. We aim to deliver excellence for our clients, team members, stakeholders, and communities across the nation.

Our Recent Clients



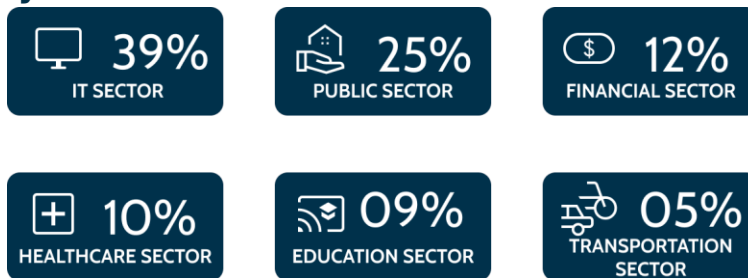


Geographical Distribution of Services Provided



Gradience shows the distribution of staffing services provided by our team

Diverse industry Placements



Our Recent Contracts

Name of Agency	Description of Service
State of Florida, Department of Management Services	Information Technology Staff Augmentation Services
Pacific Northwest National Laboratory (PNNL)	Staff Augmentation - Data Architect
Pacific Northwest National Laboratory (PNNL)	Staff Augmentation - Software Engineer
Pacific Northwest National Laboratory (PNNL)	Staff Augmentation - Databricks Engineer

State of LA, Office of State Procurement	IT Staffing Support
Oakland County	I.T. Professional Services
State of Florida, Department of Management Services	Information Technology Staff Augmentation Services
University of South Carolina	FPB-Direct Placement Staffing Svcs IT Positions
State of Montana	IT Consulting Services – Staff Augmentation
State of Minnesota, Department of Administration	Professional and Technical Services
State of Oklahoma, Office of Management and Enterprise Services	IT Staff Augmentation Services
City of Pigeon Forge	Temporary Information Technology Staffing Services
State of Oklahoma, Office of Management and Enterprise Services	Temporary Employment Services
State of West Virginia, Welch Community Hospital	Temporary Staffing of Laboratory Staffing
DC Health Care Finance (DHCF)	SNF and HHA Payment Methodology Consultation
DC Contracting and Procurement (OCP)	District of Columbia Supply Schedule DCSS - Temporary Support Services
DC Office of Administrative Hearings (OAH)	OAH Temporary Support Services
DC Contracting and Procurement (OCP)	Mission-Oriented Business Integrated Services
DC Public Works (DPW)	DCKT - Temporary Staffing - Staff Assistant
DC Metropolitan Police Department (MPD)	MPD-Applicant Investigate Augmentation
DC Office of Risk Management (ORM)	Services of temporary support services for up to two (2) temporary Workers' Compensation Claims Examiners on an as-needed basis.
DC Office on Aging (OA)	DACL-Social Worker
DC Department of Health (DOH)	Temporary Staffing Support Services.
DC Office of the State Superintendent (OSSE)	Temporary Support Services.
Maryland Administrative Office of the Courts (the “AOC”)	MDJUD Master Contract: Staff Augmentation & Professional Consulting Services
DC Office of the Deputy Mayor for Education (DME)	Needs Assessment Study of Out-of-School Time Programs in DC
Kansas Department of Administration, Office of Procurement and Contracts	Temporary Staffing Services
Harris County Department of Education Choice Partners	Staffing and Related Services
State of Utah	Temporary Employment
State of Delaware	Temporary Employment Services
Philadelphia Community behaviour health (CBH)	Staffing and Recruitment Services
State of Wisconsin the Department of Employee Trust Funds	Staffing Services for Professional Non-Employee Positions

League of Oregon Cities NPP Gov	Staffing Services with Related Services And Solutions
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Our Recent Placements

Agency Name	Role
DC Child and Family Services Agency	<ul style="list-style-type: none"> System Tester Entry
DC Department of Aging and Community Living	<ul style="list-style-type: none"> Social Worker
DC Department of Consumer and Regulatory Affairs	<ul style="list-style-type: none"> DCRA - Crystal Reports Developer IT Consultant Senior DCRA Technical Writer Master
DC Department of For-Hire Vehicles	<ul style="list-style-type: none"> DFHV IT Support Specialist
DC Department of Forensic Sciences	<ul style="list-style-type: none"> DFS - Crystal Reports Writer/Design Journeyman
DC Department of Health Care Finance	<ul style="list-style-type: none"> SNF and HHA Payment Methodology Consultant
DC Department of Human Services	<ul style="list-style-type: none"> DHS DCAS Technical Writer Master
DC Deputy Mayor for Education	<ul style="list-style-type: none"> DME - Technical Writer Senior - P20W System
DC Department of Buildings	<ul style="list-style-type: none"> DOB - Helpdesk Specialist Entry
DC Department of Employment Services	<ul style="list-style-type: none"> DOES - PFL UI Systems Tester DOES - Tester Senior
DC Department of Public Works	<ul style="list-style-type: none"> Staff Assistant
Merck	<ul style="list-style-type: none"> Data Scientist
Merge	<ul style="list-style-type: none"> Director, Experience Orchestration
DC Office of Administrative Hearings	<ul style="list-style-type: none"> Data Entry Operator II Data Entry Operator III
DC Office of the Chief Financial Officer	<ul style="list-style-type: none"> B201: General Clerk II D211: Management Analyst (TMU) OCFO - Disaster Recovery Specialist Journeyman
DC Office of the Chief Technology Officer	<ul style="list-style-type: none"> OCTO - Java Developer (DMV) OCTO - Java Developer (DMV) OCTO - Web Content Editor/Developer (Digital Team) OCTO -DCPS Helpdesk Specialist Journeyman OCTO IT Contract Specialist
DC Office of Risk Management	<ul style="list-style-type: none"> Workers Compensation Claims Examiner
Pacific Northwest National Laboratory	<ul style="list-style-type: none"> Data Architect Software Engineers (.Net)
University of California, Davis	<ul style="list-style-type: none"> Financial Service Analyst
Wells Fargo	<ul style="list-style-type: none"> Python Developer
Jeppesen - A Boeing Company	<ul style="list-style-type: none"> Salesforce Developer

Experience across a wide range of IT Disciplines

E7Strategies has extensive capability and proven experience sourcing high-quality candidates across a broad spectrum of IT disciplines. Leveraging deep industry knowledge and a robust talent network, we efficiently fulfil diverse staffing needs for government and commercial clients alike. Below is an overview of the key IT disciplines where we have successfully sourced and placed

qualified professionals, demonstrating our comprehensive reach and adaptability to meet evolving project requirements.

IT Discipline	Description
Software Development	Creating, testing, and maintaining software applications
Web Development	Building and maintaining websites and web applications
Mobile App Development	Developing applications for mobile devices
DevOps	Combining software development and IT operations
Cybersecurity	Protecting systems and networks from cyber threats
Network Administration	Managing and maintaining computer networks
Cloud Computing	Managing cloud-based infrastructures and services
Data Science	Analyzing and interpreting complex data sets
Database Administration	Managing and organizing databases
IT Support and Help Desk	Providing technical support to end-users
Systems Analysis	Analyzing system requirements and designing solutions
Quality Assurance (QA)	Testing software for defects and ensuring quality
Artificial Intelligence (AI)	Developing intelligent systems, including natural language processing, computer vision, robotics, autonomous decision making, and machine learning
Business Intelligence	Analyzing business data to support decision-making
IT Project Management	Planning and managing IT projects
UX/UI Design	Designing user interfaces and experiences
Systems Engineering	Designing and managing complex systems
Embedded Systems	Developing software for embedded devices
Telecommunications	Supporting communication networks and services
Robotics	Designing and programming robotic systems
Internet of Things (IoT)	Developing interconnected devices and sensors
Blockchain	Creating and managing blockchain technologies
Virtualization	Creating virtual versions of computing resources
IT Governance and Compliance	Ensuring IT systems comply with policies and regulations

Relevant Team’s Past Experience (through different partners)

Our team’s experience reflects extensive delivery of IT staffing and consulting solutions to public sector organizations, municipalities, and enterprise environments. We have a proven track record of sourcing, vetting, and deploying top-tier IT professionals to ensure continuity of operations and compliance with federal, state, and local standards.

Over the years, our team have staffed a wide range of IT roles, including Senior Mainframe Application Analyst, Network Engineers, System Administrators, Database Administrators, Cybersecurity Specialists, Developers, and Project Managers. Each engagement is backed by our structured sourcing, screening, and onboarding process, designed to guarantee client satisfaction.

The table below highlights selected past engagements that demonstrate our team’s experience and capabilities in staffing for state clients:

State Agency Name		
• District of Columbia	• State of New York	• State of Florida
• State of West Virginia	• State of New Jersey	• State of Delaware
• Commonwealth of Virginia	• State of Kansas	• State of Maryland
• State of Alabama	• State of California	• State of Illinois
• State of Kentucky	• State of Utah	• State of Indiana
• State of Ohio	• State of Louisiana	• State of Arkansas
• State of North Carolina	• State of Missouri	• State of Colorado
• State of Georgia	• State of Michigan	• State of Oklahoma

IT Roles We Have Successfully Supported

Our team’s experience spans a diverse range of IT positions across multiple industries and government sectors. We have successfully matched skilled professionals to both short-term project needs and long-term operational support, ensuring our clients benefit from reliable, qualified expertise. The following table outlines the different IT job roles where our team has demonstrated proven staffing experience.

Various IT Roles		
• Senior Mainframe Application Analyst	• Mainframe Application Analyst	• Senior Application Oracle Database Administrator
• Application DB2 Database Administrator	• Application Oracle Database Administrator	• Senior Application DB2 Database Administrator
• Application SQL Server Database Administrator	• Senior Application Oracle Server Database Administrator	• GIS Database Administrator
• Project Manager	• PC Programmer Analyst	• Senior PC Programmer Analyst
• PeopleSoft 9.2 HCM Functional Specialist	• MLOps engineer	• Mobile Specialist
• Risk Management Analyst	• Cúram Tester	• CRM Administrator
• Program Manager	• Disaster Recovery Specialist	• Systems Engineer
• LAMP Developer	• Procurement Support Specialist	• DevOps Engineer
• UI Systems Tester	• Network Engineer	• Oracle DBA
• Data Architect	• Informatica ETL Developer	• Grant Management Specialist
• Database and ETL Administrator	• Contract Specialist	• Android Developer
• Data Centre Network Engineer	• Desktop Support Specialist	• Infrastructure Engineer
• Data Engineer	• Ariba Consultant Master	• Health Reform Project Analyst
• Administrative Support	• MS Azure Specialist	• Trainer/Instructor
• Enterprise Architect	• Help Desk Analyst	• Linux Administrator
• Business Analyst	• Power BI Consultant	• SOA Consultant
• QuickBase Architect	• Web Developer	• BPM Developer
• Salesforce Developer	• Application Developer (Aspen SIS)	• Service Desk
• Product Owner	• Crystal Reports Developer	• Content Writer/Content Reviewer
• Asset Manager	• IT Cloud Architect	• Axiom Developer
• Java Developer	• Customer Support	• Network Administrator
• NET Developer	• Virtualization Engineer	• AI/ML Modem Software Engineer
• Cybersecurity Architect	• Front-End Developer	• Conversational AI/Chatbot Developer
• Full Stack Developer	• Endpoint Engineer/Administrator	• Network Engineer
• Quality Assurance Analyst		
• SOC Manager		

<ul style="list-style-type: none"> • Oracle Integrator Specialist • Cúram Developer • Technical Writer • Oracle Application / EPM Developer • Cúram Business Analyst • Voice/Data Communications Engineer • Oracle Solution Architect • Training Consultant • Costumer Representative • GIS Application Developer • QA Tester 	<ul style="list-style-type: none"> • Data Analyst • PeopleSoft HCM Technical Consultant • Intune System Engineer • Siebel Developer • Compliance Analyst • Tableau BI Developer • Construction Project Manager • GIS Administrator • Senior GIS Database Administrator • PeopleSoft Enterprise 	<ul style="list-style-type: none"> • Business Relationship Manager • System Administrator • Cyber security engineer • IT Technician • Data Entry • Service Desk • IT Consultant • General Clerk • ArcGIS Analyst • Databrick Engineer • Automation Tester
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Compliance with Mandatory Requirements (Section 4.1)

E7Strategies, Inc. acknowledges and fully understands the mandatory technical and experience requirements outlined in Section 4.1 of this solicitation. We confirm that all candidates proposed under this contract will meet or exceed the minimum qualifications specified for each job classification. Our candidate screening and validation process ensures that all submitted professionals are appropriately qualified prior to presentation to the Agency.

The table below summarizes our compliance commitment for each required position classification

Position Classification	E7Strategies Compliance Commitment
Senior Mainframe Application Analyst	Candidates will meet or exceed requirements in COBOL, CICS, JCL, relational databases, systems analysis/design, and senior/lead experience.
Mainframe Application Analyst	Candidates will meet or exceed requirements in COBOL, CICS, JCL, relational databases, and systems analysis/design.
Senior Application Oracle DBA	Candidates will meet or exceed 10+ years Oracle DBA experience, PL/SQL development support, performance tuning, UNIX/Linux scripting, RMAN, and data modeling.
Application Oracle DBA	Candidates will meet or exceed Oracle DBA experience including PL/SQL support, SQL optimization, and database maintenance.
Senior Application DB2 DBA	Candidates will meet or exceed DB2 administration, SQL optimization, data modeling, and disaster recovery experience.
Application DB2 DBA	Candidates will meet or exceed DB2 administration, SQL tuning, and database support requirements.
PC Programmer Analyst	Candidates will meet or exceed system development, database management, documentation, and application analysis requirements.
Senior PC Programmer Analyst	Candidates will meet or exceed advanced systems analysis, program development, and project planning requirements.
Application SQL Server DBA	Candidates will meet or exceed SQL Server administration, T-SQL support, performance tuning, and backup/recovery expertise.
Senior Application SQL Server DBA	Candidates will meet or exceed advanced SQL Server administration, data modeling, performance optimization, and data warehouse experience.

GIS Database Administrator	Candidates will meet or exceed ArcGIS Enterprise, spatial database management, and GIS integration experience.
Senior GIS Database Administrator	Candidates will meet or exceed advanced GIS database administration, optimization, replication, and disaster recovery experience.
GIS Architect	Candidates will meet or exceed enterprise GIS architecture, system design, cloud deployment, and technical leadership requirements.
GIS Application Developer	Candidates will meet or exceed GIS application development, web GIS technologies, database integration, and scripting requirements.
Senior GIS Application Developer	Candidates will meet or exceed advanced GIS development, enterprise system integration, performance tuning, and technical leadership requirements.

Compliance Statement

E7Strategies confirms full compliance with all mandatory technical, educational, and experience requirements outlined in Section 4.1 of this solicitation. All proposed candidates will be thoroughly screened and validated to ensure alignment with position-specific qualifications prior to submission to the Agency.

Recruitment & Staffing Approach

Project Kick-Off Meeting

To ensure a clear understanding of requirements and a smooth initiation of services, E7Strategies, Inc. recommends conducting a formal Project Kick-Off Meeting with the West Virginia Department of Transportation (WVDOT) following contract award and prior to the commencement of staffing assignments.

This meeting serves as a foundational step to align expectations, establish communication protocols, and confirm service delivery procedures under the multi-vendor, on-demand staffing model.

Key Objectives of the Kick-Off Meeting include:

- Confirming mutual understanding of staffing requirements, job classifications, and delivery order processes.
- Introducing key stakeholders from WVDOT and E7Strategies, and establishing primary points of contact and escalation pathways.
- Reviewing E7Strategies' candidate sourcing, screening, and submission process to ensure alignment with WVDOT technical, security, and compliance expectations.
- Clarifying delivery order workflows, approval processes, and documentation requirements for candidate submission and selection.
- Establishing communication protocols for request intake, status updates, and issue resolution to ensure responsiveness within required timelines.
- Reviewing compliance requirements including background verification, employment eligibility, confidentiality, and adherence to applicable federal and state regulations.
- Discussing initial staffing priorities, anticipated demand areas, and onboarding requirements to support timely candidate deployment.
- Aligning on operational expectations for statewide support across all WVDOT agencies and locations.

This structured kickoff approach ensures alignment from the outset, supports efficient onboarding of qualified IT professionals, and enables E7Strategies to respond quickly and effectively to WVDOT’s evolving staffing needs while maintaining compliance, transparency, and service continuity.

Our Strategic Approach



Tailored Prequalification

At E7Strategies, Inc., we apply a structured and strategic prequalification process to ensure that the West Virginia Department of Transportation (WVDOT) receives only highly qualified, role-ready information technology professionals who meet the technical, functional, and performance expectations outlined in this solicitation. This approach improves submission accuracy, reduces onboarding time, and supports efficient fulfillment of staffing requests across all classifications.

Key Components of Our Prequalification Approach

- **Job Role Understanding & Alignment:** We begin by thoroughly reviewing each WVDOT request to ensure clear alignment with the required classification, including roles in mainframe systems, database administration (Oracle, DB2, SQL Server), application development, systems analysis, and Geographic Information Systems (GIS). This ensures a precise understanding of technical requirements, experience levels, and communication expectations for each assignment.
- **Role-Specific Qualification Frameworks:** For each position classification, we apply structured qualification criteria that assess:
 - Required technical skills and platform expertise
 - Relevant industry experience aligned with the role
 - Education, certifications, and specialized training where applicable

- Demonstrated experience in public-sector or enterprise IT environments
- Communication skills and ability to support collaborative team environments
- **Targeted Sourcing & Candidate Pipeline Development:** E7Strategies maintains and continuously develops a pipeline of pre-screened IT professionals across key technical domains. This enables rapid response to staffing requests, including urgent, short-term, and long-term assignments, while ensuring availability of multiple qualified candidates per request when needed.
- **Pre-Submission Screening & Readiness Validation:** All candidates undergo multi-stage screening, including technical evaluation, experience verification, and role-specific readiness assessment. This ensures that only fully qualified candidates are submitted to WVDOT for consideration.
- **Responsiveness & Quality Control:** Our prequalification process is designed to support timely submission within required contractual timelines while maintaining high placement accuracy. This reduces rework, accelerates selection, and ensures consistency in candidate quality across all submissions.

Through this structured approach, E7Strategies ensures that WVDOT receives dependable, thoroughly vetted IT professionals who are prepared to contribute effectively to mission-critical systems and ongoing technology initiatives across the State.

Job Order Receipt & Initial Review

E7Strategies, Inc. is equipped to efficiently receive, track, and manage staffing requisitions across multiple communication channels, ensuring timely response, accuracy, and full transparency throughout the staffing lifecycle.

Job Order Receipt & Acknowledgment

All staffing requests received from the West Virginia Department of Transportation (WVDOT) are promptly reviewed and acknowledged in accordance with contract requirements. Upon receipt, each requisition is:

- Logged into our internal tracking system for full visibility and accountability
- Reviewed for job classification, scope, required skills, and priority level
- Routed immediately to the appropriate recruitment resources for action
- Processed in alignment with required response timelines to ensure timely candidate submission

This structured intake process ensures rapid initiation of sourcing activities and supports compliance with WVDOT's staffing timelines and expectations.

Multi-Channel Intake Capability

E7Strategies supports staffing requisition intake through multiple channels, including:

- Vendor Management Systems (VMS) / Applicant Tracking Systems (ATS)
- Direct email submissions from authorized agency representatives
- Client-specific procurement or staffing platforms

Our team is experienced in working within government and enterprise systems, enabling seamless integration with WVDOT's preferred tools and processes without disruption to workflow or communication.

Centralized Tracking & Control

Each requisition is centrally recorded and monitored to ensure:

- Real-time tracking of all active and pending staffing requests
- Assignment of requisitions to appropriate recruiters based on skill set and urgency
- Monitoring of submission timelines and delivery order requirements
- Full accountability across recruitment and account management functions

This centralized approach ensures transparency, consistency, and adherence to all contractual response requirements.

VMS / ATS Platform Experience

E7Strategies has extensive experience working within a wide range of government and enterprise staffing systems, including:

ATS/VMS Expertise

- | | | | |
|---------------|--------------------------|--------------------------|------------|
| ▪ VectorVMS | ▪ DOTstaff | ▪ Beeline | ▪ Jaggaer |
| ▪ Bonfire | ▪ Fieldglass (SAP Ariba) | ▪ PeopleFluent | ▪ Coupa |
| ▪ IQNavigator | ▪ Workday VNDLY | ▪ Oracle Taleo | ▪ Bullhorn |
| ▪ GEP SMART | ▪ ProcurePort | ▪ TalentNet | ▪ Avetta |
| ▪ iLabor | ▪ Wand (PRO Unlimited) | ▪ UpGlide | ▪ Medefis |
| ▪ StafferLink | ▪ Ariba Network | ▪ Oakland County's ITPRS | ▪ Upglide |

This experience enables efficient navigation of requisition workflows, compliance requirements, and submission processes across multiple environments.

Quality Control & Alignment

Upon receipt, each requisition undergoes structured internal review to ensure:

- Alignment with WVDOT job classifications and technical requirements
- Confirmation of required qualifications and compliance criteria
- Activation of targeted sourcing strategies aligned with urgency and role complexity
- Validation of completeness prior to candidate submission

This disciplined intake process ensures that only fully qualified, properly vetted candidates are presented to WVDOT, supporting speed, accuracy, and consistency in staffing delivery.

Summary

Through this structured requisition intake and tracking model, E7Strategies ensures rapid responsiveness, disciplined execution, and complete visibility across all staffing requests—enabling efficient delivery of qualified IT professionals to support WVDOT’s mission-critical operations.

Turnaround Time (TAT) Framework

E7Strategies, Inc. maintains a structured and efficient staffing workflow designed to ensure rapid response and timely delivery of qualified IT professionals in alignment with WVDOT requirements. Our TAT framework is built to support high-priority, on-demand staffing requests while maintaining quality and compliance at every stage.

Step	Turnaround Time	Description
Job Order Analysis & Intake	0–1 Business Day	Review job requirements, confirm classification, and align with WVDOT staffing needs and priorities.
Candidate Sourcing & Pipeline Activation	0–1 Business Day (parallel process)	Identify qualified candidates from internal databases, talent pipelines, referrals, and professional networks.
Initial Screening & Prequalification	0–1 Business Day	Conduct technical, experience, and communication screening aligned with job-specific requirements.
Candidate Submission	1–2 Business Days	Submit fully vetted, qualified candidate profiles including resumes and supporting documentation.
Interview Coordination & Feedback Management	As scheduled by WVDOT	Coordinate interviews, manage scheduling, and facilitate timely feedback between candidates and agency stakeholders.
Offer Coordination & Pre-Onboarding	1–2 Business Days (post-selection)	Support offer discussions, confirmations, and completion of required onboarding documentation.
Background Checks & Compliance Verification	3–10 Business Days	Conduct required background checks, employment verification, and compliance screening based on role requirements.
Candidate Deployment / Start Date	As determined by WVDOT	Ensure smooth onboarding and transition of selected personnel into assigned roles.

Emergency & Urgent Staffing Support

E7Strategies recognizes that critical IT staffing needs may arise outside standard timelines. We provide responsive support for urgent requirements and maintain availability to accelerate sourcing and submission where required, ensuring continuity of WVDOT operations.

Sourcing

Candidate sourcing is a foundational element of E7Strategies, Inc.'s staffing methodology, particularly for specialized information technology roles requiring deep technical expertise across legacy and modern environments. We utilize a strategic, multi-channel sourcing approach to ensure the West Virginia Department of Transportation (WVDOT) has access to highly qualified, pre-vetted, and readily deployable IT professionals for temporary, project-based, and long-term assignments.

Our sourcing model integrates technology-driven tools, established professional networks, and targeted outreach strategies to identify talent across key IT disciplines, including mainframe systems, database administration (Oracle, DB2, SQL Server), application development, systems analysis, and Geographic Information Systems (GIS). This ensures rapid access to candidates who meet both technical and functional requirements of the classifications outlined in this solicitation.

We leverage a combination of internal talent pipelines, applicant tracking systems (ATS), professional referrals, job boards, and passive candidate engagement strategies to maintain a continuous flow of qualified IT professionals. This proactive approach enables timely fulfillment of staffing requests, including urgent and high-priority requirements.

Targeted & Scalable Sourcing Strategy

- **Internal Database & ATS:** Leverages a centralized pool of pre-vetted candidates aligned to County job classifications, enabling rapid identification and redeployment of qualified talent.
- **Active Talent Pipelines:** Maintains continuously updated pipelines across administrative, programmatic, technical, and professional roles to support the three (2) business day submission requirement.
- **Leading Job Boards & Digital Platforms:** Utilizes platforms such as LinkedIn, Indeed, Monster, Dice, CareerBuilder and other targeted job boards to source qualified candidates based on role-specific requirements.
- **Social Media & Passive Outreach:** Engages both active and passive candidates through LinkedIn Recruiter and targeted outreach campaigns to expand candidate reach.
- **Employee Referrals & Re-engagement:** Leverages referral networks and previously placed high-performing candidates to improve quality and reduce onboarding time.
- **Specialized & Niche Sourcing:** Utilizes role-specific platforms and networks for hard-to-fill or specialized positions.
- **Workforce & Community Partnerships:** Engages with workforce development programs and local talent networks to maintain a steady pipeline of candidates.

Technology-Enabled Sourcing

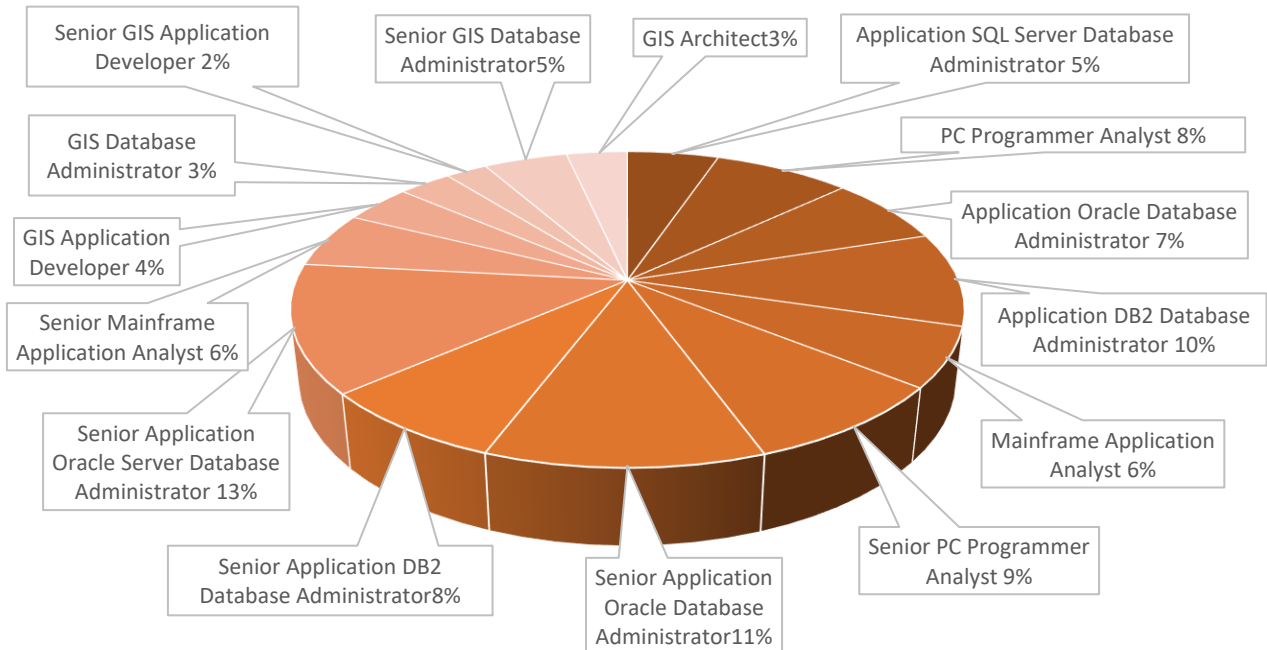
- AI-driven resume search and matching to improve speed and accuracy
- Automated alerts and talent mapping for real-time candidate identification
- Centralized tracking system to manage candidate pipelines and ensure timely submission

Ready-to-Assign Candidate Distribution

E7Strategies maintains a diverse pool of pre-vetted, ready-to-assign IT candidates across multiple disciplines, ensuring we can respond quickly and effectively to the WVDOT's staffing needs. The chart below illustrates the current distribution of our candidate pool, highlighting the breadth of talent we can mobilize immediately.

Not only do we maintain this strong bench of qualified professionals, but we also implement proactive sourcing strategies to continuously expand and refresh our pipeline. Through this approach, we ensure speed, quality, and precision in filling both standard and urgent IT staffing requirements.

Candidates Distribution (within 30-40 miles of WV)



Note: The distribution shown above is representative and based on E7Strategies' active and prequalified temporary candidate pool in the WVDOT and surrounding regional labour market. Actual availability may vary based on assignment duration, qualifications, background requirements, and timing of requests

Candidate Screening and Evaluation

E7Strategies, Inc. employs a structured, multi-tiered screening and evaluation process to ensure that the West Virginia Department of Transportation (WVDOT) receives only highly qualified, reliable, and fully compliant IT professionals. This process ensures alignment with job classifications, minimum qualifications, and contractual timelines prior to candidate submission.

Our approach minimizes risk, improves placement accuracy, and ensures continuity of services across mission-critical IT environments, including mainframe systems, database administration, application development, and GIS platforms.

Phase 1: Initial Screening and Qualification

Recruiters conduct a comprehensive first-level evaluation to ensure baseline alignment with WVDOT job classifications and requirements:

- Qualifications & Experience Review:** Verification of education, relevant work experience, and technical background aligned to the specified classification (e.g., DBA, GIS, Mainframe, Application Analyst).

- **Resume Accuracy Verification:** Confirmation that candidate submissions are complete, consistent, and accurately reflect experience and skills.
- **Availability & Work Requirements:** Validation of candidate availability, engagement type (temporary, project-based, or contract), and any location requirements (onsite or statewide as needed).
- **Role Alignment:** Matching candidate skills and experience to WVDOT-specific job duties and technical environments.
- **Professional Readiness:** Assessment of communication skills, reliability, and ability to function effectively in a public-sector IT environment.
- **Compliance Awareness:** Confirmation of willingness to adhere to state policies, confidentiality requirements, and security standards.

Only candidates who meet all baseline criteria advance to the next stage.

Phase 2: Advanced Screening and Validation

Candidates who pass initial screening undergo deeper technical and compliance validation:

- **Technical Skills Assessment:** Role-specific evaluation of competencies across relevant technologies (e.g., COBOL, CICS, DB2, Oracle, SQL Server, GIS platforms, scripting, and system administration tools).
- **Employment & Reference Verification:** Validation of prior employment history, performance, and professional credibility.
- **Credential Verification:** Confirmation of educational qualifications, certifications, and technical credentials where applicable.
- **Behavioral Evaluation:** Structured interviews assessing problem-solving ability, adaptability, teamwork, and public-sector readiness.
- **Final Quality Assurance Review:** Internal senior reviewer validation to ensure full alignment with WVDOT requirements prior to submission.

This structured two-phase screening process ensures that E7Strategies submits only fully vetted, technically qualified, and work-ready IT professionals who meet or exceed WVDOT requirements. It enhances hiring accuracy, reduces onboarding risk, and supports timely fulfillment of staffing needs across all IT classifications.

Submission

Only candidates who successfully complete both the preliminary and advanced screening stages are submitted to the West Virginia Department of Transportation (WVDOT) for consideration. This structured approach ensures that all presented candidates are fully qualified, compliant, and aligned with the technical and functional requirements of the requested IT classification.

Submission Package: Each candidate submission package is tailored to WVDOT requirements and typically includes:

- Updated professional resume highlighting relevant technical experience and role-specific expertise
- Summary of skills assessment results aligned to the position requirements
- Copies of applicable certifications (e.g., Oracle, Microsoft, DB2, AWS, GIS-related certifications, etc.)
- Verification of work authorization and eligibility to work in the United States, when required

- Additional documentation specified in the requisition, such as references, transcripts, or supporting credentials

Customized Role-Based Submission: Each submission is customized to ensure strong alignment with WVDOT job classifications and operational needs. Key emphasis areas include:

- Technical proficiency across relevant platforms and technologies (mainframe, database, application, and GIS systems)
- Demonstrated experience in public-sector or large enterprise IT environments
- Alignment with the specific duties, responsibilities, and expectations outlined in the requisition
- Readiness to support mission-critical systems and statewide IT operations

Final Quality Review: Before any candidate is submitted, E7Strategies performs a final internal quality assurance review to ensure:

- Accuracy and completeness of all submitted documentation
- Full compliance with WVDOT requirements and requisition specifications
- Clear demonstration of candidate fit for the assigned classification
- Consistency in formatting and presentation across all submissions

E7Strategies also maintains flexibility to adapt submission formats and documentation requirements in alignment with WVDOT systems, workflows, and preferences, ensuring a seamless and efficient review process.

Interview

E7Strategies, Inc. provides structured and responsive interview coordination services to support the West Virginia Department of Transportation (WVDOT) in efficiently evaluating and selecting qualified IT professionals. Our approach ensures timely scheduling, clear communication, and well-prepared candidates to facilitate effective hiring decisions.

Interview Scheduling & Coordination

Upon identification of qualified candidates, E7Strategies will:

- Coordinate interview scheduling between WVDOT hiring managers and candidates
- Provide candidate contact information (phone/email) as required for coordination
- Confirm interview format, timing, and logistics (virtual or in-person as applicable)
- Follow up promptly to resolve scheduling conflicts or communication gaps

Candidate Preparation

To ensure effective interview outcomes, E7Strategies prepares candidates by:

- Reviewing role expectations, responsibilities, and technical requirements aligned to WVDOT classifications
- Providing guidance on interview structure, professionalism, and communication expectations
- Reinforcing public-sector work environment standards and compliance expectations

Communication & Support

E7Strategies maintains continuous communication throughout the interview process to ensure efficiency and transparency:

- Provide timely updates on scheduling and confirmations
- Address changes, delays, or conflicts promptly

- Support coordination between candidates and WVDOT stakeholders to avoid delays in decision-making

Post-Interview Support

Following interviews, E7Strategies will:

- Confirm candidate interest and availability for assignment
- Initiate or support required background and compliance checks as applicable
- Coordinate next steps toward onboarding and placement readiness

Through this structured interview coordination process, E7Strategies ensures a seamless evaluation workflow, enabling WVDOT to assess candidates efficiently and proceed with timely selection of qualified, compliant, and deployment-ready IT professionals.

Onboarding Process & Post-Placement Support

E7Strategies, Inc. follows a structured and compliant onboarding process to ensure that all IT professionals assigned to the West Virginia Department of Transportation (WVDOT) are fully verified, properly onboarded, and prepared to contribute effectively from the first day of assignment. Upon candidate selection, we promptly confirm availability, assignment details, and start-date readiness to ensure a smooth transition into WVDOT operations.

Pre-Employment & Onboarding Activities

Prior to assignment start, E7Strategies completes all required onboarding steps, including:

- Collection and verification of employment documentation
- Confirmation of work authorization and eligibility
- Completion of payroll setup and required administrative forms
- Role-specific briefing on job responsibilities, reporting structure, and delivery expectations
- Reinforcement of WVDOT policies including confidentiality, security protocols, and professional standards

Background & Compliance Verification

E7Strategies ensures all required screening and verification activities are completed in accordance with WVDOT requirements, including:

- Criminal background checks (as applicable)
- Employment and reference verification
- Credential and certification validation (where required)
- Any additional compliance checks specified in the delivery order or job requisition

All compliance activities are completed and documented prior to assignment start or as directed by WVDOT.

Final Readiness & Deployment

Prior to deployment, E7Strategies ensures:

- All onboarding and compliance requirements are fully satisfied
- Candidates are briefed on assignment scope, schedule, and expectations
- Alignment with WVDOT operational requirements, including onsite, hybrid, or statewide deployment needs
- Confirmation that the candidate is fully prepared to begin work without delay

This ensures seamless integration of personnel into WVDOT IT environments supporting mission-critical systems.

Post-Placement Support

E7Strategies provides continuous post-placement support to ensure performance consistency, compliance, and service continuity throughout the assignment:

- **Day-One Confirmation:** Verification of successful assignment start and immediate issue resolution if needed
- **Performance Monitoring:** Ongoing communication with WVDOT supervisors to address performance, attendance, or conduct concerns
- **Rapid Replacement Support:** Prompt replacement of personnel when required to minimize operational disruption
- **Timekeeping & Payroll Support:** Assistance with timesheet processing and payroll accuracy
- **Ongoing Account Management:** Dedicated account oversight for coordination, escalation management, and service continuity

Through a structured onboarding and post-placement support framework, E7Strategies ensures that WVDOT receives fully prepared, compliant, and reliable IT professionals who integrate seamlessly into agency operations and maintain consistent performance throughout their assignments.

Vendor Responsibilities & Service Commitment

E7Strategies, Inc. is committed to meeting all contractual requirements of the West Virginia Department of Transportation (WVDOT) Information Technology Temporary Staffing Services agreement through a structured, responsive, and fully compliant service delivery model.

Responsiveness (48-Hour / 10-Day Requirement)

E7Strategies will adhere to all required response timelines, including:

- Acknowledgment of staffing requests within 48 hours (2 business days) of receipt
- Submission of qualified candidate profiles within 10 business days, or sooner based on urgency and availability
- Immediate communication with WVDOT regarding any delays, clarifications, or staffing constraints

This ensures timely fulfillment of delivery orders and continuous support for WVDOT operational needs

Performance Management

E7Strategies, Inc. maintains a structured performance management and issue resolution framework to ensure that all assigned IT personnel consistently meet the West Virginia Department of Transportation (WVDOT) expectations for quality, professionalism, compliance, and service continuity.

Our approach is designed to support proactive oversight, rapid issue resolution, and uninterrupted delivery of IT staffing services across all classifications.

Performance Management Approach

- **Ongoing Performance Monitoring:** Coordination with WVDOT hiring managers to monitor attendance, performance, and adherence to assigned duties and workplace standards
- **Early Assignment Check-Ins:** Initial follow-ups after placement to confirm successful onboarding, role alignment, and smooth integration

- **Ongoing Communication:** Regular engagement with WVDOT stakeholders to review performance, address concerns, and support workforce planning needs
- **Continuous Feedback Loop:** Structured communication channels to capture feedback and improve service quality and responsiveness

Quality Assurance & Reporting

E7Strategies maintains internal quality controls to ensure consistent service delivery, including monitoring of:

- Timeliness of candidate submissions and fulfillment
- Attendance, reliability, and performance of assigned personnel
- Compliance with WVDOT policies, procedures, and contractual requirements
- Overall responsiveness and service effectiveness

Reporting and status updates are provided to WVDOT upon request to support oversight, workforce planning, and contract performance evaluation.

Personnel Performance Management Matrix (For Candidates) – Internal use only

Category	Evaluation Criteria	Scoring Scale (1 5)	Comments /Action Plan
Work Quality	Accuracy, efficiency, and consistency in task execution.	1 = Poor 5 = Excellent	-
Productivity	Adherence to deadlines, task completion rate, and workload management.	1 = Below Expectations 5 = Exceeds Expectations	-
Technical Skills	Proficiency in required skills and ability to troubleshoot.	1 = Needs Training 5 = Expert	-
Adaptability	Ability to adjust to new environments and handle change effectively.	1 = Struggles 5 = Highly Adaptable	-
Collaboration & Communication	Interaction with team members and stakeholders, and responsiveness to feedback.	1 = Poor 5 = Excellent	-
Attendance & Punctuality	Adherence to work hours, absences, and punctuality.	1 = Frequent Issues 5 = Perfect Record	-
Engagement & Retention	Job satisfaction, interest in contract continuation.	1 = Disengaged 5 = Highly Engaged	-
Training & Development Needs	Additional training or support is required for improvement.	1 = High Need 5 = No Need	-

Client Satisfaction & Service Delivery Matrix – Internal use only

Category	Evaluation Criteria	Scoring Scale (1 5)	Evaluation Frequency	Action Plan
Requirement Fulfillment	Ability to provide qualified candidates as per the job description.	1 = Unmet 5 = Exceeded	After Each Placement	-
Response Time	Speed of candidate submission for open roles.	1 = Delayed 5 = Immediate	After Each Placement	-

Quality of Candidates	Relevance of skills, experience, and cultural fit.	1 = Poor 5 = Excellent	After Each Placement	-
Onboarding Efficiency	Seamless integration, minimal disruptions.	1 = Issues Reported 5 = Smooth Process	30 Days After Onboarding	-
Performance Satisfaction	Client's feedback on the placed candidates' job performance.	1 = Negative 5 = Highly Positive	3 Months After Placement, Then Quarterly	-
Communication & Support	Responsiveness, problem resolution, and follow-ups.	1 = Poor 5 = Excellent	Quarterly	-
Retention Rate	Percentage of candidates staying beyond the initial contract period.	1 = High Turnover 5 = Long-Term Engagement	Annually	-
Compliance & Documentation	Accuracy and completeness of hiring paperwork.	1 = Issues Found 5 = Fully Compliant	Per Placement	-
Billing & Payment Accuracy	Error-free invoicing, timely approvals, and processing.	1 = Frequent Issues 5 = Perfect Record	Per Billing Cycle	-
Overall Client Satisfaction	General feedback on E7Strategies' service quality.	1 = Dissatisfied 5 = Highly Satisfied	Quarterly	-

Issue Resolution & Candidate Replacement

E7Strategies, Inc. maintains a responsive and structured issue resolution and candidate replacement framework to promptly address any performance, attendance, conduct, or compliance concerns related to assigned temporary IT personnel supporting the West Virginia Department of Transportation (WVDOT). Our approach ensures rapid action, clear communication, and continuity of WVDOT operations.

Immediate Response Protocol

Upon notification from WVDOT regarding any issue with assigned personnel, E7Strategies will:

- Immediately coordinate with the designated WVDOT hiring manager or project officer
- Review and validate the concern, confirming all relevant details
- Determine and implement appropriate corrective action in alignment with WVDOT direction
- Execute corrective measures including coaching, reassignment, or immediate removal when required
- Maintain clear documentation and ongoing communication throughout the resolution process

Personnel Removal & Replacement

E7Strategies fully complies with WVDOT requirements regarding personnel performance and suitability, including:

- Immediate removal of assigned personnel upon WVDOT request, including no-cause termination
- Rapid identification and submission of qualified replacement candidates to minimize disruption
- Replacement candidates are fully screened, prequalified, and aligned with WVDOT job classifications and technical requirements
- Accelerated sourcing and onboarding to ensure continuity of IT services and project delivery timelines

Billing & Accountability

- Billing is strictly based on actual hours worked and approved by WVDOT
- No billing for non-productive time, including breaks, delays, or transition periods
- All adjustments related to personnel changes are properly documented and aligned with WVDOT contract requirements

Commitment to Service Continuity

Through proactive issue resolution and rapid replacement capability, E7Strategies ensures consistent, reliable, and compliant staffing support for WVDOT. Our structured approach minimizes operational disruption and maintains continuity of mission-critical IT services across all classifications.

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Escalation Matrix

To ensure efficient resolution of issues and maintain seamless operations, E7Strategies follows a structured Escalation Matrix for addressing concerns related to staffing, compliance, performance, and contract execution. This matrix defines the hierarchy for escalating issues and the corresponding response times at each level.

Escalation Levels and Responsibilities

Escalation Level	Point of Contact (POC)	Escalation Criteria
Level 1	Account Manager	<ul style="list-style-type: none"> • Initial inquiry or issue with candidate submission, interview scheduling, or documentation delays. • Minor concerns regarding candidate performance or compliance.
Level 2	Recruitment Manager	<ul style="list-style-type: none"> • Unresolved Level 1 issues. • Repeated delays in response or fulfillment. • Client dissatisfaction related to sourcing timelines or screening process.
Level 3	Program Manager	<ul style="list-style-type: none"> • Unresolved Level 2 issues. • Urgent matters affecting project milestones, SLAs, or compliance. • Highimpact disputes or escalations requiring immediate intervention.

Level 4	Director of Operations	<ul style="list-style-type: none"> • Persistent issues affecting project continuity. • Recurrent SLA breaches or compliance concerns. • Highpriority client escalations requiring senior leadership involvement.
Level 5	President	<ul style="list-style-type: none"> • Critical escalations impacting contract viability. • Legal, financial, or reputational risks.

Escalation Procedures

1. **Identify the Issue** – The concerned team member logs the issue and attempts to resolve it at Level 1.
2. **Escalate as Needed** – If unresolved within the stipulated timeframe, the issue moves to the next level.
3. **Provide Documentation** – Each escalation must be accompanied by relevant details, including email trails, logs, and attempts at resolution.
4. **Resolution & Closure** – Once resolved, the solution is documented, and preventive actions are discussed to avoid recurrence.

Contact Details

- **Account Manager** - bids@e7strategies.com
- **Recruitment Manager** - reqs@e7strategies.com
- **Program Manager** - timesheets@e7strategies.com
- **Director of Operations** - balaji@e7strategies.com
- **President** - soumyav@e7strategies.com

E7Strategies ensures that all escalations are handled with urgency and professionalism, minimizing disruptions and ensuring high client satisfaction.

Documentation Compliance

E7Strategies ensures full compliance with all WVDOT documentation requirements, including:

- Submission of detailed candidate resumes aligned with job classifications
- Verification of education, certifications, and relevant experience
- Supporting documentation such as references, transcripts, and credential validation (as required)
- Proper formatting, completeness, and accuracy of all submissions prior to delivery

All documentation is reviewed for accuracy and compliance before submission to WVDOT

Timesheet Management

E7Strategies enforces strict timesheet compliance to ensure transparency and accurate billing:

- Weekly (or agency-specified) timesheet submission and approval process
- Hours billed only for actual time worked and approved by WVDOT
- No billing for non-productive time, including breaks or administrative delays
- Full auditability and documentation of all submitted time records

Work Authorization Compliance

E7Strategies ensures full legal and regulatory compliance for all assigned personnel:

- Verification of U.S. work authorization prior to assignment start
- Maintenance of supporting documentation for audit and compliance purposes
- Ongoing monitoring to ensure continued eligibility throughout the assignment period
- Immediate notification to WVDOT in the event of any change in work eligibility status

All-Inclusive Pricing Model

E7Strategies provides fully burdened hourly rates that include:

- Wages and employee compensation
- Payroll taxes and statutory withholdings
- Benefits, insurance, and overhead costs
- Administrative, compliance, and operational expenses
- Travel or incidental costs (if applicable and pre-approved under contract terms)

This ensures complete transparency and eliminates any hidden or additional costs to WVDOT.

Through strict adherence to response timelines, structured replacement processes, documentation compliance, and transparent billing practices, E7Strategies ensures reliable, compliant, and efficient IT staffing support for WVDOT. Our commitment to accountability and responsiveness ensures consistent service delivery across all assignments and classifications.

Reporting, Tracking & Transparency

E7Strategies, Inc. provides accurate, timely, and audit-ready reporting to ensure the West Virginia Department of Transportation (WVDOT) maintains full visibility into staffing activities, workforce utilization, and contract performance. Our reporting framework is designed to support transparency, compliance oversight, and informed workforce decision-making.

Standard Reporting Capabilities

E7Strategies provides structured reporting across all staffing activities, including:

- **Staffing Activity Reports:** Open, filled, and pending requisitions categorized by job classification and assignment status
- **Candidate Tracking:** Status of submissions, interviews, selections, placements, and replacements
- **Turnaround Metrics:** Time from requisition receipt to candidate submission in alignment with contractual response timelines
- **Workforce Utilization:** Summary of hours worked by assigned personnel based on approved timesheets
- **Billing & Invoice Support:** Verification of billable hours supported by approved timekeeping records
- **Compliance Tracking:** Status of background checks, work authorization verification, and onboarding completion
- **Performance Metrics:** Attendance, reliability, and overall service delivery performance indicators
- **Diversity Reporting (if requested):** Aggregated workforce data supporting public-sector diversity and inclusion objectives

Reporting Frequency & Delivery

- Reports are provided weekly, monthly, or as requested by the WVDOT
- Delivered in Excel, PDF, or other WVDOT -approved formats
- Fully aligned with timekeeping system data and invoicing records

Quality Control & Accountability

- All reports undergo internal review to ensure accuracy, completeness, and consistency
- Data is supported by verifiable records, including approved timesheets and candidate tracking logs

- E7Strategies participates in regular meetings with WVDOT personnel to review performance and staffing trends

Through a structured reporting and transparency framework, E7Strategies ensures that WVDOT receives clear, reliable, and actionable workforce insights that support operational oversight, financial accountability, and long-term staffing strategy.

Retention Policy

E7Strategies prioritizes workforce stability, employee engagement, and assignment continuity to ensure WVDOT receives consistent, reliable, and high-performing temporary IT personnel. Our retention approach is designed to minimize turnover, maintain service continuity, and ensure a readily available pool of experienced, assignment-ready professionals across all IT classifications.

Retention Strategy

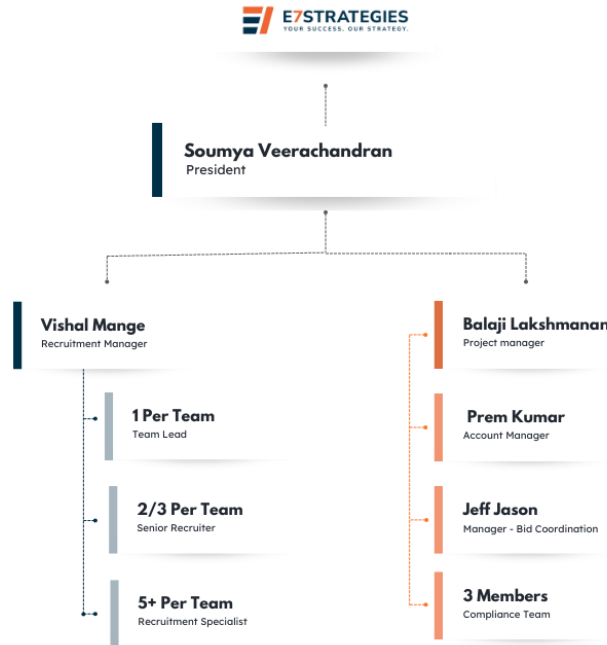
- **Structured Onboarding & Early Engagement:** Clear communication of role expectations, project requirements, reporting structure, and WVDOT policies, supported by early assignment check-ins to ensure smooth integration
- **Competitive Pay & Timely Payroll:** Market-aligned compensation with accurate and timely payroll processing to support employee satisfaction and retention
- **Ongoing Communication & Performance Monitoring:** Continuous engagement with WVDOT supervisors and assigned personnel to proactively address concerns and maintain performance standards
- **Dedicated Support & Issue Resolution:** A designated point of contact for all assigned personnel to resolve scheduling, administrative, or workplace issues efficiently
- **Redeployment & Continuity:** High-performing personnel are prioritized for future WVDOT assignments to reduce onboarding time and ensure continuity of service delivery

Retention Outcomes

Through proactive engagement, responsive support, and structured workforce management, E7Strategies maintains a stable and dependable IT staffing pool. This ensures WVDOT benefits from consistent, experienced, and assignment-ready personnel who contribute to uninterrupted operations and long-term service quality.

Service Delivery & Account Management

Organizational Capacity



Project Management

E7Strategies has established a dedicated project management and recruitment structure to ensure the West Virginia Department of Transportation (WVDOT) receives seamless, responsive, and compliant IT temporary staffing support across all required technical classifications, including application development, database administration, GIS, mainframe, and PC programming roles.

Our approach is designed to support fluctuating workload demands, address critical staffing gaps, and ensure continuity of IT operations. The management framework emphasizes accountability, rapid responsiveness, clear communication, and strict adherence to WVDOT requirements, ensuring all staffing services align with contractual obligations, technical specifications, and service expectations.

Project Manager – Balaji Lakshmanan

Balaji Lakshmanan will serve as the primary point of contact for contract execution and operational oversight. He will be responsible for resource coordination, scheduling, compliance monitoring, and overall delivery management. He will maintain direct communication with WVDOT, providing regular status updates, workforce tracking, and proactive issue resolution to ensure uninterrupted staffing support across all IT functions.

Recruitment Team

- **Recruitment Manager – Vishal Mange:** Provides strategic oversight of all recruitment activities, ensuring staffing requests are fulfilled with candidates who meet or exceed WVDOT Class Specifications and mandatory qualifications. Ensures responsiveness across all IT classifications and delivery timelines.




- **Recruitment Team Lead:** Oversees daily recruitment operations, including sourcing, screening, and submission of qualified IT professionals. Ensures compliance with RFQ requirements, including resume formatting, verification, and turnaround expectations.
- **Senior Recruiter:** Builds and maintains proactive talent pipelines for high-demand IT roles such as database administration, GIS, mainframe systems, and application development.
- **Recruiters:** Execute end-to-end recruitment activities including sourcing, screening, interview coordination, and candidate submission, ensuring all candidate packages are complete, accurate, and compliant.

Account & Contract Management




- **Account Manager – Prem Kumar:** Oversees overall service delivery and client relationship management, ensuring responsiveness, quality assurance, and alignment with WVDOT requirements. Serves as escalation point for operational issues.
- **Contract Manager – Bhavini Agarwal:** Manages contract compliance, reporting, and invoicing processes. Ensures alignment with WVDOT billing requirements, approved timesheets, and documentation standards.
- **Compliance Team:** Ensures full adherence to all applicable federal, state, and agency requirements, including:
 - Verification of candidate qualifications and employment history
 - Coordination of criminal background checks and Virginia Central Registry checks
 - Support for data security, confidentiality, and HIPAA-related requirements
 - Ongoing monitoring to ensure all temporary staff meet WVDOT standards

Key Personnel Bios

Balaji Lakshmanan | Program Manager

-  23+ years of experience
-  Working with E7Strategies: 7+ years
-  M.B.A. (Management), M.S. (Biomedical Eng.), B.E. (Electronics)

Vishal Mange | Recruitment Manager

-  9+ years of experience
-  Working with E7Strategies: 4+ years
-  B.Tech. in Information Technology

Balaji Lakshmanan | Program Manager

Balaji Lakshmanan is a seasoned IT executive with over 23 years of experience in enterprise architecture, program management, and data analytics, currently serving as Vice President/Program Manager at E7Strategies. He specializes in developing IT roadmaps, overseeing architecture and implementation strategies, and managing federal contracts. Balaji has worked with leading federal agencies and contractors, including the National Institutes of Health, Northrop Grumman, and Accenture Federal Services.

Key Strengths & Career Highlights:

- **Enterprise Architecture & Governance:** Expert in leading large-scale IT initiatives, including infrastructure roadmaps, cloud migration, IT governance, and security.
- **Federal Program Management:** Directs project staffing, contract execution, client coordination, and resource planning to meet federal deliverables

- **Advanced Data Analytics & Engineering:** Extensive background in big data platforms (Hadoop, Hive, Spark), statistical modelling (SPSS, Python, R), and machine learning applications to detect healthcare fraud and process scientific data
- **Cloud & DevOps:** Led cloud migration efforts (AWS), implemented Snowflake, and automated ETL processes with Shell, Python, and Control-M.
- **Visualization & Communication:** Collaborated with stakeholders and visualization teams to deliver analytical insights using Tableau and Splunk.

Technical Proficiency:

- **Tools & Languages:** SQL, Python, R, MATLAB, SPSS, Shell, Hive, Spark, Hadoop, Snowflake, Tableau, AWS
- **Platforms:** Databricks, Zeppelin, Splunk, GitLab, Control-M

Balaji's unique blend of technical expertise, strategic vision, and federal experience positions him as a subject matter expert (SME) in enterprise project management and analytics.

Vishal Mange | Recruitment Manager

Dynamic and results-driven Recruitment Manager with over 9+ years of experience delivering top-tier IT talent to Public Sector (Federal, State, and Local) and Private Sector (BFSI, Healthcare, Technology) clients. Proven expertise in full lifecycle recruiting for security-cleared roles across multiple agencies, including the US DoD, DHS, DOT, FBI, Navy, and numerous state governments (NJ, FL, MA, TX, CA, UT, NY, KS, VA, etc.). Adept at building recruitment pipelines from scratch, mentoring teams, resolving immigration matters, and driving performance metrics across enterprise-wide accounts. Notably recognized for opening 50+ new accounts as a sole contributor, showcasing excellence in client acquisition and recruitment delivery. Known for strong stakeholder communication, team leadership, and a deep understanding of ATS platforms, sourcing strategies, and recruitment technologies.

Key Strengths & Career Highlights

- **State & Local Government Expertise:** Proven track record placing top talent with major state agencies across the U.S., including NJ, TX, NY, OH, FL, MA, VA, KS and UT, managing contract-based, permanent, and niche roles.
- **Federal & Cleared Recruitment:** Extensive experience delivering candidates with Secret, Top Secret, and Full Scope Polygraph clearance to federal clients such as DoD, DHS, DOE, US Navy, and FBI.
- **Account Development & Expansion:** Personally opened and successfully staffed over 50 new public sector accounts, securing initial hires and building long-term client relationships.
- **Recruitment Leadership & Mentorship:** Leads and mentors recruitment teams, develops recruitment processes, implements sourcing technologies, and builds SOPs to ensure consistent success metrics.
- **Full Lifecycle Recruitment:** Hands-on experience in sourcing, screening, scheduling, negotiating, and onboarding candidates across IT, non-IT, and niche skill roles.
- **Client Relations & Strategy:** Serves as the primary point of contact for clients, managing delivery pipelines, advising on staffing strategy, and improving client satisfaction.
- **High-Clearance Staffing Expertise:** Successfully placed resources with security levels ranging from Public Trust and Secret to Full Scope Polygraph.

Technical Proficiency

- **Recruitment Tools:** Dice, Monster, CareerBuilder, LinkedIn Recruiter, JobDiva, Bullhorn, CEIPAL, iCIMS, and Taleo.
- **Applicant Tracking Systems (ATS):** CEIPAL, Bullhorn, and custom in-house ATS solutions.
- **Sourcing Techniques:** Boolean logic, X-ray search, GitHub/Stack Overflow search, social media sourcing, and job boards.
- **CRM & Reporting:** Excel, Google Sheets, reporting dashboards, and real-time analytics for KPI monitoring.
- **Immigration Handling:** Experienced in H1B processing, Green Card transfers, and contractor compliance in public sector roles.
- **Clearance Familiarity:** Extensive experience recruiting candidates with NACI, Secret, Top Secret, SCI, and Polygraph levels.

References

Client Name:	Tiara Integration, Inc.
Address	6111 Bollinger Canyon Road, Ste. 575, San Ramon CA, 94583
POC Name:	Venkatesh Babu
Title:	CEO
Contact#:	925-858-2392
Email:	venkatesh@tiaraconsulting.com
Description of work:	E7Strategies provided comprehensive IT staff augmentation services to Tiara Integration, Inc., including temporary staffing, direct hire placements, and temp-to-hire engagements. Our team supported a range of IT functions by sourcing, screening, and placing highly qualified professionals tailored to evolving project and operational needs.

Client Name:	Government of the District of Columbia Office of Risk Management (ORM)
Address	441 Fourth Street NW, 800 South Washington, DC 20001
POC Name:	Lashawn Myles
Title:	Human Resources Manager
Contact#:	(202) 727-7723
Approx. Value	\$167,846.40 (Total Contract Spend)
Description of work:	E7Strategies provided recruitment and staffing services to the Office of Risk Management (ORM), supplying qualified clerical and administrative personnel. Services included sourcing, screening, vetting, and placement of administrative assistants, office support staff, and data entry personnel. E7Strategies ensured timely delivery of assignment-ready candidates who met ORM's operational and confidentiality requirements, supporting efficient daily administrative functions.

Client Name:	Emerging Technology Integrators, Ltd.
Address	172 East State Street, Columbus, OH 43229
POC Name:	Dipal Pandya
Title:	Recruitment Manager
Contact#:	(202) 558-5448
Email:	dipal@eti-ltd.com
Description of work:	E7Strategies provided staff augmentation services to ETI, supporting their workforce needs with qualified professionals across multiple job functions, including administrative support, IT and technical roles, finance and accounting, customer service, and project coordination. Our team delivered timely and flexible staffing solutions, ensuring ETI had access to skilled resources to maintain productivity and meet project demands.

Workforce Challenges & E7Strategies' Strategic Solutions (WVDOT)

WVDOT operates in a complex, mission-critical IT environment requiring rapid access to highly qualified technical personnel across legacy and modern systems. The Department must manage fluctuating workload demands, strict compliance standards, and continuity of operations within a multi-vendor staffing framework.

E7Strategies applies a structured, scalable, and compliance-driven delivery model to ensure consistent support for WVDOT's IT staffing needs.

Challenge	E7Strategies' Tailored Solution
Fluctuating & On-Demand IT Staffing Needs: WVDOT requires rapid access to qualified personnel across multiple IT classifications with no guaranteed volume.	Maintain active, classification-specific talent pipelines across mainframe, database administration, GIS, application development, and systems support roles to ensure rapid response to staffing requests.
Multi-Vendor, Sequential Award Environment: Staffing opportunities are issued based on priority and responsiveness, requiring strong competitiveness and speed.	Ensure fast turnaround through prequalified candidate pools and streamlined workflows to submit qualified candidates within required timelines and maximize selection opportunity.
Strict Turnaround Time Requirements: Delays in submission may result in loss of staffing opportunity.	Implement centralized tracking systems and optimized recruitment workflows to consistently meet or exceed required response and submission deadlines.
Complex IT Role Requirements Across Legacy & Modern Systems: Roles include mainframe, Oracle, DB2, SQL Server, and GIS technologies.	Maintain specialized recruiter expertise and targeted sourcing strategies aligned to each technical domain to ensure accurate role-to-candidate matching.
Compliance & Security Requirements: Includes background checks, employment verification, and confidentiality obligations.	Execute a strict compliance framework covering credential verification, employment eligibility, background screening coordination, and data security adherence.
Candidate Quality & Technical Precision: Candidates must meet detailed minimum qualifications and perform in critical IT environments.	Apply multi-stage technical screening, resume validation, and SME review to ensure only qualified, assignment-ready candidates are submitted.
Agency Supervision & Right to Replace Personnel: WVDOT maintains full control over daily supervision and may request removal at any time.	Ensure all personnel are prepared for direct agency supervision and provide immediate replacement support to maintain continuity of operations.
Service Continuity & Retention Risks: Turnover or performance issues can impact system stability and project delivery.	Maintain standby talent pipelines and proactive engagement strategies to ensure rapid replacement and minimal disruption to IT services.
Timesheet & Billing Compliance: Strict requirements for accurate time reporting and audit-ready invoicing.	Provide structured timekeeping support with weekly approved timesheets and fully compliant, audit-ready billing aligned to actual hours worked.

Diversity & Inclusive Workforce Objectives: WVDOT encourages equitable hiring practices.	Implement inclusive sourcing strategies and maintain diverse candidate pipelines supporting equitable and unbiased recruitment practices.
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Value to WVDOT

Through this structured approach, E7Strategies delivers a responsive, compliant, and technically aligned IT staffing solution that supports WVDOT’s operational continuity. Our ability to maintain ready talent pipelines, meet stringent turnaround requirements, and ensure full compliance positions us as a reliable staffing partner for mission-critical IT support needs.

GENERAL TERMS AND CONDITIONS:

1. CONTRACTUAL AGREEMENT: Issuance of an Award Document signed by the Purchasing Division Director, or his designee, and approved as to form by the Attorney General's office constitutes acceptance by the State of this Contract made by and between the State of West Virginia and the Vendor. Vendor's signature on its bid, or on the Contract if the Contract is not the result of a bid solicitation, signifies Vendor's agreement to be bound by and accept the terms and conditions contained in this Contract.

2. DEFINITIONS: As used in this Solicitation/Contract, the following terms shall have the meanings attributed to them below. Additional definitions may be found in the specifications included with this Solicitation/Contract.

2.1. "Agency" or "Agencies" means the agency, board, commission, or other entity of the State of West Virginia that is identified on the first page of the Solicitation or any other public entity seeking to procure goods or services under this Contract.

2.2. "Bid" or "Proposal" means the vendors submitted response to this solicitation.

2.3. "Contract" means the binding agreement that is entered into between the State and the Vendor to provide the goods or services requested in the Solicitation.

2.4. "Director" means the Director of the West Virginia Department of Administration, Purchasing Division.

2.5. "Purchasing Division" means the West Virginia Department of Administration, Purchasing Division.

2.6. "Award Document" means the document signed by the Agency and the Purchasing Division, and approved as to form by the Attorney General, that identifies the Vendor as the contract holder.

2.7. "Solicitation" means the official notice of an opportunity to supply the State with goods or services that is published by the Purchasing Division.

2.8. "State" means the State of West Virginia and/or any of its agencies, commissions, boards, etc. as context requires.

2.9. "Vendor" or "Vendors" means any entity submitting a bid in response to the Solicitation, the entity that has been selected as the lowest responsible bidder, or the entity that has been awarded the Contract as context requires.

3. CONTRACT TERM; RENEWAL; EXTENSION: The term of this Contract shall be determined in accordance with the category that has been identified as applicable to this Contract below:

Term Contract

Initial Contract Term: The Initial Contract Term will be for a period of (1) one year. The Initial Contract Term becomes effective on the effective start date listed on the first page of this Contract, identified as the State of West Virginia contract cover page containing the signatures of the Purchasing Division, Attorney General, and Encumbrance clerk (or another page identified as _____), and the Initial Contract Term ends on the effective end date also shown on the first page of this Contract.

Renewal Term: This Contract may be renewed upon the mutual written consent of the Agency, and the Vendor, with approval of the Purchasing Division and the Attorney General's office (Attorney General approval is as to form only). Any request for renewal should be delivered to the Agency and then submitted to the Purchasing Division thirty (30) days prior to the expiration date of the initial contract term or appropriate renewal term. A Contract renewal shall be in accordance with the terms and conditions of the original contract. Unless otherwise specified below, renewal of this Contract is limited to (3) Three successive one (1) year periods or multiple renewal periods of less than one year, provided that the multiple renewal periods do not exceed the total number of months available in all renewal years combined. Automatic renewal of this Contract is prohibited. Renewals must be approved by the Vendor, Agency, Purchasing Division and Attorney General's office (Attorney General approval is as to form only)

Alternate Renewal Term – This contract may be renewed for _____ successive _____ year periods or shorter periods provided that they do not exceed the total number of months contained in all available renewals. Automatic renewal of this Contract is prohibited. Renewals must be approved by the Vendor, Agency, Purchasing Division and Attorney General's office (Attorney General approval is as to form only)

Delivery Order Limitations: In the event that this contract permits delivery orders, a delivery order may only be issued during the time this Contract is in effect. Any delivery order issued within one year of the expiration of this Contract shall be effective for one year from the date the delivery order is issued. No delivery order may be extended beyond one year after this Contract has expired.

Fixed Period Contract: This Contract becomes effective upon Vendor's receipt of the notice to proceed and must be completed within _____ days.

One-Time Purchase: This Contract is for the purchase of a set quantity of goods that are identified in the specifications included herewith. Once those items have been delivered, no additional goods may be procured under this Contract without an appropriate change order approved by the Vendor, Agency, Purchasing Division, and Attorney General's office.

Construction: This Contract is for construction activity more fully defined in the specifications.

6. EMERGENCY PURCHASES: The Purchasing Division Director may authorize the Agency to purchase goods or services in the open market that Vendor would otherwise provide under this Contract if those goods or services are for immediate or expedited delivery in an emergency. Emergencies shall include, but are not limited to, delays in transportation or an unanticipated increase in the volume of work. An emergency purchase in the open market, approved by the Purchasing Division Director, shall not constitute of breach of this Contract and shall not entitle the Vendor to any form of compensation or damages. This provision does not excuse the State from fulfilling its obligations under a One-Time Purchase contract.

7. REQUIRED DOCUMENTS: All of the items checked in this section must be provided to the Purchasing Division by the Vendor as specified:

LICENSE(S) / CERTIFICATIONS / PERMITS: In addition to anything required under the Section of the General Terms and Conditions entitled Licensing, the apparent successful Vendor shall furnish proof of the following licenses, certifications, and/or permits upon request and in a form acceptable to the State. The request may be prior to or after contract award at the State's sole discretion.

The apparent successful Vendor shall also furnish proof of any additional licenses or certifications contained in the specifications regardless of whether or not that requirement is listed above.

8. INSURANCE: The apparent successful Vendor shall furnish proof of the insurance identified by a checkmark below prior to Contract award. The insurance coverages identified below must be maintained throughout the life of this contract. Thirty (30) days prior to the expiration of the insurance policies, Vendor shall provide the Agency with proof that the insurance mandated herein has been continued. Vendor must also provide Agency with immediate notice of any changes in its insurance policies, including but not limited to, policy cancelation, policy reduction, or change in insurers. The apparent successful Vendor shall also furnish proof of any *additional insurance requirements contained in the specifications prior to Contract award* regardless of whether that insurance requirement is listed in this section.

Vendor must maintain:

Commercial General Liability Insurance in at least an amount of: \$1,000,000.00 per occurrence.

Automobile Liability Insurance in at least an amount of: \$1,000,000.00 per occurrence.

Professional/Malpractice/Errors and Omission Insurance in at least an amount of: _____ per occurrence. Notwithstanding the forgoing, Vendor's are not required to list the State as an additional insured for this type of policy.

Commercial Crime and Third Party Fidelity Insurance in an amount of: _____ per occurrence.

Cyber Liability Insurance in an amount of: _____ per occurrence.

Builders Risk Insurance in an amount equal to 100% of the amount of the Contract.

Pollution Insurance in an amount of: _____ per occurrence.

Aircraft Liability in an amount of: _____ per occurrence.

9. WORKERS' COMPENSATION INSURANCE: Vendor shall comply with laws relating to workers compensation, shall maintain workers' compensation insurance when required, and shall furnish proof of workers' compensation insurance upon request.

10. VENUE: All legal actions for damages brought by Vendor against the State shall be brought in the West Virginia Claims Commission. Other causes of action must be brought in the West Virginia court authorized by statute to exercise jurisdiction over it.

11. LIQUIDATED DAMAGES: This clause shall in no way be considered exclusive and shall not limit the State or Agency's right to pursue any other available remedy. Vendor shall pay liquidated damages in the amount specified below or as described in the specifications:

_____ for _____.

Liquidated Damages Contained in the Specifications.

Liquidated Damages Are Not Included in this Contract.

12. ACCEPTANCE: Vendor's signature on its bid, or on the certification and signature page, constitutes an offer to the State that cannot be unilaterally withdrawn, signifies that the product or service proposed by vendor meets the mandatory requirements contained in the Solicitation for that product or service, unless otherwise indicated, and signifies acceptance of the terms and conditions contained in the Solicitation unless otherwise indicated.

13. PRICING: The pricing set forth herein is firm for the life of the Contract, unless specified elsewhere within this Solicitation/Contract by the State. A Vendor's inclusion of price adjustment provisions in its bid, without an express authorization from the State in the Solicitation to do so, may result in bid disqualification. Notwithstanding the foregoing, Vendor must extend any publicly advertised sale price to the State and invoice at the lower of the contract price or the publicly advertised sale price.

14. PAYMENT IN ARREARS: Payments for goods/services will be made in arrears only upon receipt of a proper invoice, detailing the goods/services provided or receipt of the goods/services, whichever is later. Notwithstanding the foregoing, payments for software maintenance, licenses, or subscriptions may be paid annually in advance.

15. PAYMENT METHODS: Vendor must accept payment by electronic funds transfer and P-Card. (The State of West Virginia's Purchasing Card program, administered under contract by a banking institution, processes payment for goods and services through state designated credit cards.)

16. TAXES: The Vendor shall pay any applicable sales, use, personal property or any other taxes arising out of this Contract and the transactions contemplated thereby. The State of West Virginia is exempt from federal and state taxes and will not pay or reimburse such taxes.

17. ADDITIONAL FEES: Vendor is not permitted to charge additional fees or assess additional charges that were not either expressly provided for in the solicitation published by the State of West Virginia, included in the Contract, or included in the unit price or lump sum bid amount that Vendor is required by the solicitation to provide. Including such fees or charges as notes to the solicitation may result in rejection of vendor's bid. Requesting such fees or charges be paid after the contract has been awarded may result in cancellation of the contract.

18. FUNDING: This Contract shall continue for the term stated herein, contingent upon funds being appropriated by the Legislature or otherwise being made available. In the event funds are not appropriated or otherwise made available, this Contract becomes void and of no effect beginning on July 1 of the fiscal year for which funding has not been appropriated or otherwise made available. If that occurs, the State may notify the Vendor that an alternative source of funding has been obtained and thereby avoid the automatic termination. Non-appropriation or non-funding shall not be considered an event of default.

19. CANCELLATION: The Purchasing Division Director reserves the right to cancel this Contract immediately upon written notice to the vendor if the materials or workmanship supplied do not conform to the specifications contained in the Contract. The Purchasing Division Director may also cancel any purchase or Contract upon 30 days written notice to the Vendor in accordance with West Virginia Code of State Rules § 148-1-5.2.

20. TIME: Time is of the essence regarding all matters of time and performance in this Contract.

21. APPLICABLE LAW: This Contract is governed by and interpreted under West Virginia law without giving effect to its choice of law principles. Any information provided in specification manuals, or any other source, verbal or written, which contradicts or violates the West Virginia Constitution, West Virginia Code, or West Virginia Code of State Rules is void and of no effect.

22. COMPLIANCE WITH LAWS: Vendor shall comply with all applicable federal, state, and local laws, regulations and ordinances. By submitting a bid, Vendor acknowledges that it has reviewed, understands, and will comply with all applicable laws, regulations, and ordinances.

SUBCONTRACTOR COMPLIANCE: Vendor shall notify all subcontractors providing commodities or services related to this Contract that as subcontractors, they too are required to comply with all applicable laws, regulations, and ordinances. Notification under this provision must occur prior to the performance of any work under the contract by the subcontractor.

23. ARBITRATION: Any references made to arbitration contained in this Contract, Vendor's bid, or in any American Institute of Architects documents pertaining to this Contract are hereby deleted, void, and of no effect.

24. MODIFICATIONS: This writing is the parties' final expression of intent. Notwithstanding anything contained in this Contract to the contrary no modification of this Contract shall be binding without mutual written consent of the Agency, and the Vendor, with approval of the Purchasing Division and the Attorney General's office (Attorney General approval is as to form only). Any change to existing contracts that adds work or changes contract cost, and were not included in the original contract, must be approved by the Purchasing Division and the Attorney General's Office (as to form) prior to the implementation of the change or commencement of work affected by the change.

25. WAIVER: The failure of either party to insist upon a strict performance of any of the terms or provision of this Contract, or to exercise any option, right, or remedy herein contained, shall not be construed as a waiver or a relinquishment for the future of such term, provision, option, right, or remedy, but the same shall continue in full force and effect. Any waiver must be expressly stated in writing and signed by the waiving party.

26. SUBSEQUENT FORMS: The terms and conditions contained in this Contract shall supersede any and all subsequent terms and conditions which may appear on any form documents submitted by Vendor to the Agency or Purchasing Division such as price lists, order forms, invoices, sales agreements, or maintenance agreements, and includes internet websites or other electronic documents. Acceptance or use of Vendor's forms does not constitute acceptance of the terms and conditions contained thereon.

27. ASSIGNMENT: Neither this Contract nor any monies due, or to become due hereunder, may be assigned by the Vendor without the express written consent of the Agency, the Purchasing Division, the Attorney General's office (as to form only), and any other government agency or office that may be required to approve such assignments.

28. WARRANTY: The Vendor expressly warrants that the goods and/or services covered by this Contract will: (a) conform to the specifications, drawings, samples, or other description furnished or specified by the Agency; (b) be merchantable and fit for the purpose intended; and (c) be free from defect in material and workmanship.

29. STATE EMPLOYEES: State employees are not permitted to utilize this Contract for personal use and the Vendor is prohibited from permitting or facilitating the same.

30. PRIVACY, SECURITY, AND CONFIDENTIALITY: The Vendor agrees that it will not disclose to anyone, directly or indirectly, any such personally identifiable information or other confidential information gained from the Agency, unless the individual who is the subject of the information consents to the disclosure in writing or the disclosure is made pursuant to the Agency's policies, procedures, and rules. Vendor further agrees to comply with the Confidentiality Policies and Information Security Accountability Requirements, set forth in www.state.wv.us/admin/purchase/privacy.

31. YOUR SUBMISSION IS A PUBLIC DOCUMENT: Vendor's entire response to the Solicitation and the resulting Contract are public documents. As public documents, they will be disclosed to the public following the bid/proposal opening or award of the contract, as required by the competitive bidding laws of West Virginia Code §§ 5A-3-1 et seq., 5-22-1 et seq., and 5G-1-1 et seq. and the Freedom of Information Act West Virginia Code §§ 29B-1-1 et seq.

DO NOT SUBMIT MATERIAL YOU CONSIDER TO BE CONFIDENTIAL, A TRADE SECRET, OR OTHERWISE NOT SUBJECT TO PUBLIC DISCLOSURE.

Submission of any bid, proposal, or other document to the Purchasing Division constitutes your explicit consent to the subsequent public disclosure of the bid, proposal, or document. The Purchasing Division will disclose any document labeled "confidential," "proprietary," "trade secret," "private," or labeled with any other claim against public disclosure of the documents, to include any "trade secrets" as defined by West Virginia Code § 47-22-1 et seq. All submissions are subject to public disclosure without notice.

32. LICENSING: 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 and requirements by any state or local agency of West Virginia, including, but not limited to, the West Virginia Secretary of State's Office, the West Virginia Tax Department, West Virginia Insurance Commission, or any other state agency or political subdivision. Obligations related to political subdivisions may include, but are not limited to, business licensing, business and occupation taxes, inspection compliance, permitting, etc. Upon request, the Vendor must provide all necessary releases to obtain information to enable the Purchasing Division Director or the Agency to verify that the Vendor is licensed and in good standing with the above entities.

SUBCONTRACTOR COMPLIANCE: Vendor shall notify all subcontractors providing commodities or services related to this Contract that as subcontractors, they too are required to be licensed, in good standing, and up-to-date on all state and local obligations as described in this section. Obligations related to political subdivisions may include, but are not limited to, business licensing, business and occupation taxes, inspection compliance, permitting, etc. Notification under this provision must occur prior to the performance of any work under the contract by the subcontractor.

33. ANTITRUST: In submitting a bid to, signing a contract with, or accepting a Award Document from any agency of the State of West Virginia, the Vendor agrees to convey, sell, assign, or transfer to the State of West Virginia all rights, title, and interest in and to all causes of action it may now or hereafter acquire under the antitrust laws of the United States and the State of West Virginia for price fixing and/or unreasonable restraints of trade relating to the particular commodities or services purchased or acquired by the State of West Virginia. Such assignment shall be made and become effective at the time the purchasing agency tenders the initial payment to Vendor.

34. VENDOR NON-CONFLICT: Neither Vendor nor its representatives are permitted to have any interest, nor shall they acquire any interest, direct or indirect, which would compromise the performance of its services hereunder. Any such interests shall be promptly presented in detail to the Agency.

35. VENDOR RELATIONSHIP: The relationship of the Vendor to the State shall be that of an independent contractor and no principal-agent relationship or employer-employee relationship is contemplated or created by this Contract. The Vendor as an independent contractor is solely liable for the acts and omissions of its employees and agents. Vendor shall be responsible for selecting, supervising, and compensating any and all individuals employed pursuant to the terms of this Solicitation and resulting contract. Neither the Vendor, nor any employees or subcontractors of the Vendor, shall be deemed to be employees of the State for any purpose whatsoever. Vendor shall be exclusively responsible for payment of employees and contractors for all wages and salaries, taxes, withholding payments, penalties, fees, fringe benefits, professional liability insurance premiums, contributions to insurance and pension, or other deferred compensation plans, including but not limited to, Workers' Compensation and Social Security obligations, licensing fees, etc. and the filing of all necessary documents, forms, and returns pertinent to all of the foregoing.

Vendor shall hold harmless the State, and shall provide the State and Agency with a defense against any and all claims including, but not limited to, the foregoing payments, withholdings, contributions, taxes, Social Security taxes, and employer income tax returns.

36. INDEMNIFICATION: The Vendor agrees to indemnify, defend, and hold harmless the State and the Agency, their officers, and employees from and against: (1) Any claims or losses for services rendered by any subcontractor, person, or firm performing or supplying services, materials, or supplies in connection with the performance of the Contract; (2) Any claims or losses resulting to any person or entity injured or damaged by the Vendor, its officers, employees, or subcontractors by the publication, translation, reproduction, delivery, performance, use, or disposition of any data used under the Contract in a manner not authorized by the Contract, or by Federal or State statutes or regulations; and (3) Any failure of the Vendor, its officers, employees, or subcontractors to observe State and Federal laws including, but not limited to, labor and wage and hour laws.

37. NO DEBT CERTIFICATION: In accordance with West Virginia Code §§ 5A-3-10a and 5-22-1(i), the State is prohibited from awarding a contract to any bidder that owes a debt to the State or a political subdivision of the State. By submitting a bid, or entering into a contract with the State, Vendor is affirming that (1) for construction contracts, the Vendor is not in default on any monetary obligation owed to the state or a political subdivision of the state, and (2) for all other contracts, neither the Vendor nor any related party owe a debt as defined above, and neither the Vendor nor any related party are in employer default as defined in the statute cited above unless the debt or employer default is permitted under the statute.

38. CONFLICT OF INTEREST: Vendor, its officers or members or employees, shall not presently have or acquire an interest, direct or indirect, which would conflict with or compromise the performance of its obligations hereunder. Vendor shall periodically inquire of its officers, members and employees to ensure that a conflict of interest does not arise. Any conflict of interest discovered shall be promptly presented in detail to the Agency.

39. REPORTS: Vendor shall provide the Agency and/or the Purchasing Division with the following reports identified by a checked box below:

Such reports as the Agency and/or the Purchasing Division may request. Requested reports may include, but are not limited to, quantities purchased, agencies utilizing the contract, total contract expenditures by agency, etc.

Quarterly reports detailing the total quantity of purchases in units and dollars, along with a listing of purchases by agency. Quarterly reports should be delivered to the Purchasing Division via email at purchasing.division@wv.gov.

40. BACKGROUND CHECK: In accordance with W. Va. Code § 15-2D-3, the State reserves the right to prohibit a service provider's employees from accessing sensitive or critical information or to be present at the Capitol complex based upon results addressed from a criminal background check. Service providers should contact the West Virginia Division of Protective Services by phone at (304) 558-9911 for more information.

41. PREFERENCE FOR USE OF DOMESTIC STEEL PRODUCTS: Except when authorized by the Director of the Purchasing Division pursuant to W. Va. Code § 5A-3-56, no contractor may use or supply steel products for a State Contract Project other than those steel products made in the United States. A contractor who uses steel products in violation of this section may be subject to civil penalties pursuant to W. Va. Code § 5A-3-56. As used in this section:

- a. "State Contract Project" means any erection or construction of, or any addition to, alteration of or other improvement to any building or structure, including, but not limited to, roads or highways, or the installation of any heating or cooling or ventilating plants or other equipment, or the supply of and materials for such projects, pursuant to a contract with the State of West Virginia for which bids were solicited on or after June 6, 2001.
- b. "Steel Products" means products rolled, formed, shaped, drawn, extruded, forged, cast, fabricated or otherwise similarly processed, or processed by a combination of two or more or such operations, from steel made by the open heath, basic oxygen, electric furnace, Bessemer or other steel making process.
- c. The Purchasing Division Director may, in writing, authorize the use of foreign steel products if:
 1. The cost for each contract item used does not exceed one tenth of one percent (.1%) of the total contract cost or two thousand five hundred dollars (\$2,500.00), whichever is greater. For the purposes of this section, the cost is the value of the steel product as delivered to the project; or
 2. The Director of the Purchasing Division determines that specified steel materials are not produced in the United States in sufficient quantity or otherwise are not reasonably available to meet contract requirements.

42. PREFERENCE FOR USE OF DOMESTIC ALUMINUM, GLASS, AND STEEL: In Accordance with W. Va. Code § 5-19-1 et seq., and W. Va. CSR § 148-10-1 et seq., for every contract or subcontract, subject to the limitations contained herein, for the construction, reconstruction, alteration, repair, improvement or maintenance of public works or for the purchase of any item of machinery or equipment to be used at sites of public works, only domestic aluminum, glass or steel products shall be supplied unless the spending officer determines, in writing, after the receipt of offers or bids, (1) that the cost of domestic aluminum, glass or steel products is unreasonable or inconsistent with the public interest of the State of West Virginia, (2) that domestic aluminum, glass or steel products are not produced in sufficient quantities to meet the contract requirements, or (3) the available domestic aluminum, glass, or steel do not meet the contract specifications. This provision only applies to public works contracts awarded in an amount more than fifty thousand dollars (\$50,000) or public works contracts that require more than ten thousand pounds of steel products.

The cost of domestic aluminum, glass, or steel products may be unreasonable if the cost is more than twenty percent (20%) of the bid or offered price for foreign made aluminum, glass, or steel products. If the domestic aluminum, glass or steel products to be supplied or produced in a “substantial labor surplus area”, as defined by the United States Department of Labor, the cost of domestic aluminum, glass, or steel products may be unreasonable if the cost is more than thirty percent (30%) of the bid or offered price for foreign made aluminum, glass, or steel products. This preference shall be applied to an item of machinery or equipment, as indicated above, when the item is a single unit of equipment or machinery manufactured primarily of aluminum, glass or steel, is part of a public works contract and has the sole purpose or of being a permanent part of a single public works project. This provision does not apply to equipment or machinery purchased by a spending unit for use by that spending unit and not as part of a single public works project.

All bids and offers including domestic aluminum, glass or steel products that exceed bid or offer prices including foreign aluminum, glass or steel products after application of the preferences provided in this provision may be reduced to a price equal to or lower than the lowest bid or offer price for foreign aluminum, glass or steel products plus the applicable preference. If the reduced bid or offer prices are made in writing and supersede the prior bid or offer prices, all bids or offers, including the reduced bid or offer prices, will be reevaluated in accordance with this rule.

43. INTERESTED PARTY SUPPLEMENTAL DISCLOSURE: W. Va. Code § 6D-1-2 requires that for contracts with an actual or estimated value of at least \$1 million, the Vendor must submit to the Agency a disclosure of interested parties prior to beginning work under this Contract. Additionally, the Vendor must submit a supplemental disclosure of interested parties reflecting any new or differing interested parties to the contract, which were not included in the original pre-work interested party disclosure, within 30 days following the completion or termination of the contract. A copy of that form is included with this solicitation or can be obtained from the WV Ethics Commission. This requirement does not apply to publicly traded companies listed on a national or international stock exchange. A more detailed definition of interested parties can be obtained from the form referenced above.

44. PROHIBITION AGAINST USED OR REFURBISHED: Unless expressly permitted in the solicitation published by the State, Vendor must provide new, unused commodities, and is prohibited from supplying used or refurbished commodities, in fulfilling its responsibilities under this Contract.

45. VOID CONTRACT CLAUSES: This Contract is subject to the provisions of West Virginia Code § 5A-3-62, which automatically voids certain contract clauses that violate State law.

46. ISRAEL BOYCOTT: Bidder understands and agrees that, pursuant to W. Va. Code § 5A-3-63, it is prohibited from engaging in a boycott of Israel during the term of this contract.

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) Soumya Veerachandran Balaji, President


(Address) 1620 Q St NW Washington, DC 20009

(Phone Number) / (Fax Number) (202) 957-5358

(email address) bids@e7strategies.com

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

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

E7Strategies Inc
(Company)

(Signature of Authorized Representative)
Soumya Veerachandran Balaji, President | 04/14/2026
(Printed Name and Title of Authorized Representative) (Date)
(202) 957-5358
(Phone Number) (Fax Number)
bids@e7strategies.com
(Email Address)

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(Address) 1620 Q St NW Washington, DC 20009

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

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

E7Strategies Inc
(Company) 
(Signature of Authorized Representative)
Soumya Veerachandran Balaji, President | 04/14/2026
(Printed Name and Title of Authorized Representative) (Date)
(202) 957-5358
(Phone Number) (Fax Number)
bids@e7strategies.com
(Email Address)

REQUEST FOR QUOTATION
WVDOT Information Technology Temporary Staffing Services (81260081)

SPECIFICATIONS

1. PURPOSE AND SCOPE: The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Department of Transportation (WVDOT) to establish multiple open-ended contracts for information technology temporary technical staffing services. This contract shall cover the following position classifications:

1. Senior Mainframe Application Analyst
2. Mainframe Application Analyst
3. Senior Application Oracle Database Administrator
4. Application Oracle Database Administrator
5. Senior Application DB2 Database Administrator
6. Application DB2 Database Administrator
7. PC Programmer Analyst
8. Senior PC Programmer Analyst
9. Application SQL Server Database Administrator
10. Senior Application SQL Server Database Administrator
11. GIS Database Administrator
12. Senior GIS Database Administrator
13. GIS Architect
14. GIS Application Developer
15. Senior GIS Application Developer

The position classifications listed above are to provide for the technical expertise to meet the contracted staffing needs for all entities within the West Virginia Department of Transportation for support of the department's IT efforts. These services would be used to develop modifications and enhancements to the computer systems for the end-user State agency, as well as mentor, provide technical training and support and provide "shadowing" opportunities for State analysts, among other tasks as defined by the end-user State agency on its Delivery Order for the services.

Though the majority of the requested services are likely to be for work in the metro-Charleston, WV area, during the life of the contract, the end-user Agency may be located in, and may request services be provided in the entire State of West Virginia.

BACKGROUND & CURRENT OPERATING ENVIRONMENT: The end-user Agencies manage many systems (some specifically designed for the Agencies) that support various applications for the State of West Virginia. These systems have varying platforms. Mainframe - DB2 and VSAM. Client server- Visual Studio, both Microsoft SQL Server and Oracle databases. At times, these Agencies require additional technical expertise and support to accomplish specific project goals for these systems.

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2. DEFINITIONS: The terms listed below shall have the meanings assigned to them below. Additional definitions can be found in section 2 of the General Terms and Conditions.

2.1 “Contract Services” means providing temporary staffing services for the list of classifications identified in Section 1 (above) and/or Section 4.1 (below) as more fully described in these specifications.

2.2 “Pricing Page” means the pages, contained wvOASIS or attached hereto as Exhibit A, upon which Vendor should list its proposed price for the Contract Services.

2.3 “Solicitation” means the official notice of an opportunity to supply the State with goods or services that is published by the Purchasing Division.

2.4 “DB2” means IBM’s DB2 database software.

2.5 “Oracle” is an object-relational database developed by Oracle Corporation.

2.6 “Microsoft SQL Server” is a relational database developed by Microsoft.

2.7 “Visual Studio” is a source code editor that runs on the Windows operating system for personal computers.

2.8 “.NET” means Microsoft’s .NET or .NET Framework software.

2.9 “SDLC” means Software or Systems Development Life Cycle, a standard term to describe the process of planning for, creating, testing, and deploying software or systems applications.

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WV DOT Information Technology Temporary Staffing Services (81260081)

3. QUALIFICATIONS: Vendor, or Vendor's staff if requirements are inherently limited to individuals rather than corporate entities, shall have the following minimum qualifications:

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

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

4. MANDATORY REQUIREMENTS:

4.1 Mandatory Contract Services Requirements and Deliverables: Contract Services must meet or exceed the mandatory requirements listed below.

4.1.1 Senior Mainframe Application Analyst:

4.1.1.1 Senior Mainframe Application Analyst must have a minimum of a Bachelor's degree in Computer Science or a related field from an accredited institution, or a minimum of five (5) years of equivalent work experience as a substitution for the Bachelor's Degree.

4.1.1.2 Senior Mainframe Application Analyst must have a minimum of five (5) years of Mainframe Application development experience using COBOL, CICS, and JCL.

4.1.1.3 Senior Mainframe Application Analyst must have a minimum of five (5) years of Relational Database experience.

4.1.1.4 Senior Mainframe Application Analyst must have a minimum of five (5) years of Analysis and Design experience.

4.1.1.5 Senior Mainframe Application Analyst must have a minimum of three (3) years of experience as a lead analyst or in a senior analyst role.

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4.1.1.6 Senior Mainframe Application Analyst should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.

4.1.2 Mainframe Application Analyst:

4.1.2.1 Mainframe Application Analyst must have a minimum of three (3) years of Mainframe Application development experience using COBOL, CICS, and JCL.

4.1.2.2 Mainframe Application Analyst must have a minimum of three (3) years of Relational Database experience.

4.1.2.3 Mainframe Application Analyst must have a minimum of three (3) years of Analysis and Design experience.

4.1.2.4 Mainframe Application Analyst should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.

4.1.3 Senior Application Oracle Database Administrator:

4.1.3.1 Senior Application Oracle Database Administrator must have a minimum of ten (10) years of experience with the maintenance and management of Oracle database systems.

4.1.3.2 Senior Application Oracle Database Administrator must have a minimum of a Bachelor's degree in Computer Science or a related field from an accredited institution, or a minimum of six (6) years of equivalent work experience as a substitution for the Bachelor's Degree.

4.1.3.3 Senior Application Oracle Database Administrator must have a minimum of five (5) years of experience in providing connectivity to an Oracle

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database.

- 4.1.3.4** Senior Application Oracle Database Administrator must have a minimum of five (5) years providing assistance to programming staff in debugging triggers, procedures, functions, and packages (PL/SQL Code).
- 4.1.3.5** Senior Application Oracle Database Administrator must have a minimum of five (5) years of experience optimizing SQL execution for Oracle SQL procedures, functions, packages, and triggers.
- 4.1.3.6** Senior Application Oracle Database Administrator must have a minimum of five (5) years of experience writing and maintaining UNIX/LINUX shell scripts in HP UNIX and/or RedHat LINUX environment.
- 4.1.3.7** Senior Application Oracle Database Administrator must have a minimum of five (5) years of experience in Data Modeling.
- 4.1.3.8** Senior Application Oracle Database Administrator must have a minimum of five (5) years of experience in the utilization of Oracle RMAN backup to include full and incremental backups and cloning a database.
- 4.1.3.9** Senior Application Oracle Database Administrator must have a minimum of two (2) years of experience using and administering Oracle Warehouse Builder.
- 4.1.3.10** Senior Application Oracle Database Administrator must have a minimum of two (2) years in fine grain access control in an Oracle database.

4.1.4 Application Oracle Database Administrator:

- 4.1.4.1** Application Oracle Database Administrator must have a minimum of five (5) years of experience with the maintenance and management of Oracle database systems.
- 4.1.4.2** Application Oracle Database Administrator must have a minimum of a Bachelor's degree in Computer Science or a related field from an accredited institution, or a minimum of three (3) years of equivalent work experience as a substitution for the Bachelor's Degree.
- 4.1.4.3** Application Oracle Database Administrator must have a minimum of two (2) years of experience in providing connectivity to an Oracle Database.

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- 4.1.4.4** Application Oracle Database Administrator must have a minimum of two (2) years providing assistance to programming staff in debugging triggers, procedures, functions, and packages (PL/SQL Code).
- 4.1.4.5** Application Oracle Database Administrator must have a minimum of two (2) years in optimizing SQL execution for Oracle SQL procedures, functions, packages, and triggers.
- 4.1.4.6** Application Oracle Database Administrator must have a minimum of two (2) years of experience in writing and maintaining UNIX/LINUX shell scripts in HP UNIX and/or RedHat LINUX environment.
- 4.1.4.7** Application Oracle Database Administrator must have a minimum of two (2) years of experience in the utilization of Oracle RMAN backup to include full and incremental backups and cloning a database.

4.1.5 Senior Application DB2 Database Administrator:

- 4.1.5.1** Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience with the maintenance and management of DB2 database systems.
- 4.1.5.2** Senior Application DB2 Database Administrator must have a minimum of a Bachelor's degree in Computer Science or a related field from an accredited institution, or a minimum of five (5) years of equivalent work experience as a substitution for the Bachelor's Degree.
- 4.1.5.3** Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience in managing permissions for a DB2 database.
- 4.1.5.4** Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience providing assistance to programming staff in debugging triggers, procedures, functions, and packages.
- 4.1.5.5** Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience optimizing SQL execution for DB2 SQL procedures, functions, packages, and triggers.
- 4.1.5.6** Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience in Data Modeling.

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- 4.1.5.7 Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience developing and performing disaster recovery procedures.
- 4.1.5.8 Senior Application DB2 Database Administrator should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.

4.1.6 Application DB2 Database Administrator:

- 4.1.6.1 Application DB2 Database Administrator must have a minimum of a Bachelor's degree in Computer Science or a related field from an accredited institution or a minimum of six (6) years of equivalent work experience as a substitution for the Bachelor's Degree.
- 4.1.6.2 Application DB2 Database Administrator must have a minimum of four (4) years of experience with the maintenance and management of DB2 database systems.
- 4.1.6.3 Application DB2 Database Administrator must have a minimum of three (3) years of experience in managing permissions for a DB2 database.
- 4.1.6.4 Application DB2 Database Administrator must have a minimum of three (3) years of experience providing assistance to programming staff in debugging triggers, procedures, functions, and packages.
- 4.1.6.5 Application DB2 Database Administrator must have a minimum of three (3) years in optimizing SQL execution for DB2 SQL procedures, functions, packages, and triggers.
- 4.1.6.6 Application DB2 Database Administrator must have a minimum of three (3) years of experience in Data Modeling.
- 4.1.6.7 Application DB2 Database Administrator must have a minimum of three (3) years of experience developing and performing disaster recovery procedures.

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4.1.6.8 Application DB2 Database Administrator should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.

4.1.7 PC Programmer Analyst:

4.1.7.1 PC Programmer Analyst must have a minimum of a Bachelor's degree from an accredited college or university in computer science or related field including but not limited to business data programming, business systems analysis, computer servicing technologies, information systems management, data processing or computer engineering, **OR** a minimum of an associate's degree and eighteen (18) months of equivalent work experience **OR** a minimum of three (3) years equivalent work experience.

4.1.7.2 PC Programmer Analyst must have a minimum of three (3) years of experience with database management, documentation project control techniques, data processing concepts, and equipment usage.

4.1.7.3 PC Programmer Analyst must have a minimum of three (3) years of experience developing and maintaining complex systems and evaluating and analyzing system requests to develop work plans for system development and maintenance.

4.1.7.4 PC Programmer Analyst should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.

4.1.8 Senior PC Programmer Analyst:

4.1.8.1 Senior Programmer Analyst must have a minimum of a Bachelor's degree from an accredited college or university in computer science or related field including but not limited to business data programming, business systems analysis, computer servicing technologies, information systems management, data processing or computer engineering, **OR** a minimum of an associate's degree and eighteen (18) months of equivalent work experience **OR** a minimum of five (5) years equivalent work experience.

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- 4.1.8.2** Senior PC Programmer Analyst must have a minimum of five (5) years of experience with database management, documentation project control techniques, data processing concepts, and equipment usage.
- 4.1.8.3** Senior PC Programmer Analyst must have a minimum of five (5) years of experience developing and maintaining complex systems and evaluating and analyzing system requests to develop work plans for system development and maintenance.
- 4.1.8.4** Senior PC Programmer Analyst should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.

4.1.9 Application SQL Server Database Administrator:

- 4.1.9.1** Application SQL Server Database Administrator must have a minimum of five (5) years of experience with the maintenance and management of SQL Server database systems
- 4.1.9.2** Application SQL Server Database Administrator must have a Bachelor's degree in Computer Science or a related field from an accredited institution, or a minimum of three (3) years of equivalent work experience.
- 4.1.9.3** Application SQL Server Database Administrator must have a minimum of two (2) years of experience in providing connectivity to a SQL Server database.
- 4.1.9.4** Application SQL Server Database Administrator must have a minimum of two (2) years of experience in providing assistance to programming staff in debugging triggers, procedures, functions, and packages (T-SQL Code).
- 4.1.9.5** Application SQL Server Database Administrator must have a minimum of two (2) years of experience in optimizing SQL execution for SQL Server procedures, functions, packages, and triggers.

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- 4.1.9.6** Application SQL Server Database Administrator must have a minimum of two (2) years of experience in writing and maintaining UNIX/LINUX shell scripts in HP UNIX and/or RedHat LINUX environment.
- 4.1.9.7** The SQL Server Database Administrator application requires a minimum of two (2) years of experience in utilizing SQL Server backup functionality, including full and incremental backups, as well as database cloning.

4.1.10 Senior Application SQL Server Database Administrator:

- 4.1.10.1** Senior Application SQL Server Database Administrator must have a minimum of ten (10) years of experience with the maintenance and management of SQL Server database systems.
- 4.1.10.2** Senior Application SQL Server Database Administrator must have a minimum of a Bachelor's degree in Computer Science or a related field from an accredited institution, or a minimum of six (6) years of equivalent work experience as a substitution for the Bachelor's Degree. (
- 4.1.10.3** Senior Application SQL Server Database Administrator must have a minimum of five (5) years of experience in providing connectivity to an SQL Server database.
- 4.1.10.4** Senior Application SQL Server Database Administrator must have a minimum of five (5) years providing assistance to programming staff in debugging triggers, procedures, functions, and packages (T-SQL Code).
- 4.1.10.5** Senior Application SQL Server Database Administrator must have a minimum of five (5) years of experience in optimizing SQL execution for SQL Server procedures, functions, packages, and triggers.
- 4.1.10.6** Senior Application SQL Server Database Administrator must have a minimum of five (5) years of experience writing and maintaining UNIX/LINUX shell scripts in HP UNIX and/or RedHat LINUX environment.
- 4.1.10.7** Senior Application SQL Server Database Administrator must have a minimum of five (5) years of experience in Data Modeling.
- 4.1.10.8** Senior Application SQL Server Database Administrator must have a minimum of five (5) years of experience in SQL Server backup

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functionality, including full and incremental backups, as well as database cloning.

4.1.10.9 Senior Application SQL Server Database Administrator must have a minimum of two (2) years of experience using and administering SQL Server data warehouse building functionality.

4.1.10.10 Senior Application SQL Server Database Administrator must have a minimum of two (2) years in fine grain access control in a SQL Server database.

4.1.11 GIS Database Administrator:

4.1.11.1 GIS Database Administrator must have a minimum of three (3) years of experience with the maintenance and management of enterprise GIS database systems, including Esri ArcGIS Enterprise, ArcSDE, and relational database platforms such as Oracle, SQL Server, or PostgreSQL/PostGIS.

4.1.11.2 GIS Database Administrator must have a Bachelor's degree in Computer Science, Geography, Geomatics, or a related field from an accredited institution, or a minimum of three (3) years of equivalent work experience.

4.1.11.3 GIS Database Administrator must have a minimum of two (2) years of experience in providing connectivity between GIS applications and enterprise databases, including configuration of ArcGIS services, database connections, and integration with web-based GIS applications.

4.1.11.4 GIS Database Administrator must have a minimum of two (2) years of experience in providing assistance to GIS analysts and programming staff in debugging stored procedures, spatial queries, geoprocessing scripts, and database functions.

4.1.11.5 GIS Database Administrator must have a minimum of two (2) years of experience in optimizing spatial SQL execution for procedures, functions, packages, triggers, and geospatial queries to ensure high performance of GIS applications.

4.1.11.6 GIS Database Administrator application requires a minimum of two (2) years of experience in utilizing enterprise database backup functionality, including full and incremental backups, spatial database replication, and database cloning for GIS environments.

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4.1.12 Senior GIS Database Administrator

- 4.1.12.1** Senior GIS Database Administrator must have a minimum of seven (7) years of experience with the maintenance, management, and optimization of enterprise GIS database systems, including Esri ArcGIS Enterprise, ArcSDE, and relational database platforms such as Oracle, SQL Server, or PostgreSQL/PostGIS.
- 4.1.12.2** Senior GIS Database Administrator must have a Bachelor's degree in Computer Science, Geography, Geomatics, or a related field from an accredited institution, or a minimum of five (5) years of equivalent work experience. A Master's degree is preferred.
- 4.1.12.3** Senior GIS Database Administrator must have a minimum of three (3) years of experience in providing connectivity between GIS applications and enterprise databases, including configuration of ArcGIS services, database connections, and integration with enterprise IT systems.
- 4.1.12.4** Senior GIS Database Administrator must have a minimum of three (3) years of experience in providing advanced assistance to GIS analysts and programming staff in debugging stored procedures, spatial queries, geoprocessing scripts, triggers, and database functions.
- 4.1.12.5** Senior GIS Database Administrator must have a minimum of three (3) years of experience in optimizing spatial SQL execution for procedures, functions, packages, triggers, and geospatial queries to ensure high performance and scalability of GIS applications.
- 4.1.12.6** Senior GIS Database Administrator application requires a minimum of three (3) years of experience in utilizing enterprise database backup functionality, including full and incremental backups, spatial database replication, disaster recovery planning, and database cloning for GIS environments.

4.1.13 GIS Architect

- 4.1.13.1** GIS Architect must have a minimum of ten (10) years of experience in the design, implementation, and management of enterprise GIS systems, including Esri ArcGIS Enterprise, ArcGIS Online, ArcSDE, and relational database platforms such as Oracle, SQL Server, or PostgreSQL/PostGIS.

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- 4.1.13.2** GIS Architect must have a Bachelor's degree in Computer Science, Geography, Geomatics, Information Systems, or a related field from an accredited institution, or a minimum of seven (7) years of equivalent work experience. A Master's degree is preferred.
- 4.1.13.3** GIS Architect must have a minimum of five (5) years of experience in designing enterprise GIS architectures, including system integration, scalability planning, cloud deployment (Azure/AWS), and high-availability configurations.
- 4.1.13.4** GIS Architect must have a minimum of five (5) years of experience in providing technical leadership and guidance to GIS database administrators, analysts, and developers, including establishing standards, best practices, and governance frameworks.
- 4.1.13.5** GIS Architect must have a minimum of five (5) years of experience in optimizing enterprise GIS performance, including spatial SQL tuning, service load balancing, and distributed geoprocessing workflows.
- 4.1.13.6** GIS Architect application requires a minimum of three (3) years of experience in enterprise-level disaster recovery planning, including backup and replication strategies, failover systems, and business continuity planning for GIS environments.
- 4.1.13.7** GIS Architect must have demonstrated experience in leading enterprise GIS modernization initiatives, including migration to cloud platforms, integration with enterprise IT systems, and adoption of emerging geospatial technologies.

4.1.14 GIS Application Developer

- 4.1.14.1** GIS Application Developer must have a minimum of five (5) years of experience in designing, developing, and maintaining GIS applications using Esri ArcGIS Enterprise, ArcGIS Online, ArcGIS Pro SDK, and web-based GIS frameworks.
- 4.1.14.2** GIS Application Developer must have a Bachelor's degree in Computer Science, Geography, Geomatics, Information Systems, or a related field from an accredited institution, or a minimum of three (3) years of equivalent work experience.

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- 4.1.14.3** GIS Application Developer must have a minimum of two (2) years of experience in developing web-based GIS applications using JavaScript, Python, .NET, or other programming languages, including use of Esri's ArcGIS API for JavaScript and REST services.
- 4.1.14.4** GIS Application Developer must have a minimum of two (2) years of experience in integrating GIS applications with enterprise databases such as SQL Server, Oracle, or PostgreSQL/PostGIS, including spatial query development and optimization.
- 4.1.14.5** GIS Application Developer must have a minimum of two (2) years of experience in providing assistance to GIS analysts and programming staff in debugging geoprocessing scripts, web services, and application workflows.
- 4.1.14.6** GIS Application Developer must have a minimum of two (2) years of experience in optimizing GIS application performance, including map service tuning, caching strategies, and efficient use of spatial data.
- 4.1.14.7** GIS Application Developer application requires a minimum of two (2) years of experience in utilizing version control systems such as Git, and in implementing software development best practices including Agile methodologies, unit testing, and continuous integration.

4.1.15 Senior GIS Application Developer:

- 4.1.15.1** Senior GIS Application Developer must have a minimum of seven (7) years of experience in designing, developing, and maintaining enterprise GIS applications using Esri ArcGIS Enterprise, ArcGIS Online, ArcGIS Pro SDK, and web-based GIS frameworks.
- 4.1.15.2** Senior GIS Application Developer must have a Bachelor's degree in Computer Science, Geography, Geomatics, Information Systems, or a related field from an accredited institution, or a minimum of five (5) years of equivalent work experience. A Master's degree is preferred.
- 4.1.15.3** Senior GIS Application Developer must have a minimum of three (3) years of experience in leading the development of web-based GIS applications, including use of Esri's ArcGIS API for JavaScript, Python, .NET, and REST services.
- 4.1.15.4** Senior GIS Application Developer must have a minimum of three (3) years of experience in integrating GIS applications with enterprise

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databases such as SQL Server, Oracle, or PostgreSQL/PostGIS, including advanced spatial query development, optimization, and schema design.

- 4.1.15.5** Senior GIS Application Developer must have a minimum of three (3) years of experience in providing advanced assistance to GIS analysts and programming staff in debugging geoprocessing scripts, web services, and application workflows.
- 4.1.15.6** Senior GIS Application Developer must have a minimum of three (3) years of experience in optimizing GIS application performance, including map service tuning, caching strategies, distributed geoprocessing, and enterprise-level scalability planning.
- 4.1.15.7** Senior GIS Application Developer must have a minimum of three (3) years of experience in writing and maintaining automation scripts in Python, UNIX/LINUX shell scripting, or similar environments for GIS application deployment, monitoring, and maintenance.
- 4.1.15.8** Senior GIS Application Developer application requires a minimum of three (3) years of experience in utilizing version control systems such as Git, and in implementing software development best practices including Agile methodologies, unit testing, and continuous integration/continuous deployment (CI/CD).

4.2 VENDOR RESPONSIBILITIES

- 4.2.1** Bidders must provide an hourly rate for each position they expect to submit qualifications for proposed candidates when the need arises. When presenting candidates for review by the Agency, Vendor shall provide the qualifications of proposed candidates who meet all requirements of the RFQ.
- 4.2.2** Successful vendors must provide staffing as requested by the Agency. Assignments also may be for a specified period of time and quantity of hours as indicated on each delivery order. Consistent failure on the part of a successful vendor to fulfill requests from the Agency, or consistently being unresponsive to Agency's requests for staffing services, may be grounds for cancellation of the vendor's entire contract.
- 4.2.3** Successful vendors must provide hourly rates that are inclusive of all costs including, but not limited to, federal, state and local withholding taxes, social

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security & Medicare taxes as well as all unemployment compensation, workers compensation, general and professional liability premiums. All overhead for the vendor and fringe for the candidate must be included in the successful vendor's hourly rates. All travel expenses must be included in the vendor's hourly rates.

- 4.2.4** Successful vendors shall provide the Agency with information on each staffing candidate according to the state and federal standards, including applications. Vendors must include a current resume and a completed qualification documentation for each candidate with their responses. Resumes will identify the candidate's qualifications listed in the requirements section above and will include copies as verification of degrees and certifications. Resume pages will be numbered (ex: 1 of 2, 2 of 2 etc...). These must be sent to the Agency along with the listing of possible candidates to interview.
- 4.2.5** Successful Vendor must provide (as requested) the legal documentation to support proof that their candidate is a U.S. citizen or eligible to work in the United States.
- 4.2.6** Successful vendor having the first priority contract for any classification required by the Agency will be contacted first and will have 48 hours (2 business days) to **acknowledge the initial contact request for staffing** (in writing, by a means dictated by the Agency on the initial contact request, but likely by email or fax), and **must inform the Agency if they are able or unable to fulfill the request**. If unable to supply a candidate at the time, Vendor must provide a written waiver to the Agency within this same 48 hours (2 business days) timeframe. Failure to provide a written waiver will serve as a waiver as it pertains to the Agency's ability to proceed to contacting lower priority vendors. However, repeated failure to provide a written waiver may be grounds for cancellation of a vendor's entire contract (ie, all awarded classifications).

If able to supply candidate(s), Vendor must provide to the Agency a list of potential candidates for staffing needs within 2 weeks (10 business days) of the initial notification of need. Vendors must provide all documentation for every candidate who indicates they meet the requirements for the classification, including a qualifications document, template supplied by the agency, and resumes. Vendors may send multiple resumes so the agency may choose the most appropriate candidate.

Should a vendor not respond within the allowed number of days from the original notice of the Agency need (eg, 2 days to confirm/waiver a request; 10 business days to provide a list of candidates), the vendor with the second priority contract and other priority vendors for the classification will be contacted and given the opportunity to provide needed staffing. Evaluation will be completed in order of priority.

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This second vendor will follow the same process as the first vendor; then the third vendor, and so on, until either a vendor successfully provides a staffing candidate, or all vendors qualifying for award of a contract for that classification are contacted. No second opportunity to meet the need will be given to any vendor until all vendors have been contacted in order of award.

The Vendor's provided candidate must consistently perform the contracted duties as outlined in these specifications or in the project-specific scope included within any Delivery Order. The Agency will notify the awarded vendor if a Vendor's employee fails to consistently perform the contracted duties. The Agency may, as part of this notification, request the Vendor replace the candidate; if so, the Vendor has 2 weeks (10 business days) from this notification to provide the qualifications for a replacement. If the vendor provided a candidate under false documentation, that will be grounds for cancellation of the Delivery Order.

- 4.2.7** The successful candidate(s) will be required to present a timesheet for approval on a regular basis not less than a one (1) week period and not more than monthly.
- 4.2.8** If during the term of the Delivery Order the candidate placed by the vendor leaves the company and/or has to be replaced; the vendor must give written notice to the Agency within one (1) business day, explaining the circumstances of departure, and must replace the candidate with another candidate meeting or surpassing all the requirements for the filled classification listed in Section 4.1 of this contract to maintain continuity of services. Vendor must provide to the Agency a list of potential candidates for the replacement staffing needs within 2 weeks (10 business days) of the notification of replacement. Vendors must provide documentation and resumes for every candidate which indicates their meeting the requirements for the classification. Vendors may send multiple resumes so that the agency may choose. Any interruption of service greater than ten (10) business days will be grounds for cancellation of the Delivery Order. If the Agency needs to issue a secondary Delivery Order to cover any cancelled Delivery Order, they are not required to contact or acquire waivers from any vendor for which they had previously contacted to fill the classification (copies of the original waivers and documentation regarding the cancellation should be kept in the files for both the original the replacement Delivery Order(s)).
- 4.2.9** Successful Vendors and candidates must comply with all Agency policies and procedures. Any access or user accounts issued to a candidate to permit work in the State computing environment are subject to revocation without notice, and random or periodic audit of user activity may be conducted by the Agency.

4.3 DUTIES AND RESPONSIBILITIES OF THE AGENCY

4.3.1 Ordering Procedure: Agency will notify (in writing) the successful Vendor with the current priority for any classification of the number of candidates needed, the total number of hours required for the assignment/project, the proposed length of the assignment, the basic description of the project for which the candidate will be used, and any assignment/project-specific requirements. Agency may issue multiple notifications to the same vendor to simultaneously request the same or different classifications, for the same or different assignments; the Agency has full discretion on how they wish to organize and issue notifications to the Vendor with current priority; the Vendor may confirm or waive any individual notification in its entirety, but may not partially confirm or waive a notification without express written approval of the Agency (ie, the Agency should indicate on its notification for more than a single quantity of any classification whether or not it is willing to allow the Vendor to partially confirm or waive.) For example, the Agency requires two Mainframe Application Analyst for an assignment. If they are willing to allow the first priority Vendor to provide one while waiving the other, they should indicate this in the notification.

Upon receipt of required documents, interviews will be conducted, and review of qualifications will be performed by the Agency in order to verify the candidate meets the requirements for the requested classification.

After the Agency has chosen the candidate from those provided by the Vendor, the Agency will notify the vendor for a signed, dated quote (see Vendor Responsibilities, above), then complete a Delivery Order noting the Candidate, the Hourly Rate, the Quantity of Hours required for the project, start and end dates for the Delivery Order/Project, and any other information or requirements pertinent to the project for each classification requested.

Delivery Orders in excess of \$250,000.00 shall require processing as Centralized Delivery Orders through the WV State Purchasing Division. Orders of \$250,000.00 or under will be processed as Agency Delivery Orders. Signed, dated vendor quote shall be included with each Delivery Order (ie, scanned and electronically attached in wvOASIS).

4.3.2 Successful Vendor(s)' candidate shall work under Agency supervision. The Agency shall be solely responsible to provide each candidate with day-to-day guidance in the execution of responsibilities at the Agency.

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4.3.3 Agency reserves the right to terminate the candidate selected for a position providing services to the Agency without cause if it is determined to be in the best interest and well-being of the Agency. Termination would occur by cancellation of the remainder of the Delivery Order and does not require prior notification to the Vendor.

4.3.4 Independent Contractor Status: The purpose of this contract is to obtain temporary services that are provided by individuals or entities as independent contractors and not as employees of the State of West Virginia. The distinction between an independent contractor and an employee is complex and can require an analysis of 20 or more factors relating to the circumstances of each contract. The Internal Revenue Service and the U.S. Department of Labor have provided guidance on this issue at:

IRS – <http://www.irs.gov/pub/irs-pdf/p15a.pdf>

IRS – <http://www.irs.gov/Businesses/Small-Businesses-&-Self-Employed/Independent-Contractor-Self-Employed-or-Employee>

DOL – <http://www.dol.gov/elaws/esa/flsa/docs/contractors.asp>

Prior to utilizing the services available under this contract, each agency must ensure that factors relating to the broad categories of behavioral control, financial control, and the type of relationship between the state and the temporary worker will not cause the independent contractor relationship to be construed as an employee/employer relationship. Items that must be considered include but are not limited to, the degree of control exercised by the State over the temporary worker relating to performance of the job and the degree to which the temporary worker is integrated into the State's system. The Purchasing Division recommends that each agency review the IRS and DOL publications found at the links above and obtain further assurance from their respective internal legal counsel to maintain the independent contractor status of individuals and entities hired under this contract.

4.3.5 It is the sole responsibility of the Agency to insure that they are notifying the appropriately prioritized vendor for each classification; the Vendor is not responsible for determining if the Agency has acquired the necessary waiver from, or documented the non-responsiveness of, any other vendor in order for them to be appropriately contacting the current Vendor.

5. CONTRACT AWARD:

5.1 Contract Award: The Contract is intended to provide the Agency with a purchase price for all of the Contract Services, and it is the State's intent to award multiple contracts to ensure that every classification can be adequately supplied during the life

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of the Contract. Each classification will be considered separately for award purposes. The qualified bidder providing the lowest Total Price on the Pricing Page for a classification will be awarded the First Priority Contract for that classification. The qualified bidder providing the second lowest Classification Total Hourly Rate for a classification will be awarded the Second Priority Contract for that classification, and so on, until such time that at most five (5) Contracts are awarded for that classification. Bidders may be awarded none, any or all classifications, as is necessary to award for each classification.

Upon award of the resulting Contract(s), a spreadsheet will be included with each Contract indicating the priority each vendor has for each awarded classification. An indicator of "1" on the spreadsheet contract Pricing Synopsis shall indicate First Priority; "2" shall indicate Second Priority, etc.

5.2 Pricing Page: Vendor should complete the Pricing Page by providing the all-inclusive hourly rate to provide a candidate meeting the requirements for each classification. Vendor should complete the Pricing Page in full as failure to complete the Pricing Page in its entirety may result in Vendor's bid being disqualified. However, Vendors may opt to bid only certain classifications. If not bidding a classification/commodity line, bidders should clearly note a "no bid" or "N/A" on their bid. Vendors may opt to bid different hourly rates for each renewal year.

Vendor should type or electronically enter the information into the Pricing Pages through wvOASIS, if available, or as an electronic document. In most cases, the Vendor can request an electronic copy of the Pricing Pages for bid purposes by sending an email request to the following address: John.W.Estep@wv.gov.

6. **PERFORMANCE:** Vendor and Agency shall agree upon a schedule for performance of Contract Services and Contract Services Deliverables, unless such a schedule is already included herein by Agency. In the event that this Contract is designated as an open-end contract, Vendor shall perform in accordance with the release orders that may be issued against this Contract.
7. **PAYMENT:** Agency shall pay only the hourly rate as shown on the Pricing Pages, for all Contract Services performed and accepted under this Contract. Vendor shall accept payment in accordance with the payment procedures of the State of West Virginia.
8. **TRAVEL:** Vendor shall be responsible for all mileage and travel costs, including travel time, associated with performance of this Contract. Any anticipated mileage or travel costs may be included in the flat fee or hourly rate listed on Vendor's bid, but such costs will not be paid by the Agency separately.

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9. FACILITIES ACCESS: Performance of Contract Services may require access cards and/or keys to gain entrance to Agency's facilities. In the event that access cards and/or keys are required:

- 9.1. Vendor must identify principal service personnel which will be issued access cards and/or keys to perform service.
- 9.2. Vendor will be responsible for controlling cards and keys and will pay replacement fee, if the cards or keys become lost or stolen.
- 9.3. Vendor shall notify Agency immediately of any lost, stolen, or missing card or key.
- 9.4. Anyone performing under this Contract will be subject to Agency's security protocol and procedures.
- 9.5. Vendor shall inform all staff of Agency's security protocol and procedures.

10. VENDOR DEFAULT:

10.1. The following shall be considered a vendor default under this Contract.

- 10.1.1. Failure to perform Contract Services in accordance with the requirements contained herein.
- 10.1.2. Failure to comply with other specifications and requirements contained herein.
- 10.1.3. Failure to comply with any laws, rules, and ordinances applicable to the Contract Services provided under this Contract.
- 10.1.4. Failure to remedy deficient performance upon request.

10.2. The following remedies shall be available to Agency upon default.

- 10.2.1. Immediate cancellation of the Contract.
- 10.2.2. Immediate cancellation of one or more release orders issued under this Contract.
- 10.2.3. Any other remedies available in law or equity.

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11. MISCELLANEOUS:

11.1. Contract Manager: During its performance of this Contract, Vendor must designate and maintain a primary contract manager responsible for overseeing Vendor's responsibilities under this Contract. The Contract manager must be available during normal business hours to address any customer service or other issues related to this Contract. Vendor should list its Contract manager and his or her contact information below.

Contract Manager: . Soumya Veerachandran Balaji
Telephone Number: . (202) 957-5358
Fax Number: . (202) 946-6124
Email Address: . bids@e7strategies.com

ADDITIONAL INFORMATION**REQUEST FOR QUOTATION:**

The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Department of Transportation (WVDOT) to establish multiple open-ended contracts for information technology temporary technical staffing services. Per the Bid Requirements, Specifications, Terms and Conditions attached to this solicitation.

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Mainframe Application Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Mainframe Application Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Senior Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Senior PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Application SQL Server Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	Senior Application Oracle Server Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Senior GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	GIS Architect				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Architect

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
14	GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Application Developer

INVOICE TO	SHIP TO
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DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US
---	---

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	Senior GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
 Senior GIS Application Developer

SCHEDULE OF EVENTS

<u>Line</u>	<u>Event</u>	<u>Event Date</u>
1	Tech Questions due by 10:00am	2026-03-20

	Document Phase	Document Description	Page 10
DOT2600000079	Final	WVDOT IT Temporary Staffing Services (81260081)	

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions



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

State of West Virginia
Centralized Request for Quote
Service - Prof

Proc Folder: 1886131	Reason for Modification: ADDENDUM NO_1 Bid Opening Moves to April 14, 2026 Attach Revised Terms and Conditions	
Doc Description: WVDOT IT Temporary Staffing Services (81260081)		
Proc Type: Central Master Agreement		
Date Issued	Solicitation Closes	Solicitation No
2026-03-25	2026-04-14 13:30	CRFQ 0803 DOT2600000079
		Version
		2

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: VS0000042597
Vendor Name : E7Strategies Inc
Address : 1620 Q St NW Washington, DC 20009
Street : 1620 Q St NW
City : Washington, DC
State : District of Columbia **Country :** United States **Zip :** 20009
Principal Contact : Soumya Veerachandran Balaji
Vendor Contact Phone: (202) 957-5358 **Extension:**

FOR INFORMATION CONTACT THE BUYER
 John W Estep
 304-558-2566
 john.w.estep@wv.gov


Vendor Signature X **83-1443993** **04/14/2026**
FEIN# **DATE**

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

ADDITIONAL INFORMATION

ADDENDUM NO_1

Addendum No_1 issued to publish and distribute the attached information to the vendor community.

REQUEST FOR QUOTATION:

The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Department of Transportation (WVDOT) to establish multiple open-ended contracts for information technology temporary technical staffing services. Per the Bid Requirements, Specifications, Terms and Conditions attached to this solicitation.

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Senior Mainframe Application Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Mainframe Application Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Senior Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Senior PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Application SQL Server Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	Senior Application Oracle Server Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Senior GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	GIS Architect				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Architect

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
14	GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Application Developer

INVOICE TO	SHIP TO
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DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US
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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	Senior GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
 Senior GIS Application Developer

SCHEDULE OF EVENTS

<u>Line</u>	<u>Event</u>	<u>Event Date</u>
1	Tech Questions due by 10:00am	2026-03-20

	Document Phase	Document Description	Page 10
DOT2600000079	Final	WVDOT IT Temporary Staffing Services (81260081)	

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions



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

State of West Virginia
 Centralized Request for Quote
 Service - Prof

Proc Folder: 1886131		Reason for Modification:	
Doc Description: WVDOT IT Temporary Staffing Services (81260081)		ADDENDUM NO_2 Vendor Questions and Responses	
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-03-31	2026-04-14 13:30	CRFQ 0803 DOT2600000079	3

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: VS0000042597
Vendor Name : E7Strategies Inc
Address : 1620 Q St NW Washington, DC 20009
Street : 1620 Q St NW
City : Washington, DC
State : District of Columbia **Country :** United States **Zip :** 20009
Principal Contact : Soumya Veerachandran Balaji
Vendor Contact Phone: (202) 957-5358 **Extension:**

FOR INFORMATION CONTACT THE BUYER
 John W Estep
 304-558-2566
 john.w.estep@wv.gov


Vendor Signature X **83-1443993** **04/14/2026**
FEIN# **DATE**

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

ADDITIONAL INFORMATION

ADDENDUM NO_2

Addendum No_2 issued to publish and distribute the attached information to the vendor community.

REQUEST FOR QUOTATION:

The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Department of Transportation (WVDOT) to establish multiple open-ended contracts for information technology temporary technical staffing services. Per the Bid Requirements, Specifications, Terms and Conditions attached to this solicitation.

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Mainframe Application Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Mainframe Application Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Senior Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Senior PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Application SQL Server Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	Senior Application Oracle Server Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Senior GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	GIS Architect				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Architect

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
14	GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Application Developer

INVOICE TO	SHIP TO
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DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US
---	---

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	Senior GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
 Senior GIS Application Developer

SCHEDULE OF EVENTS

<u>Line</u>	<u>Event</u>	<u>Event Date</u>
1	Tech Questions due by 10:00am	2026-03-20

	Document Phase	Document Description	Page 10
DOT2600000079	Final	WVDOT IT Temporary Staffing Services (81260081)	

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions



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

State of West Virginia
 Centralized Request for Quote
 Service - Prof

Proc Folder: 1886131		Reason for Modification:	
Doc Description: WVDOT IT Temporary Staffing Services (81260081)		ADDENDUM NO_2 Vendor Questions and Responses	
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-03-31	2026-04-14 13:30	CRFQ 0803 DOT2600000079	3

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code:

Vendor Name :

Address :

Street :

City :

State : **Country :** **Zip :**

Principal Contact :

Vendor Contact Phone: **Extension:**

FOR INFORMATION CONTACT THE BUYER
 John W Estep
 304-558-2566
 john.w.estep@wv.gov

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

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

ADDITIONAL INFORMATION

ADDENDUM NO_2

Addendum No_2 issued to publish and distribute the attached information to the vendor community.

REQUEST FOR QUOTATION:

The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Department of Transportation (WVDOT) to establish multiple open-ended contracts for information technology temporary technical staffing services. Per the Bid Requirements, Specifications, Terms and Conditions attached to this solicitation.

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Senior Mainframe Application Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Mainframe Application Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Senior Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Senior PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Application SQL Server Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	Senior Application Oracle Server Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Senior GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	GIS Architect				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Architect

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
14	GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Application Developer

INVOICE TO	SHIP TO
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DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720 CHARLESTON WV US
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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	Senior GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Application Developer

SCHEDULE OF EVENTS

<u>Line</u>	<u>Event</u>	<u>Event Date</u>
1	Tech Questions due by 10:00am	2026-03-20

SOLICITATION NUMBER: CRFQ DOT2600000079

Addendum Number: 2

The purpose of this addendum is to modify the solicitation identified as CRFQ DOT2600000079 Solicitation” 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
- Attachment of vendor questions and responses
- Attachment of pre-bid sign-in sheet
- Correction of error
- Other

Additional Documentation:

Attach Vendor Questions and Responses

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.

WVDOT CRFQ DOT26*79 WVDOT IT Temporary Staffing Services

Question 1: Who are previous incumbents on this project?

Answer 1:

The IT Staffing contract is a multi-award contract awarded to the lowest five qualified bidders meeting mandatory requirements for each category. Awards were ranked from lowest to highest. An award matrix document, which lists the awards per category, is also attached.

Vendor bid submissions can be found on the Purchasing Division webpage. CRFQ DOT22*122 was opened on 3/3/22 and the bids are located at the following URL:

<https://www.state.wv.us/admin/purchase/Bids/FY2022/BO20220303.html>

The contracts awarded are listed below. The original award dates are 7/15/2022 to 7/14/2023. Each awarded contract was for one year, with three one-year renewal options. The most recent renewal is from 7/15/2025 to 7/14/2026. Contracts listed with an asterisk indicate that they were renewed and are due to expire this July. Several vendors did not renew after the original contract period.

DOT81220053A SQL Data Solutions*
DOT81220053B Smart Shared Services*
DOT81220053C BuzzClan
DOT81220053D Infojini*
DOT81220053E Quantam Solutions
DOT81220053F Sonus Software Solutions
DOT81220053G Lancesoft*
DOT81220053H Diskriter
DOT81220053I Enterprise Solutions*
DOT81220053J Devcare Solutions
DOT81220053K US Tech Solutions
DOT81220053L Cynet Systems*

Award documents and renewal awards are listed on the Purchasing Division website at the following URL: <https://www.state.wv.us/admin/purchase/Awards/awarded.html>

Question 2: What was the annual spend for the previous year on this Project?

Answer 2:

This information can be requested via FOIA. Please review the response to Question number 1, this provides documentation concerning the number of contracts that were maintained after the initial award and renewed for the three optional renewals.

Question 3: If this is a new contract, what is the anticipated budget for this contract?

Answer 3:

This is a new open-end contract; however, the state is not required to provide information concerning a maximum annual budget. Please note that the information listed in the pricing pages provides an estimated number of hours used for evaluation purposes only.

Question 4: Is this RFP intended for a single-vendor award or multiple-vendor awards?

Answer 4:

Refer to the information provided in section 1 of the specifications. The intent is to award a multi-vendor contract.

Question 5: Can you please confirm on what basis the priority list/priority contract will be created for task order sharing, as mentioned in Section 4.2.66?

Answer 5:

The priority list for task order sharing will be established based on the order of award for each classification, as outlined in Section 4.2.6. Vendors will be contacted sequentially in accordance with this priority ranking as needs arise.

Question 6: What are the positions that are most commonly requested under this contract?

Answer 6:

The positions most commonly requested will vary based on project-specific requirements and level of expertise needed. We expect the most requested positions to include roles such as Database Administrator and Program Analysts.

Question 7: What challenges or pain points is the agency aiming to address through this contract?

Answer 7:

This contract seeks to address limitations in hiring full-time personnel and the need for flexible, project-specific staffing. It also helps address budgetary and time constraints by enabling the Agency to efficiently obtain qualified resources as needed.

Question 8: How many vendors do you intend to award under this solicitation?

Answer 8:

The intent is to award a multi-vendor contract, with an estimated maximum of up to eight (8) vendors.

Question 9: I am seeking information regarding the details of the contract and whether there are plans for renewal or an extension to the current contract will be executed.

Answer 9:

The current contract does not have any renewals available. A new solicitation was created to obtain bids to create a new multi-award contract.

Question 10: The solicitation number is "CRFQ-0803-DOT2200000122 IT Temporary Staffing Services" which was issued back on 02/24/2022. I would like to know how many renewal options does this contract have? And if there are any plans to issue a new solicitation once it expires?

Answer 10:

The current contract was awarded in 2022 and allowed for three (3) one (1) year optional renewals. Refer to the response to Question 1 for additional details.

Question 11: We noticed that this solicitation has already been released, but I wanted to follow up to ask how many vendors were awarded previously. Based on the RFP details, it appears that five vendors were selected. Could you please confirm the list of awarded vendors and let us know if a Bid Tabulation is available?

Answer 11:

Refer to the response for Question 1.

Question 12: Is there a specific proposal format or template that vendors must follow (e.g., required sections such as Technical Proposal, Cost Proposal, Company Qualifications, etc.)?

Answer 12:

This is an RFQ request for quotation. Vendors are required to meet or exceed the mandatory requirements outlined in the specifications. Awards will be made to the lowest bids that comply with all the mandatory requirements. The vendor is required to comply with section 4.2 when submitting bid responses.

Question 13: Should the Cost Proposal be submitted separately from the Technical Proposal, or be included within the same document?

Answer 13:

This is a request for quotation; all documentation and costs should be submitted with the bid response.

Question 14: Do vendors need to submit details or resumes of identified resources as part of the proposal?

Answer 14:

The vendor should review section 4.2 for information regarding documentation that should be submitted with the proposal.

Question 15: What is the average term of staffing placement for each position/title under this contract?

Answer 15:

Vendors should review section 4.3.1 for information regarding ordering procedures.

Question 16: What is the tentative start date for each position?

Answer 16:

Please refer to the response to Question 15.

Question 17: Is this a new RFP or is there an existing incumbent vendor currently providing these services?

Answer 17:

This is a new solicitation. For information regarding the previous solicitation and contracts refer to Question 1.

Question 18: Are there any major upcoming projects or initiatives in the coming years that vendors should be aware of in relation to this contract?

Answer 18:

The solicitation is intended to establish a flexible open end contract with the most commonly needed information technology work classifications utilized by the WVDOT. This contract is not being established for a specific project or initiative.

Question 19: Could you please provide additional details regarding the proposal content expected in the submission?

Answer 19:

Refer to the response to Question 14.

Question 20: Kindly confirm whether the pricing should be submitted through the portal or the Excel sheet should be submitted separately or included as part of our proposal.

Answer 20:

Refer to section 6 in the Instructions to Vendors document.

Question 21: Could you please share the estimated budget or anticipated contract value for this solicitation?

Answer 21:

Please refer to the response to Question 2.

Question 22: Please confirm whether this is a new solicitation or a rebid. If it is a rebid, we would appreciate it if you could provide details regarding the incumbent vendor(s).

Answer 22:

Please refer to the response to Question 1.

Question 23: Could you also please provide details regarding the evaluation criteria and scoring methodology that will be used to assess the proposals?

Answer 23:

The solicitation will be awarded based on the lowest cost per category for the vendor meeting all the mandatory requirements.

Question 24: What is the overall budget?

Answer 24:

Please refer to the response to Question 3.

Question 25: How many vendors will be awarded?

Answer 25:

Please refer to the response to Question 8.

Question 26: Who are the current providers? If you can please share incumbents' response documents that they have submitted previously?

Answer 26:

Please refer to the response to Question 1.

Question 27: Do we need to provide actual resumes of job roles mentioned in excel sheet?

Answer 27:

Please refer to the response to Question 14.

Question 28: Can we submit our response via email?

Answer 28:

Refer to section 6 in the Instructions to Vendors document.

Question 29: there is no specific format given for response creation. Please help do we need to follow our own standard format as below?

- Cover Letter**
- General Company Overview**
- Qualifications
- Experience in Similar Services
- Our Team
- Project Approach and Methodology
- Staffing Plan.....
- References**.....

Answer 29:

Please refer to the response to Question 12.

Question 30: What is the intended number of awards (approximate number)?

Answer 30:

Please refer to the response to Question 8.

Question 31: What are the estimated funds allocated for this contract?

Answer 31:

Please refer to the response to Question 2.

Question 32: What is the tentative start date for this engagement?

Answer 32:

Please refer to the response to Question 16.

Question 33: What is the work location of the proposed candidates?

Answer 33:

Vendors should review section 1 for information regarding scope of contract.

Question 34: Please provide the evaluation criteria.

Answer 34:

Please refer to the response to Question 23.

Question 35: Is this a new contract, or are there any incumbents? If there is an incumbent, please provide the incumbent's name and pricing and confirm whether the incumbent is eligible to resubmit the proposal.

Answer 35:

Please refer to the response to Question 1.

Question 36: Are there any pain points or issues with the current vendor(s)?

Answer 36:

Please refer to the response to Question 7.

Question 37: Could you please share the previous spending on this contract, if any? Is there any mandatory subcontracting requirement for this contract? If yes, is there a specific goal for the subcontracting?

Answer 37:

Please refer to the response to Question 2.

Question 38: Can we submit good faith efforts if we are unable to find a subcontractor?

Answer 38:

The vendor should review the requirements outlined in section 4.2 of the specifications.

Question 39: How many positions were used in the previous contract (approximate)?

Answer 39:

Please refer to the response to Question 1.

Question 40: How many positions will be required per year or throughout the contract term?

Answer 40:

Please refer to the response to Question 15.

Question 41: If the resources we provide at the time of proposal submission are unavailable at the time of a potential contract award, could vendors replace them with equally qualified resources?

Answer 41:

The vendor should review the requirements outlined in section 4.2 of the specifications. This section outlines the selection process and the vendor's responsibilities.

Question 42: Can we provide hourly rate ranges in the price proposal?

Answer 42:

Vendors should review section 5.2 for information regarding the pricing page.

Question 43: Will the County allow mid-contract price adjustments (e.g., for agency fees or wage rates), and if so, under what conditions?

Answer 43:

The vendor should review Item 13 in the Terms and Conditions document. The hourly rates established in the contract award are effective for one year upon award. These rates cannot be adjusted during the contract period. Renewals must be mutually agreed upon by both the vendor and WVDOT. The pricing page allows the vendor to provide alternative pricing for years two through three to allow for price escalation in the future optional renewal years.

Question 44: If adjustments are permitted, is there a specified mechanism (e.g., annual review, CPI-based increase, or mutual negotiation) that governs such changes?

Answer 44:

See response to Question 43.

Question 45: Should the initial proposal reflect fixed pricing for the entire term, or can adjustments be proposed in advance as part of the contract?

Answer 45:

See response to Question 43.

Question 46: What are the invoice/payment terms (NET 30, NET 45, etc.) and required invoice fields?

Answer 46:

Vendors should review Items 14, 15 and 17 in the Terms and Conditions document. The vendor should reference the delivery order number on the invoices and all invoices descriptions must match the pricing and descriptions listed on the awarded contract pricing page.

Question 47: What are the reporting requirements?

Answer 47:

An updated version of the Terms and Conditions document was issued as part of addendum #1. Item 39 outlines reporting requirements. This item reads as follows:

Such reports as the Agency and/or the Purchasing Division may request. Request reports may include, but are not limited to quantities purchased, agencies utilizing the contract and total contract expenditures by agency.

Question 48: Is the work entirely onsite, or is there a possibility for remote operations and performance?

Answer 48:

Please refer to the response to Question 33.

Question 49: Are resumes required at the time of proposal submission? If yes, do we need to submit the actual resumes for proposed candidates, or can we submit the sample resumes?

Answer 49:

Please refer to the response to Question 14.

Question 50: Could you please provide the list of holidays? Are there any mandated Paid Time Off, Vacation, etc.?

Answer 50:

The holiday schedule provided by the Treasurer's Office is updated annually.

Holidays for the 2026 year can be located at the following URL:

<https://wvtreasury.gov/Portals/wvtreasury/content/About/Contact/Treasurer%20Calendar%202026%20wvOASIS%20Portrait.pdf>

Question 51: Line Item 4.1.10 is currently labeled as "Senior Application Oracle Database Administrator", which appears to duplicate Line Item 4.1.3. Based on the sequence of roles, should Line Item 4.1.10 instead be "Senior Application SQL Server Database Administrator"?

Answer 51:

These are two separate classifications.

Question 52: The "Grand Total" formula in the pricing sheet appears to reference only a limited number of cells rather than summing all extended cost line items. Could you please confirm the correct calculation method for the Grand Total?

Answer 52:

Grand total is the sum of all costs in rows 4.1.1 - 4.1.15.

Question 53: Are resumes required as part of the proposal submission? If so, should they be actual candidate resumes or sample profiles?

Answer 53:

Please refer to the response to Question 14.

Question 54: Do you accept proposals submitted through the wvOASIS portal?

Answer 54:

All solicitation responses must be submitted through the wvOASIS portal to be considered. Refer to section 6 in the Instructions to Vendors document for more information.

Question 55: In the RFP Specifications document (Section 3: Qualifications), could you please clarify the required supporting documentation for the following criteria:

Demonstrating a minimum of 5 years of experience in providing similar IT staffing services.

Evidence of having placed at least six resources in similar roles within the last five years.

Could you please specify what type of documentation or proof is expected for each of the above requirements?

Answer 55:

Vendors should review section 4.2 for details outlining documentation requirements.

Question 56: In the RFP Instructions document, you mentioned a Pre-Proposal Meeting. Could you please confirm when it will be conducted and whether it will be held virtually or in person? If it is virtual, kindly share the meeting details with us.

Answer 56:

The vendor should review the document labeled instructions to vendors, item number 3. This section indicates that a pre-bid is not required.

Question 57: Could you please clarify the submission requirements outlined in the RFP document?

Answer 57:

Please refer to the response to Question 14.

Question 58: Can the State clarify if the submission is to be made on portal/ Hardcopy (paper), or both?

Answer 58:

Please refer to the response to Question 54.

Question 59: Can State disclose the total budget allocated for the project?

Answer 59:

Please refer to the response to Question 3.

Question 60: Is there any incumbent on the project? If yes, can State provide their name, budget and spending?

Answer 60:

Please refer to the response to Questions 1 and 2.

Question 61: Are the positions mentioned on-site, remote, or hybrid?

Answer 61:

Please refer to the response to Question 33.

Question 62: Are the resumes to be provided with the response, if yes, are they supposed to be sample or live? (identify the section)

Answer 62:

Please refer to the response to Question 14.

Question 63: How many FTE does the State currently have under this contract

Answer 63:

Please refer to the response to Question 1.

Question 64: Successful Vendor must provide (as requested) the legal documentation to support proof that their candidate is a U.S. citizen or eligible to work in the United States.

Answer 64:

Vendor is required to provide the Agency with an employee that complies with all federal and state employment requirements as outlined in Section 4.2.5 of the Specifications. No work shall be performed or completed outside of the United States.

Question 65: Please confirm if we need to provide only quotations and no technical response for this RFP?

Answer 65:

Please refer to the response to Question 14.

Question 66: Is there any evaluation criteria? If yes, kindly provide a scoring matrix/ weightage.

Answer 66:

Please refer to the response to Question 23.

Question 67: Please confirm the format of the technical proposal if required under this RFP.

Answer 67:

Please refer to the response to Question 14.

Question 68: Please confirm whether resumes are required as part of the initial bid submission, or whether resumes and qualification documentation will only be required after award when candidates are requested for a specific labor category.

Answer 68:

Please refer to the response to Question 14.

Question 69: Please confirm what specific supporting documentation must be provided with candidate submissions after award. For example, should vendors provide only resumes, or also degree copies, certifications, references, and a qualification crosswalk demonstrating how each requirement is met?

Answer 69:

Please refer to the response to Question 14.

Question 70: The CRFQ form lists Line Item 9 as Application SQL Server Database Administrator and Line Item 10 as Senior Application Oracle Server Database Administrator. Please confirm whether Line Item 10 is correct as written, or whether the intended title is Senior Application SQL Server Database Administrator.

Answer 70:

See response to Question 51.

Question 71: Please confirm whether award will be made independently by each labor category, allowing a vendor to be awarded one or more selected categories even if the vendor does not bid all categories.

Answer 71:

The intent is to award a multi-vendor contract.

Question 72: Please confirm whether pricing should be submitted as a fully burdened hourly bill rate for each labor category, inclusive of all direct and indirect costs.

Answer 72:

Please refer to the response to Question 42.

Question 73: Please confirm whether the resources are expected to work onsite, remotely, or in a hybrid arrangement, and whether this may vary by labor category or assignment.

Answer 73:

Please refer to the response for Question 61.

Question 74: Please clarify whether the State can provide any estimated usage, anticipated number of placements, historical spend, or expected demand by labor category.

Answer 74:

Please refer to the response to Questions 1, 2, and 3.

Question 75: Please confirm whether insurance certificates must be included with the bid response, or whether they are only required from the apparent successful vendor(s) prior to award.

Answer 75:

Certificate of Insurance is required upon award.

Question 76: Could you please confirm the Budget?

Answer 76:

Please refer to the response to Question 3.

Question 77: Please confirm the required bid submission method for this solicitation. Is submission through any one permitted method sufficient, or must the bid be submitted both electronically through wvOASIS and physically/by fax?

Answer 77:

All solicitation responses should be submitted through the wvOASIS portal to be considered. Refer to section 6 in the Instructions to Vendors document for more information.

Question 78: Beyond completing the pricing pages and required forms, is there a specific format or template expected for the technical response for submission?

Answer 78:

The vendor should review section 4.2 for information regarding submission requirements.

Question 79: Would the Agency consider extending the submission deadline to allow time to incorporate responses to vendor Questions?

Answer 79:

All Questions are due by 10:00 am on 03/20/2026

Question 80: Does the RFQ permit vendors to engage subcontractors to fulfill staffing requirements?

Answer 80:

Please refer to Items 22 & 32 of the Terms and Conditions document. Vendors will be required to identify the use of subcontractors to include company name and contact information.

Question 81: Is there a preference for local vendors?

Answer 81:

Please refer to the response to Question 23.

Question 82: Is there an incumbent? If so, could you please share the vendor list?

Answer 82:

Please refer to the response to Question 1.

Question 83: Are candidate resumes required at the time of bid submission, or only when candidates are proposed after contract award?

Answer 83:

Please refer to the response to Question 14.

Question 84: What is the estimated number of resources required annually for each labor classification?

Answer 84:

This is unknown. Refer to response to Question 18.

Question 85: Which roles or classifications are most frequently requested?

Answer 85:

Please refer to the response to Question 6.

Question 86: Are positions typically onsite, remote, or hybrid?

Answer 86:

Please refer to the response for Question 33.

Question 87: What is the typical turnaround time for candidate evaluation and selection after submission?

Answer 87:

Please refer to the response to Question 15.

Question 88: What is the average duration of assignments?

Answer 88:

Please refer to the response to Question 15.

Question 89: Is there a maximum bill rate, not-to-exceed rate, or budget range established for each labor category?

Answer 89:

Please refer to the response to Question 3.

Question 90: Will vendors be evaluated solely on price, or are there additional evaluation criteria?

Answer 90:

Please refer to the response to Question 23.

Question 91: Will there be a ranking or tiering of awarded vendors that affects order distribution?

Answer 91:

Please refer to the response to Question 5.

Question 92: What is the expected process for issuing work requests (e.g., first right of refusal, rotational assignment, competitive submissions)?

Answer 92:

Please refer to the response to Question 15.

Question 93: Are background checks, drug screenings, or specific security requirements required for candidates?

Answer 93:

Please refer to Item 40 in the Terms and Conditions.

Question 94: Will the State allow rate adjustments/escalations over the contract term?

Answer 94:

Please refer to the response to Question 43.

Question 95: Are there any restrictions on overtime billing or standard work hours?

Answer 95:

Please refer to the pricing page where all rates are available.

Question 96: What are the invoicing requirements and expected payment terms?

Answer 96:

Please refer to Items 14 & 15 in the Terms and Conditions.

Question 97: Will the State provide equipment for contractors, or are vendors expected to supply it?

Answer 97:

Equipment will be supplied by the WVDOT. The vendor is responsible for careful care of the equipment and must return the equipment upon the completion of the work duties.

Question 98: Is this a re-compete CRFQ? If yes,

Answer 98:

Please refer to the response to Question 10.

Question 99: Could you please the name of Current Suppliers (who are currently providing services to Agency)?

Answer 99:

Please refer to the response to Question 1.

Question 100: Could you please share current Suppliers pricing?

Answer 100:

Please refer to the response to Question 2.

Question 101: When the existing contract was started, and what is the annual monetary spent value of the current contract since inception?

Answer 101:

Please refer to the response to Question 2.

Question 102: How many resources are currently engaged in the current contract?

Answer 102:

Please refer to the response to Question 1.

Question 103: Can you please share the no. of positions served in previous years under this contract?

Answer 103:

Please refer to the response to Question 1.

Question 104: Can you please share the amount of business each vendor did under this contract in previous years?

Answer 104:

Please refer to the response to Question 1.

Question 105: What will be the estimated annual budget for this project?

Answer 105:

Please refer to the response to Question 3.

Question 106: How many positions we can expect under this contract on an annual basis?

Answer 106:

Please refer to the response to Question 15.

Question 107: What would be the shift timings for the given positions?

Answer 107:

Please refer to the response to Question 15.

Question 108: How will the requisitions be shared among the awarded vendors?

Answer 108:

Please refer to the response to Question 4.

Question 109: Is it mandatory to bid on all the positions?

Answer 109:

Please refer to Section 4.2 in the Specifications.

Question 110: Can we provide client name and contact details along with the placement details to suffice the given requirement "Vendors shall be able to demonstrate their potential to provide these services by providing documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications within the past five (5) years:"?

Answer 110:

Please refer to Item 4.2 of the Specifications

Question 111: If reference details would not suffice the above-mentioned requirement, can you please confirm what all document would suffice the given requirement?

Answer 111:

Please refer to the response to Question 14.

Question 112: As per our understanding, resumes are not required along with the response, can you please confirm the same?

Answer 112:

Please refer to the response to Question 14.

Question 113: In reference to proposal submission requirements, do we just need to submit pricing form along with documentation sufficing qualifications given in section “3. Qualifications” of Specifications document?

Answer 113:

Please refer to the response to Question 14.

Question 114: Each position listed in the pricing sheet includes a corresponding senior-level role (example: 4.1.1 Senior Mainframe Application Analyst and 4.1.2 Mainframe Application Analyst). Can the requirements under Section 3.2 be satisfied by demonstrating a combined total of six (6) placements across both junior and senior versions of the role?

Answer 114:

Upon request for qualified candidates, the vendor is limited to the roles and rates on the pricing page.

Question 115: The role “Senior Application Oracle Database Administrator” appears twice in the pricing sheet under Sections 4.1.10 and 4.1.5. Could you please confirm whether a revised pricing sheet will be issued?

Answer 115:

Please refer to the response to Question 70.

Question 116: In the Specifications Document, Section 4 – Mandatory Requirements – the job descriptions are provided. Are we required to submit actual resumes or sample resumes, and what mandatory requirements need to be included with the response document?

Answer 116:

Please refer to the response to Question 14.

Question 117: Can the Agency confirm the anticipated initial term of the contract and whether there are any renewal or extension options associated with this Master Agreement?

Answer 117:

Please refer to the response to Question 9.

Question 118: Is there an estimated budget, not-to-exceed value, or historical annual spend associated with similar IT temporary staffing contracts?

Answer 118:

Please refer to the response to Question 3.

Question 119: Can the Agency provide estimated quantities (hours/FTEs) per classification to

Answer 119:

Please refer to the response to Question 15.

Question 120: Is there an incumbent vendor or multiple vendors currently providing these services? If so, can the Agency share incumbent vendor names and performance insights?

Answer 120:

Please refer to the response for Question 1.

Question 121: Can the Agency provide historical usage data by role (e.g., number of resources engaged per classification in the past 12–24 months)?

Answer 121:

Please refer to the response for Questions 1 and 2.

Question 122: Can the Agency confirm whether all roles are expected to be performed onsite, or if any roles may be eligible for hybrid or remote work arrangements?

Answer 122:

Please refer to the response to Question 33.

Question 123: Can the Agency clarify the expected work model for resources under this contract (e.g., onsite, hybrid, or remote)? Specifically, should vendors assume that personnel will be required to work primarily at WVDOT facilities in Charleston, WV or other state locations?

Answer 123:

Please refer to the response for Question 61.

Question 124: Can the Agency confirm the exact list of documents required for submission under this RFQ (e.g., pricing only, resumes, qualifications, technical response, forms)?

Answer 124:

Please refer to the response to Question 14.

Question 125: Based on our understanding, vendors are required to submit responses demonstrating compliance with mandatory requirements and pricing. Please confirm whether a detailed technical approach, staffing plan, or management methodology is required as part of this submission.

Answer 125:

Please refer to the response for Question 14.

Question 126: Are sample resumes required at the time of bid submission, or will resumes be requested only at the time of specific Delivery Orders?

Answer 126:

Please refer to the response to Question 14.

Question 127: Can the Agency provide details on the evaluation methodology and weighting (e.g., pricing vs. qualifications vs. experience)?

Answer 127:

Please refer to the response to Question 23.

Question 128: For Section 3 – Qualifications, can the Agency confirm whether providing client Point of Contact (POC) details (name, title, email, and phone) as part of reference information will be considered sufficient evidence of prior experience, or are additional supporting documents (e.g., contracts, performance letters, or work orders) required?

Answer 128:

Please refer to the response to Question 110.

Question 129: Can the Agency confirm the minimum number of client references required to demonstrate compliance with the Qualifications section?

Answer 129:

Please refer to the response to Question 110.

Question 130: For Section 4.1 – Mandatory Contract Services Requirements, can the Agency confirm whether submission of one representative resume per role/classification demonstrating compliance with the stated requirements will be sufficient to meet the mandatory criteria, or are vendors expected to provide multiple resumes or additional supporting documentation for each requirement?

Answer 130:

Please refer to the response to Question 14.

Question 131: The solicitation includes both an Excel pricing sheet (with multi-year pricing structure) and a portal-based pricing submission (with a single rate per line item). Can the Agency please confirm which format will be considered the official pricing submission for evaluation purposes?

Answer 131:

Please refer to the response for Question 20.

Question 132: In case of any discrepancy between the Excel pricing sheet and the portal submission, which version will take precedence?

Answer 132:

Please refer to the response for Question 20.

Question 133: Please confirm if we are MWBE Certified from NMSDC. Can we attach our certificates in order to get the preference?

Answer 133:

The vendor is responsible for determining SWAM certification. Please also refer to Item 15 in the Terms and Conditions.

Question 134: Our renewal for MWBE with the State of WV is under review, as our current certification has expired please confirm if we can attach the proof of application in order to be considered for the preference and can get the certificate at the time of award.

Answer 134:

Please refer to the response for Question 133.

Question 135: Is it permissible for a vendor to complete business registration after contract award, or is full registration required at the time of proposal submission?

Answer 135:

Please refer to the response for Question 13.

Question 136: Are there any specific guidelines, templates, or formatting requirements that vendors must follow when preparing the proposal response?

Answer 136:

Please refer to the response for Question 12.

Question 137: Could you please share the estimated budget for this RFP?

Answer 137:

Please refer to the response for Question 3.

Question 138: Could you please share the incumbent vendor's name, their previous response, and the associated pricing for a similar contract?

Answer 138:

Please refer to the response for Question 1.

Question 139: Could you please provide the annual spending details for similar contracts from the past three years?

Answer 139:

Please refer to the response for Question 2.

Question 140: In Section 3.2- Qualification of the Specifications document, the Agency states that vendors shall be able to demonstrate their capacity to provide the requested services by furnishing documentation evidencing the staffing of at least six individuals within the listed classifications over the past five years.

Answer 140:

Please refer to the response for Question 110.

Question 141: Would the Agency please confirm whether this documentation must be submitted as part of the Proponent's RFQ response, or whether it will only be required upon subsequent request by the Agency? If submission is required at the time of proposal, would the Agency please specify the forms of documentation it will accept to satisfy this requirement and ensure the Proponent's response is deemed responsive?

Answer 141:

Please refer to the response for Question 13.

Question 142: Would the Agency please clarify its expectations regarding the “Add Attachments” tab within the WVOASIS portal? In particular, please confirm what supporting documents, if any, must be uploaded in that section as part of the RFQ response.

Answer 142:

Please refer to the response for Question 14.

Question 143: Could the Agency please clarify the Proponent’s obligation, if any, with respect to Document Attachment Four, “State of West Virginia Centralized Request for Quote Service - Prof”? Specifically, is this attachment provided solely for reference purposes, or is the Proponent expected to complete, acknowledge, or submit this form as part of its RFQ response in order to be considered responsive?

Answer 143:

Please refer to the response for Questions 13 and 14.

Question 144: What is the anticipated annual budget for these IT temporary staffing services?

Answer 144:

Please refer to the response for Question 3.

Question 145: Could the State identify the current incumbent contractor(s) for these services and provide the total annual spend for each incumbent over the past three fiscal years?

Answer 145:

Please refer to the response for Questions 1 and 2.

Question 146: The RFQ indicates an intent to establish “multiple open-ended contracts.” Does the State have an estimated number of awards it anticipates making?

Answer 146:

Please refer to the response for Question 8.

Question 147: Section 4.1.1. (Senior Mainframe Application Analyst) requires a Bachelor's degree or five (5) years of equivalent experience, while Section 4.1.2 (Mainframe Application Analyst) does not specify an educational requirement. Could the State clarify whether any minimum education or equivalent experience is required for the Mainframe Application Analyst role?

Answer 147:

Mainframe Application Analyst requires a minimum of a Bachelor's degree in Computer science or a related field from an accredited institution, or a minimum of three (3) years of equivalent work experience as a substitution for the Bachelor's degree.

Question 148: In addition to the Pricing Page (Exhibit A), Sections 3.1 and 3.2 require documentation of vendor experience and staffing capabilities. Could the State clarify whether this should be submitted as a formal technical proposal? If so, are there any formatting requirements or page limitations?

Answer 148:

Please refer to the response for Question 14.

Question 149: Please refer to Section 3.2, Qualifications - The RFQ states that vendors must provide documentation indicating they have "provided staffing of at least six (6) individuals within the listed classifications within the past five (5) years". Could the Agency please clarify if it is acceptable for all six submitted individuals to fall under a single classification (for example, providing documentation for six Database Administrators)? Or must the vendor demonstrate staffing experience across multiple different classifications from the list in Section 1?

Answer 149:

Please refer to the response for Question 110.

Question 150: Please refer to Section 3.2 which requires documentation indicating the vendor provided an employee "meeting the requirements of a specifically named classification from Section 1". Could the Agency please clarify if the past employee's actual job title must be an exact, verbatim match to the classification titles listed in Section 1 (e.g., "Application Oracle Database Administrator")? Or is it acceptable to submit documentation for past employees who held different official job titles, provided their duties, skills, and experience directly match the mandatory requirements for that specific classification?

Answer 150:

Please refer to the response for Question 110.

Question 151: Section 4.2.3 requires all travel expenses to be included in the vendor's hourly rate , while Section 1 notes that assignments could be located anywhere within the entire State of West Virginia. Because travel costs vary drastically depending on the specific location within the state, how should vendors account for this in a single fixed hourly rate? Will the Agency allow for separate travel expense reimbursements (at standard State rates) for assignments located significantly outside the metro-Charleston area, or must the single hourly rate absorb all statewide travel risks?

Answer 151:

Vendors should review section 8 for information regarding travel.

Question 152: Could the Agency please confirm the length of the initial contract term and the exact number of optional renewal years that vendors should prepare pricing for on the Pricing Page?

Answer 152:

Please refer to the response for Question 16.

Question 153: Are there any incumbents for this position?

Answer 153:

Please refer to the response for Question 1.

Question 154: If incumbents are present, could you please provide their names?

Answer 154:

Please refer to the response for Question 1.

Question 155: Could you please confirm the evaluation criteria and how the proposal will be scored?

Answer 155:

Please refer to the response to Question 23.

Question 156: We are a non-resident bidder; however, we are a Small Minority-Owned Business. Could you please confirm whether we are eligible to obtain a reciprocal certificate?

Answer 156:

Please refer to Item 15 of the Terms and Conditions.

Question 157: Is any local preference given?

Answer 157:

Please refer to Item 15 of the updated Terms and Conditions.

Question 158: Can out-of-state vendors participate?

Answer 158:

Yes.

Question 159: Section 4.2.4 indicates that resumes are required with the vendor's response. Could the State please clarify if resumes are required as part of the initial bid submission, or only during the delivery order phase when staffing requests are issued?

Answer 159:

Please refer to the response to Question 14.

Question 160: Are there any rate caps, budget thresholds, or not-to-exceed rates for any labor categories?

Answer 160:

Please refer to the response for Question 3.

Question 161: Should pricing assume standard 40-hour workweeks only, or should vendors include provisions for overtime/on-call work?

Answer 161:

Please refer to the response for Question 42.

Question 162: Could you please clarify whether pricing should be submitted as an attachment, or if it must also be entered directly in the “Respond to Lines” section within the portal?

Answer 162:

Please refer to the response for Question 20.

Question 163: Are travel, lodging, or per diem costs expected to be included in the hourly rates, or reimbursed separately?

Answer 163:

Please refer to the response for Question 151.

Question 164: Are vendors allowed to propose rate escalations (e.g., annual increases) over the contract term?

Answer 164:

Please refer to the response for Question 43.

Question 165: Will vendors be ranked strictly based on lowest price per labor category, or are there any additional evaluation factors?

Answer 165:

Please refer to the response for Question 23.

Question 166: Will vendor ranking remain fixed for the duration of the contract, or may it be adjusted based on performance?

Answer 166:

Please refer to the response to Question 23.

Question 167: Approximately how many vendors does the State anticipate awarding under this contract?

Answer 167:

Please refer to the response to Question 8.

Question 168: What is the estimated annual spend for IT temporary staffing under this contract?

Answer 168:

Please refer to the response for Questions 2 and 3.

Question 169: Approximately how many positions are expected annually per labor category?

Answer 169:

Please refer to the response for Question 18.

Question 170: Which roles are expected to be most frequently utilized?

Answer 170:

Please refer to the response for Question 6.

Question 171: What is the typical duration of assignments, and are extensions common?

Answer 171:

Please refer to the response for Question 16.

Question 172: Are resources required to be fully onsite in Charleston, WV, or will hybrid/remote work be permitted for certain roles?

Answer 172:

Please refer to the response for Question 61.

Question 173: For each staffing request, how many candidates should be submitted (e.g., one vs multiple)?

Answer 173:

Please refer to the response for Question 16.

Question 174: What is the typical interview and selection process (number of rounds, timeline)?

Answer 174:

Please refer to Section 4.3 of the Specifications.

Question 175: Are there defined KPIs or SLAs related to: Candidate submission timelines, Fill rates, Candidate retention

Answer 175:

Please refer to the response for Question 18.

Question 176: Is there a maximum number of vendors that will be awarded per classification?

Answer 176:

Please refer to the response for Question 8.

Question 177: Will vendors be evaluated and awarded on a per-classification basis, or will evaluation consider the vendor's overall response across all classifications?

Answer 177:

Please refer to the response for Questions 5 and 23.

Question 178: Can the State provide estimated annual usage, anticipated volume, or historical spend by classification?

Answer 178:

Please refer to the response for Question 3.

Question 179: Is award determination based solely on the lowest hourly rate per classification, or are there additional evaluation criteria?

Answer 179:

Please refer to the response for Question 23.

Question 180: Are vendors permitted to propose different rates by contract year or escalation over time?

Answer 180:

Please refer to the response for Question 23.

Question 181: Can vendors choose to bid on only selected classifications, or are they expected to support all listed roles?

Answer 181:

Please refer to the response for Question 109.

Question 182: Will the State consider remote candidates for any classifications?

Answer 182:

Please refer to the response for Question 61.

Question 183: Will the State provide equipment (e.g., laptops, software licenses), or is the vendor expected to supply these?

Answer 183:

Please refer to the response for Question 97.

Question 184: In Qualification section, 3.2, can we include commercial entities for demonstrating the services?

Answer 184:

Please refer to Section 3 of the Specifications.

Question 185: Please confirm the maximum number of awards.

Answer 185:

Please refer to the response to Question 8.

Question 186: What is the estimated budget?

Answer 186:

Please refer to the response for Question 3.

Question 187: Is this a new contract or are there any incumbents?

Answer 187:

Please refer to the response for Question 1.

Question 188: What was the previous spent?

Answer 188:

Please refer to the response for Question 2.

Question 189: What is the duration of the assignments?

Answer 189:

Please refer to the response to Question 16.

Question 190: Are there any pain points with Incumbents?

Answer 190:

Please refer to the response to Question 7.

Question 191: How many FTEs will be required for this contract?

Answer 191:

Please refer to the response to Question 8.

Question 192: Will there be any award preference for local vendors?

Answer 192:

Please refer to the response to Question 23.

Question 193: Will the award be limited to vendors offering the lowest bid only?

Answer 193:

Please refer to the response to Question 23.

Question 194: How many FTEs are you anticipating for each position?

Answer 194:

Please refer to the response to Question 8.

Question 195: How many FTEs have been previously working on this contract?

Answer 195:

Please refer to the response to Question 1.

Question 196: Are resumes of Positions required with response? If required, should they be sample resumes or actual candidate resumes?

Answer 196:

Please refer to the response to Question 14.

Question 197: Is it mandatory to bid on all requirements?

Answer 197:

Please refer to the response for Question 109.

Question 198: What is the mode of proposal submission, can we submit only electronically?

Answer 198:

Please refer to the response to Question 20.

Question 199: With respect to position 4.1.10 Senior Application SQL Server Database Administrator, there is different position mentioned in Pricing (in 4.1.10 Senior Application Oracle Database Administrator) which one should be considered?

Answer 199:

Please refer to the response for Question 51.

Question 200: What is the Format of submission, which sections should we address in our response?

Answer 200:

Please refer to the response to Question 14.

Question 201: Will services be required onsite, hybrid or remote?

Answer 201:

Please refer to the response for Question 33.

Question 202: Are Reciprocal Preference, Small, Women-Owned, Or Minority-owned Business preference applicable for this Request for Quotation, if we don't qualify for any preference can we perform subcontracting with Small, WO, MO businesses?

Answer 202:

Please refer to the response for Question 156.

Question 203: Is local office required for this contract?

Answer 203:

Vendors should review section 1 for information regarding scope of contract.

Question 204: Could you please clarify the response format of the CRFQ?

Answer 204:

Please refer to the response to Question 12.

Question 205: There are no specific instruction provided for " Technical Proposal", could you please specify?

Answer 205:

Please refer to the response to Question 14.

Question 206: Do we need to provide pricing in the excel provided as well?

Answer 206:

Please refer to the response to Question 20.

Question 207: Or should the pricing be submitted on the portal only?

Answer 207:

Please refer to the response to Question 20.

Question 208: Is it a re-bid or a new contract?

Answer 208:

Please refer to the response for Question 1.

Question 209: If, re-bid please could you share the historical spend?

Answer 209:

Please refer to the response for Question 2.

Question 210: Could you please share the incumbent names?

Answer 210:

Please refer to the response for Question 1.

Question 211: Are there any pain points in the current contract?

Answer 211:

Please refer to the response for Question 7.

Question 212: Is sub-contracting allowed under this contract?

Answer 212:

Please refer to the response for Question 80.

Question 213: Is there any VISA restriction for the contract?

Answer 213:

Vendors should review section 4.2.5 regarding citizenship and working eligibility.

Question 214: Could you please specify the reference requirements?

Answer 214:

Please refer to the response for Question 14.

Question 215: For section 3.2, “Vendors must provide documentation to indicate that their company meets this requirement prior to award; however, bidders may include this

documentation with their bid.” Could you please clarify what documentation will suffice this requirement? Do we need to submit invoices?

Answer 215:

Please refer to Section 3.2 of the Specifications.

Question 216: Is there a preference for any work authorization for this contract?

Answer 216:

Unclear the question; Please refer to Item 15 in the Terms and Conditions.

Question 217: Could you please provide a clarity for the work model – is it going to be all on site requirements?

Answer 217:

Please refer to the response for Question 1.

Question 218: Or are the requirements can possibly be hybrid or remote as well?

Answer 218:

Please refer to the response for Question 61.

Question 219: Do we need to submit candidate resumes for the positions with our response?

Answer 219:

Please refer to the response to Question 14.

Question 220: If yes, should we submit sample resumes, or live candidate resumes?

Answer 220:

Please refer to the response to Question 14.

Question 221: Will these candidates be expected to join the agency upon award?

Answer 221:

Question 222: If yes, could you please provide the estimated joining date and mode of interviews?

Answer 222:

Please refer to the response for Question 16.

Question 223: Are they expected to work onsite, hybrid or remote?

Answer 223:

Please refer to the response for Question 61.

Question 224: Are digital signatures acceptable ?

Answer 224:

Ycs.

Question 225: Is there an estimated budget for the contract?

Answer 225:

Please refer to the response for Question 3.

Question 226: Is there a preference for the Hourly rates?

Answer 226:

Please refer to the response for Question 42.

Question 227: Is there a local preference for the vendors?

Answer 227:

Please refer to the response for Question 157.

Question 228: Please clarify whether the positions under this contract will be fulltime, parttime, or variable based on project needs?

Answer 228:

Please refer to Section 4.3.4 of the Specifications.

Question 229: Will WVDOT issue Delivery Orders for each individual resource, or can multiple resources be requested under a single order?

Answer 229:

Please refer to the response for Question 15.

Question 230: Are the resources expected to work onsite, hybrid, or fully remote?

Answer 230:

Please refer to the response for Question 61.

Question 231: If onsite work is required, please confirm the primary work location(s) and whether travel across the state is expected?

Answer 231:

Please refer to the response for Question 16.

Question 232: Will WVDOT provide equipment for remote workers, or must vendors supply equipment?

Answer 232:

Please refer to the response for Question 97.

Question 233: Are overtime hours permitted, and if so, how should they be billed?

Answer 233:

Please refer to the response for Question 95.

Question 234: Are background checks required for all resources? If yes, what level (state, federal, fingerprinting)?

Answer 234:

Please refer to the response for Question 93.

Question 235: Will WVDOT require drug screening or additional security clearances?

Answer 235:

Please refer to Section 4.3.3 and Section 4.2.9 of the Specifications.

Question 236: What is the expected turnaround time for providing candidates after receiving a Delivery Order?

Answer 236:

Please refer to the response for Question 15.

Question 237: Will interviews be conducted by WVDOT? If so, what is the interview format (virtual, panel, technical test)?

Answer 237:

Interviews will be virtual or in person when possible. It is up to the agency requester as to the format of the interviews.

Question 238: What is the required work mode for this engagement—remote, hybrid, or fully onsite?

Answer 238:

Please refer to the response for Question 61.

Question 239: Is it mandatory to submit actual or sample resumes for each classifications?

Answer 239:

Please refer to the response to Question 14.

Question 240: What is the expected start date for the first set of resources?

Answer 240:

Please refer to the response for Question 15.

Question 241: What is the expected duration of each assignment (e.g., 6 months, 12 months, multiyear)?

Answer 241:

Please refer to the response for Question 15.

Question 242: Will WVDOT allow resource replacements without penalty if a candidate resigns or is not a fit?

Answer 242:

Vendors should review section 4.2 regarding vendor responsibilities.

Question 243: What is the required notice period for replacing a resource?

Answer 243:

Please refer to the response for Question 242.

Question 244: What is the anticipated contract start date and contract term?

Answer 244:

Please refer to the response for Question 16.

Question 245: Will multiple vendors be awarded under this solicitation?

Answer 245:

Please refer to the response for Question 1.

Question 246: How will Delivery Orders be distributed among awarded vendors (rotation, best fit, competitive minibid)?

Answer 246:

Please refer to the response for Question 16.

Question 247: Will WVDOT provide historical usage data for similar staffing contracts?

Answer 247:

Please refer to the response for Question 2 & 3.

Question 248: Is there a maximum number of resources WVDOT anticipates needing per classification?

Answer 248:

Please refer to the response for Question 8.

Question 249: Will WVDOT allow rate adjustments during the contract term?

Answer 249:

Please refer to the response for Question 42.

Question 250: Are there any penalties for early termination of a resource by the vendor?

Answer 250:

Please refer to the response for Question 242.

Question 251: Should vendors include all costs (travel, equipment, overhead) in the hourly rate?

Answer 251:

Please refer to the response for Question 151.

Question 252: Will WVDOT reimburse travel expenses if onsite work is required outside Charleston?

Answer 252:

Please refer to the response for Question 151.

Question 253: What is the invoicing frequency (monthly, biweekly)?

Answer 253:

Invoices will be billed monthly.

Question 254: Are timesheets required, and if so, what format should be used?

Answer 254:

Please refer to the response for Question 242.

Question 255: Will WVDOT use wvOASIS for timesheet approval and invoicing?

Answer 255:

Please refer to the response for Question 242.

Question 256: For Section 3.2 (staffing of six individuals), will WVDOT accept private sector references, or must they be government clients?

Answer 256:

Please refer to Section 3 of the Specifications.

Question 257: Will WVDOT accept resumes at the time of Delivery Order instead of at bid submission?

Answer 257:

Please refer to the response to Question 14.

Question 258: Are vendors required to include the qualifications outlined in Section 3 as part of the response submission?

Answer 258:

Please refer to the response for Question 13.

Question 259: Will WVDOT require vendors to acknowledge all addenda in the technical proposal or only in the bid submission?

Answer 259:

Please refer to the response for Questions 12 and 13.

Question 260: Are vendors required to include the Vendor Responsibilities outlined in Section 4.2 as part of the response submission?

Answer 260:

Please refer to the response for Questions 12 and 13.

Question 261: Is there a page limit or formatting requirement for the technical proposal?

Answer 261:

This is a request for quote and not a request for proposal.

Question 262: Should vendors submit one combined proposal for all classifications or separate proposals per classification?

Answer 262:

Please refer to the response for Questions 12 and 13.

Question 263: Are vendors required to submit a redacted version for public release?

Answer 263:

Please refer to Item 31 of the Terms and Conditions.

Question 264: Can WVDOT confirm the complete list of mandatory submission requirements (e.g., technical proposal components, staffing documentation, compliance forms, addendum acknowledgments, and any required certifications) that must be included in the vendor's response?

Answer 264:

Please refer to the response for Question 14.

Question 265: Can WVDOT confirm the mandatory information to be provided in the Response document?

Answer 265:

Please refer to the response for Question 14.

Question 266: Can WVDOT provide the required format or structure for the information that must be included in the response submission?

Answer 266:

Please refer to the response for Question 14.

Question 267: Will WVDOT provide training or orientation for new resources?

Answer 267:

Organizational knowledge will be shared, however incoming employees will be expected to have the technical knowledge to perform their duties.

Question 268: Are there any mandatory state holidays or shutdown periods vendors should be aware of?

Answer 268:

Please refer to the response for Question 50.

Question 269: Will WVDOT provide access to internal systems for remote workers?

Answer 269:

All work will be performed on-site.

Question 270: Are there any anticipated changes to the technical environment during the contract term?

Answer 270:

Yes, due to the nature of the industry.

Question 271: Will WVDOT provide performance feedback for each resource?

Answer 271:

Performance feedback may be offered upon request.

Question 272: Is there a maximum number of vendors WVDOT intends to award?

Answer 272:

Please refer to the response for Question 8.

Question 273: Will WVDOT require vendors to participate in quarterly or annual performance reviews?

Answer 273:

Please refer to the response for Question 271.

Question 274: Does WVDOT anticipate transitioning any of these roles into longterm fulltime positions?

Answer 274:

Please refer to the response for Question 228.

Question 275: Could WVDOT share the evaluation criteria or scoring breakdown that will be used to assess vendor responses?

Answer 275:

Please refer to the response for Question 23.

Question 276: Are vendors required to complete the Final CRFQ Form and submit it along with their proposal?

Answer 276:

Please refer to the response for Questions 12 and 13.

Question 277: Is the submission of past client references mandatory for this solicitation?

Answer 277:

Please refer to the response for Questions 12 and 13.

Question 278: Are vendors required to submit separate technical and cost documents, or should all materials be combined into a single file?

Answer 278:

Please refer to the response for Questions 12 and 13.

Question 279: Can WVDOT confirm all mandatory forms and attachments that must be included for the proposal to be considered responsive?

Answer 279:

Please refer to the response for Questions 12 and 13.

Question 280: Can WVDOT confirm whether an extension to the due date will be issued for this solicitation?

Answer 280:

Please refer to the response for Question 79.

Question 281: Should the proposal be separated into Technical and Price volumes?

Answer 281:

Please refer to the response for Questions 12 and 13.

Question 282: Is there a page limit for the Technical Proposal?

Answer 282:

Please refer to the response for Question 261.

Question 283: What file format should the proposal be submitted in (PDF or Word)?

Answer 283:

Please refer to the response for Question 261.

Question 284: Are there any specific formatting requirements (font, margins, spacing)?

Answer 284:

Please refer to the response for Question 261.

Question 285: Should technical specifications or datasheets be included in the proposal submission?

Answer 285:

Please refer to the response for Questions 12 and 13.

Question 286: Should addendum acknowledgement forms be submitted as part of the proposal package or separately?

Answer 286:

Please refer to the response for Questions 12 and 13.

Question 287: Can vendors submit multiple files in the portal, or must the proposal be uploaded as one consolidated document?

Answer 287:

Please refer to the response for Questions 12 and 13.

Question 288: Could you please clarify the evaluation criteria or scoring methodology for this solicitation?

Answer 288:

Please refer to the response for Question 23.

Question 289: Could the State please confirm if vendors should submit Exhibit A in excel or can vendors provide it in PDF?

Answer 289:

Please refer to the response for Questions 12 and 13.

Question 290: Could the State please confirm whether vendors may provide the Contract Manager information within the proposal/documentation, or if vendors are required to attach and complete page 22 of CRFQ DOT2600000079 Specifications as a separate form?

Answer 290:

Please refer to the response for Questions 12 and 13.

Question 291: Are electronic signatures allowed?

Answer 291:

Please refer to the response for Question 224.

Question 292: Could the State please grant an extension on the due date?

Answer 292:

Please refer to the response for Question 79.

Question 293: Could the State please confirm if it's mandatory for vendors to have a vendor customer code?

Answer 293:

The successful vendor must be registered with the State of WV upon award.

Question 294: If the vendor customer code and registration with the West Virginia Purchasing Division registration is mandatory, could the State please confirm if vendors can include proof that we are currently in the process of obtaining it?

Answer 294:

Please refer to the response for Question 293.

Question 295: In section 15A. RECIPROCAL PREFERENCE, the link provided is not working, could the State please provide the correct link or the PDF?

Answer 295:

Please try the link again.

Question 296: Could the State please confirm whether vendors are required to complete the Terms and Conditions form or if it should be submitted blank as part of the proposal? If vendors are expected to complete it, could the State please clarify the correct way to fill it out as some blank spaces appear to be post award?

Answer 296:

Yes, it is required upon award.

Question 297: Could the State please confirm whether any licenses, certifications, or permits are required under the LICENSE(S) / CERTIFICATIONS / PERMITS section of the Terms and Conditions? The section indicates that vendors must provide the listed items; however, the space below the paragraph appears to be blank. Please confirm if any specific requirements apply.

Answer 297:

No.

Question 298: Is the certificate of Insurance required with the response?

Answer 298:

Please refer to the response for Question 75.

Question 299: Are there any sales reporting requirements we should be aware of? If so, what is the expected submission frequency, and are zero sales reports required

Answer 299:

Please refer to the response for Question 47.

Question 300: Could the State please confirm whether the Interested Party Supplemental Disclosure form referenced in Section 43 – Interested Party Supplemental Disclosure of the Terms and Conditions is required for submission? The section indicates that the form is included in the solicitation; however, it does not appear among the provided documents. Could the State please provide the form or advise where it can be located?

Answer 300:

The form can be obtained from the WV Ethics Commission.

Question 301: Is it required to provide the Good Standing Certificate alongside the proposal response?

Answer 301:

Please refer to Item 32 in the Terms and Conditions.

Question 302: We are a California MBE firm certified by NMSDC. Do we qualify to meet the MBE preference? If yes, could the State please let us know what is the required documentation in order to obtain this preference?

Answer 302:

Please refer to Item 15 in the Terms and Conditions.

Question 303: We are a California firm, could the State please confirm if we qualify to meet the reciprocal preference?

Answer 303:

Please refer to Item 15 in the Terms and Conditions.

Question 304: Can the State confirm whether vendors are required to submit any written/technical response, or only pricing?

Answer 304:

Please refer to the response for Questions 12 and 13.

Question 305: If yes, is there any defined structure, format, or set of Questions that vendors are required to follow for the written response?

Answer 305:

Please refer to the response for Questions 12, 13, and 14.

Question 306: Could the State please confirm what specific documentation is required under Section 3.1 to demonstrate the minimum five (5) years in business?

Answer 306:

Please refer to the response for Question 55.

Question 307: As per Section 3.2, could the State confirm whether vendors may provide information on individuals provided to commercial clients, or if only government/public sector experience will be considered?

Answer 307:

Please refer to the response for Question 14.

Question 308: As per Section 3.2, could the State provide more details on the type of documentation required to demonstrate that individuals were provided for the specified classifications?

Answer 308:

Please refer to the response for Question 14.

Question 309: As per Section 4.2.3, which mentions inclusive costs, could the State confirm whether vendors are allowed to bill for public holidays, sick leave, or paid time off?

Answer 309:

Please refer to the response for Question 50.

Question 310: Are vendors expected to include references in the written response? If yes, must these be government references, or will commercial references also be accepted?

Answer 310:

Please refer to the response for Question 14.

Question 311: Could the WVDOT please clarify the correct way to enter pricing on the portal?

Answer 311:

Please refer to the response for Question 20.

Question 312: Please clarify what is meant by 'Unit Issue' and 'Qty' on the portal within the pricing slot.

Answer 312:

'Est. Qty.' is an estimated number of positions /roles given for the pricing page. 'Unit of Measure' represents one position/role. 'Unit cost' is the hourly rate for year 1, 2, 3, and 4. Refer to 5.2 regarding more information on the pricing page.

Question 313: Are there any caps/limits on annual rate escalation for years 2-4?

Answer 313:

Please refer to the response for Question 42.

Question 314: Are there any overtime or holiday rate considerations to be included?

Answer 314:

Please refer to the response for Question 50.

Question 315: Can the State confirm that 'EA' in the pricing sheet represents one hour of service per resource, given the estimated quantity of 2080?

Answer 315:

Please refer to the response for Question 312.

Question 316: What is the estimated number of resources required per role annually?

Answer 316:

Please refer to the response for Question 16.

Question 317: How many vendors do you expect to award for this project?

Answer 317:

Please refer to the response for Question 8.

Question 318: Apart from Charleston, are there other work locations across WV?

Answer 318:

Please refer to the response for Question 1.

Question 319: Is subcontracting allowed under this contract?

Answer 319:

Please refer to the response for Question 80.

Question 320: Is there an existing vendor or incumbent currently providing these services?

Answer 320:

Please refer to the response for Question 1.

Question 321: Please provide details of the current incumbent vendor(s), including the scope of services performed and the duration of the existing contract.

Answer 321:

Please refer to the response for Question 1.

Question 322: Could you please confirm whether vendors are required to submit a detailed technical proposal as part of this CRFQ response, or if the evaluation will be based solely on the submitted pricing and required forms?

Answer 322:

Please refer to the response for Questions 12 and 13.

Question 323: Is the current agency providing services under this contract eligible to participate and submit a bid for this RFP?

Answer 323:

Please refer to the response for Question 1.

Question 324: Is there a defined "not-to-exceed" budget for this RFP? If so, please provide details.

Answer 324:

Please refer to the response for Question 3.

Question 325: Please provide a list of the most frequently requested job classifications or positions under this contract.

Answer 325:

Please refer to the response for Question 6.

Question 326: Kindly provide the total annual expenditure for temporary staffing services for the most recent fiscal year.

Answer 326:

Please refer to the response for Question 2.

Question 327: Please clarify whether resumes are required as part of the proposal submission process. If applicable, kindly specify the positions and level of detail required.

Answer 327:

Please refer to the response to Question 14.

Question 328: Please provide information regarding the current pricing structure, including bill rates or markups, utilized under the existing contract.

Answer 328:

Please refer to the response for Question 2.

Question 329: Could you please clarify if vendors need to complete only Page 1 (Vendor Information) of the CRFQ form, or if the entire document must be completed and submitted as part of the response?

Answer 329:

Please refer to the response for Questions 12 and 13.

Question 330: Could you please confirm whether the submission requirements are limited to the CRFQ form and pricing sheet only, or if we may also include additional documents such as company information and qualifications?

Answer 330:

Please refer to the response for Questions 12 and 13.

Question 331: Could you please confirm whether the resources are required to be fully onsite in Charleston, WV, or if remote or hybrid work arrangements will be acceptable?

Answer 331:

Please refer to the response for Question 61.

Question 332: Please confirm whether the submitted hourly rates are expected to be fully inclusive of all costs, including travel, overhead, insurance, and benefits, with no additional reimbursements.

Answer 332:

Please refer to the response for Question 42.

Question 333: In the event that a resource needs to be replaced, could you please clarify whether vendors would be subject to any penalties beyond providing a qualified replacement, and whether a transition period would be permitted?

Answer 333:

Please refer to the response for Question 242.

Question 334: Do all positions require full-time on-site presence in Charleston, or are any roles eligible for remote or hybrid work?

Answer 334:

Please refer to the response for Question 61.

Question 335: Are any roles expected to provide after-hours, on-call, or weekend/holiday support as part of the standard hourly rate?

Answer 335:

Please refer to the response for Question 50.

Question 336: Which position classifications are most frequently requested?

Answer 336:

Please refer to the response for Question 6.

Question 337: What proportion of time is expected to be spent on mentoring/training versus production work?

Answer 337:

Please refer to the response for Question 15.

Question 338: Are there any required training deliverables or documentation for knowledge transfer?

Answer 338:

Please refer to the response for Question 267.

Question 339: If a candidate is replaced during an active delivery order, is the full interview and qualification process required again, or is there an expedited review process for replacement candidates?

Answer 339:

Please refer to the response for Question 242.

Question 340: Please confirm whether resumes are required as part of the initial bid submission, or whether resumes and qualification documentation will only be required after award when candidates are requested for a specific labor category.

Answer 340:

Please refer to the response to Question 14.

Question 341: Please confirm what specific supporting documentation must be provided with candidate submissions after award. For example, should vendors provide only resumes, or also degree copies, certifications, references, and a qualification crosswalk demonstrating how each requirement is met?

Answer 341:

Please refer to the response to Question 14.

Question 342: The CRFQ form lists Line Item 9 as Application SQL Server Database Administrator and Line Item 10 as Senior Application Oracle Server Database Administrator. Please confirm whether Line Item 10 is correct as written, or whether the intended title is Senior Application SQL Server Database Administrator.

Answer 342:

Please refer to the response for Question 51.

Question 343: Please confirm whether award will be made independently by each labor category, allowing a vendor to be awarded one or more selected categories even if the vendor does not bid all categories.

Answer 343:

Please refer to the response for Question 1.

Question 344: Please confirm whether pricing should be submitted as a fully burdened hourly bill rate for each labor category, inclusive of all direct and indirect costs.

Answer 344:

Please refer to the response for Question 42.

Question 345: Please confirm whether the resources are expected to work onsite, remotely, or in a hybrid arrangement, and whether this may vary by labor category or assignment.

Answer 345:

Please refer to the response for Question 61.

Question 346: Please clarify whether the State can provide any estimated usage, anticipated number of placements, historical spend, or expected demand by labor category.

Answer 346:

Please refer to the response for Question 1, 2, and 3.

Question 347: Please confirm whether insurance certificates must be included with the bid response, or whether they are only required from the apparent successful vendor(s) prior to award.

Answer 347:

Please refer to the response for Question 75.

Question 348: Could you please confirm the Budget?

Answer 348:

Please refer to the response for Question 3.

Question 349: Please confirm the required bid submission method for this solicitation. Is submission through any one permitted method sufficient, or must the bid be submitted both electronically through wvOASIS and physically/by fax?

Answer 349:

Please refer to the response for Questions 12, 13, and 14.

Question 350: Can you please clarify Section 3.2: does the five-year requirement apply to each proposed individual, or to the vendor's history of placing at least six qualified resources in the listed classifications within the past five years?

Answer 350:

Please refer to the response for Question 55.

Question 351: Are there any specific areas that we should address in the proposal documentation, or is there a template that we are required to follow?

Answer 351:

Please refer to the response for Questions 13 and 14.

Question 352: Does Cost Proposal need to be submitted separately, or it should include in the technical documentation?

Answer 352:

Please refer to the response for Questions 12 and 13.

Question 353: “Vendors shall be able to demonstrate their potential to provide these services by providing documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications...”

Could you please confirm whether this requirement is satisfied by providing documentation for:

Six (6) individuals across one or more of the listed classifications, or

Six (6) individuals mapped across six (6) different classifications?

Answer 353:

Please refer to the response for Question 110.

Question 354: Section 3.2 of the Specifications states that vendors must “provide documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications,” and also requires that the vendor be in business for a minimum of five (5) years providing similar services. Could you please clarify what form of documentation is acceptable to demonstrate:

The staffing of six (6) individuals (e.g., resumes, client references, contract summaries,

etc.), and The minimum five (5) years of experience (e.g., company profile, past contracts,

references, etc.)? Additionally, should this documentation be submitted as part of the bid response, or will it be requested at a later stage (e.g., prior to award)?

Answer 354:

Please refer to the response to Questions 14 and 110.

Question 355: The solicitation outlines pricing and qualification requirements; however, it does not explicitly specify all documentation required at the time of bid submission.

Could you please confirm whether any documentation such as proof of experience staffing history, or supporting qualifications is required to be submitted with the bid, or if such documentation will be requested at a later stage (e.g., prior to award)?

Answer 355:

Please refer to the response for Questions 12 and 14.

Question 356: Could you please clarify whether the roles under this contract are expected to be performed onsite, remote, or in a hybrid model?

Answer 356:

Please refer to the response for Question 61.

Question 357: The solicitation indicates that multiple vendors may be awarded and ranked by pricing.

Could you please clarify how delivery orders will be distributed among awarded vendors (e.g., strictly by ranking, rotational basis, or based on agency discretion)?

Answer 357:

Please refer to the response to Question 15.

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ DOT2600000079

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 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 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.

E7Strategies Inc

Company



Authorized Signature

04/14/2026

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
 Service - Prof

Proc Folder: 1886131		Reason for Modification:	
Doc Description: WVDOT IT Temporary Staffing Services (81260081)		ADDENDUM NO_1 Bid Opening Moves to April 14, 2026 Attach Revised Terms and Conditions	
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-03-25	2026-04-14 13:30	CRFQ 0803 DOT2600000079	2

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code:

Vendor Name :

Address :

Street :

City :

State : **Country :** **Zip :**

Principal Contact :

Vendor Contact Phone: **Extension:**

FOR INFORMATION CONTACT THE BUYER
 John W Estep
 304-558-2566
 john.w.estep@wv.gov

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

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

ADDITIONAL INFORMATION

ADDENDUM NO_1

Addendum No_1 issued to publish and distribute the attached information to the vendor community.

REQUEST FOR QUOTATION:

The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Department of Transportation (WVDOT) to establish multiple open-ended contracts for information technology temporary technical staffing services. Per the Bid Requirements, Specifications, Terms and Conditions attached to this solicitation.

INVOICE TO**SHIP TO**
 DEPT. OF TRANSPORTATION
 1900 KANAWHA BLVD E,
 BLD. 5 RM-720

 DEPT. OF TRANSPORTATION
 1900 KANAWHA BLVD E,
 BLD. 5 RM-720

 CHARLESTON WV
 US

 CHARLESTON WV
 US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	Senior Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Senior Mainframe Application Analyst

INVOICE TO**SHIP TO**
 DEPT. OF TRANSPORTATION
 1900 KANAWHA BLVD E,
 BLD. 5 RM-720

 DEPT. OF TRANSPORTATION
 1900 KANAWHA BLVD E,
 BLD. 5 RM-720

 CHARLESTON WV
 US

 CHARLESTON WV
 US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	Mainframe Application Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Mainframe Application Analyst

INVOICE TO	SHIP TO
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DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720
CHARLESTON WV US	CHARLESTON WV US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	Senior Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

INVOICE TO	SHIP TO
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DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720
CHARLESTON WV US	CHARLESTON WV US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	Application Oracle Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

INVOICE TO	SHIP TO
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DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720
CHARLESTON WV US	CHARLESTON WV US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	Senior Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

INVOICE TO	SHIP TO
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DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720
CHARLESTON WV US	CHARLESTON WV US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	Application DB2 Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

INVOICE TO	SHIP TO
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DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720
CHARLESTON WV US	CHARLESTON WV US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

INVOICE TO	SHIP TO
------------	---------

DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720
CHARLESTON WV US	CHARLESTON WV US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	Senior PC Programmer Analyst				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

INVOICE TO	SHIP TO
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DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720
CHARLESTON WV US	CHARLESTON WV US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	Application SQL Server Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

INVOICE TO	SHIP TO
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DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720
CHARLESTON WV US	CHARLESTON WV US

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	Senior Application Oracle Server Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON US	WV	CHARLESTON US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	Senior GIS Database Administrator				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

INVOICE TO		SHIP TO	
DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720		DEPT. OF TRANSPORTATION 1900 KANAWHA BLVD E, BLD. 5 RM-720	
CHARLESTON	WV	CHARLESTON	WV
US		US	

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	Senior GIS Application Developer				

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Application Developer

SCHEDULE OF EVENTS

<u>Line</u>	<u>Event</u>	<u>Event Date</u>
1	Tech Questions due by 10:00am	2026-03-20

SOLICITATION NUMBER: CRFQ DOT2600000079

Addendum Number: 1

The purpose of this addendum is to modify the solicitation identified as CRFQ DOT2600000079 Solicitation” 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
- Attachment of vendor questions and responses
- Attachment of pre-bid sign-in sheet
- Correction of error
- Other

Additional Documentation:

Bid Opening Moves to April 14, 2026 @ 1:30PM

Attach Revised Terms and Conditions

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.

GENERAL TERMS AND CONDITIONS:

1. CONTRACTUAL AGREEMENT: Issuance of an Award Document signed by the Purchasing Division Director, or his designee, and approved as to form by the Attorney General's office constitutes acceptance by the State of this Contract made by and between the State of West Virginia and the Vendor. Vendor's signature on its bid, or on the Contract if the Contract is not the result of a bid solicitation, signifies Vendor's agreement to be bound by and accept the terms and conditions contained in this Contract.

2. DEFINITIONS: As used in this Solicitation/Contract, the following terms shall have the meanings attributed to them below. Additional definitions may be found in the specifications included with this Solicitation/Contract.

2.1. "Agency" or "Agencies" means the agency, board, commission, or other entity of the State of West Virginia that is identified on the first page of the Solicitation or any other public entity seeking to procure goods or services under this Contract.

2.2. "Bid" or "Proposal" means the vendors submitted response to this solicitation.

2.3. "Contract" means the binding agreement that is entered into between the State and the Vendor to provide the goods or services requested in the Solicitation.

2.4. "Director" means the Director of the West Virginia Department of Administration, Purchasing Division.

2.5. "Purchasing Division" means the West Virginia Department of Administration, Purchasing Division.

2.6. "Award Document" means the document signed by the Agency and the Purchasing Division, and approved as to form by the Attorney General, that identifies the Vendor as the contract holder.

2.7. "Solicitation" means the official notice of an opportunity to supply the State with goods or services that is published by the Purchasing Division.

2.8. "State" means the State of West Virginia and/or any of its agencies, commissions, boards, etc. as context requires.

2.9. "Vendor" or "Vendors" means any entity submitting a bid in response to the Solicitation, the entity that has been selected as the lowest responsible bidder, or the entity that has been awarded the Contract as context requires.

3. CONTRACT TERM; RENEWAL; EXTENSION: The term of this Contract shall be determined in accordance with the category that has been identified as applicable to this Contract below:

Term Contract

Initial Contract Term: The Initial Contract Term will be for a period of (1) one year. The Initial Contract Term becomes effective on the effective start date listed on the first page of this Contract, identified as the State of West Virginia contract cover page containing the signatures of the Purchasing Division, Attorney General, and Encumbrance clerk (or another page identified as _____), and the Initial Contract Term ends on the effective end date also shown on the first page of this Contract.

Renewal Term: This Contract may be renewed upon the mutual written consent of the Agency, and the Vendor, with approval of the Purchasing Division and the Attorney General's office (Attorney General approval is as to form only). Any request for renewal should be delivered to the Agency and then submitted to the Purchasing Division thirty (30) days prior to the expiration date of the initial contract term or appropriate renewal term. A Contract renewal shall be in accordance with the terms and conditions of the original contract. Unless otherwise specified below, renewal of this Contract is limited to (3) Three successive one (1) year periods or multiple renewal periods of less than one year, provided that the multiple renewal periods do not exceed the total number of months available in all renewal years combined. Automatic renewal of this Contract is prohibited. Renewals must be approved by the Vendor, Agency, Purchasing Division and Attorney General's office (Attorney General approval is as to form only)

Alternate Renewal Term – This contract may be renewed for _____ successive _____ year periods or shorter periods provided that they do not exceed the total number of months contained in all available renewals. Automatic renewal of this Contract is prohibited. Renewals must be approved by the Vendor, Agency, Purchasing Division and Attorney General's office (Attorney General approval is as to form only)

Delivery Order Limitations: In the event that this contract permits delivery orders, a delivery order may only be issued during the time this Contract is in effect. Any delivery order issued within one year of the expiration of this Contract shall be effective for one year from the date the delivery order is issued. No delivery order may be extended beyond one year after this Contract has expired.

Fixed Period Contract: This Contract becomes effective upon Vendor's receipt of the notice to proceed and must be completed within _____ days.

Fixed Period Contract with Renewals: This Contract becomes effective upon Vendor's receipt of the notice to proceed and part of the Contract more fully described in the attached specifications must be completed within _____ days. Upon completion of the work covered by the preceding sentence, the vendor agrees that:

the contract will continue for _____ years;

the contract may be renewed for _____ successive _____ year periods or shorter periods provided that they do not exceed the total number of months contained in all available renewals. Automatic renewal of this Contract is prohibited. Renewals must be approved by the Vendor, Agency, Purchasing Division and Attorney General's Office (Attorney General approval is as to form only).

One-Time Purchase: The term of this Contract shall run from the issuance of the Award Document until all of the goods contracted for have been delivered, but in no event will this Contract extend for more than one fiscal year.

Construction/Project Oversight: This Contract becomes effective on the effective start date listed on the first page of this Contract, identified as the State of West Virginia contract cover page containing the signatures of the Purchasing Division, Attorney General, and Encumbrance clerk (or another page identified as _____), and continues until the project for which the vendor is providing oversight is complete.

Other: Contract Term specified in _____

4. AUTHORITY TO PROCEED: Vendor is authorized to begin performance of this contract on the date of encumbrance listed on the front page of the Award Document unless either the box for "Fixed Period Contract" or "Fixed Period Contract with Renewals" has been checked in Section 3 above. If either "Fixed Period Contract" or "Fixed Period Contract with Renewals" has been checked, Vendor must not begin work until it receives a separate notice to proceed from the State. The notice to proceed will then be incorporated into the Contract via change order to memorialize the official date that work commenced.

5. QUANTITIES: The quantities required under this Contract shall be determined in accordance with the category that has been identified as applicable to this Contract below.

Open End Contract: Quantities listed in this Solicitation/Award Document are approximations only, based on estimates supplied by the Agency. It is understood and agreed that the Contract shall cover the quantities actually ordered for delivery during the term of the Contract, whether more or less than the quantities shown.

Service: The scope of the service to be provided will be more clearly defined in the specifications included herewith.

Combined Service and Goods: The scope of the service and deliverable goods to be provided will be more clearly defined in the specifications included herewith.

One-Time Purchase: This Contract is for the purchase of a set quantity of goods that are identified in the specifications included herewith. Once those items have been delivered, no additional goods may be procured under this Contract without an appropriate change order approved by the Vendor, Agency, Purchasing Division, and Attorney General's office.

Construction: This Contract is for construction activity more fully defined in the specifications.

6. EMERGENCY PURCHASES: The Purchasing Division Director may authorize the Agency to purchase goods or services in the open market that Vendor would otherwise provide under this Contract if those goods or services are for immediate or expedited delivery in an emergency. Emergencies shall include, but are not limited to, delays in transportation or an unanticipated increase in the volume of work. An emergency purchase in the open market, approved by the Purchasing Division Director, shall not constitute of breach of this Contract and shall not entitle the Vendor to any form of compensation or damages. This provision does not excuse the State from fulfilling its obligations under a One-Time Purchase contract.

7. REQUIRED DOCUMENTS: All of the items checked in this section must be provided to the Purchasing Division by the Vendor as specified:

LICENSE(S) / CERTIFICATIONS / PERMITS: In addition to anything required under the Section of the General Terms and Conditions entitled Licensing, the apparent successful Vendor shall furnish proof of the following licenses, certifications, and/or permits upon request and in a form acceptable to the State. The request may be prior to or after contract award at the State's sole discretion.

The apparent successful Vendor shall also furnish proof of any additional licenses or certifications contained in the specifications regardless of whether or not that requirement is listed above.

8. INSURANCE: The apparent successful Vendor shall furnish proof of the insurance identified by a checkmark below prior to Contract award. The insurance coverages identified below must be maintained throughout the life of this contract. Thirty (30) days prior to the expiration of the insurance policies, Vendor shall provide the Agency with proof that the insurance mandated herein has been continued. Vendor must also provide Agency with immediate notice of any changes in its insurance policies, including but not limited to, policy cancelation, policy reduction, or change in insurers. The apparent successful Vendor shall also furnish proof of any *additional insurance requirements contained in the specifications prior to Contract award* regardless of whether that insurance requirement is listed in this section.

Vendor must maintain:

Commercial General Liability Insurance in at least an amount of: \$1,000,000.00 per occurrence.

Automobile Liability Insurance in at least an amount of: \$1,000,000.00 per occurrence.

Professional/Malpractice/Errors and Omission Insurance in at least an amount of: _____ per occurrence. Notwithstanding the forgoing, Vendor's are not required to list the State as an additional insured for this type of policy.

Commercial Crime and Third Party Fidelity Insurance in an amount of: _____ per occurrence.

Cyber Liability Insurance in an amount of: _____ per occurrence.

Builders Risk Insurance in an amount equal to 100% of the amount of the Contract.

Pollution Insurance in an amount of: _____ per occurrence.

Aircraft Liability in an amount of: _____ per occurrence.

9. WORKERS' COMPENSATION INSURANCE: Vendor shall comply with laws relating to workers compensation, shall maintain workers' compensation insurance when required, and shall furnish proof of workers' compensation insurance upon request.

10. VENUE: All legal actions for damages brought by Vendor against the State shall be brought in the West Virginia Claims Commission. Other causes of action must be brought in the West Virginia court authorized by statute to exercise jurisdiction over it.

11. LIQUIDATED DAMAGES: This clause shall in no way be considered exclusive and shall not limit the State or Agency's right to pursue any other available remedy. Vendor shall pay liquidated damages in the amount specified below or as described in the specifications:

_____ for _____.

Liquidated Damages Contained in the Specifications.

Liquidated Damages Are Not Included in this Contract.

12. ACCEPTANCE: Vendor's signature on its bid, or on the certification and signature page, constitutes an offer to the State that cannot be unilaterally withdrawn, signifies that the product or service proposed by vendor meets the mandatory requirements contained in the Solicitation for that product or service, unless otherwise indicated, and signifies acceptance of the terms and conditions contained in the Solicitation unless otherwise indicated.

13. PRICING: The pricing set forth herein is firm for the life of the Contract, unless specified elsewhere within this Solicitation/Contract by the State. A Vendor's inclusion of price adjustment provisions in its bid, without an express authorization from the State in the Solicitation to do so, may result in bid disqualification. Notwithstanding the foregoing, Vendor must extend any publicly advertised sale price to the State and invoice at the lower of the contract price or the publicly advertised sale price.

14. PAYMENT IN ARREARS: Payments for goods/services will be made in arrears only upon receipt of a proper invoice, detailing the goods/services provided or receipt of the goods/services, whichever is later. Notwithstanding the foregoing, payments for software maintenance, licenses, or subscriptions may be paid annually in advance.

15. PAYMENT METHODS: Vendor must accept payment by electronic funds transfer and P-Card. (The State of West Virginia's Purchasing Card program, administered under contract by a banking institution, processes payment for goods and services through state designated credit cards.)

16. TAXES: The Vendor shall pay any applicable sales, use, personal property or any other taxes arising out of this Contract and the transactions contemplated thereby. The State of West Virginia is exempt from federal and state taxes and will not pay or reimburse such taxes.

17. ADDITIONAL FEES: Vendor is not permitted to charge additional fees or assess additional charges that were not either expressly provided for in the solicitation published by the State of West Virginia, included in the Contract, or included in the unit price or lump sum bid amount that Vendor is required by the solicitation to provide. Including such fees or charges as notes to the solicitation may result in rejection of vendor's bid. Requesting such fees or charges be paid after the contract has been awarded may result in cancellation of the contract.

18. FUNDING: This Contract shall continue for the term stated herein, contingent upon funds being appropriated by the Legislature or otherwise being made available. In the event funds are not appropriated or otherwise made available, this Contract becomes void and of no effect beginning on July 1 of the fiscal year for which funding has not been appropriated or otherwise made available. If that occurs, the State may notify the Vendor that an alternative source of funding has been obtained and thereby avoid the automatic termination. Non-appropriation or non-funding shall not be considered an event of default.

19. CANCELLATION: The Purchasing Division Director reserves the right to cancel this Contract immediately upon written notice to the vendor if the materials or workmanship supplied do not conform to the specifications contained in the Contract. The Purchasing Division Director may also cancel any purchase or Contract upon 30 days written notice to the Vendor in accordance with West Virginia Code of State Rules § 148-1-5.2.

20. TIME: Time is of the essence regarding all matters of time and performance in this Contract.

21. APPLICABLE LAW: This Contract is governed by and interpreted under West Virginia law without giving effect to its choice of law principles. Any information provided in specification manuals, or any other source, verbal or written, which contradicts or violates the West Virginia Constitution, West Virginia Code, or West Virginia Code of State Rules is void and of no effect.

22. COMPLIANCE WITH LAWS: Vendor shall comply with all applicable federal, state, and local laws, regulations and ordinances. By submitting a bid, Vendor acknowledges that it has reviewed, understands, and will comply with all applicable laws, regulations, and ordinances.

SUBCONTRACTOR COMPLIANCE: Vendor shall notify all subcontractors providing commodities or services related to this Contract that as subcontractors, they too are required to comply with all applicable laws, regulations, and ordinances. Notification under this provision must occur prior to the performance of any work under the contract by the subcontractor.

23. ARBITRATION: Any references made to arbitration contained in this Contract, Vendor's bid, or in any American Institute of Architects documents pertaining to this Contract are hereby deleted, void, and of no effect.

24. MODIFICATIONS: This writing is the parties' final expression of intent. Notwithstanding anything contained in this Contract to the contrary no modification of this Contract shall be binding without mutual written consent of the Agency, and the Vendor, with approval of the Purchasing Division and the Attorney General's office (Attorney General approval is as to form only). Any change to existing contracts that adds work or changes contract cost, and were not included in the original contract, must be approved by the Purchasing Division and the Attorney General's Office (as to form) prior to the implementation of the change or commencement of work affected by the change.

25. WAIVER: The failure of either party to insist upon a strict performance of any of the terms or provision of this Contract, or to exercise any option, right, or remedy herein contained, shall not be construed as a waiver or a relinquishment for the future of such term, provision, option, right, or remedy, but the same shall continue in full force and effect. Any waiver must be expressly stated in writing and signed by the waiving party.

26. SUBSEQUENT FORMS: The terms and conditions contained in this Contract shall supersede any and all subsequent terms and conditions which may appear on any form documents submitted by Vendor to the Agency or Purchasing Division such as price lists, order forms, invoices, sales agreements, or maintenance agreements, and includes internet websites or other electronic documents. Acceptance or use of Vendor's forms does not constitute acceptance of the terms and conditions contained thereon.

27. ASSIGNMENT: Neither this Contract nor any monies due, or to become due hereunder, may be assigned by the Vendor without the express written consent of the Agency, the Purchasing Division, the Attorney General's office (as to form only), and any other government agency or office that may be required to approve such assignments.

28. WARRANTY: The Vendor expressly warrants that the goods and/or services covered by this Contract will: (a) conform to the specifications, drawings, samples, or other description furnished or specified by the Agency; (b) be merchantable and fit for the purpose intended; and (c) be free from defect in material and workmanship.

29. STATE EMPLOYEES: State employees are not permitted to utilize this Contract for personal use and the Vendor is prohibited from permitting or facilitating the same.

30. PRIVACY, SECURITY, AND CONFIDENTIALITY: The Vendor agrees that it will not disclose to anyone, directly or indirectly, any such personally identifiable information or other confidential information gained from the Agency, unless the individual who is the subject of the information consents to the disclosure in writing or the disclosure is made pursuant to the Agency's policies, procedures, and rules. Vendor further agrees to comply with the Confidentiality Policies and Information Security Accountability Requirements, set forth in www.state.wv.us/admin/purchase/privacy.

31. YOUR SUBMISSION IS A PUBLIC DOCUMENT: Vendor's entire response to the Solicitation and the resulting Contract are public documents. As public documents, they will be disclosed to the public following the bid/proposal opening or award of the contract, as required by the competitive bidding laws of West Virginia Code §§ 5A-3-1 et seq., 5-22-1 et seq., and 5G-1-1 et seq. and the Freedom of Information Act West Virginia Code §§ 29B-1-1 et seq.

DO NOT SUBMIT MATERIAL YOU CONSIDER TO BE CONFIDENTIAL, A TRADE SECRET, OR OTHERWISE NOT SUBJECT TO PUBLIC DISCLOSURE.

Submission of any bid, proposal, or other document to the Purchasing Division constitutes your explicit consent to the subsequent public disclosure of the bid, proposal, or document. The Purchasing Division will disclose any document labeled "confidential," "proprietary," "trade secret," "private," or labeled with any other claim against public disclosure of the documents, to include any "trade secrets" as defined by West Virginia Code § 47-22-1 et seq. All submissions are subject to public disclosure without notice.

32. LICENSING: 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 and requirements by any state or local agency of West Virginia, including, but not limited to, the West Virginia Secretary of State's Office, the West Virginia Tax Department, West Virginia Insurance Commission, or any other state agency or political subdivision. Obligations related to political subdivisions may include, but are not limited to, business licensing, business and occupation taxes, inspection compliance, permitting, etc. Upon request, the Vendor must provide all necessary releases to obtain information to enable the Purchasing Division Director or the Agency to verify that the Vendor is licensed and in good standing with the above entities.

SUBCONTRACTOR COMPLIANCE: Vendor shall notify all subcontractors providing commodities or services related to this Contract that as subcontractors, they too are required to be licensed, in good standing, and up-to-date on all state and local obligations as described in this section. Obligations related to political subdivisions may include, but are not limited to, business licensing, business and occupation taxes, inspection compliance, permitting, etc. Notification under this provision must occur prior to the performance of any work under the contract by the subcontractor.

33. ANTITRUST: In submitting a bid to, signing a contract with, or accepting a Award Document from any agency of the State of West Virginia, the Vendor agrees to convey, sell, assign, or transfer to the State of West Virginia all rights, title, and interest in and to all causes of action it may now or hereafter acquire under the antitrust laws of the United States and the State of West Virginia for price fixing and/or unreasonable restraints of trade relating to the particular commodities or services purchased or acquired by the State of West Virginia. Such assignment shall be made and become effective at the time the purchasing agency tenders the initial payment to Vendor.

34. VENDOR NON-CONFLICT: Neither Vendor nor its representatives are permitted to have any interest, nor shall they acquire any interest, direct or indirect, which would compromise the performance of its services hereunder. Any such interests shall be promptly presented in detail to the Agency.

35. VENDOR RELATIONSHIP: The relationship of the Vendor to the State shall be that of an independent contractor and no principal-agent relationship or employer-employee relationship is contemplated or created by this Contract. The Vendor as an independent contractor is solely liable for the acts and omissions of its employees and agents. Vendor shall be responsible for selecting, supervising, and compensating any and all individuals employed pursuant to the terms of this Solicitation and resulting contract. Neither the Vendor, nor any employees or subcontractors of the Vendor, shall be deemed to be employees of the State for any purpose whatsoever. Vendor shall be exclusively responsible for payment of employees and contractors for all wages and salaries, taxes, withholding payments, penalties, fees, fringe benefits, professional liability insurance premiums, contributions to insurance and pension, or other deferred compensation plans, including but not limited to, Workers' Compensation and Social Security obligations, licensing fees, etc. and the filing of all necessary documents, forms, and returns pertinent to all of the foregoing.

Vendor shall hold harmless the State, and shall provide the State and Agency with a defense against any and all claims including, but not limited to, the foregoing payments, withholdings, contributions, taxes, Social Security taxes, and employer income tax returns.

36. INDEMNIFICATION: The Vendor agrees to indemnify, defend, and hold harmless the State and the Agency, their officers, and employees from and against: (1) Any claims or losses for services rendered by any subcontractor, person, or firm performing or supplying services, materials, or supplies in connection with the performance of the Contract; (2) Any claims or losses resulting to any person or entity injured or damaged by the Vendor, its officers, employees, or subcontractors by the publication, translation, reproduction, delivery, performance, use, or disposition of any data used under the Contract in a manner not authorized by the Contract, or by Federal or State statutes or regulations; and (3) Any failure of the Vendor, its officers, employees, or subcontractors to observe State and Federal laws including, but not limited to, labor and wage and hour laws.

37. NO DEBT CERTIFICATION: In accordance with West Virginia Code §§ 5A-3-10a and 5-22-1(i), the State is prohibited from awarding a contract to any bidder that owes a debt to the State or a political subdivision of the State. By submitting a bid, or entering into a contract with the State, Vendor is affirming that (1) for construction contracts, the Vendor is not in default on any monetary obligation owed to the state or a political subdivision of the state, and (2) for all other contracts, neither the Vendor nor any related party owe a debt as defined above, and neither the Vendor nor any related party are in employer default as defined in the statute cited above unless the debt or employer default is permitted under the statute.

38. CONFLICT OF INTEREST: Vendor, its officers or members or employees, shall not presently have or acquire an interest, direct or indirect, which would conflict with or compromise the performance of its obligations hereunder. Vendor shall periodically inquire of its officers, members and employees to ensure that a conflict of interest does not arise. Any conflict of interest discovered shall be promptly presented in detail to the Agency.

39. REPORTS: Vendor shall provide the Agency and/or the Purchasing Division with the following reports identified by a checked box below:

Such reports as the Agency and/or the Purchasing Division may request. Requested reports may include, but are not limited to, quantities purchased, agencies utilizing the contract, total contract expenditures by agency, etc.

Quarterly reports detailing the total quantity of purchases in units and dollars, along with a listing of purchases by agency. Quarterly reports should be delivered to the Purchasing Division via email at purchasing.division@wv.gov.

40. BACKGROUND CHECK: In accordance with W. Va. Code § 15-2D-3, the State reserves the right to prohibit a service provider's employees from accessing sensitive or critical information or to be present at the Capitol complex based upon results addressed from a criminal background check. Service providers should contact the West Virginia Division of Protective Services by phone at (304) 558-9911 for more information.

41. PREFERENCE FOR USE OF DOMESTIC STEEL PRODUCTS: Except when authorized by the Director of the Purchasing Division pursuant to W. Va. Code § 5A-3-56, no contractor may use or supply steel products for a State Contract Project other than those steel products made in the United States. A contractor who uses steel products in violation of this section may be subject to civil penalties pursuant to W. Va. Code § 5A-3-56. As used in this section:

- a. "State Contract Project" means any erection or construction of, or any addition to, alteration of or other improvement to any building or structure, including, but not limited to, roads or highways, or the installation of any heating or cooling or ventilating plants or other equipment, or the supply of and materials for such projects, pursuant to a contract with the State of West Virginia for which bids were solicited on or after June 6, 2001.
- b. "Steel Products" means products rolled, formed, shaped, drawn, extruded, forged, cast, fabricated or otherwise similarly processed, or processed by a combination of two or more or such operations, from steel made by the open heath, basic oxygen, electric furnace, Bessemer or other steel making process.
- c. The Purchasing Division Director may, in writing, authorize the use of foreign steel products if:
 1. The cost for each contract item used does not exceed one tenth of one percent (.1%) of the total contract cost or two thousand five hundred dollars (\$2,500.00), whichever is greater. For the purposes of this section, the cost is the value of the steel product as delivered to the project; or
 2. The Director of the Purchasing Division determines that specified steel materials are not produced in the United States in sufficient quantity or otherwise are not reasonably available to meet contract requirements.

42. PREFERENCE FOR USE OF DOMESTIC ALUMINUM, GLASS, AND STEEL: In Accordance with W. Va. Code § 5-19-1 et seq., and W. Va. CSR § 148-10-1 et seq., for every contract or subcontract, subject to the limitations contained herein, for the construction, reconstruction, alteration, repair, improvement or maintenance of public works or for the purchase of any item of machinery or equipment to be used at sites of public works, only domestic aluminum, glass or steel products shall be supplied unless the spending officer determines, in writing, after the receipt of offers or bids, (1) that the cost of domestic aluminum, glass or steel products is unreasonable or inconsistent with the public interest of the State of West Virginia, (2) that domestic aluminum, glass or steel products are not produced in sufficient quantities to meet the contract requirements, or (3) the available domestic aluminum, glass, or steel do not meet the contract specifications. This provision only applies to public works contracts awarded in an amount more than fifty thousand dollars (\$50,000) or public works contracts that require more than ten thousand pounds of steel products.

The cost of domestic aluminum, glass, or steel products may be unreasonable if the cost is more than twenty percent (20%) of the bid or offered price for foreign made aluminum, glass, or steel products. If the domestic aluminum, glass or steel products to be supplied or produced in a “substantial labor surplus area”, as defined by the United States Department of Labor, the cost of domestic aluminum, glass, or steel products may be unreasonable if the cost is more than thirty percent (30%) of the bid or offered price for foreign made aluminum, glass, or steel products. This preference shall be applied to an item of machinery or equipment, as indicated above, when the item is a single unit of equipment or machinery manufactured primarily of aluminum, glass or steel, is part of a public works contract and has the sole purpose or of being a permanent part of a single public works project. This provision does not apply to equipment or machinery purchased by a spending unit for use by that spending unit and not as part of a single public works project.

All bids and offers including domestic aluminum, glass or steel products that exceed bid or offer prices including foreign aluminum, glass or steel products after application of the preferences provided in this provision may be reduced to a price equal to or lower than the lowest bid or offer price for foreign aluminum, glass or steel products plus the applicable preference. If the reduced bid or offer prices are made in writing and supersede the prior bid or offer prices, all bids or offers, including the reduced bid or offer prices, will be reevaluated in accordance with this rule.

43. INTERESTED PARTY SUPPLEMENTAL DISCLOSURE: W. Va. Code § 6D-1-2 requires that for contracts with an actual or estimated value of at least \$1 million, the Vendor must submit to the Agency a disclosure of interested parties prior to beginning work under this Contract. Additionally, the Vendor must submit a supplemental disclosure of interested parties reflecting any new or differing interested parties to the contract, which were not included in the original pre-work interested party disclosure, within 30 days following the completion or termination of the contract. A copy of that form is included with this solicitation or can be obtained from the WV Ethics Commission. This requirement does not apply to publicly traded companies listed on a national or international stock exchange. A more detailed definition of interested parties can be obtained from the form referenced above.

44. PROHIBITION AGAINST USED OR REFURBISHED: Unless expressly permitted in the solicitation published by the State, Vendor must provide new, unused commodities, and is prohibited from supplying used or refurbished commodities, in fulfilling its responsibilities under this Contract.

45. VOID CONTRACT CLAUSES: This Contract is subject to the provisions of West Virginia Code § 5A-3-62, which automatically voids certain contract clauses that violate State law.

46. ISRAEL BOYCOTT: Bidder understands and agrees that, pursuant to W. Va. Code § 5A-3-63, it is prohibited from engaging in a boycott of Israel during the term of this contract.

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) _____

(Address) _____

(Phone Number) / (Fax Number) _____

(email address) _____

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

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

(Company)

(Signature of Authorized Representative)

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

(Phone Number) (Fax Number)

(Email Address)

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFO DOT2600000079

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"/> 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.

E7Strategies Inc

Company



Authorized Signature

04/14/2026

Date

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

Exhibit A - Pricing Page

WVDOT Information Technology Staffing Services RFQ(81260081)

CRQM DOT26*44

Contract Item	Description	Est. Qty.	Unit of Measure	Year 1 Unit Cost	Year 2 Unit Cost	Year 3 Unit Cost	Year 4 Unit Cost	Extended Cost
4.1.1	Senior Mainframe Application Analyst	2080	EA	\$92.16	\$92.16	\$95.16	\$97.16	\$783,411.20
4.1.2	Mainframe Application Analyst	2080	EA	\$74.24	\$74.24	\$77.24	\$79.24	\$634,316.80
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$89.60	\$89.60	\$92.60	\$94.60	\$762,112.00
4.1.4	Application Oracle Database Administrator	2080	EA	\$71.68	\$71.68	\$74.68	\$76.68	\$613,017.60
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$96.00	\$96.00	\$99.00	\$101.00	\$815,360.00
4.1.6	Application DB2 Database Administrator	2080	EA	\$76.80	\$76.80	\$79.80	\$81.80	\$655,616.00
4.1.7	PC Programmer Analyst	2080	EA	\$58.88	\$58.88	\$61.88	\$63.88	\$506,521.60
4.1.8	Senior PC Programmer Analyst	2080	EA	\$76.80	\$76.80	\$79.80	\$81.80	\$655,616.00
4.1.9	Application SQL Server Database Administrator	2080	EA	\$70.40	\$70.40	\$73.40	\$75.40	\$602,368.00
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$83.20	\$83.20	\$86.20	\$88.20	\$708,864.00
4.1.11	GIS Database Administrator	2080	EA	\$69.12	\$69.12	\$72.12	\$74.12	\$591,718.40
4.1.12	Senior GIS Database Administrator	2080	EA	\$83.20	\$83.20	\$86.20	\$88.20	\$708,864.00
4.1.13	GIS Architect	2080	EA	\$105.00	\$105.00	\$108.00	\$110.00	\$890,240.00
4.1.14	GIS Application Developer	2080	EA	\$75.40	\$75.40	\$78.40	\$80.40	\$643,968.00
4.1.15	Senior GIS Application Developer	2080	EA	\$89.48	\$89.48	\$92.48	\$94.48	\$761,113.60
Grand Total								\$783,411.20