



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

Header 6

List View

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

Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID: VS0000051658

Legal Name: INTEGRATEUS LLC

Alias/DBA:

Total Bid: \$11,962,080.00

Response Date: 04/14/2026

Response Time: 11:38

Responded By User ID: IntegrateUs

First Name: Sai

Last Name: Kumar

Email: bids@integrateus.com

Phone: 5129483141

SO Doc Code: CRFQ

SO Dept: 0803

SO Doc ID: DOT2600000079

Published Date: 3/31/26

Close Date: 4/14/26

Close Time: 13:30

Status: Closed

Solicitation Description: WVDOT IT Temporary Staffing Services (81260081)

Total of Header Attachments: 6

Total of All Attachments: 6

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Mainframe Application Analyst				748800.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: COMPLIANCE CONFIRMATION: IntegrateUs LLC CONFIRMS full compliance with all mandatory requirements for Line Item 1 Senior Mainframe Application Analyst per 4.1.1. NO EXCEPTIONS. NO DEVIATIONS.
 CAPABILITY SUMMARY: Our active pipeline includes pre-vetted Senior Mainframe Application Analysts with 10+ years direct experience in IBM mainframe environments, COBOL, JCL, CICS, and VSAM. Candidates have supported large-scale state and federal agency mainframe operations. Education requirements confirmed: BS in Computer Science or equivalent documented work experience verified per 4.1.1.
 MANDATORY REQUIREMENTS CONFIRMED: All 4.1.1 sub-requirements individually verified mainframe programming experience, systems analysis, JCL/COBOL/CICS proficiency, agency-specific application support capability, and US work eligibility per 4.2.5.
 DELIVERY TIMELINES: Task Order acknowledgment: within 48 hours of receipt GUARANTEED. Candidate list delivery: within 10 business days GUARANTEED. Replacement (if required): within 10 business days GUARANTEED per 4.2.8.
 NO EXCEPTIONS: IntegrateUs LLC accepts all terms, conditions, and specifications for this line item without exception or modification. Rate is all-inclusive per 4.2.3.

Extended Description:

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				736320.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: COMPLIANCE CONFIRMATION: IntegrateUs LLC CONFIRMS full compliance with all mandatory requirements for Line Item 2 Mainframe Application Analyst per 4.1.2. NO EXCEPTIONS. NO DEVIATIONS.
 CAPABILITY SUMMARY: Our pipeline includes Mainframe Application Analysts with 5+ years direct IBM mainframe development experience including COBOL, JCL, batch processing, and legacy application support. Candidates hold relevant degrees or documented equivalent experience per 4.1.2. Government and state agency placements confirmed in our delivery history.
 MANDATORY REQUIREMENTS CONFIRMED: All 4.1.2 sub-requirements individually verified mainframe programming proficiency, systems analysis capability, technical documentation skills, and US work eligibility per 4.2.5.
 DELIVERY TIMELINES: Task Order acknowledgment: within 48 hours of receipt GUARANTEED. Candidate list delivery: within 10 business days GUARANTEED. Replacement (if required): within 10 business days GUARANTEED per 4.2.8.
 NO EXCEPTIONS: IntegrateUs LLC accepts all terms, conditions, and specifications for this line item without exception or modification. Rate is all-inclusive per 4.2.3.

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				884000.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: COMPLIANCE CONFIRMATION: IntegrateUs LLC CONFIRMS full compliance with all mandatory requirements for Line Item 3 Senior Application Oracle Database Administrator per 4.1.3. NO EXCEPTIONS. NO DEVIATIONS. CAPABILITY SUMMARY: Active pipeline includes Senior Oracle DBAs with 10+ years Oracle database administration, Oracle connectivity, performance tuning, backup/recovery, and multi-platform integration. Candidates hold BS in Computer Science or 6+ years documented equivalent experience per 4.1.3. Government Oracle DBA placements confirmed. MANDATORY REQUIREMENTS CONFIRMED: All 4.1.3 sub-requirements individually verified Oracle DB administration (10yr), Oracle connectivity (5yr), education/equivalent experience, PL/SQL proficiency, RAC/DataGuard experience, and US work eligibility per 4.2.5. DELIVERY TIMELINES: Task Order acknowledgment: within 48 hours of receipt GUARANTEED. Candidate list delivery: within 10 business days GUARANTEED. Replacement (if required): within 10 business days GUARANTEED per 4.2.8. NO EXCEPTIONS: IntegrateUs LLC accepts all terms, conditions, and specifications for this line item without exception or modification. Rate is all-inclusive per 4.2.3.

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				740480.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: COMPLIANCE CONFIRMATION: IntegrateUs LLC CONFIRMS full compliance with all mandatory requirements for Line Item 4 Application Oracle Database Administrator per 4.1.4. NO EXCEPTIONS. NO DEVIATIONS. CAPABILITY SUMMARY: Pipeline includes Oracle DBAs with 5+ years Oracle database administration experience including installation, configuration, performance monitoring, and backup/recovery. Candidates hold relevant degrees or equivalent experience per 4.1.4. State and federal agency DBA placements confirmed in delivery history. MANDATORY REQUIREMENTS CONFIRMED: All 4.1.4 sub-requirements individually verified Oracle DB administration experience, Oracle connectivity, education/equivalent experience, scripting and automation skills, and US work eligibility per 4.2.5. DELIVERY TIMELINES: Task Order acknowledgment: within 48 hours of receipt GUARANTEED. Candidate list delivery: within 10 business days GUARANTEED. Replacement (if required): within 10 business days GUARANTEED per 4.2.8. NO EXCEPTIONS: IntegrateUs LLC accepts all terms, conditions, and specifications for this line item without exception or modification. Rate is all-inclusive per 4.2.3.

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				890240.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: COMPLIANCE CONFIRMATION: IntegrateUs LLC CONFIRMS full compliance with all mandatory requirements for Line Item 5 Senior Application DB2 Database Administrator per 4.1.5. NO EXCEPTIONS. NO DEVIATIONS. CAPABILITY SUMMARY: Active pipeline includes Senior DB2 DBAs with 10+ years DB2 for z/OS and LUW administration, including performance tuning, utilities management, replication, and disaster recovery. Candidates hold BS in Computer Science or documented equivalent experience per 4.1.5. Mainframe DB2 government placement history confirmed. MANDATORY REQUIREMENTS CONFIRMED: All 4.1.5 sub-requirements individually verified DB2 administration depth, mainframe DB2 environment expertise, education/equivalent experience, EXPLAIN/utilities proficiency, and US work eligibility per 4.2.5. DELIVERY TIMELINES: Task Order acknowledgment: within 48 hours of receipt GUARANTEED. Candidate list delivery: within 10 business days GUARANTEED. Replacement (if required): within 10 business days GUARANTEED per 4.2.8. NO EXCEPTIONS: IntegrateUs LLC accepts all terms, conditions, and specifications for this line item without exception or modification. Rate is all-inclusive per 4.2.3.

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				782080.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: COMPLIANCE CONFIRMATION: IntegrateUs LLC CONFIRMS full compliance with all mandatory requirements for Line Item 6 Application DB2 Database Administrator per 4.1.6. NO EXCEPTIONS. NO DEVIATIONS.
 CAPABILITY SUMMARY: Pipeline includes DB2 DBAs with 5+ years DB2 administration experience across z/OS and distributed platforms. Candidates hold relevant degrees or documented equivalent experience per 4.1.6. Government agency DB2 environments confirmed in candidate history.
 MANDATORY REQUIREMENTS CONFIRMED: All 4.1.6 sub-requirements individually verified DB2 database administration experience, platform-specific competence, education/equivalent experience, monitoring and utilities skill, and US work eligibility per 4.2.5.
 DELIVERY TIMELINES: Task Order acknowledgment: within 48 hours of receipt GUARANTEED. Candidate list delivery: within 10 business days GUARANTEED. Replacement (if required): within 10 business days GUARANTEED per 4.2.8.
 NO EXCEPTIONS: IntegrateUs LLC accepts all terms, conditions, and specifications for this line item without exception or modification. Rate is all-inclusive per 4.2.3.

Extended Description:

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				648960.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: COMPLIANCE CONFIRMATION: IntegrateUs LLC CONFIRMS full compliance with all mandatory requirements for Line Item 7 PC Programmer Analyst per 4.1.7. NO EXCEPTIONS. NO DEVIATIONS.
 CAPABILITY SUMMARY: Active pipeline includes PC Programmer Analysts with 3+ years experience in application development, systems analysis, and software integration. Technology coverage includes Java, .NET, Python, SQL, and web-based application development. Candidates hold relevant degrees or documented equivalent experience per 4.1.7.
 MANDATORY REQUIREMENTS CONFIRMED: All 4.1.7 sub-requirements individually verified programming language proficiency, systems analysis ability, application lifecycle experience, technical documentation skills, and US work eligibility per 4.2.5.
 DELIVERY TIMELINES: Task Order acknowledgment: within 48 hours of receipt GUARANTEED. Candidate list delivery: within 10 business days GUARANTEED. Replacement (if required): within 10 business days GUARANTEED per 4.2.8.
 NO EXCEPTIONS: IntegrateUs LLC accepts all terms, conditions, and specifications for this line item without exception or modification. Rate is all-inclusive per 4.2.3.

Extended Description:

PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Senior PC Programmer Analyst				786240.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: COMPLIANCE CONFIRMATION: IntegrateUs LLC CONFIRMS full compliance with all mandatory requirements for Line Item 8 Senior PC Programmer Analyst per 4.1.8. NO EXCEPTIONS. NO DEVIATIONS.
 CAPABILITY SUMMARY: Pipeline includes Senior PC Programmer Analysts with 7+ years full-cycle application development experience. Expertise spans enterprise application architecture, multi-tier systems, API development, and legacy modernization. Candidates hold BS in Computer Science or documented equivalent experience per 4.1.8. State agency IT development placements confirmed.
 MANDATORY REQUIREMENTS CONFIRMED: All 4.1.8 sub-requirements individually verified senior programming depth, architecture/design experience, project leadership capability, education/equivalent experience, and US work eligibility per 4.2.5.
 DELIVERY TIMELINES: Task Order acknowledgment: within 48 hours of receipt GUARANTEED. Candidate list delivery: within 10 business days GUARANTEED. Replacement (if required): within 10 business days GUARANTEED per 4.2.8.
 NO EXCEPTIONS: IntegrateUs LLC accepts all terms, conditions, and specifications for this line item without exception or modification. Rate is all-inclusive per 4.2.3.

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				748800.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: COMPLIANCE CONFIRMATION: IntegrateUs LLC CONFIRMS full compliance with all mandatory requirements for Line Item 9 Application SQL Server Database Administrator per 4.1.9. NO EXCEPTIONS. NO DEVIATIONS.
 CAPABILITY SUMMARY: Active pipeline includes SQL Server DBAs with 5+ years Microsoft SQL Server administration experience including installation, configuration, performance optimization, replication, high availability (AlwaysOn, Mirroring), and disaster recovery. Candidates hold relevant degrees or documented equivalent experience per 4.1.9.
 MANDATORY REQUIREMENTS CONFIRMED: All 4.1.9 sub-requirements individually verified SQL Server administration depth, T-SQL proficiency, SSIS/SSRS experience, HA/DR implementation, education/equivalent experience, and US work eligibility per 4.2.5.
 DELIVERY TIMELINES: Task Order acknowledgment: within 48 hours of receipt GUARANTEED. Candidate list delivery: within 10 business days GUARANTEED. Replacement (if required): within 10 business days GUARANTEED per 4.2.8.
 NO EXCEPTIONS: IntegrateUs LLC accepts all terms, conditions, and specifications for this line item without exception or modification. Rate is all-inclusive per 4.2.3.

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				911040.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: COMPLIANCE CONFIRMATION: IntegrateUs LLC CONFIRMS full compliance with all mandatory requirements for Line Item 10 Senior Application Oracle Server Database Administrator per 4.1.10. NOTE: IntegrateUs LLC acknowledges that 4.1.10 specifications reference SQL Server requirements. Candidates screened against SQL Server criteria per the literal specification text. NO EXCEPTIONS.
 CAPABILITY SUMMARY: Pipeline includes Senior DBAs with 10+ years combined Oracle and SQL Server administration experience. Candidates qualified across both platforms Oracle RAC/DataGuard and SQL Server AlwaysOn/clustering ensuring full 4.1.10 compliance regardless of specific agency requirement. Government DBA placements across both platforms confirmed.
 MANDATORY REQUIREMENTS CONFIRMED: All 4.1.10 sub-requirements individually verified senior DBA depth (10yr), multi-platform expertise, education/equivalent experience, enterprise HA/DR implementation, and US work eligibility per 4.2.5.
 DELIVERY TIMELINES: Task Order acknowledgment: within 48 hours of receipt GUARANTEED. Candidate list delivery: within 10 business days GUARANTEED. Replacement (if required): within 10 business days GUARANTEED per 4.2.8.
 NO EXCEPTIONS: IntegrateUs LLC accepts all terms, conditions, and specifications for this line item without exception or modification. Rate is all-inclusive per 4.2.3.

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				748800.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: COMPLIANCE CONFIRMATION: IntegrateUs LLC CONFIRMS full compliance with all mandatory requirements for Line Item 11 GIS Database Administrator per 4.1.11. NO EXCEPTIONS. NO DEVIATIONS.
 CAPABILITY SUMMARY: Active pipeline includes GIS DBAs with 5+ years experience in geospatial database administration using Esri ArcGIS/ArcSDE, PostgreSQL with PostGIS, Oracle Spatial, and SQL Server with spatial extensions. State and transportation agency GIS database placements confirmed. Candidates hold relevant degrees or equivalent experience per 4.1.11.
 MANDATORY REQUIREMENTS CONFIRMED: All 4.1.11 sub-requirements individually verified GIS database administration experience, Esri platform proficiency, spatial data management, ETL/data conversion, geodatabase design, and US work eligibility per 4.2.5.
 DELIVERY TIMELINES: Task Order acknowledgment: within 48 hours of receipt GUARANTEED. Candidate list delivery: within 10 business days GUARANTEED. Replacement (if required): within 10 business days GUARANTEED per 4.2.8.
 NO EXCEPTIONS: IntegrateUs LLC accepts all terms, conditions, and specifications for this line item without exception or modification. Rate is all-inclusive per 4.2.3.

Extended Description:

GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Senior GIS Database Administrator				869440.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: COMPLIANCE CONFIRMATION: IntegrateUs LLC CONFIRMS full compliance with all mandatory requirements for Line Item 12 Senior GIS Database Administrator per 4.1.12. NO EXCEPTIONS. NO DEVIATIONS.
 CAPABILITY SUMMARY: Pipeline includes Senior GIS DBAs with 8+ years enterprise geospatial database administration experience. Expertise includes Esri Enterprise GIS architecture, ArcSDE geodatabase management, spatial SQL optimization, multi-user geodatabase administration, and GIS infrastructure management. Transportation agency GIS placements confirmed.
 MANDATORY REQUIREMENTS CONFIRMED: All 4.1.12 sub-requirements individually verified senior GIS DBA depth, enterprise geodatabase management, Esri platform expertise, performance optimization, education/ equivalent experience, and US work eligibility per 4.2.5.
 DELIVERY TIMELINES: Task Order acknowledgment: within 48 hours of receipt GUARANTEED. Candidate list delivery: within 10 business days GUARANTEED. Replacement (if required): within 10 business days GUARANTEED per 4.2.8.
 NO EXCEPTIONS: IntegrateUs LLC accepts all terms, conditions, and specifications for this line item without exception or modification. Rate is all-inclusive per 4.2.3.

Extended Description:

Senior GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	GIS Architect				890240.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: COMPLIANCE CONFIRMATION: IntegrateUs LLC CONFIRMS full compliance with all mandatory requirements for Line Item 13 GIS Architect per 4.1.13. NO EXCEPTIONS. NO DEVIATIONS.
 CAPABILITY SUMMARY: Active pipeline includes GIS Architects with 10+ years enterprise GIS system design and architecture experience. Expertise includes Esri Enterprise GIS platform architecture, web GIS solution design, REST/SOAP services, ArcGIS Server/Portal configuration, system integration, and scalable GIS infrastructure planning. Transportation agency enterprise GIS architecture projects confirmed in candidate history.
 MANDATORY REQUIREMENTS CONFIRMED: All 4.1.13 sub-requirements individually verified GIS architecture depth, enterprise platform design, Esri certification/expertise, integration architecture, system lifecycle management, education/equivalent experience, and US work eligibility per 4.2.5.
 DELIVERY TIMELINES: Task Order acknowledgment: within 48 hours of receipt GUARANTEED. Candidate list delivery: within 10 business days GUARANTEED. Replacement (if required): within 10 business days GUARANTEED per 4.2.8.
 NO EXCEPTIONS: IntegrateUs LLC accepts all terms, conditions, and specifications for this line item without exception or modification. Rate is all-inclusive per 4.2.3.

Extended Description:

GIS Architect

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
14	GIS Application Developer				748800.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: COMPLIANCE CONFIRMATION: IntegrateUs LLC CONFIRMS full compliance with all mandatory requirements for Line Item 14 GIS Application Developer per 4.1.14. NO EXCEPTIONS. NO DEVIATIONS.
 CAPABILITY SUMMARY: Pipeline includes GIS Application Developers with 4+ years Esri ArcGIS application development experience using ArcGIS API for JavaScript, ArcGIS Pro SDK, Python (ArcPy), REST services, and web mapping application development. State and local government GIS application projects confirmed in delivery history.
 MANDATORY REQUIREMENTS CONFIRMED: All 4.1.14 sub-requirements individually verified GIS application development experience, Esri development platform proficiency, JavaScript/Python scripting, REST API development, web application frameworks, education/equivalent experience, and US work eligibility per 4.2.5.
 DELIVERY TIMELINES: Task Order acknowledgment: within 48 hours of receipt GUARANTEED. Candidate list delivery: within 10 business days GUARANTEED. Replacement (if required): within 10 business days GUARANTEED per 4.2.8.
 NO EXCEPTIONS: IntegrateUs LLC accepts all terms, conditions, and specifications for this line item without exception or modification. Rate is all-inclusive per 4.2.3.

Extended Description:

GIS Application Developer

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
15	Senior GIS Application Developer				827840.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: COMPLIANCE CONFIRMATION: IntegrateUs LLC CONFIRMS full compliance with all mandatory requirements for Line Item 15 Senior GIS Application Developer per 4.1.15. NO EXCEPTIONS. NO DEVIATIONS.
 CAPABILITY SUMMARY: Active pipeline includes Senior GIS Application Developers with 7+ years enterprise GIS development experience. Expertise spans full-stack GIS application development, Esri ArcGIS Enterprise SDK, custom widget development, geoprocessing services, mobile GIS applications, and DevOps/CI-CD for GIS platforms. Transportation and DOT-specific GIS application development history confirmed.
 MANDATORY REQUIREMENTS CONFIRMED: All 4.1.15 sub-requirements individually verified senior GIS development depth, enterprise architecture integration, team technical leadership, Esri advanced development certification/experience, education/equivalent experience, and US work eligibility per 4.2.5.
 DELIVERY TIMELINES: Task Order acknowledgment: within 48 hours of receipt GUARANTEED. Candidate list delivery: within 10 business days GUARANTEED. Replacement (if required): within 10 business days GUARANTEED per 4.2.8.
 NO EXCEPTIONS: IntegrateUs LLC accepts all terms, conditions, and specifications for this line item without exception or modification. Rate is all-inclusive per 4.2.3.

Extended Description:

Senior GIS Application Developer



WVDOT IT Temporary Staffing Services

CRFQ 0803 DOT2600000079

TECHNICAL AND QUALIFICATION RESPONSE

Due Date: 04/14/2026, 01:30 PM EDT

Submitted By

IntegrateUs

WV oasis Vendor Code: VS0000051658

EIN: 45-3689374

Sai Kumar, Manager

2900 N Quinlan Park Rd, STE 240,

Austin, Texas 78732

(512) 948-3141

diritsac@integrateus.com



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SECTION 1: COVER LETTER

April 12, 2026

John W. Estep, Buyer
West Virginia Purchasing Division, Department of Administration
2019 Washington Street East, Charleston, WV 25305-0130

RE: CRFQ 0803 DOT2600000079 - WVDOT IT Temporary Staffing Services

Hello, Mr. Estep,

IntegrateUs SUBMITS this Technical and Qualification Response for CRFQ 0803 DOT2600000079 and CONFIRMS readiness to perform under all fifteen (15) IT staffing classification categories. This submission is FULLY COMPLIANT with all mandatory specifications, terms and conditions, Instructions to Vendors, Addendum No. 1, and Addendum No. 2. IntegrateUs takes NO EXCEPTIONS to any provision.

IntegrateUs Shall deliver qualified IT professionals meeting or exceeding 100% of mandatory qualifications for each classification as defined in Specification Sections §4.1.1 through §4.1.15.

IntegrateUs Confirms:

- (1) 48-hour Delivery Order acknowledgment per §4.2.6
- (2) 10-business-day candidate delivery will be met through internal SLA controls per §4.2.6
- (3) all-inclusive hourly rates covering all costs per §4.2.3
- (4) designated Contract Manager per §11.1
- (5) 10-business-day replacement per §4.2.8.

IntegrateUs ACCEPTS ALL TERMS AND CONDITIONS WITHOUT MODIFICATION, including the Revised Terms and Conditions issued with Addendum No. 1. IntegrateUs ACKNOWLEDGES both Addendum No. 1 (bid opening date April 14, 2026, at 1:30 PM; Revised T&C) and Addendum No. 2 (Vendor Q&A). This response incorporates all addenda.

Respectfully submitted,

Sai Kumar, Manager
IntegrateUs
2900 N QUINLAN PARK RD STE 240,
AUSTIN, TX 78732 USA
[512-948-3141](tel:512-948-3141)
diritsac@integrateus.com



SECTION 2: VENDOR PROFILE AND CONTRACT MANAGER DESIGNATION

IntegrateUs - ALL §4.2 VENDOR RESPONSIBILITIES CONFIRMED

2.1 Vendor Compliance Profile

	VENDOR INFORMATION
Legal Name	IntegrateUs, LLC
Founded	2011, 15+ continuous years of government IT staffing
Business Classification	Woman Owned Small Business SB , MCB , SBE Certified
Primary Service	On site IT Staff Augmentation for Public Sector
Primary POC	Sai Kumar, Account Manager diritsac@integrateus.com
Executive Sponsor	Sheela Basu, Director
Technical Authority	Madhu Reddy, CIO 26+ years IT leadership experience
HR & Compliance	Hemanth Indupalli, I-9, E-Verify, background coordinator
WV Purchasing Registration	CONFIRMED - Registered per Instructions §12
Vendor Code	VS0000051658
Classifications Bidding	All 15 Line Items - Lines 1 through 15
Exceptions to Terms	NONE - Fully Compliant, No Modifications Proposed
All-Inclusive Rate Confirmation	CONFIRMED - All rates per §4.2.3 cover all taxes, insurance, overhead, fringe, and travel
E-Verify/I-9 Compliance	CONFIRMED - All candidates verified per §4.2.5
WV Purchasing Registered	CONFIRMED - Per Instructions to Vendors §12

HISTORY

May 12 th 2011	Legally formed as a for-profit Texas LLC with Texas Secretary of State
July 10 th 2011	First subcontracting opportunity from the DIR ITSAC Vendor
January 22 nd 2012	HUB subcontracting company with the City of Austin’s prime vendor
March 17 th 2012	First official commercial staffing as a subcontracting with EZCorp
March 5 th 2013	HUB certification from Texas Comptroller of Public Accounts
May 1 st 2013	Achieved HUB certification by the Texas Comptroller of Public Accounts
July 1 st 2013	Awarded first DIR ITSAC prime contract (DIR-SDD-2427)
August 21 st 2013	Awarded ITSAC Contract: DIR-SDD-2427 through Texas DIR
August 16 th 2016	Awarded ITSAC Contract: DIR-TSO-3546 through Texas DIR
September 1 st 2016	Awarded subsequent statewide contract (DIR-TSO-3546)
March 1 st 2017	HUB recertification with Texas Comptroller of Public Accounts
February 21 st 2020	HUB recertification with Texas Comptroller of Public Accounts
March 2 nd 2020	Consulting subcontracting work on CAPPs and DIR DBITS
August 16 th 2021	Awarded ITSAC Contract: DIR-CPO-4577 through Texas DIR
2021 - 2024	Secured current statewide contract (DIR-CPO-4577) and expanded direct



Technical & Qualification Response

	engagements with Texas agencies
August 2 nd 2024	Awarded ITSAC Contract: DIR-CPO-5471 through Texas DIR (Active – Term until August 2nd, 2026; expires August 2nd, 2029)
December 8 th 2025	Awarded RFP 26-02 for “Outsourcing and Staffing Services - Texas Southmost College (TSC)
January 5 th 2026	Awarded 26-7544 Technology, Hardware, Software, Services and Related (Supplemental) - ESC Region 19 Allied States Cooperative
Current	Recognized as a trusted vendor for IT staff augmentation across multiple state agencies, higher education institutions, and commercial clients

Team

Sheela Basu, Director	Executive Sponsor: Contract level authority; binding commitments; executive escalation pathway; accessible for County leadership meetings within 24 hours of request
Madhu Reddy, CIO	Technical Authority: IT strategy alignment; quality review of all submitted resumes; technical escalation for complex or specialized SOW requirements; 20+ years IT experience
Sai Kumar, Account Manager	PRIMARY POC (All State Communication): SOW receipt and response; consultant coordination; monthly status reports; escalation routing; issue resolution; 4-hour acknowledgement SLA
Hemanth Indupalli, HR & Compliance	Compliance Authority: I 9/E Verify; background investigation coordination; IP policy execution; independent contractor acknowledgements; onboarding documentation

2.2 Contract Manager Designation (per Specification §11.1)

IntegrateUs Designates the following Contract Manager in accordance with Specification §11.1. This individual serves as the SOLE point of contact for ALL contract matters and is available during normal business hours with 48-hour emergency response capability.

	CONTRACT MANAGER INFORMATION
Name	Sai Kumar
Title	Manager
Organization	IntegrateUs
Address	2900 N QUINLAN PARK RD STE 240 AUSTIN, TX 78732 USA
Phone	512-948-3141
Email	diritsac@integrateus.com
Task Order Acknowledgment	48 HOURS - Committed to Meeting SLA Requirement per §4.2.6
Candidate Delivery Commitment	10 Business Days - Committed to Meeting SLA Requirement per §4.2.6
Replacement Commitment	10 Business Days - Committed to Meeting SLA Requirement per §4.2.8
Availability	Business hours; 48-hour emergency response capability



SECTION 3: TECHNICAL QUALIFICATIONS AND PIPELINE CAPABILITY BY DOMAIN

ALL 5 TECHNICAL DOMAINS - ACTIVE PIPELINE CONFIRMED ALL MANDATORY REQUIREMENTS MET

3.1 Mainframe Application Development (§4.1.1 – §4.1.2)

ATTRIBUTE	DETAIL
Technical Skills	COBOL, CICS, JCL, Relational DB, Analysis/Design, Lead Analyst Roles
Roles Covered	Senior (5yr) and Standard (3yr) Mainframe Application Analysts
Pipeline Strategy	IBM mainframe professional communities; legacy system specialist networks; direct professional network. Pre-screened candidates maintained at active-bench status.
Mandatory Requirements	ALL mandatory sub-requirements per applicable spec section CONFIRMED. 100% compliance threshold applied - no candidate advanced unless ALL requirements are individually documented.
Status	CONFIRMED - Active pipeline maintained

3.2 Oracle Database Administration (§4.1.3 – §4.1.4)

ATTRIBUTE	DETAIL
Technical Skills	Oracle DB maintenance, PL/SQL (triggers/procs/funcs/pkgs), SQL optimization, UNIX/LINUX shell (HP UNIX/RedHat), RMAN backup/cloning, Data Modeling, Oracle Warehouse Builder, Fine-grain access control
Roles Covered	Senior (10yr) and Standard (5yr) Oracle DBAs
Pipeline Strategy	Senior Oracle DBA network; enterprise-scale Oracle implementations; structured technical assessment matrix verifying all 10 sub-requirements for Senior and 7 sub-requirements for Standard classification.
Mandatory Requirements	ALL mandatory sub-requirements per applicable spec section CONFIRMED. 100% compliance threshold applied - no candidate advanced unless ALL requirements are individually documented.
Status	CONFIRMED - Active pipeline maintained

3.3 DB2 Database Administration (§4.1.5 – §4.1.6)

ATTRIBUTE	DETAIL
Technical Skills	DB2 maintenance, permissions management, stored procedure debugging, SQL optimization for DB2, Data Modeling, Disaster Recovery
Roles Covered	Senior (5yr DB2) and Standard (4yr DB2) DB2 DBAs
Pipeline Strategy	Mainframe/enterprise DB2 professional network; DB2-experienced technical screeners; all 8 mandatory requirements (Senior) and 8 mandatory requirements (Standard) individually verified.
Mandatory Requirements	ALL mandatory sub-requirements per applicable spec section CONFIRMED. 100% compliance threshold applied - no candidate advanced unless ALL



	requirements are individually documented.
Status	CONFIRMED - Active pipeline maintained

3.4 SQL Server Database Administration (§4.1.9 – §4.1.10)

ATTRIBUTE	DETAIL
Technical Skills	SQL Server maintenance, T-SQL debugging (triggers/procs/funcs/pkgs), SQL optimization, UNIX/LINUX, Data Modeling, Backup/Recovery/Cloning, Data Warehouse functionality, Fine-grain access control
Roles Covered	Senior (10yr) and Standard (5yr) SQL Server DBAs
Pipeline Strategy	Enterprise SQL Server DBA network; T-SQL structured assessments; all 10 sub-requirements verified for Senior, 7 for Standard.
Mandatory Requirements	ALL mandatory sub-requirements per applicable spec section CONFIRMED. 100% compliance threshold applied - no candidate advanced unless ALL requirements are individually documented.
Status	CONFIRMED - Active pipeline maintained

3.5 PC Programmer Analyst (§4.1.7 – §4.1.8)

ATTRIBUTE	DETAIL
Technical Skills	Database management, documentation, project control, data processing, equipment usage, complex systems development, work plan development
Roles Covered	Senior (5yr) and Standard (3yr) PC Programmer Analysts
Pipeline Strategy	All three education pathways (BS / AA+18mo / equivalent experience) verified; all 4 mandatory requirements individually confirmed.
Mandatory Requirements	ALL mandatory sub-requirements per applicable spec section CONFIRMED. 100% compliance threshold applied - no candidate advanced unless ALL requirements are individually documented.
Status	CONFIRMED - Active pipeline maintained

3.6 Geographic Information Systems - Full Suite (§4.1.11 – §4.1.15)

ATTRIBUTE	DETAIL
Technical Skills	ArcGIS Enterprise, ArcGIS Online, ArcSDE, ArcGIS Pro SDK, Oracle/SQL Server/PostgreSQL/PostGIS, Spatial SQL, Python, JavaScript, .NET, REST services, Git, Agile/CI/CD, Azure/AWS cloud deployment
Roles Covered	GIS DBA, Sr GIS DBA, GIS Architect (10yr), GIS App Dev, Sr GIS App Dev
Pipeline Strategy	Dedicated GIS recruiting practice with Esri-experienced screeners; all 5 GIS classifications covered with domain-specific technical assessments.
Mandatory Requirements	ALL mandatory sub-requirements per applicable spec section CONFIRMED. 100% compliance threshold applied - no candidate advanced unless ALL requirements are individually documented.
Status	CONFIRMED - Active pipeline maintained



SECTION 4: GOVERNMENT AND ENTERPRISE CONTRACT EXPERIENCE

IntegrateUs Confirms direct experience in multi-vendor Central Master Agreement environments consistent with CRFQ 0803 DOT2600000079.

IntegrateUs has provided IT temporary staffing services in environments directly consistent with this solicitation, including multi-vendor CMA structures; lowest-cost competitive award per classification; sequential task order rotation; mandatory qualification verification; government security and facility compliance; and all-inclusive rate structures. The following table summarizes relevant experience attributes:

EXPERIENCE ATTRIBUTE	IntegrateUs CONFIRMATION
IT Staffing Classification Experience	Mainframe (COBOL/CICS/JCL), Oracle DBA, DB2 DBA, SQL Server DBA, PC Programmer Analyst, GIS - ALL 5 domains covered
Multi-Vendor CMA Experience	CONFIRMED - Operated under multi-vendor competitive award contracts with sequential vendor priority rotation
Government Mandatory Requirements Verification	CONFIRMED - 100% mandatory requirements compliance verification applied to all candidate presentations
48-Hour Task Order Acknowledgment	CONFIRMED - Standard operating procedure; Contract Manager monitors notifications continuously
10-BD Candidate Delivery	CONFIRMED - Active bench plus multi-channel sourcing ensures 10-business-day delivery for all 15 classifications
All-Inclusive Rate Structure	CONFIRMED - All rates cover all taxes, insurance, overhead, fringe, and travel per §4.2.3
US Work Eligibility Compliance	CONFIRMED - I-9 and E-Verify maintained for all candidates; documentation on request per §4.2.5
Replacement Within 10 BD	CONFIRMED - Active backup bench; replacement process activated immediately upon notification per §4.2.8
Facility/Security Compliance	CONFIRMED - Full responsibility per §9 for all access cards, keys, and WVDOT security protocols



SECTION 5: SCOPE UNDERSTANDING AND CRFQ STRUCTURE COMPLIANCE

ALL 15 CLASSIFICATIONS | MULTI-VENDOR CMA | CRFQ STRUCTURE FULLY UNDERSTOOD

IntegrateUs Confirms complete understanding of the scope and operational structure of CRFQ 0803 DOT2600000079 as summarized below:

CRFQ ELEMENT	IntegrateUs Confirmation
Contract Type	Central Master Agreement (CMA) - multi-vendor, open-end, as-needed DO issuance
Award Basis	Lowest all-inclusive hourly rate per classification for vendor meeting ALL mandatory requirements. Up to 8 vendors per classification. Priority order based on award ranking.
15 Classifications Covered	All 15 Line Items (Lines 1–15) BID. All mandatory requirements for each classification CONFIRMED.
Delivery Order Process	DO acknowledged within 48 hours Candidates provided within 10 BD Replacement within 10 BD
DO Value Thresholds	Agency DOs ≤\$250,000 State Purchasing Division DOs >\$250,000 - BOTH process paths understood
All-Inclusive Rate Structure	CONFIRMED per §4.2.3 - Rates cover ALL costs; no supplemental billing
Timesheet Processing	Weekly to monthly per WVDOT direction per §4.2.7; Invoices reference DO number
Reporting Requirements	All reports provided per T&C §39 (quantities, agencies, expenditures)
Contract Manager §11.1	DESIGNATED - Single point of contact for all contract matters
Facilities/Security §9	CONFIRMED - Vendor responsibility for all WVDOT access and security requirements
Addendum No. 1	ACKNOWLEDGED - Revised bid opening April 14, 2026 at 1:30 PM; Revised T&C accepted
Addendum No. 2	ACKNOWLEDGED - Q&A reviewed and incorporated; all responses noted

5.1 All 15 Line Items - Compliance Confirmation

LINE	CLASSIFICATION	SPEC	EXPERIENCE REQUIRED	STATUS
1	Senior Mainframe Application Analyst	§4.1.1	BS/5yr + 5yr COBOL/CICS/JCL + 5yr RDB + 5yr A&D + 3yr Lead	CONFIRMED
2	Mainframe Application Analyst	§4.1.2	3yr COBOL/CICS/JCL + 3yr RDB + 3yr A&D + Communication	CONFIRMED
3	Senior Application Oracle DBA	§4.1.3	10yr Oracle + BS/6yr + 5yr×7 areas + 2yr×2 areas	CONFIRMED
4	Application Oracle DBA	§4.1.4	5yr Oracle + BS/3yr + 2yr×5 areas	CONFIRMED



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5	Senior Application DB2 DBA	§4.1.5	5yr DB2 + BS/5yr + 5yr×6 areas + Communication	CONFIRMED
6	Application DB2 DBA	§4.1.6	BS/6yr + 4yr DB2 + 3yr×6 areas + Communication	CONFIRMED
7	PC Programmer Analyst	§4.1.7	BS/AA+18mo/3yr + 3yr×2 areas + Communication	CONFIRMED
8	Senior PC Programmer Analyst	§4.1.8	BS/AA+18mo/5yr + 5yr×2 areas + Communication	CONFIRMED
9	Application SQL Server DBA	§4.1.9	5yr SQL Svr + BS/3yr + 2yr×5 areas	CONFIRMED
10	Sr Application Oracle DBA	§4.1.10	10yr SQL Svr + BS/6yr + 5yr×7 areas + 2yr×2 areas	CONFIRMED
11	GIS Database Administrator	§4.1.11	3yr GIS DB + BS/3yr + 2yr×4 areas	CONFIRMED
12	Senior GIS Database Administrator	§4.1.12	7yr GIS DB + BS/5yr + 3yr×4 areas	CONFIRMED
13	GIS Architect	§4.1.13	10yr GIS + BS/7yr + 5yr×3 areas + 3yr DR + Modernization	CONFIRMED
14	GIS Application Developer	§4.1.14	5yr GIS App + BS/3yr + 2yr×5 areas	CONFIRMED
15	Senior GIS Application Developer	§4.1.15	7yr GIS App + BS/5yr + 3yr×6 areas	CONFIRMED



SECTION 6: STAFFING APPROACH - COMMITTED TO MEETING SLA REQUIREMENT DELIVERY MODEL

**48-HR ACKNOWLEDGMENT | 10-BD DELIVERY COMMITTED TO MEETING SLA REQUIREMENT
10-BD REPLACEMENT COMMITTED TO MEETING SLA REQUIREMENT**

DELIVERY OBLIGATION	SPEC REF	IntegrateUs COMMITMENT	STATUS
Task Order Acknowledgment	§4.2.6	Contract Manager acknowledges ALL Delivery Orders within TWO (2) business days of notification. COMMITTED TO MEETING SLA REQUIREMENT.	COMMITTED TO MEETING SLA REQUIREMENT
Qualified Candidate List	§4.2.6	Complete candidate list delivered within TEN (10) business days of initial notification. COMMITTED TO MEETING SLA REQUIREMENT.	COMMITTED TO MEETING SLA REQUIREMENT
Candidate Replacement	§4.2.8	Replacement candidate provided within TEN (10) business days if placed candidate departs. COMMITTED TO MEETING SLA REQUIREMENT.	COMMITTED TO MEETING SLA REQUIREMENT
Interruption Threshold	§4.2.8	Vendor acknowledges interruption >10 BD may result in DO cancellation. IntegrateUs SHALL prevent all such interruptions via active backup bench.	CONFIRMED
All-Inclusive Rates	§4.2.3	All submitted rates are all-inclusive. No supplemental billing. COMMITTED TO MEETING SLA REQUIREMENT.	COMMITTED TO MEETING SLA REQUIREMENT
Timesheet Processing	§4.2.7	Timesheets processed weekly-to-monthly per WVDOT direction. Invoices reference DO number. CONFIRMED.	CONFIRMED
US Work Eligibility	§4.2.5	Documentation provided upon request. I-9 and E-Verify maintained. CONFIRMED.	CONFIRMED
Facility/Security	§9	Full vendor responsibility for all WVDOT access cards, keys, and security protocol compliance. CONFIRMED.	CONFIRMED



6.1 Active Talent Pipeline Strategy

IntegrateUs MAINTAINS a continuously refreshed, domain-specific talent pipeline across all 15 classifications. Pre-screened candidates validated through mandatory requirement checklists prior to submission eligibility enable immediate activation upon DO issuance. The following pillars support Committed to meeting SLA requirement delivery:

- **DOMAIN-SPECIFIC RECRUITERS:** Dedicated recruiting personnel per technical domain (Mainframe, Oracle/DB2/SQL Server, PC/Systems, GIS) with domain-expert technical knowledge conducting all screenings.
- Pre-qualified candidate pool maintained through continuous compliance validation pre-screened, qualified backup candidates maintained for every active placement and each classification. Bench refreshed continuously.
- **MULTI-CHANNEL SOURCING:** Direct professional network + mainframe/GIS professional communities + targeted outreach + referral programs - activated simultaneously upon DO issuance.
- **MANDATORY REQUIREMENTS MATRIX:** 100% compliance checklist applied to every candidate against the specific §4.1.x sub-requirements before any presentation to WVDOT.
- **BACKUP CANDIDATE ACTIVATION:** Upon candidate departure, Contract Manager immediately activates backup, targeting replacement delivery well within the 10-BD threshold.



SECTION 7: RECRUITMENT AND DELIVERY PROCESS

STEP	PROCESS	TIMELINE	SPEC COMPLIANCE
1	TASK ORDER RECEIPT AND ACKNOWLEDGMENT: Contract Manager monitors notifications continuously. Written acknowledgment issued immediately upon DO receipt.	Within 48 Hours	§4.2.6 - CONFIRMED
2	REQUIREMENT ANALYSIS: Recruiting team creates mandatory requirements matrix from applicable §4.1.x specification. Every sub-requirement documented as a mandatory checkpoint.	Day 1 to 2	§4.1.1 to §4.1.15
3	PIPELINE ACTIVATION: Active bench reviewed first. Multi-channel sourcing activated simultaneously for any gaps. Domain-specific recruiters execute parallel sourcing.	Day 1 to 5	§4.2.6
4	MANDATORY REQUIREMENTS SCREENING: Every candidate screened against 100% of applicable mandatory requirements. Educational credentials OR equivalent experience documented. Technical interview by domain expert.	Day 2 to 7	§4.1.x sub-reqs
5	CANDIDATE PACKAGE ASSEMBLY: Resume + qualification summary + experience verification + availability confirmation compiled. US work eligibility confirmed. Background check completed.	Day 6 to 9	§4.2.4, §4.2.5
6	CANDIDATE PRESENTATION TO WVDOT: Complete candidate list submitted within 10 BD. Each package cross-referenced against specification mandatory requirements.	By Day 10	§4.2.6 - COMMITTED TO MEETING SLA REQUIREMENT
7	PLACEMENT COORDINATION: Facilities access + security protocol compliance coordinated. Timesheet setup confirmed. Contract Manager as single point of contact throughout assignment.	Upon Selection	§9, §4.2.7, §11.1
8	ACTIVE ASSIGNMENT MONITORING: Contract Manager maintains regular contact with placed candidate and WVDOT supervisor. Early departure risk identified proactively. Backup candidate maintained on bench.	Throughout Assignment	§4.2.8



SECTION 8: CANDIDATE SCREENING AND QUALITY ASSURANCE

IntegrateUs Confirms: Zero candidates presented to WVDOT unless 100% of mandatory requirements per §4.1.x are individually documented and verified.

QA CHECKPOINT	REQUIREMENT	IntegrateUs PROCESS	STATUS
Mandatory Requirements Matrix	§4.1.1–§4.1.15	Individual checklist created per candidate per classification. Every sub-requirement checked. No shortcuts.	CONFIRMED
Years of Experience Verification	All §4.1.x	Work history documentation reviewed. Each required experience year count verified with supporting evidence.	CONFIRMED
Educational Credentials	BS/AA per §4.1.x	Degree transcripts/diplomas verified. Equivalent experience years documented where degree substitution is permitted.	CONFIRMED
Degree Substitution Ratios	Per §4.1.x	5yr equiv for §4.1.1; 6yr for §4.1.3/§4.1.10; 3yr for §4.1.4/§4.1.9; 5yr for §4.1.5/§4.1.12/§4.1.15; 6yr for §4.1.6; 3yr for §4.1.7/§4.1.11/§4.1.14; 5yr for §4.1.8/§4.1.12; 7yr for §4.1.13 - all applied correctly.	CONFIRMED
Technical Interview by Domain Expert	§4.1.1–§4.1.15	Structured technical interview conducted by domain-expert recruiter per classification. GIS experts screen GIS; Oracle experts screen Oracle DBAs; Mainframe experts screen Mainframe.	CONFIRMED
Communication Skills Assessment	§4.1.1, §4.1.2, §4.1.5–§4.1.8, GIS roles	Verbal/written communication evaluated during structured technical interview. Mandatory requirement - candidates not meeting standard are not advanced.	CONFIRMED
US Work Eligibility	§4.2.5	I-9 verified and E-Verify compliance maintained for all candidates. Documentation provided to WVDOT upon request.	CONFIRMED
Background Check	§9	All candidates undergo appropriate background checks prior to placement. Facility access and security protocol compliance coordinated.	CONFIRMED
Master's Degree Preference	§4.1.12, §4.1.13, §4.1.15	Master's-level candidates actively prioritized in sourcing for Senior GIS DBA, GIS Architect, and Sr GIS App Dev per specification preference.	CONFIRMED



SECTION 9: REPLACEMENT AND CONTINUITY - PERFORMANCE GUARANTEES

10-BUSINESS-DAY REPLACEMENT COMMITTED TO MEETING SLA REQUIREMENT | SERVICE INTERRUPTION PREVENTION CONFIRMED

OBLIGATION	SPEC REF	IntegrateUs GUARANTEE	CONSEQUENCE AWARENESS
Replacement Candidate Delivery	§4.2.8	Replacement candidate meeting ALL mandatory requirements provided within TEN (10) business days of notification. COMMITTED TO MEETING SLA REQUIREMENT.	Vendor acknowledges interruption >10 BD may result in DO cancellation per §4.2.8. IntegrateUs SHALL prevent this.
Active Backup Bench	§4.2.8	Pre-screened backup candidate maintained for every active placement at active-bench status.	Eliminates candidate gap between departure and replacement delivery.
Immediate Contract Manager Response	§4.2.8, §11.1	Contract Manager activates replacement process within 24 hours of candidate departure notification.	Early activation maximizes candidate delivery lead time.
Transition Support	Best Practice	Where feasible, overlap between departing and replacement candidate coordinated to minimize operational disruption.	Reduces WVDOT operational impact. Protects DO continuity.
10-BD Threshold Compliance	§4.2.8	All replacement actions tracked by Contract Manager against 10-BD threshold. WVDOT notified proactively if any risk of threshold approach.	Proactive notification prevents DO cancellation scenario.



SECTION 10: FULL COMPLIANCE WITH SPECIFICATION §4.2 VENDOR RESPONSIBILITIES

ALL §4.2 VENDOR RESPONSIBILITIES - 100% COMPLIANT - NO EXCEPTIONS

§ REF	REQUIREMENT (MANDATORY KEYWORDS)	IntegrateUs COMPLIANCE STATEMENT	STATUS
§4.2.1	General Vendor Responsibilities [SHALL]	IntegrateUs SHALL supply qualified IT personnel meeting ALL applicable §4.1.x specifications.	COMPLIANT
§4.2.2	Candidate Qualifications [MUST/SHALL]	ALL presented candidates SHALL meet or exceed 100% of mandatory qualifications. Compliance matrix applied per candidate.	COMPLIANT
§4.2.3	All-Inclusive Hourly Rates [SHALL]	ALL submitted rates are all-inclusive: federal/state/local taxes, FICA, Medicare, unemployment, workers' comp, liability, overhead, fringe, AND all travel. No additional costs.	COMPLIANT
§4.2.4	Resume & Documentation at Presentation	Resume and full qualification documentation provided at candidate presentation in WVDOT-required format.	COMPLIANT
§4.2.5	US Work Eligibility [MUST]	US work eligibility documentation provided upon WVDOT request. I-9 and E-Verify compliance maintained for ALL candidates.	COMPLIANT
§4.2.6	48-Hr Task Order Acknowledgment [SHALL]	Contract Manager acknowledges ALL Delivery Orders within TWO (2) BUSINESS DAYS. CONFIRMED AND COMMITTED TO MEETING SLA REQUIREMENT.	COMPLIANT
§4.2.6	10-BD Candidate List [SHALL]	Qualified candidate list delivered within TEN (10) BUSINESS DAYS of initial notification. COMMITTED TO MEETING SLA REQUIREMENT.	COMPLIANT
§4.2.7	Timesheet Processing [SHALL]	Timesheets processed weekly to monthly per WVDOT direction. All invoices reference Delivery Order number. Descriptions match contract pricing page.	COMPLIANT
§4.2.8	10-BD Replacement	Replacement candidate provided	COMPLIANT



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	[SHALL]	within TEN (10) BUSINESS DAYS if placed candidate departs. COMMITTED TO MEETING SLA REQUIREMENT. Active backup bench maintained.	
§4.2.8	Interruption Threshold Awareness	Vendor ACKNOWLEDGES interruption >10 BD may result in DO cancellation. IntegrateUs SHALL prevent all such interruptions.	COMPLIANT
§9	Facilities Access & Security	IntegrateUs assumes FULL RESPONSIBILITY for all WVDOT facility access cards, keys, and security protocol compliance for all placed candidates.	COMPLIANT
§11.1	Contract Manager Designation	Contract Manager DESIGNATED. Single point of contact. 48-hour emergency response capability. Contact details in Section 2.2.	COMPLIANT
T&C §13	Rate Fixity Year 1	Year 1 rates FIXED upon award. Rates cannot be adjusted during the contract period. Optional alternative Year 2-3 pricing submitted as permitted.	COMPLIANT
T&C §39	Reporting Requirements	All requested reports provided including quantities purchased, agencies utilizing contract, and total expenditures by agency.	COMPLIANT
Add. 1	Revised T&C Acceptance	ALL provisions of Revised Terms and Conditions (Addendum No. 1) accepted in full. NO EXCEPTIONS.	COMPLIANT
Add. 2	Vendor Q&A Incorporation	All Q&A responses in Addendum No. 2 reviewed and incorporated into this response. FULLY ACKNOWLEDGED.	COMPLIANT



SECTION 11: COMPLIANCE RESPONSE - ALL 15 CLASSIFICATION CATEGORIES

ALL 15 CLASSIFICATIONS | ALL MANDATORY SUB-REQUIREMENTS | 100% COMPLIANT

For each classification, IntegrateUs Confirms compliance with every mandatory sub-requirement individually. Zero candidates will be presented to WVDOT unless all sub-requirements are documented and verified.

Line 1: Senior Mainframe Application Analyst (§4.1.1)

IntegrateUs Confirms: ALL mandatory requirements per §4.1.1 MET. ALL 6 mandatory requirements per §4.1.1 met. Zero candidates presented without full compliance.

SUB-REQUIREMENT	MANDATORY CRITERIA	IntegrateUs STATUS
§4.1.1 - Education	BS in Computer Science OR documented 5 years equivalent work experience	CONFIRMED - Degree verified or 5yr equiv documented
§4.1.1 - Mainframe Dev	5+ years Mainframe Application development: COBOL, CICS, JCL	CONFIRMED - All 3 technologies verified individually
§4.1.1 - Relational DB	5+ years Relational Database experience	CONFIRMED - 5yr threshold applied
§4.1.1 - Analysis/Design	5+ years Analysis and Design experience	CONFIRMED - 5yr threshold applied
§4.1.1 - Lead Role	3+ years as lead analyst or senior analyst role	CONFIRMED - Lead/senior role documented separately from general experience
§4.1.1 - Communication	Excellent verbal and written communication skills	CONFIRMED - Assessed via structured technical interview

Line 2: Mainframe Application Analyst (§4.1.2)

IntegrateUs CONFIRMS: ALL mandatory requirements per §4.1.2 MET. ALL 4 mandatory requirements per §4.1.2 met. Note: No degree requirement in §4.1.2 - correctly applied.

SUB-REQUIREMENT	MANDATORY CRITERIA	IntegrateUs STATUS
§4.1.2 - Mainframe Dev	3+ years Mainframe Application development: COBOL, CICS, JCL	CONFIRMED - All 3 technologies individually verified
§4.1.2 - Relational DB	3+ years Relational Database experience	CONFIRMED - 3yr threshold applied
§4.1.2 - Analysis/Design	3+ years Analysis and Design experience	CONFIRMED - 3yr threshold applied
§4.1.2 - Communication	Excellent verbal and written communication skills	CONFIRMED - Interview-assessed; non-compliant



		candidates not advanced
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Line 3: Senior Application Oracle Database Administrator (§4.1.3)

IntegrateUs CONFIRMS: ALL mandatory requirements per §4.1.3 MET. ALL 10 mandatory sub-requirements per §4.1.3 individually verified. Most demanding classification in solicitation.

SUB-REQUIREMENT	MANDATORY CRITERIA	IntegrateUs STATUS
§4.1.3.1 - Oracle DB Exp	10+ years Oracle database maintenance and management	CONFIRMED - 10yr threshold strictly enforced
§4.1.3.2 - Education	BS in Computer Science OR documented 6 years equivalent work experience	CONFIRMED - Higher equiv threshold (6yr) applied correctly
§4.1.3.3 - Oracle Connectivity	5+ years Oracle connectivity	CONFIRMED
§4.1.3.4 - PL/SQL Debugging	5+ years PL/SQL debugging: triggers, procedures, functions, packages	CONFIRMED - All 4 PL/SQL object types verified
§4.1.3.5 - SQL Optimization	5+ years SQL optimization for Oracle procs/funcs/pkgs/triggers	CONFIRMED
§4.1.3.6 - UNIX/LINUX Scripts	5+ years UNIX/LINUX shell scripts (HP UNIX and/or RedHat LINUX)	CONFIRMED - Both platforms noted
§4.1.3.7 - Data Modeling	5+ years Data Modeling	CONFIRMED
§4.1.3.8 - Oracle RMAN	5+ years Oracle RMAN: full/incremental backups and cloning	CONFIRMED - Both backup types and cloning verified
§4.1.3.9 - Oracle WB	2+ years Oracle Warehouse Builder	CONFIRMED - Minimum 2yr verified separately
§4.1.3.10 - Fine-Grain Access	2+ years fine grain access control in Oracle database	CONFIRMED - Minimum 2yr verified separately

Line 4: Application Oracle Database Administrator (§4.1.4)

IntegrateUs Confirms: ALL mandatory requirements per §4.1.4 MET. ALL 7 mandatory sub-requirements per §4.1.4 confirmed.

SUB-REQUIREMENT	MANDATORY CRITERIA	IntegrateUs Status
§4.1.4.1 - Oracle DB Exp	5+ years Oracle database maintenance and management	CONFIRMED
§4.1.4.2 - Education	BS in Computer Science OR documented 3 years equivalent work experience	CONFIRMED - 3yr equiv threshold applied
§4.1.4.3 - Oracle Connectivity	2+ years Oracle connectivity	CONFIRMED
§4.1.4.4 - PL/SQL Debugging	2+ years PL/SQL debugging: triggers, procedures, functions, packages	CONFIRMED - All 4 PL/SQL types verified
§4.1.4.5 - SQL Optimization	2+ years SQL optimization for Oracle	CONFIRMED



§4.1.4.6 - UNIX/LINUX Scripts	2+ years UNIX/LINUX shell scripts	CONFIRMED
§4.1.4.7 - Oracle RMAN	2+ years Oracle RMAN: full/incremental backups and cloning	CONFIRMED

Line 5: Senior Application DB2 Database Administrator (§4.1.5)

IntegrateUs CONFIRMS: ALL mandatory requirements per §4.1.5 MET. ALL 8 mandatory sub-requirements per §4.1.5 confirmed.

SUB-REQUIREMENT	MANDATORY CRITERIA	IntegrateUs STATUS
§4.1.5.1 - DB2 DB Exp	5+ years DB2 database maintenance and management	CONFIRMED
§4.1.5.2 - Education	BS in Computer Science OR documented 5 years equivalent work experience	CONFIRMED
§4.1.5.3 - DB2 Permissions	5+ years managing permissions for DB2 database	CONFIRMED
§4.1.5.4 - Debugging	5+ years debugging: triggers, procedures, functions, packages	CONFIRMED - All 4 object types verified
§4.1.5.5 - SQL Optimization	5+ years SQL optimization for DB2	CONFIRMED
§4.1.5.6 - Data Modeling	5+ years Data Modeling	CONFIRMED
§4.1.5.7 - Disaster Recovery	5+ years disaster recovery procedures	CONFIRMED
§4.1.5.8 - Communication	Excellent communication skills	CONFIRMED - Interview-assessed

Line 6: Application DB2 Database Administrator (§4.1.6)

IntegrateUs CONFIRMS: ALL mandatory requirements per §4.1.6 MET. ALL 8 mandatory sub-requirements per §4.1.6 confirmed. IMPORTANT: 6yr equiv threshold (not 5yr) applied for §4.1.6 degree substitution.

SUB-REQUIREMENT	MANDATORY CRITERIA	IntegrateUs STATUS
§4.1.6.1 - Education	BS in Computer Science OR documented 6 years equivalent work experience	CONFIRMED - Note: 6yr equiv (higher than Senior level §4.1.5) correctly applied
§4.1.6.2 - DB2 DB Exp	4+ years DB2 database maintenance and management	CONFIRMED
§4.1.6.3 - DB2 Permissions	3+ years managing permissions for DB2 database	CONFIRMED
§4.1.6.4 - Debugging	3+ years debugging: triggers, procedures, functions, packages	CONFIRMED
§4.1.6.5 - SQL Optimization	3+ years SQL optimization for DB2	CONFIRMED
§4.1.6.6 - Data Modeling	3+ years Data Modeling	CONFIRMED
§4.1.6.7 - Disaster Recovery	3+ years disaster recovery procedures	CONFIRMED



§4.1.6.8 - Communication	Excellent communication skills	CONFIRMED
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Line 7: PC Programmer Analyst (§4.1.7)

IntegrateUs CONFIRMS: ALL mandatory requirements per §4.1.7 MET. ALL 4 mandatory sub-requirements per §4.1.7 confirmed. All education pathways correctly applied.

SUB-REQUIREMENT	MANDATORY CRITERIA	IntegrateUs Status
§4.1.7.1 - Education	BS from accredited college in CS or related field (business data programming, business systems analysis, computer servicing, information systems management, data processing, computer engineering) OR AA + 18 months equiv OR 3 years equiv work experience	CONFIRMED - All 3 pathways evaluated: applicable pathway documented per candidate
§4.1.7.2 - DB/Documentation/Project	3+ years: database management, documentation, project control techniques, data processing concepts, equipment usage	CONFIRMED - All 5 sub-areas verified
§4.1.7.3 - Systems Development	3+ years: developing/maintaining complex systems; evaluating/analyzing system requests; developing work plans	CONFIRMED - All 3 sub-areas verified
§4.1.7.4 - Communication	Excellent communication skills	CONFIRMED

Line 8: Senior PC Programmer Analyst (§4.1.8)

IntegrateUs CONFIRMS: ALL mandatory requirements per §4.1.8 MET. ALL 4 mandatory sub-requirements per §4.1.8 confirmed. Senior 5yr threshold distinguished from §4.1.7 3yr threshold.

SUB-REQUIREMENT	MANDATORY CRITERIA	IntegrateUs STATUS
§4.1.8.1 - Education	BS from accredited college in CS or related field OR AA + 18 months equiv OR 5 years equiv work experience	CONFIRMED - Senior 5yr equiv threshold (vs. 3yr for §4.1.7) applied correctly
§4.1.8.2 - DB/Documentation/Project	5+ years: database management, documentation, project control techniques, data processing concepts, equipment usage	CONFIRMED - Senior 5yr threshold applied
§4.1.8.3 - Systems Development	5+ years: developing/maintaining complex systems; evaluating/analyzing system requests	CONFIRMED
§4.1.8.4 - Communication	Excellent communication skills	CONFIRMED

Line 9: Application SQL Server Database Administrator (§4.1.9)

IntegrateUs CONFIRMS: ALL mandatory requirements per §4.1.9 MET. ALL 7 mandatory sub-requirements per



§4.1.9 confirmed.

SUB-REQUIREMENT	MANDATORY CRITERIA	IntegrateUs STATUS
§4.1.9.1 - SQL Server Exp	5+ years SQL Server database maintenance and management	CONFIRMED
§4.1.9.2 - Education	BS in Computer Science OR documented 3 years equivalent work experience	CONFIRMED
§4.1.9.3 - SQL Server Connectivity	2+ years SQL Server connectivity	CONFIRMED
§4.1.9.4 - T-SQL Debugging	2+ years T-SQL debugging: triggers, procedures, functions, packages	CONFIRMED - All 4 T-SQL object types verified
§4.1.9.5 - SQL Optimization	2+ years SQL optimization for SQL Server	CONFIRMED
§4.1.9.6 - UNIX/LINUX Scripts	2+ years UNIX/LINUX shell scripts	CONFIRMED
§4.1.9.7 - SQL Server Backup	2+ years SQL Server backup: full/incremental backups and cloning	CONFIRMED

Line 10: Senior Application Oracle Server Database Administrator (§4.1.10)

IntegrateUs CONFIRMS: ALL mandatory requirements per §4.1.10 MET. ALL 10 mandatory sub-requirements per §4.1.10 confirmed. SQL Server (not Oracle) requirements applied per spec.

SUB-REQUIREMENT	MANDATORY CRITERIA	IntegrateUs STATUS
§4.1.10.1 - SQL Server Exp	10+ years SQL Server database maintenance and management	CONFIRMED - NOTE: Despite title referencing Oracle Server, §4.1.10 specifies SQL Server requirements. IntegrateUs screens per spec definition.
§4.1.10.2 - Education	BS in Computer Science OR documented 6 years equivalent work experience	CONFIRMED - 6yr equip threshold applied
§4.1.10.3 - SQL Server Connectivity	5+ years SQL Server connectivity	CONFIRMED
§4.1.10.4 - T-SQL Debugging	5+ years T-SQL debugging: triggers, procedures, functions, packages	CONFIRMED
§4.1.10.5 - SQL Optimization	5+ years SQL optimization for SQL Server	CONFIRMED
§4.1.10.6 - UNIX/LINUX Scripts	5+ years UNIX/LINUX shell scripts	CONFIRMED
§4.1.10.7 - Data Modeling	5+ years Data Modeling	CONFIRMED
§4.1.10.8 - SQL Server Backup	5+ years SQL Server backup: full/incremental and cloning	CONFIRMED



§4.1.10.9 - Data Warehouse	2+ years SQL Server data warehouse building functionality	CONFIRMED
§4.1.10.10 - Fine-Grain Access	2+ years fine grain access control in SQL Server database	CONFIRMED

Line 11: GIS Database Administrator (§4.1.11)

IntegrateUs CONFIRMS: ALL mandatory requirements per §4.1.11 MET. ALL 6 mandatory sub-requirements per §4.1.11 confirmed. Esri ArcGIS Enterprise expertise specifically verified.

SUB-REQUIREMENT	MANDATORY CRITERIA	IntegrateUs STATUS
§4.1.11.1 - GIS DB Exp	3+ years enterprise GIS DB maintenance/management: ArcGIS Enterprise, ArcSDE, Oracle/SQL Server/PostgreSQL/PostGIS	CONFIRMED - All specified platforms verified
§4.1.11.2 - Education	BS in CS/Geography/GIS or related OR documented 3 years equivalent work experience	CONFIRMED
§4.1.11.3 - GIS Connectivity	2+ years GIS app-to-database connectivity: ArcGIS services, database connections, web-based GIS integration	CONFIRMED
§4.1.11.4 - Debugging	2+ years debugging for GIS analysts/programmers: stored procedures, spatial queries, geoprocessing scripts, database functions	CONFIRMED - All 4 sub-areas verified
§4.1.11.5 - Spatial SQL Optimization	2+ years spatial SQL optimization: procedures, functions, packages, triggers, geospatial queries	CONFIRMED
§4.1.11.6 - Enterprise Backup	2+ years enterprise DB backup: full/incremental, spatial DB replication, database cloning for GIS	CONFIRMED - All 3 backup types verified

Line 12: Senior GIS Database Administrator (§4.1.12)

IntegrateUs CONFIRMS: ALL mandatory requirements per §4.1.12 MET. ALL 6 mandatory sub-requirements per §4.1.12 confirmed.

SUB-REQUIREMENT	MANDATORY CRITERIA	IntegrateUs STATUS
§4.1.12.1 - Sr GIS DB Exp	7+ years enterprise GIS DB maintenance/management/optimization: ArcGIS Enterprise, ArcSDE, Oracle/SQL Server/PostgreSQL/PostGIS	CONFIRMED - 7yr threshold enforced
§4.1.12.2 - Education	BS in CS/Geography/GIS or related OR documented 5 years	CONFIRMED - Master's actively



	equivalent; Master's preferred	prioritized in sourcing
§4.1.12.3 - GIS Connectivity	3+ years GIS app-to-database connectivity including enterprise IT systems	CONFIRMED - Enterprise IT systems integration specifically assessed
§4.1.12.4 - Advanced Debugging	3+ years advanced debugging: stored procedures, spatial queries, geoprocessing scripts, triggers, database functions	CONFIRMED - All 5 sub-areas verified
§4.1.12.5 - Spatial SQL Optimization	3+ years spatial SQL optimization for high performance and scalability	CONFIRMED - Performance/scalability emphasis verified
§4.1.12.6 - Enterprise Backup/DR	3+ years enterprise DB backup: full/incremental, spatial replication, disaster recovery planning, database cloning	CONFIRMED - DR planning specifically assessed

Line 13: GIS Architect (§4.1.13)

IntegrateUs CONFIRMS: ALL mandatory requirements per §4.1.13 MET. ALL 7 mandatory sub-requirements per §4.1.13 confirmed. Most senior and complex GIS classification.

SUB-Requirement	MANDATORY CRITERIA	IntegrateUs Status
§4.1.13.1 - GIS Arch Exp	10+ years enterprise GIS design/implementation/management: ArcGIS Enterprise, ArcGIS Online, ArcSDE, Oracle/SQL Server/PostgreSQL/PostGIS	CONFIRMED - All platforms verified; 10yr threshold enforced
§4.1.13.2 - Education	BS in CS/Geography/Geomatics/Information Systems or related OR documented 7 years equivalent; master's preferred	CONFIRMED - Master's prioritized; 7yr equip threshold applied
§4.1.13.3 - GIS Architecture Design	5+ years enterprise GIS architecture design: system integration, scalability planning, cloud deployment (Azure/AWS), high availability	CONFIRMED - Cloud deployment Azure/AWS specifically assessed
§4.1.13.4 - Technical Leadership	5+ years technical leadership: GIS DBAs, analysts, developers; standards, best practices, governance frameworks	CONFIRMED - Team leadership and governance experience verified
§4.1.13.5 - Performance Optimization	5+ years enterprise GIS performance optimization: spatial SQL tuning, service load balancing, distributed geoprocessing	CONFIRMED - All 3 optimization areas verified
§4.1.13.6 - Enterprise DR	3+ years enterprise disaster recovery: backup/replication, failover systems, business continuity for GIS	CONFIRMED - Failover and business continuity specifically verified
§4.1.13.7 - GIS Modernization	Demonstrated experience leading GIS	CONFIRMED - Cloud migration



	modernization: cloud migration, enterprise IT integration, emerging geospatial technologies	leadership and emerging tech experience verified via portfolio review
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Line 14: GIS Application Developer (§4.1.14)

IntegrateUs CONFIRMS: ALL mandatory requirements per §4.1.14 MET. ALL 7 mandatory sub-requirements per §4.1.14 confirmed.

SUB-REQUIREMENT	MANDATORY CRITERIA	IntegrateUs STATUS
§4.1.14.1 - GIS App Exp	5+ years GIS app design/development/maintenance: ArcGIS Enterprise, ArcGIS Online, ArcGIS Pro SDK, web-based GIS frameworks	CONFIRMED - All 4 platforms verified
§4.1.14.2 - Education	BS in CS/Geography/Geomatics/Information Systems or related OR documented 3 years equivalent work experience	CONFIRMED
§4.1.14.3 - Web GIS Development	2+ years web-based GIS apps: JavaScript, Python, .NET, ArcGIS API for JavaScript, REST services	CONFIRMED - All 5 technologies individually verified
§4.1.14.4 - GIS-DB Integration	2+ years GIS-to-database integration: SQL Server, Oracle, PostgreSQL/PostGIS, spatial query development/optimization	CONFIRMED - All specified DB platforms verified
§4.1.14.5 - Debugging	2+ years debugging geoprocessing scripts, web services, application workflows	CONFIRMED - All 3 debugging areas verified
§4.1.14.6 - Performance Optimization	2+ years GIS app performance optimization: map service tuning, caching strategies, spatial data efficiency	CONFIRMED
§4.1.14.7 - DevOps/Version Control	2+ years version control (Git) and Agile/unit testing/CI methodologies	CONFIRMED - Git, Agile, and CI all individually verified

Line 15: Senior GIS Application Developer (§4.1.15)

IntegrateUs Confirms: ALL mandatory requirements per §4.1.15 MET. ALL 8 mandatory sub-requirements per §4.1.15 confirmed. Senior-level leadership and CI/CD depth distinguished from §4.1.14.

SUB-Requirement	Mandatory Criteria	IntegrateUs Status
§4.1.15.1 - Sr GIS App Exp	7+ years enterprise GIS app design/development/maintenance: ArcGIS Enterprise, ArcGIS Online, ArcGIS Pro SDK, web-based GIS frameworks	CONFIRMED - 7yr threshold enforced
§4.1.15.2 - Education	BS in CS/Geography/Geomatics/Information	CONFIRMED - Master's prioritized



	Systems or related OR documented 5 years equivalent; master's preferred	
§4.1.15.3 - Leading Web GIS Dev	3+ years leading web-based GIS app development: ArcGIS API for JavaScript, Python, .NET, REST services	CONFIRMED - Leadership capability specifically assessed
§4.1.15.4 - GIS-DB Integration	3+ years GIS-database integration: SQL Server, Oracle, PostgreSQL/PostGIS, advanced spatial queries, schema design	CONFIRMED - Schema design specifically verified
§4.1.15.5 - Advanced Debugging	3+ years advanced debugging: geoprocessing scripts, web services, application workflows	CONFIRMED
§4.1.15.6 - Performance Optimization	3+ years GIS app performance optimization: map service tuning, caching, distributed geoprocessing, scalability planning	CONFIRMED - Scalability planning specifically assessed
§4.1.15.7 - Automation Scripts	3+ years automation scripts (Python, UNIX/LINUX shell) for GIS app deployment/monitoring/maintenance	CONFIRMED - Both Python and UNIX/LINUX shell verified
§4.1.15.8 - DevOps/CI-CD	3+ years version control (Git) and Agile/unit testing/CI/CD methodologies	CONFIRMED - Full CI/CD (not just CI) verified for Senior level



SECTION 12: RISK MITIGATION - COMMITTED TO MEETING SLA REQUIREMENT PROTECTIONS FOR THE STATE

Risk	State Exposure	IntegrateUs Mitigation	Guarantee
Candidate Unavailability	Delay in filling critical IT positions	Active bench of pre-screened candidates per classification. Multi-channel sourcing activated simultaneously. Pipeline continuously refreshed.	10-BD delivery Committed to Meeting SLA Requirement
Candidate Departure	Service interruption; DO cancellation risk per §4.2.8	Dedicated backup candidate on bench per active placement. Contract Manager activates replacement within 24 hours of departure notice. Proactive retention engagement reduces departure likelihood.	10-BD replacement Committed to Meeting SLA Requirement
Non-Compliant Candidate Presentation	State resource wasted evaluating unqualified candidates	100% mandatory requirements matrix applied per candidate per §4.1.x classification. NO candidate advanced unless ALL sub-requirements individually verified. Technical interview by domain expert.	Zero non-compliant presentations
Communication Delay	Missed deadlines; escalation to next vendor	Single Contract Manager as sole point of contact. Continuous notification monitoring. 24-hour escalation SOP. Written acknowledgment within 48 hours COMMITTED TO MEETING SLA REQUIREMENT.	48-hr acknowledgment Committed to Meeting SLA Requirement
Non-Compliant Rates	Contract disputes; billing irregularities	All rates are all-inclusive per §4.2.3. No supplemental billing. Rate fixed for Year 1. Optional Year 2-3 rates provided as permitted by T&C §13.	Zero supplemental billing
Skills Obsolescence	Candidate not meeting current technology standards	Candidate profiles refreshed continuously. Version/platform currency verified in technical screening. GIS cloud deployment (Azure/AWS) specifically validated.	Current-skills candidates only
Security non-compliance	Facility access violations; security risks	Full vendor responsibility for all WVDOT facility access and security protocol compliance per §9. Background checks completed before placement.	Full §9 compliance



SECTION 13: COMMUNICATION, REPORTING, AND CONTRACT OVERSIGHT

FUNCTION	COMMITMENT	SPEC/T&C REF
Single Point of Contact	Designated Contract Manager handles ALL contract matters. No routing delays.	§11.1
Task Order Acknowledgment	Written acknowledgment within 48 HOURS. COMMITTED TO MEETING SLA REQUIREMENT.	§4.2.6
Candidate Status Updates	Proactive updates during search period. Immediate notification if any risk to 10-BD delivery.	§4.2.6
Timesheet Processing	Weekly to monthly per WVDOT direction. All invoices reference DO number and match pricing page descriptions.	§4.2.7
Contract Reporting	All reports provided as requested: quantities purchased, agencies, total expenditures by agency.	T&C §39
Issue Escalation	Issues escalated immediately through Contract Manager. Documented resolution tracking. WVDOT notified proactively of any performance risk.	§4.2.8
Replacement Notification	Immediate notification upon candidate departure. Replacement timeline communicated within 24 hours.	§4.2.8
Invoice Requirements	Delivery Order number referenced on all invoices. Descriptions match contract pricing page. Payment terms per T&C §§14, 15, 17.	T&C §14,15,17



SECTION 14: REFERENCES

IntegrateUs confirms availability of professional references from government and enterprise clients for whom IT temporary staffing services consistent with this solicitation were provided.

Reference 1: Texas Health & Human Services Commission (HHSC)

Table with 2 columns: Reference Contact, Address, Email, Phone, Performance Record, Engagement Period, Contract Vehicle, Approximate Value, Roles Placed, Regulatory Frameworks, Security Level, Active Status. Row 1: Srikanth Gupta, Engineering Lead (Project Oversight Contact); 26077 Nelson Way, Suite 502, Katy, Texas 77494; Srikanth.Gutha@hhs.texas.gov; (870) 890-4500; No terminations • No complaints • No discrepancies • Ongoing active engagement; 2021 – Present (5+ years, ongoing, active as of March 2026); Texas DIR ITSAC Prime Contract - DIR-CPO-4577 / DIR-CPO-5471; Approximately \$985,000 (T&M, multiple placements over 5 years); Cybersecurity Analysts | IT Project Managers | Power Platform Consultants | Business Analysts; HIPAA | CMS MARSE | IRS Publication 1075 | NIST CSF | Texas Administrative Code; Multilayer screening: criminal background, employment verification, drug screen, E Verify. HHSC data access controls enforced; Engagement is ongoing. Reference contact has been notified of this submission.

Reference 2: Texas Office of the Attorney General (OAG)

Table with 2 columns: Reference Contact, Address, Email, Phone, Performance Record, Engagement Period, Contract Vehicle, Approximate Value, Roles Placed. Row 1: Dinesh Dubbaka, Salesforce Manager; 8025 Ohio Drive, Plano, Texas 75024; dinesh.dubbaka@oag.texas.gov; (510) 458-7453; No terminations • No complaints • No discrepancies • Ongoing active engagement; 2022 - Present (4+ years, ongoing, active as of March 2026); Texas DIR ITSAC Prime Contract - DIR-CPO-4577 / DIR-CPO-5471; Approximately \$520,000 (T&M, multiple placements over 4 years); Application Support Analysts | Security Administrators |



Technical & Qualification Response

	Salesforce Administrators
Security Standards	CJIS Security Policy OAG Internal Security Policy Texas TAC §202 DIR Security Requirements
Background Screening	Enhanced criminal history investigation Employment verification Professional reference checks OAG specific security clearance process
Active Status	Engagement is ongoing. Reference contact has been notified of this submission.

Reference 3: Commission on State Emergency Communications (CSEC)

Reference Contact	Frank Rivera, Contract Manager
Address	333 Guadalupe Street, Suite 2212, Austin, Texas 78701
Email	frankr@csec.texas.gov
Phone	(512) 576-2335
Performance Record	No terminations • No complaints • No discrepancies • Ongoing active engagement
Engagement Period	2021 - Present (5+ years, ongoing, active as of March 2026)
Contract Vehicle	Texas DIR ITSAC Prime Contract - DIR-CPO-4577 / DIR-CPO-5471
Approximate Value	Approximately \$1,310,000 (T&M and ongoing)
Staffing Model	Employer of Record - IntegrateUs W2 employees placed at CSEC facilities
Security Level	State agency security protocols; Texas DPS and CISA critical infrastructure requirements
Active Status	Engagement is ongoing. Reference contact has been notified of this submission.



SECTION 15: ACCEPTANCE OF ALL TERMS AND CONDITIONS - ZERO EXCEPTIONS

NO EXCEPTIONS | FULLY COMPLIANT | ALL TERMS ACCEPTED WITHOUT MODIFICATION

IntegrateUs Hereby Explicitly and Unconditionally Accepts all terms, conditions, specifications, and requirements of CRFQ 0803 DOT2600000079, including all incorporated documents, WITHOUT EXCEPTION OR MODIFICATION.

DOCUMENT	ACCEPTANCE STATUS	EXCEPTIONS
Specifications (22 pages, §4.1.1–§4.1.15 + §4.2–§11.1)	ACCEPTED IN FULL	NONE
WV CRFQ Form - All 15 Line Items	ACCEPTED IN FULL	NONE
Instructions to Vendors (Revised 10/17/2024, §1–§22)	ACCEPTED IN FULL	NONE
Terms and Conditions (Original)	ACCEPTED IN FULL	NONE
Revised Terms and Conditions (Addendum No. 1)	ACCEPTED IN FULL	NONE
Addendum No. 1 (March 31, 2026) - Revised Bid Opening + Revised T&C	ACKNOWLEDGED AND ACCEPTED IN FULL	NONE
Addendum No. 2 (March 31, 2026) - Vendor Q&A	ACKNOWLEDGED AND ACCEPTED IN FULL	NONE
Exhibit A - Pricing Page (15 Line Items)	ACCEPTED - Pricing submitted via wvOASIS	NONE

Sai Kumar

Authorized Representative, IntegrateUs LLC
2900 N QUINLAN PARK RD STE 240 AUSTIN, TX 78732 USA
(512) 948-3141 | diritsac@integrateus.com
Date: April 14, 2026
FEIN: 45-3689374

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	86	88	92	94	\$748,800.00
4.1.2	Mainframe Application Analyst	2080	EA	85	87	90	92	\$736,320.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	103	106	108	108	\$884,000.00
4.1.4	Application Oracle Database Administrator	2080	EA	86	88	90	92	\$740,480.00
4.1.5	Senior Application DB2 Database Administrator	2080	EA	104	106	108	110	\$890,240.00
4.1.6	Application DB2 Database Administrator	2080	EA	90	93	95	98	\$782,080.00
4.1.7	PC Programmer Analyst	2080	EA	75	77	79	81	\$648,960.00
4.1.8	Senior PC Programmer Analyst	2080	EA	90	93	96	99	\$786,240.00
4.1.9	Application SQL Server Database Administrator	2080	EA	86	88	92	94	\$748,800.00
4.1.10	Senior Application Oracle Database Administrator	2080	EA	105	108	111	114	\$911,040.00
4.1.11	GIS Database Administrator	2080	EA	86	88	92	94	\$748,800.00
4.1.12	Senior GIS Database Administrator	2080	EA	100	103	106	109	\$869,440.00
4.1.13	GIS Architect	2080	EA	104	106	108	110	\$890,240.00
4.1.14	GIS Application Developer	2080	EA	86	88	92	94	\$748,800.00
4.1.15	Senior GIS Application Developer	2080	EA	95	98	101	104	\$827,840.00
Grand Total								\$11,962,080.00



WVDOT IT Temporary Staffing Services

CRFQ 0803 DOT2600000079

NO EXCEPTIONS / ASSUMPTIONS STATEMENT

Due Date: 04/14/2026, 01:30 PM EDT

Submitted By

IntegrateUs

WV oasis Vendor Code: VS0000051658

EIN: 45-3689374

Sai Kumar, Manager

2900 N Quinlan Park Rd, STE 240,

Austin, Texas 78732

(512) 948-3141

diritsac@integrateus.com



ZERO EXCEPTIONS | ZERO ASSUMPTIONS | ZERO DEVIATIONS - ALL TERMS ACCEPTED IN FULL

IntegrateUs LLC hereby provides this binding, unconditional declaration regarding CRFQ 0803 DOT2600000079 - West Virginia Department of Transportation IT Temporary Staffing Services.

SECTION 1: UNCONDITIONAL ACCEPTANCE OF ALL TERMS AND CONDITIONS

IntegrateUs LLC UNCONDITIONALLY ACCEPTS all terms, conditions, specifications, and requirements set forth in CRFQ 0803 DOT2600000079, Addendum No. 1, and Addendum No. 2, without exception, modification, qualification, condition, or assumption of any kind.

DOCUMENT / SECTION	INTEGRATEUS LLC POSITION
General Terms and Conditions	IntegrateUs LLC ACCEPTS IN FULL - no modifications requested
Special Terms and Conditions	IntegrateUs LLC ACCEPTS IN FULL - no modifications requested
Specifications §4.1.1–§4.1.15 (All 15 Classifications)	IntegrateUs LLC ACCEPTS IN FULL - all mandatory requirements confirmed met
Specifications §4.2.1–§4.2.8 (Vendor Obligations)	IntegrateUs LLC ACCEPTS IN FULL - all delivery obligations confirmed
Specifications §9 (Security and Facility Access)	IntegrateUs LLC ACCEPTS IN FULL - vendor responsibility confirmed
Specifications §11.1 (Contract Manager Designation)	IntegrateUs LLC ACCEPTS IN FULL - Contract Manager will be designated
T&C §13 (Year 1 Fixed Rates)	IntegrateUs LLC ACCEPTS IN FULL - Year 1 rates are fixed and all-inclusive
T&C §39 (Reporting Requirements)	IntegrateUs LLC ACCEPTS IN FULL - reporting infrastructure in place
Addendum No. 1 (Bid Opening Date Change to April 14, 2026)	IntegrateUs LLC ACCEPTS IN FULL - acknowledged
Addendum No. 2 (Q&A Clarifications)	IntegrateUs LLC ACCEPTS IN FULL - all Q&A items reviewed and acknowledged

SECTION 2: NO EXCEPTIONS TO SPECIFICATIONS

IntegrateUs LLC Confirms: There are ZERO exceptions, qualifications, or modifications to any technical specification within CRFQ 0803 DOT2600000079. Specifically:

REQUIREMENT	INTEGRATEUS LLC POSITION
Mandatory qualification requirements (§4.1.1–§4.1.15)	NO EXCEPTION - All requirements will be met by every presented candidate without modification



All-inclusive rate requirement (§4.2.3)	NO EXCEPTION - Submitted rates are fully all-inclusive; no additional charges will be assessed
48-hour Task Order acknowledgment (§4.2.6)	NO EXCEPTION - 48-hour acknowledgment CONFIRMED as a binding operational commitment
10-business-day candidate delivery (§4.2.6)	NO EXCEPTION - 10-BD delivery CONFIRMED as a binding operational commitment
10-business-day replacement guarantee (§4.2.8)	NO EXCEPTION - 10-BD replacement CONFIRMED; IntegrateUs LLC accepts DO cancellation risk for non-performance
US work eligibility documentation (§4.2.5)	NO EXCEPTION - Documentation provided within 24 hours of any request
Year 1 fixed pricing (T&C §13)	NO EXCEPTION - Year 1 rates are firm and will not be subject to adjustment
Security and access compliance (§9)	NO EXCEPTION - All facility access, keys, and security protocols are vendor responsibility
Reporting obligations (T&C §39)	NO EXCEPTION - All reporting requirements will be fulfilled as specified
Authorized signature requirement (§6)	NO EXCEPTION - Authorized signature will be present on all bid documents
No password-protected files (§17)	NO EXCEPTION - All submitted files are and will remain accessible without passwords

SECTION 3: NO ASSUMPTIONS

IntegrateUs LLC has NOT made any assumptions in the preparation of this bid response. IntegrateUs LLC has reviewed all solicitation documents, addenda, and Q&A responses, and submits this bid based solely on the explicit requirements stated therein. No assumptions regarding unstated requirements, implied terms, or anticipated modifications have been made.

IntegrateUs LLC CONFIRMS: Zero assumptions have been incorporated into this bid. All pricing, commitments, and representations are based exclusively on the explicit requirements of CRFQ 0803 DOT2600000079 and its Addenda.

SECTION 4: BINDING DECLARATION

IntegrateUs LLC hereby affirms, as a binding declaration, that:

1. IntegrateUs LLC has read, understood, and unconditionally accepts all terms and conditions of CRFQ 0803 DOT2600000079, Addendum No. 1, and Addendum No. 2.
2. IntegrateUs LLC submits this bid with ZERO EXCEPTIONS, ZERO ASSUMPTIONS, and ZERO DEVIATIONS from any stated requirement.
3. All representations in this bid response - including capability statements, compliance confirmations, and delivery guarantees - are accurate and binding.



CRFQ 0803 DOT2600000079
WVDOT IT Temporary Staffing Services
No Exceptions / Assumptions Statement



4. IntegrateUs LLC acknowledges that any material misrepresentation in this bid may result in bid disqualification or contract termination.
5. IntegrateUs LLC acknowledges the DO cancellation risk associated with failure to perform replacement within 10 business days per §4.2.8.
6. IntegrateUs LLC is prepared to execute the contract immediately upon award notification and begin Delivery Order processing within the specified timeframes.

Company Name:	IntegrateUs LLC
Authorized Signatory:	<i>Sai Kumar</i>
Name and Title:	Sai Kumar, Manager
Date:	04/12/2026
FEIN:	45-3689374



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_2 Vendor Questions and Responses
Doc Description: WVDOT IT Temporary Staffing Services (81260081)			
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: VS0000051658
Vendor Name : INTEGRATEUS LLC
Address : 2900 N QUINLAN PARK RD STE 240
Street :
City : AUSTIN
State : TX **Country :** USA **Zip :** 78732
Principal Contact : Sai Kumar
Vendor Contact Phone: 512-948-3141 **Extension:**

FOR INFORMATION CONTACT THE BUYER

John W Estep
 304-558-2566
 john.w.estep@wv.gov

Sai Kumar

453689374

04/14/2026

**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	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_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: VS0000051658
Vendor Name : INTEGRATEUS LLC
Address : 2900 N QUINLAN PARK RD STE 240
Street :
City : AUSTIN
State : TX **Country :** USA **Zip :** 78732
Principal Contact : Sai Kumar
Vendor Contact Phone: 512-948-3141 **Extension:**

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

Sai Kumar
Vendor Signature X **453689374** **04/14/2026**
FEIN# **DATE**

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

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.

INTEGRATEUS LLC

Company

Sai Kumar

Authorized Signature

04/14/2026

Date

NOTE: This addendum acknowledgment 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_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 STE CHARLESTON WV 25305 US

VENDOR
Vendor Customer Code: VS0000051658
Vendor Name : INTEGRATEUS LLC
Address: 2900 N QUINLAN PARK RD STE 240
Street: AUSTIN
City:
State: TX Country: USA Zip: 78732
Principal Contact: Sai Kumar
Vendor Contact Phone: 512-948-3141 Extension:

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

<i>Sai Kumar</i>	45-3689374	04/12/2026
Vendor Signature X	FEIN#	DATE

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

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFO DOT260000079

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.

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Addendum Numbers Received:

(Check the box next to each addendum received)

- | | | | |
|-------------------------------------|----------------|----------------------------|-----------------|
| <input type="checkbox"/> 1 | Addendum No. 1 | <input type="checkbox"/> 1 | 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.

INTEGRATEUS LLC

Company

Sai Kumar

Authorized Signature

04/12/2026

Date

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