



West Virginia Purchasing Division

2019 Washington Street, East
Charleston, WV 25305
Telephone: 304-558-2306
General Fax: 304-558-6026
Bid Fax: 304-558-3970

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 2

List View

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

Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID: VS0000051418

Legal Name: Bluebix Solutions Inc

Alias/DBA:

Total Bid: \$960.55

Response Date: 04/14/2026

Response Time: 11:46

Responded By User ID: Bluebix

First Name: Tejaswini

Last Name: Venigalla

Email: sales@bluebixinc.com

Phone: 8887770933

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: 2

Total of All Attachments: 2



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

**State of West Virginia
 Solicitation Response**

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

Solicitation Closes	Solicitation Response	Version
2026-04-14 13:30	SR 0803 ESR04142600000007125	1

VENDOR
 VS0000051418
 Bluebix Solutions Inc

Solicitation Number: CRFQ 0803 DOT2600000079
Total Bid: 960.5499999999999545252649113 **Response Date:** 2026-04-14 **Response Time:** 11:46:02
Comments:

FOR INFORMATION CONTACT THE BUYER

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

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

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Mainframe Application Analyst				80.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: The rates provided herein represent the Year 1 bill rates (unit costs); all additional pricing details have been submitted separately in the Excel file titled Bluebix Solutions CRFQ DOT2600000079 Exhibit A Pricing Page.

Extended Description:
Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				64.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: The rates provided herein represent the Year 1 bill rates (unit costs); all additional pricing details have been submitted separately in the Excel file titled Bluebix Solutions CRFQ DOT2600000079 Exhibit A Pricing Page.

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				70.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: The rates provided herein represent the Year 1 bill rates (unit costs); all additional pricing details have been submitted separately in the Excel file titled Bluebix Solutions CRFQ DOT2600000079 Exhibit A Pricing Page.

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				65.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: The rates provided herein represent the Year 1 bill rates (unit costs); all additional pricing details have been submitted separately in the Excel file titled Bluebix Solutions CRFQ DOT2600000079 Exhibit A Pricing Page.

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				70.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: The rates provided herein represent the Year 1 bill rates (unit costs); all additional pricing details have been submitted separately in the Excel file titled Bluebix Solutions CRFQ DOT2600000079 Exhibit A Pricing Page.

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				65.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: The rates provided herein represent the Year 1 bill rates (unit costs); all additional pricing details have been submitted separately in the Excel file titled Bluebix Solutions CRFQ DOT2600000079 Exhibit A Pricing Page.

Extended Description:

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				40.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: The rates provided herein represent the Year 1 bill rates (unit costs); all additional pricing details have been submitted separately in the Excel file titled Bluebix Solutions CRFQ DOT2600000079 Exhibit A Pricing Page.

Extended Description:

PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Senior PC Programmer Analyst				43.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: The rates provided herein represent the Year 1 bill rates (unit costs); all additional pricing details have been submitted separately in the Excel file titled Bluebix Solutions CRFQ DOT2600000079 Exhibit A Pricing Page.

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				63.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: The rates provided herein represent the Year 1 bill rates (unit costs); all additional pricing details have been submitted separately in the Excel file titled Bluebix Solutions CRFQ DOT2600000079 Exhibit A Pricing Page.

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				62.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: The rates provided herein represent the Year 1 bill rates (unit costs); all additional pricing details have been submitted separately in the Excel file titled Bluebix Solutions CRFQ DOT2600000079 Exhibit A Pricing Page.

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				60.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: The rates provided herein represent the Year 1 bill rates (unit costs); all additional pricing details have been submitted separately in the Excel file titled Bluebix Solutions CRFQ DOT2600000079 Exhibit A Pricing Page.

Extended Description:

GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Senior GIS Database Administrator				64.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: The rates provided herein represent the Year 1 bill rates (unit costs); all additional pricing details have been submitted separately in the Excel file titled Bluebix Solutions CRFQ DOT2600000079 Exhibit A Pricing Page.

Extended Description:

Senior GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	GIS Architect				75.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: The rates provided herein represent the Year 1 bill rates (unit costs); all additional pricing details have been submitted separately in the Excel file titled Bluebix Solutions CRFQ DOT2600000079 Exhibit A Pricing Page.

Extended Description:

GIS Architect

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
14	GIS Application Developer				65.25

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: The rates provided herein represent the Year 1 bill rates (unit costs); all additional pricing details have been submitted separately in the Excel file titled Bluebix Solutions CRFQ DOT2600000079 Exhibit A Pricing Page.

Extended Description:

GIS Application Developer

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
15	Senior GIS Application Developer				71.05

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments: The rates provided herein represent the Year 1 bill rates (unit costs); all additional pricing details have been submitted separately in the Excel file titled Bluebix Solutions CRFQ DOT2600000079 Exhibit A Pricing Page.

Extended Description:

Senior GIS Application Developer



**Technical Proposal
West Virginia DOT (WVDOT)
CRFQ DOT2600000079
IT Temporary Staffing Services
Due Date: April 14, 2026**



Submitted by: Bluebix Solutions Inc.

POC: Tejaswini Venigalla

Email: sales@bluebixinc.com

Phone: 888 777 0933

FEIN: 84-2512447

Address: 7950 Legacy Dr Suite 400, Plano, TX 75024

Website: <https://www.bluebixinc.com/>



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1. Cover Letter

Date: April 14, 2026

Attn: John Estep
Purchasing Division
State of West Virginia
Department of Administration

Subject: *Bluebix Solutions Response to CRFQ DOT2600000079 – IT Temporary Staffing Services for WV DOT*

Dear John,

WV DOT requires a staffing partner that can consistently deliver qualified IT resources with speed, accuracy, and full compliance in a competitive, multi-vendor environment, Bluebix Solutions is positioned to execute this with proven discipline and measurable outcomes.

Bluebix understands that WV DOT requires a staffing partner capable of supporting a flexible, multi-vendor, task-order-driven environment, where success is determined by the ability to deliver qualified resources quickly, consistently, and at competitive cost across a diverse set of IT classifications. The Department's need to support both ongoing operations and project-based initiatives while managing budgetary constraints and fluctuating demand—requires a vendor that operates with speed, discipline, and measurable performance controls, rather than transactional recruitment practices.

WV DOT's requirements clearly emphasize:

- Rapid identification and submission of qualified candidates across specialized IT roles
- Strict adherence to role-specific qualification criteria and compliance requirements
- Ability to operate effectively within a multi-vendor, performance-ranked environment
- Consistent delivery across a wide range of technologies including legacy systems, database platforms, and GIS applications
- Workforce continuity with minimal disruption to agency operations

Bluebix's delivery model is intentionally designed to address these exact requirements. Bluebix will support WV DOT through a structured, SLA-driven staffing framework that treats each staffing request as a controlled service process. Our approach is built on a stage-gated recruitment lifecycle intake, sourcing, screening, evaluation, compliance verification, and submission ensuring that only fully qualified, verified, and assignment-ready candidates are presented. This directly aligns with WV DOT's need to reduce rework, improve candidate quality, and accelerate hiring timelines.

To meet WV DOT's expectation for responsiveness and speed, Bluebix leverages a hybrid sourcing model combining pre-vetted internal talent pipelines and targeted external sourcing, supported by modern Applicant Tracking Systems (ATS) and AI-enabled tools. This enables:

- Rapid identification of qualified candidates within defined timelines
- Consistent delivery across multiple IT classifications, including database administrators, programmers, analysts, and GIS specialists
- Scalable response to fluctuating demand across departments and projects

Bluebix recognizes that WV DOT's environment includes both legacy systems (e.g., mainframe, COBOL, DB2) and modern platforms, requiring access to niche and specialized talent. Our recruitment teams are aligned by skill domain, ensuring that sourcing, screening, and evaluation are conducted by



professionals with relevant technical understanding, resulting in higher submission accuracy and improved selection outcomes.

Equally critical to WVDOT's objectives is compliance and risk mitigation. Bluebix operates under a centralized compliance and workforce administration model, ensuring that all candidates meet required qualifications, documentation standards, and background verification requirements prior to assignment. This approach minimizes operational risk, ensures audit readiness, and supports WVDOT's governance and regulatory obligations.

In a multi-vendor contract environment where performance directly impacts work allocation, Bluebix differentiates itself through measurable service delivery and accountability. Our operations are governed by defined Service Level Agreements (SLAs) and Key Performance Indicators (KPIs), including:

- Rapid request acknowledgment and requirement validation
- Timely submission of interview-ready candidates
- High submission-to-interview acceptance ratios
- 100% compliance completion prior to start
- Defined replacement timelines to ensure workforce continuity

This performance-driven model ensures that WVDOT receives consistent, high-quality service that is transparent, trackable, and continuously improving over the life of the contract.

Bluebix also brings proven experience supporting state government agencies and multi-vendor staffing programs, demonstrating the ability to operate within structured procurement environments, coordinate with multiple stakeholders, and deliver across diverse role categories. This experience directly translates to WVDOT's requirements for a reliable partner capable of supporting statewide operations and evolving workforce needs.

In summary, Bluebix Solutions offers WVDOT a low-risk, high-performance staffing partner that combines:

- Speed of delivery through pre-built talent pipelines
- Quality assurance through structured screening and evaluation
- Compliance through centralized governance and audit-ready processes
- Scalability to support a wide range of IT roles and demand levels
- Performance accountability through SLA- and KPI-driven service delivery

Bluebix is fully prepared to support WVDOT in achieving its objective of maintaining a flexible, efficient, and high-performing IT workforce, while ensuring continuity of operations and alignment with the Department's technical and organizational priorities.

Yours sincerely,

Tejaswini Venigalla

Tejaswini Venigalla
President/Owner
888-777-0933
sales@bluebixinc.com
Bluebix Solutions Inc.

2. Corporate Experience & Past Performance

Bluebix Solutions has delivered staffing support across multiple state government agencies, including the State of Indiana, Florida, Tennessee, Idaho, North Dakota, and Georgia, providing talent across administrative, IT, programmatic, and specialized roles.



In Indiana, Bluebix supported agencies such as the Indiana Department of Correction (IN-IDOC) and Indiana Department of Health (IN-DOH) by placing Administrative Assistants, Program Coordinators, and Data Collection Staff responsible for operations support, stakeholder coordination, and structured data initiatives requiring high levels of accuracy and confidentiality.

In Florida and Tennessee, Bluebix provided IT, program support, and enterprise-level roles, ensuring alignment with government workflows, reporting structures, and agency timelines. Engagements in Idaho and North Dakota included delivery of IT, cybersecurity, and program support personnel, requiring strong compliance adherence, communication skills, and the ability to integrate into public-sector teams without disruption. In Georgia, Bluebix supported a state agency by staffing a Contract Administrator Specialist, a role requiring knowledge of public procurement processes, governance frameworks, and regulatory compliance.

Across these clients, Bluebix consistently performed end-to-end recruitment services, including candidate sourcing, screening, qualification validation, background verification, onboarding coordination, and ongoing workforce management. Each engagement required responsiveness to on-demand staffing needs, adherence to agency-specific compliance requirements, and coordination with multiple stakeholders across departments. This breadth of experience demonstrates Bluebix's ability to deliver high-quality, compliant staffing solutions across diverse government environments, directly aligning with WVDOT's requirement to support specialized IT roles, project-based staffing needs, and ongoing operational support across multiple divisions with consistency and reliability.

COMMERCIAL CLIENT EXPERIENCE ACROSS THE UNITED STATES

Beyond our government portfolio, Bluebix maintains an extensive and geographically diverse commercial client base spanning legal services, engineering, financial services, healthcare, construction, manufacturing, insurance, and technology. This breadth ensures that our talent pipelines are deep, current, and draw from a wide candidate pool of over 23,000 pre-vetted candidates in Virginia – an advantage when responding to WVDOT's need to source both niche IT skillsets (e.g., mainframe, database, GIS) and broader technical roles within defined timelines.

PRIVATE/COMMERCIAL SECTOR CLIENTS	
Gordon Rees Scully Mansukhani	Manufacturers Supplies Company
US Insurance agency	Ramji Law Group, PC
Frank, Hirsch, Subelsky and Freedman	Cascopet
Spacesmith	Jaftex Corporation
Meyer Consulting Engineers	Hershy Engineering and Consulting
INSURICA	Sagres Construction Corporation
Vessel Bridges & Murphy Law LLP	Erdman Automation
Kind Farm Services	Salt Creek Capital
Keystone Mills	ROBBINS Construction Group



Dental & Medical Counsel, PC	Outset Medical, Inc
Gibraltar Industries	Penn &ER
Price Benowitz, LLP	US Prosthetix
Randstad	Elevated Engineering

Bluebix’s combined public-sector and commercial experience reflects a delivery model built for scale, including:

- Experience supporting multi-agency and statewide staffing programs aligned with transportation and infrastructure environments
- Ability to fulfill diverse roles across IT, technical, administrative, and professional categories
- Proven success in on-demand staffing environments with fluctuating project and operational requirements
- Established processes for compliance, onboarding, and audit readiness
- Strong coordination with IT leadership, program managers, and operational stakeholders

These capabilities directly support WVDOT’s need to manage a high volume of IT staffing requests across divisions while maintaining service consistency, quality, and responsiveness in a multi-vendor environment.

BREADTH OF ROLES DELIVERED

Bluebix has successfully fulfilled a wide range of positions across multiple state government clients and enterprise staffing programs. The table below highlights representative roles delivered across categories, demonstrating direct alignment with WVDOT’s IT staffing classifications and related support functions:

Client / Positions	Category	State of Indiana	Randstad	State of Florida	State of Idaho	State of North Dakota	State of Georgia	State of Tennessee
		✓	✓	✓	✓	✓	✓	✓
Software Developer (Java / .NET / Full Stack)	IT	✓	✓	✓	✓	✓	✓	✓
Business Analyst		✓	✓	✓	✓	✓	✓	✓
Cybersecurity Analyst		✓		✓		✓	✓	
Applications Support Analyst			✓	✓	✓			✓
Mainframe Developer (COBOL / JCL)		✓				✓		✓
Network / Systems Administrator		✓		✓	✓		✓	
Help Desk / Desktop Support		✓	✓	✓	✓	✓	✓	✓
Behavioural Intervention Specialist	IT / PMO	✓	✓		✓			✓
Project Manager			✓	✓	✓	✓	✓	✓
Administrative Assistant	Administrative	✓		✓				✓
Executive Assistant		✓		✓		✓	✓	
Data Entry Clerk	Clerical			✓	✓			
Office Clerk		✓				✓		✓
Accountant / Financial Analyst	Finance		✓	✓		✓	✓	
Payroll Specialist		✓						



HR Generalist	Human Resources	✓	✓	✓	✓		✓	✓
Talent Acquisition Specialist		✓	✓	✓			✓	
Civil Engineer	Engineering	✓		✓	✓		✓	
Project Engineer		✓	✓			✓		✓
Civil Engineer (Transportation / Infrastructure Support)			✓		✓	✓		
Child Care Services Supervisor	Healthcare	✓	✓	✓		✓	✓	✓
Behavioral Intervention Specialist			✓		✓	✓		✓
Medical Assistant		✓			✓			
Procurement / Contract Specialist	Procurement	✓	✓	✓			✓	✓
Facilities / Maintenance Technician	Facilities	✓		✓	✓		✓	

TRANSFERABILITY TO WVDOT'S REQUIREMENTS

WVDOT's staffing program requires a partner capable of supporting IT roles across a wide range of classifications, with work assigned in a multi-vendor, task-order-driven, performance-based environment. Bluebix's prior experience is directly transferable to this model.

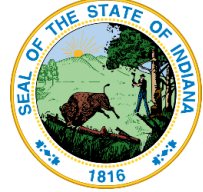
Our experience across state agencies and enterprise clients has prepared us to:

- Rapidly respond to high-volume, multi-category IT staffing requests across legacy and modern technology environments
- Deliver qualified candidates across database administration, application development, systems support, GIS, and technical support roles
- Operate within structured government processes, approvals, and compliance frameworks
- Maintain data confidentiality, documentation accuracy, and audit readiness
- Perform effectively within multi-vendor programs where speed, quality, and responsiveness determine success

Furthermore, Bluebix's access to a large, pre-screened talent network and established recruitment infrastructure enables us to quickly adapt to WVDOT's operational environment, ensuring timely fulfillment of both project-based and ongoing IT staffing needs. Our experience supporting statewide programs, multi-vendor contracts, and diverse technical role categories positions us as a high-readiness, low-risk partner capable of consistently meeting WVDOT's staffing objectives.

3. References

REFERENCE 1	
Client Point of Contact Email Phone	State of Indiana Anna Zelko, Sr. Account Manager Anna.Zelko@cai.io (317) 383-6778
Contract Summary	Bluebix Solutions Inc. supported the State of Indiana across multiple departments, including the Indiana Department of Correction (IN-IDOC) and Indiana Department of Health (IN-DOH), by providing temporary staffing services for administrative and program support roles. The engagement included positions such as Data Collection Staff, Administrative Assistants, and Program Coordinators, supporting critical state operations requiring accuracy, timeliness, and compliance.
Scope of Services Delivered	Bluebix provided full-cycle staffing services, including candidate sourcing, screening, onboarding, and workforce management. The team supported multiple concurrent staffing requests and ensured timely placement of qualified candidates aligned with role requirements and agency expectations.
Measurable Outcomes:	<ul style="list-style-type: none"> - Successfully filled 95%+ of staffing requests across multiple departments - Maintained an average time-to-submit of 24–48 hours for administrative roles - Achieved 90%+ assignment completion rate, ensuring workforce continuity - Maintained 100% compliance accuracy prior to candidate start dates - Delivered a submission-to-interview ratio of 2:1 to 3:1, reflecting candidate quality - Supported placement of 20+ personnel across roles including data collection, administrative, and program support - Achieved <5% early attrition rate, minimizing disruption to operations



REFERENCE 2	
Client Point of Contact Email Phone	CSU (via MSP – ShiftMed) Kristin Gunterman, MSP Account Manager kristin.gunterman@shiftmed.com (224) 955-7393
Contract Summary	Bluebix Solutions supported a one-year MSP engagement for CSU, delivering temporary staffing services across a broad range of functional areas, including information technology, healthcare, administrative support, general office operations, election support, security, finance and accounting, and medical roles. The engagement



Scope of Services Delivered

required coordination within a managed service provider (MSP) environment, ensuring compliance, responsiveness, and consistent service delivery across multiple job categories.

Measurable Outcomes:

Bluebix provided full-cycle staffing services, including sourcing, screening, onboarding, payroll administration, and workforce management across both technical and non-technical roles, while adhering to MSP guidelines and service-level expectations.

- Achieved 92%+ fill rate across diverse staffing categories
- Maintained average time-to-submit of 24–48 hours for administrative roles and 48–72 hours for technical roles
- Delivered a submission-to-interview ratio of 2:1 to 4:1, reflecting strong candidate quality
- Maintained 95%+ assignment completion rate across placements
- Ensured 100% compliance with MSP onboarding and documentation requirements
- Supported placement of 30+ professionals across IT, healthcare, and administrative roles
- Achieved <5% attrition rate during assignment period

REFERENCE 3

Client Point of Contact Email Phone

nextSource, Inc. (MSP Engagement)
 Rachel Harrington, Director – Supplier Partnerships
 rharrington@nextsource.com
 (646) 207-6492



Contract Summary

Bluebix Solutions supported a managed service provider (MSP) engagement through nextSource, delivering temporary staffing services across multiple functional areas, including information technology, healthcare, election support, security, finance and accounting, medical, and public works. The engagement required consistent delivery of qualified candidates within a structured, compliance-driven, multi-vendor environment.

Scope of Services Delivered

Bluebix provided full-cycle staffing services, including sourcing, screening, onboarding, payroll administration, and workforce management across both technical and non-technical roles, ensuring alignment with MSP requirements and client expectations.

Measurable Outcomes:

- Achieved 90%+ fill rate across multi-functional staffing categories
- Maintained average time-to-submit of 24–48 hours for administrative roles and 48–72 hours for technical roles
- Delivered a submission-to-interview ratio of 2:1 to 4:1, ensuring high candidate quality
- Maintained 93%+ assignment completion rate across placements
- Ensured 100% compliance with MSP onboarding, documentation, and audit requirements



- Supported placement of 25+ professionals across IT, healthcare, and operational roles
- Achieved <6% attrition rate, ensuring workforce stability



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

(Printed Name and Title) Tejaswini Venigalla, President/Owner

(Address) 7950 Legacy Dr Suite 400, Plano, TX 75024

(Phone Number) / (Fax Number) 888-777-0933 / (945) 294-2737

(email address) sales@bluebixinc.com

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

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

Bluebix Solutions Inc

(Company) Tejaswini Venigalla

(Signature of Authorized Representative) Tejaswini Venigalla, President/Owner

(Printed Name and Title of Authorized Representative) (Date) 888-777-0933 / (945) 294-2737

(Phone Number) (Fax Number) sales@bluebixinc.com

(Email Address)

Revised 8/24/2023



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.

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.

Bluebix Solutions Inc

Company

Tejaswini Venigalla


Authorized Signature

April 14, 2026

Date

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

Addendum 2

	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 Doc Description: WVDOT IT Temporary Staffing Services (81260081)	Reason for Modification: ADDENDUM NO_2 Vendor Questions and Responses								
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<table border="1"> <thead> <tr> <th>Date Issued</th> <th>Solicitation Closes</th> <th>Solicitation No</th> <th>Version</th> </tr> </thead> <tbody> <tr> <td>2026-03-31</td> <td>2026-04-14 13:30</td> <td>CRFQ 0803 DOT2600000079</td> <td>3</td> </tr> </tbody> </table>	Date Issued	Solicitation Closes	Solicitation No	Version	2026-03-31	2026-04-14 13:30	CRFQ 0803 DOT2600000079	3	
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
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VENDOR Vendor Customer Code: VS0000051418 Vendor Name : Bluebix Solutions Inc Address : 7950 Legacy Dr Suite 400, Plano, TX 75024 Street : 7950 Legacy Dr Suite 400 City : Plano State : TX Country : USA Zip : 75024 Principal Contact : Tejaswini Venigalla Vendor Contact Phone: 888-777-0933 Extension: NA
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FOR INFORMATION CONTACT THE BUYER John W Estep 304-558-2566 john.w.estep@wv.gov

Tejaswini Venigalla Vendor Signature X	84-2512447 FEIN#	April 14, 2026 DATE
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All offers subject to all terms and conditions contained in this solicitation



ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ DOT2600000079

Instructions: Please acknowledge receipt of all addenda issued with this solicitation by completing this addendum acknowledgment form. Check the box next to each addendum received and sign below. Failure to acknowledge the addenda may result in bid disqualification.

Acknowledgment: I hereby acknowledge receipt of the following addenda and have made the necessary revisions to my proposal, plans and/or specification, etc.

Addendum Numbers Received:

(Check the box next to each addendum received)

- | | |
|--|--|
| <input type="checkbox"/> Addendum No. 1 | <input type="checkbox"/> Addendum No. 6 |
| <input checked="" type="checkbox"/> Addendum No. 2 | <input type="checkbox"/> Addendum No. 7 |
| <input type="checkbox"/> Addendum No. 3 | <input type="checkbox"/> Addendum No. 8 |
| <input type="checkbox"/> Addendum No. 4 | <input type="checkbox"/> Addendum No. 9 |
| <input type="checkbox"/> Addendum No. 5 | <input type="checkbox"/> Addendum No. 10 |

I understand that failure to confirm the receipt of the addenda may be cause for rejection of this bid. I further understand that that any verbal representation made or assumed to be made during any oral discussion held between Vendor's representatives and any state personnel is not binding. Only the information issued in writing and added to the specifications by an official addendum is binding.

Bluebix Solutions Inc

Company

Tejaswini Venigalla

Authorized Signature

April 14, 2026

Date

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

5. Role of the Account Manager & Governance Structure

Bluebix Solutions will assign Ron Miller, Account Manager, as the dedicated Project Manager for the WVDOT contract. In this role, he will serve as the Department’s primary day-to-day point of contact and will be fully responsible for managing contract performance, recruitment delivery, personnel coordination, issue resolution, and ongoing communication with WVDOT’s designated Project Manager, IT leadership, and hiring managers. In accordance with the CRFQ, the Project Manager will function as the main contact for all staffing and contractual matters and will ensure that WVDOT requirements are translated into organized, timely, and accountable service delivery.

If the Project Manager is unavailable at any time, Suresh Mani, Executive Sponsor, will serve as the designated substitute and backup to ensure uninterrupted contract oversight and continuity of communication.



The assigned Project Manager’s role is operational, administrative, and strategic. At the beginning of the contract, Ron Miller will lead the kick-off meeting with WVDOT within the required timeframe after award, alongside Bluebix leadership as needed. Following contract start, the Project Manager will oversee all intake meetings and staffing request coordination. Whenever WVDOT submits a request for IT temporary staff, Ron Miller will review the request, validate it against the relevant role requirements, confirm minimum qualifications, clarify work location and scheduling requirements, and ensure alignment on any special screening, background, or assignment conditions before sourcing begins. For standard roles, this coordination may occur through email and ATS-driven workflow; for more specialized or technical positions (e.g., mainframe, database, GIS, or infrastructure roles), the Project Manager will coordinate directly with WVDOT hiring managers to ensure full alignment with the Department’s technical and operational requirements.

The Project Manager will also coordinate all recruitment execution and personnel management activities under the contract. This includes assigning requisitions to the delivery team, monitoring sourcing progress, ensuring candidates meet WVDOT’s qualification requirements, verifying that resumes are complete and accurate, coordinating interviews, following up with candidates, and tracking status through submission, selection, onboarding, and assignment start. Because WVDOT’s contract requires responsiveness across multiple IT classifications in a multi-vendor environment, the Project Manager acts as the central control point that ensures each request progresses with the required speed, documentation, and quality control.

Ron Miller’s background in full-cycle recruitment, high-volume staffing environments, VMS-driven delivery, and state-government staffing programs directly supports this responsibility. He has more than 12 years of U.S. recruitment and account management experience, with demonstrated experience supporting public-sector clients, coordinating compliant submissions, managing end-to-end hiring workflows, and aligning recruitment execution with client timelines and operational objectives.

A critical part of the Project Manager’s responsibility is coordination with WVDOT throughout active assignments. Ron Miller will maintain regular communication with WVDOT stakeholders to review staffing progress, resolve open issues, confirm interview outcomes, coordinate start dates, monitor assignment status, and anticipate upcoming staffing needs. He will also participate in regular coordination meetings with WVDOT personnel, as appropriate, to review workforce performance, address concerns, and support continuity planning. This continuous coordination ensures that Bluebix is not only responding to active work orders, but also supporting WVDOT’s broader IT workforce continuity and project delivery needs over the life of the contract.

The Project Manager will further be responsible for performance review and workforce continuity management. If WVDOT identifies attendance, conduct, or performance concerns with any assigned temporary employee, Ron Miller will serve as the first point of escalation, coordinating directly with the Department to assess the issue, document it, and determine appropriate corrective action. Where appropriate, he will work collaboratively with WVDOT stakeholders to stabilize the assignment. If WVDOT requests removal or replacement of a temporary worker, the Project Manager will immediately initiate replacement procedures, coordinate transition timing, and ensure minimal disruption to Department operations. This includes activating the replacement pipeline, overseeing screening and compliance steps for the new candidate, and coordinating offboarding requirements such as return of state-issued property and closeout of assignment records. In this way, the Project Manager is responsible not only for filling positions, but also for maintaining continuity and service stability across each assignment.

Another key responsibility of the assigned manager is contract administration and compliance coordination. Ron Miller will ensure that all required processes are followed for candidate screening, background checks, employment and education verification, interview coordination, timesheet workflow, and documentation retention. He will monitor SLA performance, track open work orders, maintain visibility into candidate pipelines, and ensure that WVDOT reporting and operational requests are handled promptly. His experience with ATS and VMS platforms, including CEIPAL, JobDiva, iCIMS, Bullhorn, Beeline, Vector VMS, and others, positions him to effectively manage high-volume, process-driven staffing environments that require responsiveness, documentation accuracy, and audit readiness. His experience supporting state-government staffing programs further demonstrates his ability to coordinate complex requirements in public-sector environments.

Ron Miller – Account Manager	
Qualification Details	
Proposed Role for the County	Account Manager responsible for work order coordination and candidate delivery.
Years of Experience	12+ years in U.S. recruitment and client account management.
Core Expertise	Full-cycle recruitment, workforce planning, candidate sourcing, VMS-driven staffing.
Government Experience	Supported staffing programs for Georgia, Florida, Iowa, Tennessee, Oregon, and Michigan.
Technology Platforms	CEIPAL, JobDiva, Bullhorn, Beeline, Covendis, Vector VMS.
Responsibilities	Requirement intake, candidate submissions, interview coordination, compliance documentation.
Education	Bachelor of Engineering – Electronics & Communications.

EXECUTIVE OVERSIGHT AND BACKUP COVERAGE – SURESH MANI

To ensure leadership continuity and uninterrupted support, Bluebix will assign Suresh Mani as the designated backup and Executive Sponsor for this contract. If the Project Manager is unavailable, Suresh Mani will immediately step in as substitute point of contact for WVDOT. In addition to serving as backup coverage, he will provide executive oversight for overall contract performance, escalation

management, and strategic client support. His role ensures that WVDOT has access not only to day-to-day delivery leadership, but also to executive-level attention for high-priority concerns, service escalations, or broader contract coordination matters.

Suresh Mani is well qualified to serve in this role based on his experience in business development, client engagement, proposal management, and public-sector workforce solution support. As Director of Business Development at Bluebix Solutions, he has extensive experience managing responses to RFPs and RFQs, supporting vendor onboarding, coordinating internal teams to meet scope, schedule, and budget requirements, and supporting staffing engagements for state-level clients. His background demonstrates strong capability in client relationship management, internal coordination, escalation handling, and aligning staffing solutions with contractual obligations.

Suresh Mani – Executive Sponsor	
Qualification Details	
Proposed Role for the County	Executive Sponsor providing executive oversight, strategic direction, and contract governance.
Years of Experience	15+ years in business development, enterprise client management, and public sector engagement.
Core Expertise	Government contract engagement, workforce solutions strategy, proposal development, enterprise sales leadership.
Public Sector Experience	Supported workforce initiatives for U.S. state-level clients including Georgia, Texas, and Michigan.
Responsibilities	Executive oversight, performance monitoring, contract compliance, escalation management.
Key Achievements	Led enterprise client engagements exceeding \$30M and expanded public sector staffing services.
Education	MBA – Marketing Management; Bachelor of Engineering – Mechanical Engineering.

Together, the Project Manager and Executive Sponsor provide WVDOT with both day-to-day operational control and executive-level continuity. Ron Miller will manage the daily workflow of the contract, including staffing requests, candidate submissions, interviews, performance follow-up, compliance tracking, replacement actions, and ongoing coordination with WVDOT personnel. Suresh Mani will provide backup coverage, support escalations, and ensure that Bluebix’s internal recruiting, compliance, and leadership teams remain aligned with WVDOT’s expectations. This two-level governance structure ensures that no Department request depends on a single individual and that all staffing, personnel, and contractual matters receive consistent attention throughout the contract term.

In practical terms, this means WVDOT will have a clearly identified manager to oversee kick-off meetings, intake coordination, candidate delivery, performance reviews, workforce continuity planning, replacement requests, issue escalation, and routine contract communication supported by an executive backup who can step in without disruption. This structure provides accountability, responsiveness, and service stability, while giving WVDOT confidence that Bluebix has assigned qualified leadership capable of managing both the operational and contractual demands of the engagement.

6. Knowledge and Application of Recognized Industry Standards

Bluebix Solutions delivers staffing services to Arlington County through a compliance-driven, standards-aligned service model that incorporates recognized industry best practices across recruitment, workforce management, compliance, data security, and performance governance. Our approach ensures that all staffing activities are not only efficient and scalable, but also consistent, auditable, and aligned with public-sector expectations.

Bluebix applies these standards across the full lifecycle of service delivery from sourcing and screening to onboarding, workforce management, and replacement ensuring that Arlington County receives services that meet both regulatory requirements and industry benchmarks for quality and accountability.

Industry Standard Area	Bluebix Application (Tools, Practices, and Controls)
Structured Recruitment & Talent Acquisition Standards	Bluebix applies full-cycle recruitment best practices using a standardized intake-to-submission workflow managed through ATS platforms such as JobDiva and AI-enabled tools such as Leelu.ai. Each requisition is validated against WVDOT role requirements and technical specifications, followed by criteria-based screening, structured recruiter evaluation, and documented submission workflows with audit trails. This ensures consistent delivery of qualified IT candidates across specialized roles such as developers, DBAs, GIS analysts, and infrastructure support personnel.
EEO, DEI & Bias Mitigation Standards	Bluebix enforces Equal Employment Opportunity (EEO) policies and structured, bias-controlled hiring practices, including blind resume screening (when requested), standardized submission formats, and criteria-based evaluation scoring. Sourcing is conducted through LinkedIn Recruiter, Indeed, Dice, and CareerBuilder, supported by inclusive outreach strategies. These controls ensure equitable candidate evaluation while supporting WVDOT's workforce diversity and compliance objectives.
Background Screening & Verification (FCRA-Compliant)	Bluebix follows FCRA-aligned screening protocols including criminal background checks, employment verification, education verification, and reference validation. All screening workflows are tracked and documented for audit readiness, ensuring that all personnel provided to WVDOT meet required qualifications and compliance standards prior to assignment.
Workforce Management (Employer-of-Record Model)	Bluebix operates under an Employer-of-Record (EOR) framework ensuring W2 classification, payroll processing, tax compliance, and adherence to federal and West Virginia labor laws. Workforce administration is supported by tools such as Gusto, ensuring accurate payroll, benefits administration, and regulatory compliance.
Service Delivery & SLA Management Standards	Bluebix manages staffing delivery using defined SLA and KPI frameworks including ≤4-hour acknowledgment, 1–2 day requirement validation, 100% compliance completion, and structured performance reporting. Performance is tracked through ATS dashboards and internal reviews, ensuring responsiveness and accountability aligned with WVDOT's expectations for timely and high-quality staffing delivery.
VMS & Multi-Vendor Program Compliance	Bluebix operates effectively within VMS and multi-vendor environments using platforms such as Beeline, Vector VMS, Covendis, IQ Navigator, and others. This experience ensures structured submissions, adherence to procurement protocols, and consistent

	performance in competitive, task-order-driven environments such as WVDOT’s staffing program.
Data Security & Confidentiality Standards	Bluebix enforces data protection controls including role-based access, NDAs, secure ATS environments, and controlled document handling. Additional safeguards are applied for roles involving sensitive systems or data, ensuring that WVDOT information is protected in accordance with public-sector data security expectations.
Technology-Enabled Recruitment & AI Support	Bluebix leverages AI-enabled tools such as Leelu.ai for semantic matching, candidate rediscovery, and data consistency checks, enhancing sourcing efficiency and candidate quality while maintaining recruiter-led evaluation and decision-making.
Continuous Improvement & Quality Assurance	Bluebix applies a continuous improvement framework including SLA/KPI reviews, CSAT feedback collection, root-cause analysis, and process optimization to ensure ongoing service enhancement and alignment with WVDOT’s evolving staffing needs.

This structured approach aligns with quality management principles similar to ISO 9001, ensuring repeatability, accuracy, and continuous improvement across all staffing activities. Bluebix also integrates regulatory and compliance standards directly into its delivery model. Background screening processes are aligned with Fair Credit Reporting Act (FCRA) requirements and include comprehensive verification steps such as criminal checks, employment and education verification, and reference validation. In parallel, workforce management is handled through a compliant Employer-of-Record (EOR) framework, ensuring adherence to federal and West Virginia labor laws, proper worker classification, and payroll compliance. These practices collectively ensure that all personnel provided to WVDOT are fully vetted, compliant, and assignment-ready prior to start.

In support of WVDOT’s workforce objectives, Bluebix applies EEOC-aligned hiring practices and bias mitigation controls, including structured evaluation frameworks, standardized submission formats, and optional blind resume screening. These controls ensure that hiring decisions are based solely on qualifications and competencies, while also supporting inclusive and equitable hiring practices.

From an operational standpoint, Bluebix follows industry-standard SLA and KPI management frameworks to govern service delivery. Performance is continuously monitored through defined metrics such as response time, candidate quality, and compliance completion rates, all tracked through centralized systems and reviewed through structured governance processes. This approach ensures accountability, transparency, and alignment with the performance expectations typical of multi-vendor public-sector staffing programs such as WVDOT.

Data protection and confidentiality are managed through practices aligned with ISO 27001 principles, including role-based access controls, secure systems, and strict confidentiality protocols. These safeguards ensure that all candidate and WVDOT data is handled securely and responsibly, minimizing exposure to data risks.

Finally, Bluebix incorporates a continuous improvement framework driven by SLA performance analysis, stakeholder feedback (CSAT), and root-cause evaluation. This ensures that processes remain dynamic and continuously optimized based on performance data and WVDOT feedback, resulting in ongoing improvements in service quality, efficiency, and responsiveness.

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	\$80.25	\$85.25	\$90.25	\$95.25	\$730,080.00
4.1.2	Mainframe Application Analyst	2080	EA	\$64.25	\$69.25	\$74.25	\$79.25	\$596,960.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$70.25	\$75.25	\$80.25	\$85.25	\$646,880.00
4.1.4	Application Oracle Database Administrator	2080	EA	\$65.25	\$70.25	\$75.25	\$80.25	\$605,280.00
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$70.25	\$75.25	\$80.25	\$85.25	\$646,880.00
4.1.6	Application DB2 Database Administrator	2080	EA	\$65.25	\$70.25	\$75.25	\$80.25	\$605,280.00
4.1.7	PC Programmer Analyst	2080	EA	\$40.25	\$45.25	\$50.25	\$55.25	\$397,280.00
4.1.8	Senior PC Programmer Analyst	2080	EA	\$43.25	\$48.25	\$53.25	\$58.25	\$422,240.00
4.1.9	Application SQL Server Database Administrator	2080	EA	\$63.25	\$68.25	\$73.25	\$78.25	\$588,640.00
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$62.25	\$67.25	\$72.25	\$77.25	\$580,320.00
4.1.11	GIS Database Administrator	2080	EA	\$60.25	\$65.25	\$70.25	\$75.25	\$563,680.00
4.1.12	Senior GIS Database Administrator	2080	EA	\$64.25	\$69.25	\$74.25	\$79.25	\$596,960.00
4.1.13	GIS Architect	2080	EA	\$75.25	\$80.25	\$85.25	\$90.25	\$688,480.00
4.1.14	GIS Application Developer	2080	EA	\$65.25	\$70.25	\$75.25	\$80.25	\$605,280.00
4.1.15	Senior GIS Application Developer	2080	EA	\$71.05	\$76.05	\$81.05	\$86.05	\$653,536.00
Grand Total								\$730,080.00