



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 @ 7

List View

- General Information
- Contact
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- Document Information
- Clarification Request

Procurement Folder: 1886131

Procurement Type: Central Master Agreement

Vendor ID: VS0000051695

Legal Name: Volantsoft Inc

Alias/DBA: Volantsoft Inc

Total Bid: \$12,028,640.00

Response Date: 04/14/2026

Response Time: 13:21

Responded By User ID: volantsoft

First Name: Anil

Last Name: Yarlagadda

Email: anil@volantsoft.com

Phone: 4699956855

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: 7

Total of All Attachments: 7

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Mainframe Application Analyst				815360.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior Mainframe Application Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Mainframe Application Analyst				732160.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

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				773760.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

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				730080.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

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				815360.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

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				732160.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Application DB2 Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	PC Programmer Analyst				732160.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

PC Programmer Analyst

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Senior PC Programmer Analyst				773760.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

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				688480.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

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				815360.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

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				815360.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Senior GIS Database Administrator				898560.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior GIS Database Administrator

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	GIS Architect				1029600.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

GIS Architect

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
14	GIS Application Developer				773760.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

GIS Application Developer

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
15	Senior GIS Application Developer				902720.00

Comm Code	Manufacturer	Specification	Model #
80111609			

Commodity Line Comments:

Extended Description:

Senior GIS Application Developer

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	US	CHARLESTON	WV	US

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Architect

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Application Developer

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Application Developer

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

SOLICITATION NUMBER: CRFQ DOT2600000079

Addendum Number: 2

The purpose of this addendum is to modify the solicitation identified as CRFQ DOT2600000079 Solicitation” to reflect the change(s) identified and described below.

Applicable Addendum Category:

- Modify bid opening date and time
- Modify specifications of product or service being sought
- Attachment of vendor questions and responses
- Attachment of pre-bid sign-in sheet
- Correction of error
- Other

Additional Documentation:

Attach Vendor Questions and Responses

Terms and Conditions:

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

WVDOT CRFQ DOT26*79 WVDOT IT Temporary Staffing Services

Question 1: Who are previous incumbents on this project?

Answer 1:

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

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

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

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

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

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

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

Answer 2:

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

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

Answer 3:

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

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

Answer 4:

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

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

Answer 5:

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

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

Answer 6:

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

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

Answer 7:

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

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

Answer 8:

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

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

Answer 9:

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

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

Answer 10:

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

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

Answer 11:

Refer to the response for Question 1.

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

Answer 12:

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

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

Answer 13:

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

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

Answer 14:

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

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

Answer 15:

Vendors should review section 4.3.1 for information regarding ordering procedures.

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

Answer 16:

Please refer to the response to Question 15.

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

Answer 17:

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

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

Answer 18:

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

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

Answer 19:

Refer to the response to Question 14.

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

Answer 20:

Refer to section 6 in the Instructions to Vendors document.

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

Answer 21:

Please refer to the response to Question 2.

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

Answer 22:

Please refer to the response to Question 1.

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

Answer 23:

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

Question 24: What is the overall budget?

Answer 24:

Please refer to the response to Question 3.

Question 25: How many vendors will be awarded?

Answer 25:

Please refer to the response to Question 8.

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

Answer 26:

Please refer to the response to Question 1.

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

Answer 27:

Please refer to the response to Question 14.

Question 28: Can we submit our response via email?

Answer 28:

Refer to section 6 in the Instructions to Vendors document.

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

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

Answer 29:

Please refer to the response to Question 12.

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

Answer 30:

Please refer to the response to Question 8.

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

Answer 31:

Please refer to the response to Question 2.

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

Answer 32:

Please refer to the response to Question 16.

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

Answer 33:

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

Question 34: Please provide the evaluation criteria.

Answer 34:

Please refer to the response to Question 23.

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

Answer 35:

Please refer to the response to Question 1.

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

Answer 36:

Please refer to the response to Question 7.

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

Answer 37:

Please refer to the response to Question 2.

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

Answer 38:

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

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

Answer 39:

Please refer to the response to Question 1.

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

Answer 40:

Please refer to the response to Question 15.

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

Answer 41:

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

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

Answer 42:

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

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

Answer 43:

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

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

Answer 44:

See response to Question 43.

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

Answer 45:

See response to Question 43.

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

Answer 46:

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

Question 47: What are the reporting requirements?

Answer 47:

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

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

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

Answer 48:

Please refer to the response to Question 33.

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

Answer 49:

Please refer to the response to Question 14.

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

Answer 50:

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

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

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

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

Answer 51:

These are two separate classifications.

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

Answer 52:

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

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

Answer 53:

Please refer to the response to Question 14.

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

Answer 54:

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

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

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

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

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

Answer 55:

Vendors should review section 4.2 for details outlining documentation requirements.

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

Answer 56:

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

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

Answer 57:

Please refer to the response to Question 14.

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

Answer 58:

Please refer to the response to Question 54.

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

Answer 59:

Please refer to the response to Question 3.

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

Answer 60:

Please refer to the response to Questions 1 and 2.

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

Answer 61:

Please refer to the response to Question 33.

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

Answer 62:

Please refer to the response to Question 14.

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

Answer 63:

Please refer to the response to Question 1.

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

Answer 64:

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

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

Answer 65:

Please refer to the response to Question 14.

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

Answer 66:

Please refer to the response to Question 23.

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

Answer 67:

Please refer to the response to Question 14.

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

Answer 68:

Please refer to the response to Question 14.

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

Answer 69:

Please refer to the response to Question 14.

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

Answer 70:

See response to Question 51.

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

Answer 71:

The intent is to award a multi-vendor contract.

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

Answer 72:

Please refer to the response to Question 42.

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

Answer 73:

Please refer to the response for Question 61.

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

Answer 74:

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

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

Answer 75:

Certificate of Insurance is required upon award.

Question 76: Could you please confirm the Budget?

Answer 76:

Please refer to the response to Question 3.

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

Answer 77:

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

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

Answer 78:

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

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

Answer 79:

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

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

Answer 80:

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

Question 81: Is there a preference for local vendors?

Answer 81:

Please refer to the response to Question 23.

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

Answer 82:

Please refer to the response to Question 1.

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

Answer 83:

Please refer to the response to Question 14.

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

Answer 84:

This is unknown. Refer to response to Question 18.

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

Answer 85:

Please refer to the response to Question 6.

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

Answer 86:

Please refer to the response for Question 33.

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

Answer 87:

Please refer to the response to Question 15.

Question 88: What is the average duration of assignments?

Answer 88:

Please refer to the response to Question 15.

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

Answer 89:

Please refer to the response to Question 3.

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

Answer 90:

Please refer to the response to Question 23.

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

Answer 91:

Please refer to the response to Question 5.

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

Answer 92:

Please refer to the response to Question 15.

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

Answer 93:

Please refer to Item 40 in the Terms and Conditions.

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

Answer 94:

Please refer to the response to Question 43.

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

Answer 95:

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

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

Answer 96:

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

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

Answer 97:

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

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

Answer 98:

Please refer to the response to Question 10.

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

Answer 99:

Please refer to the response to Question 1.

Question 100: Could you please share current Suppliers pricing?

Answer 100:

Please refer to the response to Question 2.

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

Answer 101:

Please refer to the response to Question 2.

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

Answer 102:

Please refer to the response to Question 1.

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

Answer 103:

Please refer to the response to Question 1.

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

Answer 104:

Please refer to the response to Question 1.

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

Answer 105:

Please refer to the response to Question 3.

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

Answer 106:

Please refer to the response to Question 15.

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

Answer 107:

Please refer to the response to Question 15.

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

Answer 108:

Please refer to the response to Question 4.

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

Answer 109:

Please refer to Section 4.2 in the Specifications.

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

Answer 110:

Please refer to Item 4.2 of the Specifications

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

Answer 111:

Please refer to the response to Question 14.

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

Answer 112:

Please refer to the response to Question 14.

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

Answer 113:

Please refer to the response to Question 14.

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

Answer 114:

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

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

Answer 115:

Please refer to the response to Question 70.

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

Answer 116:

Please refer to the response to Question 14.

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

Answer 117:

Please refer to the response to Question 9.

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

Answer 118:

Please refer to the response to Question 3.

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

Answer 119:

Please refer to the response to Question 15.

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

Answer 120:

Please refer to the response for Question 1.

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

Answer 121:

Please refer to the response for Questions 1 and 2.

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

Answer 122:

Please refer to the response to Question 33.

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

Answer 123:

Please refer to the response for Question 61.

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

Answer 124:

Please refer to the response to Question 14.

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

Answer 125:

Please refer to the response for Question 14.

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

Answer 126:

Please refer to the response to Question 14.

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

Answer 127:

Please refer to the response to Question 23.

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

Answer 128:

Please refer to the response to Question 110.

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

Answer 129:

Please refer to the response to Question 110.

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

Answer 130:

Please refer to the response to Question 14.

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

Answer 131:

Please refer to the response for Question 20.

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

Answer 132:

Please refer to the response for Question 20.

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

Answer 133:

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

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

Answer 134:

Please refer to the response for Question 133.

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

Answer 135:

Please refer to the response for Question 13.

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

Answer 136:

Please refer to the response for Question 12.

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

Answer 137:

Please refer to the response for Question 3.

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

Answer 138:

Please refer to the response for Question 1.

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

Answer 139:

Please refer to the response for Question 2.

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

Answer 140:

Please refer to the response for Question 110.

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

Answer 141:

Please refer to the response for Question 13.

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

Answer 142:

Please refer to the response for Question 14.

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

Answer 143:

Please refer to the response for Questions 13 and 14.

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

Answer 144:

Please refer to the response for Question 3.

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

Answer 145:

Please refer to the response for Questions 1 and 2.

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

Answer 146:

Please refer to the response for Question 8.

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

Answer 147:

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

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

Answer 148:

Please refer to the response for Question 14.

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

Answer 149:

Please refer to the response for Question 110.

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

Answer 150:

Please refer to the response for Question 110.

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

Answer 151:

Vendors should review section 8 for information regarding travel.

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

Answer 152:

Please refer to the response for Question 16.

Question 153: Are there any incumbents for this position?

Answer 153:

Please refer to the response for Question 1.

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

Answer 154:

Please refer to the response for Question 1.

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

Answer 155:

Please refer to the response to Question 23.

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

Answer 156:

Please refer to Item 15 of the Terms and Conditions.

Question 157: Is any local preference given?

Answer 157:

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

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

Answer 158:

Yes.

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

Answer 159:

Please refer to the response to Question 14.

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

Answer 160:

Please refer to the response for Question 3.

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

Answer 161:

Please refer to the response for Question 42.

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

Answer 162:

Please refer to the response for Question 20.

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

Answer 163:

Please refer to the response for Question 151.

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

Answer 164:

Please refer to the response for Question 43.

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

Answer 165:

Please refer to the response for Question 23.

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

Answer 166:

Please refer to the response to Question 23.

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

Answer 167:

Please refer to the response to Question 8.

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

Answer 168:

Please refer to the response for Questions 2 and 3.

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

Answer 169:

Please refer to the response for Question 18.

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

Answer 170:

Please refer to the response for Question 6.

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

Answer 171:

Please refer to the response for Question 16.

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

Answer 172:

Please refer to the response for Question 61.

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

Answer 173:

Please refer to the response for Question 16.

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

Answer 174:

Please refer to Section 4.3 of the Specifications.

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

Answer 175:

Please refer to the response for Question 18.

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

Answer 176:

Please refer to the response for Question 8.

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

Answer 177:

Please refer to the response for Questions 5 and 23.

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

Answer 178:

Please refer to the response for Question 3.

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

Answer 179:

Please refer to the response for Question 23.

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

Answer 180:

Please refer to the response for Question 23.

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

Answer 181:

Please refer to the response for Question 109.

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

Answer 182:

Please refer to the response for Question 61.

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

Answer 183:

Please refer to the response for Question 97.

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

Answer 184:

Please refer to Section 3 of the Specifications.

Question 185: Please confirm the maximum number of awards.

Answer 185:

Please refer to the response to Question 8.

Question 186: What is the estimated budget?

Answer 186:

Please refer to the response for Question 3.

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

Answer 187:

Please refer to the response for Question 1.

Question 188: What was the previous spent?

Answer 188:

Please refer to the response for Question 2.

Question 189: What is the duration of the assignments?

Answer 189:

Please refer to the response to Question 16.

Question 190: Are there any pain points with Incumbents?

Answer 190:

Please refer to the response to Question 7.

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

Answer 191:

Please refer to the response to Question 8.

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

Answer 192:

Please refer to the response to Question 23.

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

Answer 193:

Please refer to the response to Question 23.

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

Answer 194:

Please refer to the response to Question 8.

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

Answer 195:

Please refer to the response to Question 1.

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

Answer 196:

Please refer to the response to Question 14.

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

Answer 197:

Please refer to the response for Question 109.

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

Answer 198:

Please refer to the response to Question 20.

Question 199: With respect to position 4.1.10 Senior Application SQL Server Database Administrator, there is different position mentioned in Pricing (in 4.1.10 Senior Application Oracle Database Administrator) which one should be considered?

Answer 199:

Please refer to the response for Question 51.

Question 200: What is the Format of submission, which sections should we address in our response?

Answer 200:

Please refer to the response to Question 14.

Question 201: Will services be required onsite, hybrid or remote?

Answer 201:

Please refer to the response for Question 33.

Question 202: Are Reciprocal Preference, Small, Women-Owned, Or Minority-owned Business preference applicable for this Request for Quotation, if we don't qualify for any preference can we perform subcontracting with Small, WO, MO businesses?

Answer 202:

Please refer to the response for Question 156.

Question 203: Is local office required for this contract?

Answer 203:

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

Question 204: Could you please clarify the response format of the CRFQ?

Answer 204:

Please refer to the response to Question 12.

Question 205: There are no specific instruction provided for " Technical Proposal", could you please specify?

Answer 205:

Please refer to the response to Question 14.

Question 206: Do we need to provide pricing in the excel provided as well?

Answer 206:

Please refer to the response to Question 20.

Question 207: Or should the pricing be submitted on the portal only?

Answer 207:

Please refer to the response to Question 20.

Question 208: Is it a re-bid or a new contract?

Answer 208:

Please refer to the response for Question 1.

Question 209: If, re-bid please could you share the historical spend?

Answer 209:

Please refer to the response for Question 2.

Question 210: Could you please share the incumbent names?

Answer 210:

Please refer to the response for Question 1.

Question 211: Are there any pain points in the current contract?

Answer 211:

Please refer to the response for Question 7.

Question 212: Is sub-contracting allowed under this contract?

Answer 212:

Please refer to the response for Question 80.

Question 213: Is there any VISA restriction for the contract?

Answer 213:

Vendors should review section 4.2.5 regarding citizenship and working eligibility.

Question 214: Could you please specify the reference requirements?

Answer 214:

Please refer to the response for Question 14.

Question 215: For section 3.2, "Vendors must provide documentation to indicate that their company meets this requirement prior to award; however, bidders may include this

documentation with their bid." Could you please clarify what documentation will suffice this requirement? Do we need to submit invoices?

Answer 215:

Please refer to Section 3.2 of the Specifications.

Question 216: Is there a preference for any work authorization for this contract?

Answer 216:

Unclear the question; Please refer to Item 15 in the Terms and Conditions.

Question 217: Could you please provide a clarity for the work model – is it going to be all on site requirements?

Answer 217:

Please refer to the response for Question 1.

Question 218: Or are the requirements can possibly be hybrid or remote as well?

Answer 218:

Please refer to the response for Question 61.

Question 219: Do we need to submit candidate resumes for the positions with our response?

Answer 219:

Please refer to the response to Question 14.

Question 220: If yes, should we submit sample resumes, or live candidate resumes?

Answer 220:

Please refer to the response to Question 14.

Question 221: Will these candidates be expected to join the agency upon award?

Answer 221:

Question 222: If yes, could you please provide the estimated joining date and mode of interviews?

Answer 222:

Please refer to the response for Question 16.

Question 223: Are they expected to work onsite, hybrid or remote?

Answer 223:

Please refer to the response for Question 61.

Question 224: Are digital signatures acceptable ?

Answer 224:

Yes.

Question 225: Is there an estimated budget for the contract?

Answer 225:

Please refer to the response for Question 3.

Question 226: Is there a preference for the Hourly rates?

Answer 226:

Please refer to the response for Question 42.

Question 227: Is there a local preference for the vendors?

Answer 227:

Please refer to the response for Question 157.

Question 228: Please clarify whether the positions under this contract will be fulltime, parttime, or variable based on project needs?

Answer 228:

Please refer to Section 4.3.4 of the Specifications.

Question 229: Will WVDOT issue Delivery Orders for each individual resource, or can multiple resources be requested under a single order?

Answer 229:

Please refer to the response for Question 15.

Question 230: Are the resources expected to work onsite, hybrid, or fully remote?

Answer 230:

Please refer to the response for Question 61.

Question 231: If onsite work is required, please confirm the primary work location(s) and whether travel across the state is expected?

Answer 231:

Please refer to the response for Question 16.

Question 232: Will WVDOT provide equipment for remote workers, or must vendors supply equipment?

Answer 232:

Please refer to the response for Question 97.

Question 233: Are overtime hours permitted, and if so, how should they be billed?

Answer 233:

Please refer to the response for Question 95.

Question 234: Are background checks required for all resources? If yes, what level (state, federal, fingerprinting)?

Answer 234:

Please refer to the response for Question 93.

Question 235: Will WVDOT require drug screening or additional security clearances?

Answer 235:

Please refer to Section 4.3.3 and Section 4.2.9 of the Specifications.

Question 236: What is the expected turnaround time for providing candidates after receiving a Delivery Order?

Answer 236:

Please refer to the response for Question 15.

Question 237: Will interviews be conducted by WVDOT? If so, what is the interview format (virtual, panel, technical test)?

Answer 237:

Interviews will be virtual or in person when possible. It is up to the agency requester as to the format of the interviews.

Question 238: What is the required work mode for this engagement—remote, hybrid, or fully onsite?

Answer 238:

Please refer to the response for Question 61.

Question 239: Is it mandatory to submit actual or sample resumes for each classifications?

Answer 239:

Please refer to the response to Question 14.

Question 240: What is the expected start date for the first set of resources?

Answer 240:

Please refer to the response for Question 15.

Question 241: What is the expected duration of each assignment (e.g., 6 months, 12 months, multiyear)?

Answer 241:

Please refer to the response for Question 15.

Question 242: Will WVDOT allow resource replacements without penalty if a candidate resigns or is not a fit?

Answer 242:

Vendors should review section 4.2 regarding vendor responsibilities.

Question 243: What is the required notice period for replacing a resource?

Answer 243:

Please refer to the response for Question 242.

Question 244: What is the anticipated contract start date and contract term?

Answer 244:

Please refer to the response for Question 16.

Question 245: Will multiple vendors be awarded under this solicitation?

Answer 245:

Please refer to the response for Question 1.

Question 246: How will Delivery Orders be distributed among awarded vendors (rotation, best fit, competitive minibid)?

Answer 246:

Please refer to the response for Question 16.

Question 247: Will WVDOT provide historical usage data for similar staffing contracts?

Answer 247:

Please refer to the response for Question 2 & 3.

Question 248: Is there a maximum number of resources WVDOT anticipates needing per classification?

Answer 248:

Please refer to the response for Question 8.

Question 249: Will WVDOT allow rate adjustments during the contract term?

Answer 249:

Please refer to the response for Question 42.

Question 250: Are there any penalties for early termination of a resource by the vendor?

Answer 250:

Please refer to the response for Question 242.

Question 251: Should vendors include all costs (travel, equipment, overhead) in the hourly rate?

Answer 251:

Please refer to the response for Question 151.

Question 252: Will WVDOT reimburse travel expenses if onsite work is required outside Charleston?

Answer 252:

Please refer to the response for Question 151.

Question 253: What is the invoicing frequency (monthly, biweekly)?

Answer 253:

Invoices will be billed monthly.

Question 254: Are timesheets required, and if so, what format should be used?

Answer 254:

Please refer to the response for Question 242.

Question 255: Will WVDOT use wvOASIS for timesheet approval and invoicing?

Answer 255:

Please refer to the response for Question 242.

Question 256: For Section 3.2 (staffing of six individuals), will WVDOT accept private sector references, or must they be government clients?

Answer 256:

Please refer to Section 3 of the Specifications.

Question 257: Will WVDOT accept resumes at the time of Delivery Order instead of at bid submission?

Answer 257:

Please refer to the response to Question 14.

Question 258: Are vendors required to include the qualifications outlined in Section 3 as part of the response submission?

Answer 258:

Please refer to the response for Question 13.

Question 259: Will WVDOT require vendors to acknowledge all addenda in the technical proposal or only in the bid submission?

Answer 259:

Please refer to the response for Questions 12 and 13.

Question 260: Are vendors required to include the Vendor Responsibilities outlined in Section 4.2 as part of the response submission?

Answer 260:

Please refer to the response for Questions 12 and 13.

Question 261: Is there a page limit or formatting requirement for the technical proposal?

Answer 261:

This is a request for quote and not a request for proposal.

Question 262: Should vendors submit one combined proposal for all classifications or separate proposals per classification?

Answer 262:

Please refer to the response for Questions 12 and 13.

Question 263: Are vendors required to submit a redacted version for public release?

Answer 263:

Please refer to Item 31 of the Terms and Conditions.

Question 264: Can WVDOT confirm the complete list of mandatory submission requirements (e.g., technical proposal components, staffing documentation, compliance forms, addendum acknowledgments, and any required certifications) that must be included in the vendor's response?

Answer 264:

Please refer to the response for Question 14.

Question 265: Can WVDOT confirm the mandatory information to be provided in the Response document?

Answer 265:

Please refer to the response for Question 14.

Question 266: Can WVDOT provide the required format or structure for the information that must be included in the response submission?

Answer 266:

Please refer to the response for Question 14.

Question 267: Will WVDOT provide training or orientation for new resources?

Answer 267:

Organizational knowledge will be shared, however incoming employees will be expected to have the technical knowledge to perform their duties.

Question 268: Are there any mandatory state holidays or shutdown periods vendors should be aware of?

Answer 268:

Please refer to the response for Question 50.

Question 269: Will WVDOT provide access to internal systems for remote workers?

Answer 269:

All work will be performed on-site.

Question 270: Are there any anticipated changes to the technical environment during the contract term?

Answer 270:

Yes, due to the nature of the industry.

Question 271: Will WVDOT provide performance feedback for each resource?

Answer 271:

Performance feedback may be offered upon request.

Question 272: Is there a maximum number of vendors WVDOT intends to award?

Answer 272:

Please refer to the response for Question 8.

Question 273: Will WVDOT require vendors to participate in quarterly or annual performance reviews?

Answer 273:

Please refer to the response for Question 271.

Question 274: Does WVDOT anticipate transitioning any of these roles into longterm fulltime positions?

Answer 274:

Please refer to the response for Question 228.

Question 275: Could WVDOT share the evaluation criteria or scoring breakdown that will be used to assess vendor responses?

Answer 275:

Please refer to the response for Question 23.

Question 276: Are vendors required to complete the Final CRFQ Form and submit it along with their proposal?

Answer 276:

Please refer to the response for Questions 12 and 13.

Question 277: Is the submission of past client references mandatory for this solicitation?

Answer 277:

Please refer to the response for Questions 12 and 13.

Question 278: Are vendors required to submit separate technical and cost documents, or should all materials be combined into a single file?

Answer 278:

Please refer to the response for Questions 12 and 13.

Question 279: Can WVDOT confirm all mandatory forms and attachments that must be included for the proposal to be considered responsive?

Answer 279:

Please refer to the response for Questions 12 and 13.

Question 280: Can WVDOT confirm whether an extension to the due date will be issued for this solicitation?

Answer 280:

Please refer to the response for Question 79.

Question 281: Should the proposal be separated into Technical and Price volumes?

Answer 281:

Please refer to the response for Questions 12 and 13.

Question 282: Is there a page limit for the Technical Proposal?

Answer 282:

Please refer to the response for Question 261.

Question 283: What file format should the proposal be submitted in (PDF or Word)?

Answer 283:

Please refer to the response for Question 261.

Question 284: Are there any specific formatting requirements (font, margins, spacing)?

Answer 284:

Please refer to the response for Question 261.

Question 285: Should technical specifications or datasheets be included in the proposal submission?

Answer 285:

Please refer to the response for Questions 12 and 13.

Question 286: Should addendum acknowledgement forms be submitted as part of the proposal package or separately?

Answer 286:

Please refer to the response for Questions 12 and 13.

Question 287: Can vendors submit multiple files in the portal, or must the proposal be uploaded as one consolidated document?

Answer 287:

Please refer to the response for Questions 12 and 13.

Question 288: Could you please clarify the evaluation criteria or scoring methodology for this solicitation?

Answer 288:

Please refer to the response for Question 23.

Question 289: Could the State please confirm if vendors should submit Exhibit A in excel or can vendors provide it in PDF?

Answer 289:

Please refer to the response for Questions 12 and 13.

Question 290: Could the State please confirm whether vendors may provide the Contract Manager information within the proposal/documentation, or if vendors are required to attach and complete page 22 of CRFQ DOT2600000079 Specifications as a separate form?

Answer 290:

Please refer to the response for Questions 12 and 13.

Question 291: Are electronic signatures allowed?

Answer 291:

Please refer to the response for Question 224.

Question 292: Could the State please grant an extension on the due date?

Answer 292:

Please refer to the response for Question 79.

Question 293: Could the State please confirm if it's mandatory for vendors to have a vendor customer code?

Answer 293:

The successful vendor must be registered with the State of WV upon award.

Question 294: If the vendor customer code and registration with the West Virginia Purchasing Division registration is mandatory, could the State please confirm if vendors can include proof that we are currently in the process of obtaining it?

Answer 294:

Please refer to the response for Question 293.

Question 295: In section 15A. RECIPROCAL PREFERENCE, the link provided is not working, could the State please provide the correct link or the PDF?

Answer 295:

Please try the link again.

Question 296: Could the State please confirm whether vendors are required to complete the Terms and Conditions form or if it should be submitted blank as part of the proposal? If vendors are expected to complete it, could the State please clarify the correct way to fill it out as some blank spaces appear to be post award?

Answer 296:

Yes, it is required upon award.

Question 297: Could the State please confirm whether any licenses, certifications, or permits are required under the LICENSE(S) / CERTIFICATIONS / PERMITS section of the Terms and Conditions? The section indicates that vendors must provide the listed items; however, the space below the paragraph appears to be blank. Please confirm if any specific requirements apply.

Answer 297:

No.

Question 298: Is the certificate of Insurance required with the response?

Answer 298:

Please refer to the response for Question 75.

Question 299: Are there any sales reporting requirements we should be aware of? If so, what is the expected submission frequency, and are zero sales reports required

Answer 299:

Please refer to the response for Question 47.

Question 300: Could the State please confirm whether the Interested Party Supplemental Disclosure form referenced in Section 43 – Interested Party Supplemental Disclosure of the Terms and Conditions is required for submission? The section indicates that the form is included in the solicitation; however, it does not appear among the provided documents. Could the State please provide the form or advise where it can be located?

Answer 300:

The form can be obtained from the WV Ethics Commission.

Question 301: Is it required to provide the Good Standing Certificate alongside the proposal response?

Answer 301:

Please refer to Item 32 in the Terms and Conditions.

Question 302: We are a California MBE firm certified by NMSDC. Do we qualify to meet the MBE preference? If yes, could the State please let us know what is the required documentation in order to obtain this preference?

Answer 302:

Please refer to Item 15 in the Terms and Conditions.

Question 303: We are a California firm, could the State please confirm if we qualify to meet the reciprocal preference?

Answer 303:

Please refer to Item 15 in the Terms and Conditions.

Question 304: Can the State confirm whether vendors are required to submit any written/technical response, or only pricing?

Answer 304:

Please refer to the response for Questions 12 and 13.

Question 305: If yes, is there any defined structure, format, or set of Questions that vendors are required to follow for the written response?

Answer 305:

Please refer to the response for Questions 12, 13, and 14.

Question 306: Could the State please confirm what specific documentation is required under Section 3.1 to demonstrate the minimum five (5) years in business?

Answer 306:

Please refer to the response for Question 55.

Question 307: As per Section 3.2, could the State confirm whether vendors may provide information on individuals provided to commercial clients, or if only government/public sector experience will be considered?

Answer 307:

Please refer to the response for Question 14.

Question 308: As per Section 3.2, could the State provide more details on the type of documentation required to demonstrate that individuals were provided for the specified classifications?

Answer 308:

Please refer to the response for Question 14.

Question 309: As per Section 4.2.3, which mentions inclusive costs, could the State confirm whether vendors are allowed to bill for public holidays, sick leave, or paid time off?

Answer 309:

Please refer to the response for Question 50.

Question 310: Are vendors expected to include references in the written response? If yes, must these be government references, or will commercial references also be accepted?

Answer 310:

Please refer to the response for Question 14.

Question 311: Could the WVDOT please clarify the correct way to enter pricing on the portal?

Answer 311:

Please refer to the response for Question 20.

Question 312: Please clarify what is meant by 'Unit Issue' and 'Qty' on the portal within the pricing slot.

Answer 312:

'Est. Qty.' is an estimated number of positions /roles given for the pricing page. 'Unit of Measure' represents one position/role. 'Unit cost' is the hourly rate for year 1, 2, 3, and 4. Refer to 5.2 regarding more information on the pricing page.

Question 313: Are there any caps/limits on annual rate escalation for years 2-4?

Answer 313:

Please refer to the response for Question 42.

Question 314: Are there any overtime or holiday rate considerations to be included?

Answer 314:

Please refer to the response for Question 50.

Question 315: Can the State confirm that 'EA' in the pricing sheet represents one hour of service per resource, given the estimated quantity of 2080?

Answer 315:

Please refer to the response for Question 312.

Question 316: What is the estimated number of resources required per role annually?

Answer 316:

Please refer to the response for Question 16.

Question 317: How many vendors do you expect to award for this project?

Answer 317:

Please refer to the response for Question 8.

Question 318: Apart from Charleston, are there other work locations across WV?

Answer 318:

Please refer to the response for Question 1.

Question 319: Is subcontracting allowed under this contract?

Answer 319:

Please refer to the response for Question 80.

Question 320: Is there an existing vendor or incumbent currently providing these services?

Answer 320:

Please refer to the response for Question 1.

Question 321: Please provide details of the current incumbent vendor(s), including the scope of services performed and the duration of the existing contract.

Answer 321:

Please refer to the response for Question 1.

Question 322: Could you please confirm whether vendors are required to submit a detailed technical proposal as part of this CRFQ response, or if the evaluation will be based solely on the submitted pricing and required forms?

Answer 322:

Please refer to the response for Questions 12 and 13.

Question 323: Is the current agency providing services under this contract eligible to participate and submit a bid for this RFP?

Answer 323:

Please refer to the response for Question 1.

Question 324: Is there a defined "not-to-exceed" budget for this RFP? If so, please provide details.

Answer 324:

Please refer to the response for Question 3.

Question 325: Please provide a list of the most frequently requested job classifications or positions under this contract.

Answer 325:

Please refer to the response for Question 6.

Question 326: Kindly provide the total annual expenditure for temporary staffing services for the most recent fiscal year.

Answer 326:

Please refer to the response for Question 2.

Question 327: Please clarify whether resumes are required as part of the proposal submission process. If applicable, kindly specify the positions and level of detail required.

Answer 327:

Please refer to the response to Question 14.

Question 328: Please provide information regarding the current pricing structure, including bill rates or markups, utilized under the existing contract.

Answer 328:

Please refer to the response for Question 2.

Question 329: Could you please clarify if vendors need to complete only Page 1 (Vendor Information) of the CRFQ form, or if the entire document must be completed and submitted as part of the response?

Answer 329:

Please refer to the response for Questions 12 and 13.

Question 330: Could you please confirm whether the submission requirements are limited to the CRFQ form and pricing sheet only, or if we may also include additional documents such as company information and qualifications?

Answer 330:

Please refer to the response for Questions 12 and 13.

Question 331: Could you please confirm whether the resources are required to be fully onsite in Charleston, WV, or if remote or hybrid work arrangements will be acceptable?

Answer 331:

Please refer to the response for Question 61.

Question 332: Please confirm whether the submitted hourly rates are expected to be fully inclusive of all costs, including travel, overhead, insurance, and benefits, with no additional reimbursements.

Answer 332:

Please refer to the response for Question 42.

Question 333: In the event that a resource needs to be replaced, could you please clarify whether vendors would be subject to any penalties beyond providing a qualified replacement, and whether a transition period would be permitted?

Answer 333:

Please refer to the response for Question 242.

Question 334: Do all positions require full-time on-site presence in Charleston, or are any roles eligible for remote or hybrid work?

Answer 334:

Please refer to the response for Question 61.

Question 335: Are any roles expected to provide after-hours, on-call, or weekend/holiday support as part of the standard hourly rate?

Answer 335:

Please refer to the response for Question 50.

Question 336: Which position classifications are most frequently requested?

Answer 336:

Please refer to the response for Question 6.

Question 337: What proportion of time is expected to be spent on mentoring/training versus production work?

Answer 337:

Please refer to the response for Question 15.

Question 338: Are there any required training deliverables or documentation for knowledge transfer?

Answer 338:

Please refer to the response for Question 267.

Question 339: If a candidate is replaced during an active delivery order, is the full interview and qualification process required again, or is there an expedited review process for replacement candidates?

Answer 339:

Please refer to the response for Question 242.

Question 340: Please confirm whether resumes are required as part of the initial bid submission, or whether resumes and qualification documentation will only be required after award when candidates are requested for a specific labor category.

Answer 340:

Please refer to the response to Question 14.

Question 341: Please confirm what specific supporting documentation must be provided with candidate submissions after award. For example, should vendors provide only resumes, or also degree copies, certifications, references, and a qualification crosswalk demonstrating how each requirement is met?

Answer 341:

Please refer to the response to Question 14.

Question 342: The CRFQ form lists Line Item 9 as Application SQL Server Database Administrator and Line Item 10 as Senior Application Oracle Server Database Administrator. Please confirm whether Line Item 10 is correct as written, or whether the intended title is Senior Application SQL Server Database Administrator.

Answer 342:

Please refer to the response for Question 51.

Question 343: Please confirm whether award will be made independently by each labor category, allowing a vendor to be awarded one or more selected categories even if the vendor does not bid all categories.

Answer 343:

Please refer to the response for Question 1.

Question 344: Please confirm whether pricing should be submitted as a fully burdened hourly bill rate for each labor category, inclusive of all direct and indirect costs.

Answer 344:

Please refer to the response for Question 42.

Question 345: Please confirm whether the resources are expected to work onsite, remotely, or in a hybrid arrangement, and whether this may vary by labor category or assignment.

Answer 345:

Please refer to the response for Question 61.

Question 346: Please clarify whether the State can provide any estimated usage, anticipated number of placements, historical spend, or expected demand by labor category.

Answer 346:

Please refer to the response for Question 1, 2, and 3.

Question 347: Please confirm whether insurance certificates must be included with the bid response, or whether they are only required from the apparent successful vendor(s) prior to award.

Answer 347:

Please refer to the response for Question 75.

Question 348: Could you please confirm the Budget?

Answer 348:

Please refer to the response for Question 3.

Question 349: Please confirm the required bid submission method for this solicitation. Is submission through any one permitted method sufficient, or must the bid be submitted both electronically through wvOASIS and physically/by fax?

Answer 349:

Please refer to the response for Questions 12, 13, and 14.

Question 350: Can you please clarify Section 3.2: does the five-year requirement apply to each proposed individual, or to the vendor's history of placing at least six qualified resources in the listed classifications within the past five years?

Answer 350:

Please refer to the response for Question 55.

Question 351: Are there any specific areas that we should address in the proposal documentation, or is there a template that we are required to follow?

Answer 351:

Please refer to the response for Questions 13 and 14.

Question 352: Does Cost Proposal need to be submitted separately, or it should include in the technical documentation?

Answer 352:

Please refer to the response for Questions 12 and 13.

Question 353: “Vendors shall be able to demonstrate their potential to provide these services by providing documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications...”

Could you please confirm whether this requirement is satisfied by providing documentation for:

Six (6) individuals across one or more of the listed classifications, or

Six (6) individuals mapped across six (6) different classifications?

Answer 353:

Please refer to the response for Question 110.

Question 354: Section 3.2 of the Specifications states that vendors must “provide documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications,” and also requires that the vendor be in business for a minimum of five (5) years providing similar services. Could you please clarify what form of documentation is acceptable to demonstrate:

The staffing of six (6) individuals (e.g., resumes, client references, contract summaries,

etc.), and The minimum five (5) years of experience (e.g., company profile, past contracts,

references, etc.)? Additionally, should this documentation be submitted as part of the bid response, or will it be requested at a later stage (e.g., prior to award)?

Answer 354:

Please refer to the response to Questions 14 and 110.

Question 355: The solicitation outlines pricing and qualification requirements; however, it does not explicitly specify all documentation required at the time of bid submission.

Could you please confirm whether any documentation such as proof of experience staffing history, or supporting qualifications is required to be submitted with the bid, or if such documentation will be requested at a later stage (e.g., prior to award)?

Answer 355:

Please refer to the response for Questions 12 and 14.

Question 356: Could you please clarify whether the roles under this contract are expected to be performed onsite, remote, or in a hybrid model?

Answer 356:

Please refer to the response for Question 61.

Question 357: The solicitation indicates that multiple vendors may be awarded and ranked by pricing.

Could you please clarify how delivery orders will be distributed among awarded vendors (e.g., strictly by ranking, rotational basis, or based on agency discretion)?

Answer 357:

Please refer to the response to Question 15.

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ DOT2600000079

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

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

Addendum Numbers Received:

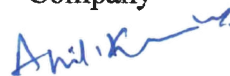
(Check the box next to each addendum received)

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

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

Volantsoft Inc.

Company



Authorized Signature

April 13, 2026

Date

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

Exhibit A - Pricing Page

WV DOT 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	\$95.00	\$97.00	\$99.00	\$101.00	\$815,360.00
4.1.2	Mainframe Application Analyst	2080	EA	\$85.00	\$87.00	\$89.00	\$91.00	\$732,160.00
4.1.3	Senior Application Oracle Database Administrator	2080	EA	\$90.00	\$92.00	\$94.00	\$96.00	\$773,760.00
4.1.4	Application Oracle Database Administrator	2080	EA	\$85.00	\$87.00	\$89.00	\$90.00	\$730,080.00
4.1.5	Senior Application DB2 Database Administrator	2080	EA	\$95.00	\$97.00	\$99.00	\$101.00	\$815,360.00
4.1.6	Application DB2 Database Administrator	2080	EA	\$85.00	\$87.00	\$89.00	\$91.00	\$732,160.00
4.1.7	PC Programmer Analyst	2080	EA	\$85.00	\$87.00	\$89.00	\$91.00	\$732,160.00
4.1.8	Senior PC Programmer Analyst	2080	EA	\$90.00	\$92.00	\$94.00	\$96.00	\$773,760.00
4.1.9	Application SQL Server Database Administrator	2080	EA	\$80.00	\$82.00	\$84.00	\$85.00	\$688,480.00
4.1.10	Senior Application Oracle Database Administrator	2080	EA	\$95.00	\$97.00	\$99.00	\$101.00	\$815,360.00
4.1.11	GIS Database Administrator	2080	EA	\$95.00	\$97.00	\$99.00	\$101.00	\$815,360.00
4.1.12	Senior GIS Database Administrator	2080	EA	\$105.00	\$107.00	\$109.00	\$111.00	\$898,560.00
4.1.13	GIS Architect	2080	EA	\$120.00	\$122.00	\$125.00	\$128.00	\$1,029,600.00
4.1.14	GIS Application Developer	2080	EA	\$90.00	\$92.00	\$94.00	\$96.00	\$773,760.00
4.1.15	Senior GIS Application Developer	2080	EA	\$105.00	\$107.00	\$110.00	\$112.00	\$902,720.00
Grand Total								\$815,360.00

GENERAL TERMS AND CONDITIONS:

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

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

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

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

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

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

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

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

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

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

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

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

Term Contract

Initial Contract Term: The Initial Contract Term will be for a period of (five) 5 years. The Initial Contract Term becomes effective on the effective start date listed on the first page of this Contract, identified as the State of West Virginia contract cover page containing the signatures of the Purchasing Division, Attorney General, and Encumbrance clerk (or another page identified as _____), and the Initial Contract Term ends on the effective end date also shown on the first page of this Contract.

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

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

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

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

Fixed Period Contract with Renewals: This Contract becomes effective upon Vendor's receipt of the notice to proceed and part of the Contract more fully described in the attached specifications must be completed within _____ days. Upon completion of the work covered by the preceding sentence, the vendor agrees that:

the contract will continue for _____ years;

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

One-Time Purchase: The term of this Contract shall run from the issuance of the Award Document until all of the goods contracted for have been delivered, but in no event will this Contract extend for more than one fiscal year.

Construction/Project Oversight: This Contract becomes effective on the effective start date listed on the first page of this Contract, identified as the State of West Virginia contract cover page containing the signatures of the Purchasing Division, Attorney General, and Encumbrance clerk (or another page identified as _____), and continues until the project for which the vendor is providing oversight is complete.

Other: Contract Term specified in _____

4. AUTHORITY TO PROCEED: Vendor is authorized to begin performance of this contract on the date of encumbrance listed on the front page of the Award Document unless either the box for "Fixed Period Contract" or "Fixed Period Contract with Renewals" has been checked in Section 3 above. If either "Fixed Period Contract" or "Fixed Period Contract with Renewals" has been checked, Vendor must not begin work until it receives a separate notice to proceed from the State. The notice to proceed will then be incorporated into the Contract via change order to memorialize the official date that work commenced.

5. QUANTITIES: The quantities required under this Contract shall be determined in accordance with the category that has been identified as applicable to this Contract below.

Open End Contract: Quantities listed in this Solicitation/Award Document are approximations only, based on estimates supplied by the Agency. It is understood and agreed that the Contract shall cover the quantities actually ordered for delivery during the term of the Contract, whether more or less than the quantities shown.

Service: The scope of the service to be provided will be more clearly defined in the specifications included herewith.

Combined Service and Goods: The scope of the service and deliverable goods to be provided will be more clearly defined in the specifications included herewith.

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

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

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

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

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

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

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

Vendor must maintain:

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

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

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

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

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

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

Pollution Insurance in an amount of: _____ per occurrence.

Aircraft Liability in an amount of: _____ per occurrence.

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

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

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

_____ for _____.

Liquidated Damages Contained in the Specifications.

Liquidated Damages Are Not Included in this Contract.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

32. LICENSING: In accordance with West Virginia Code of State Rules § 148-1-6.1.e, Vendor must be licensed and in good standing in accordance with any and all state and local laws and requirements by any state or local agency of West Virginia, including, but not limited to, the West Virginia Secretary of State's Office, the West Virginia Tax Department, West Virginia Insurance Commission, or any other state agency or political subdivision. Obligations related to political subdivisions may include, but are not limited to, business licensing, business and occupation taxes, inspection compliance, permitting, etc. Upon request, the Vendor must provide all necessary releases to obtain information to enable the Purchasing Division Director or the Agency to verify that the Vendor is licensed and in good standing with the above entities.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(Printed Name and Title) Anil K Yarlagadda Title: President
(Address) 1303 W Walnut Hill Ln #355, Irving, TX 75038, United States
(Phone Number) / (Fax Number) 1 (469) 995 - 6855 Fax No.: 214 260 9413
(email address) anil@volantsoft.com

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

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

Volantsoft Inc.
(Company) Anil K Yarlagadda
(Signature of Authorized Representative)
Name: Anil K Yarlagadda Title: President Date: April 13, 2026
(Printed Name and Title of Authorized Representative) (Date)
+1 (469) 995 - 6855 Fax No.: 214 260 9413
(Phone Number) (Fax Number)
anil@volantsoft.com
(Email Address)



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)			
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-03-12	2026-03-31 13:30	CRFQ 0803 DOT2600000079	1

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code:

Vendor Name : Volantsoft Inc.

Address : 1303 W Walnut Hill Ln #355, Irving, TX 75038, United States

Street : 1303 W Walnut Hill Ln #355

City : Irving

State : Texas **Country :** United States **Zip :** 75038

Principal Contact : Anil K Yarlagadda

Vendor Contact Phone: +1 (469) 995 - 6855 **Extension:** (469)

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

Vendor Signature X **45-3574331** **April 13, 2026**
FEIN# **DATE**

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

ADDITIONAL INFORMATION**REQUEST FOR QUOTATION:**

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

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Mainframe Application Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Mainframe Application Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Architect

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

GIS Application Developer

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



**Centralized Request for Quote Service –
Prof CRFQ 0803 DOT2600000079
WVDOT IT Temporary Staffing Services
(81260081)**

Due Date & Time: April 14, 2026, 1:30 PM

**Proposed by: VolantSoft Inc.
TIN# 45-3574331
Duns# 04-206-5645
Authorized Negotiator:
Anil Yarlagadda
President
Phone No.: +1 (469) 995 – 6855
Email: anil@volantsoft.com**

**Proposed to:
Department of Administration
Purchasing Division
2019 Washington Street East
Post Office Box 50130
Charleston, WV 25305-0130
Fax: 304-558-3970**

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COVER LETTER

Department of Administration

Purchasing Division

2019 Washington Street East

Charleston, WV 25305

Attn: John W. Estep

Subject: Response to CRFQ 0803 DOT2600000079 – WVDOT IT Temporary Staffing Services

Dear Mr. Estep,

Volantsoft Inc. is pleased to submit our response to CRFQ 0803 DOT2600000079 for IT Temporary Staffing Services for the West Virginia Department of Transportation (WVDOT).

Volantsoft brings over 14 years of proven experience delivering high-quality IT staff augmentation services to State, Local, and enterprise clients, including transportation and regulated public-sector agencies. We specialize in rapidly delivering highly qualified technical professionals across critical domains such as Mainframe Systems, Oracle and DB2 Database Administration, SQL Server, Application Development, and GIS technologies, fully aligned with the classifications outlined in this solicitation. Our team is committed to supporting WVDOT's mission by supplying qualified, reliable, and responsive technical resources to meet evolving project and operational needs.

Volantsoft understands that WVDOT requires not just staffing, but a **reliable partner capable of delivering consistent, high-quality technical resources on demand while adhering to strict timelines, compliance standards, and operational expectations.** Our recruitment processes, quality controls, and delivery model are specifically designed to meet these expectations.

As an **Oracle Partner and Salesforce Partner**, Volantsoft Inc. brings added value through direct alignment with leading enterprise technology platforms. This enables us to provide highly skilled, certified professionals with deep expertise in Oracle database environments and Salesforce ecosystems, ensuring WVDOT has access to top-tier talent for both legacy systems and modern cloud-based solutions.

We have reviewed all solicitation documents, including specifications, terms and conditions, and instructions to vendors, and we agree to comply with all requirements. All required forms, pricing, and supporting documentation have been included in our submission.

We appreciate the opportunity to support WVDOT and are confident in our ability to deliver responsive, scalable, and high-performing IT staffing solutions. Should you require any additional information, please feel free to contact us at your convenience.

Sincerely,



Anil K Yarlagadda

President, Volantsoft Inc.

A. QUALIFICATIONS

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

1. FIVE YEAR BUSINESS REQUIREMENT

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

Volantsoft meets and exceeds the requirement of being in business for a minimum of five (5) years providing similar Information Technology services.

Volantsoft Inc. was established in 2014 and has over 14+ years of continuous experience delivering Information Technology staffing and related services. During this time, we have successfully provided qualified IT professionals across a wide range of technical domains, including application development, database administration, mainframe support, and GIS services.



Our experience includes supporting public sector and enterprise clients with temporary IT staffing needs similar in scope to those outlined in this CRFQ. We maintain a strong track record of delivering skilled resources, meeting project timelines, and ensuring client satisfaction.

Our Recent Contract Awards

IT Staff Augmentation Contract – RFR ITS87 (Commonwealth of Massachusetts)

Volantsoft Inc. has recently been awarded IT Staff Augmentation Contract – RFR ITS87 by the Commonwealth of Massachusetts and the ITS87 Strategic Sourcing Team (SST), demonstrating our ability to meet rigorous public-sector evaluation standards, including:

- High-volume IT resource placement capabilities
- Strong candidate quality and screening processes
- Compliance with governance, reporting, and contractual requirements
- Proven performance in competitive procurement environments

Master Contract for IT Services – RFP SPB-RFP-2026-0592GW (State of Montana)

Volantsoft Inc. has been selected for an award by the State of Montana under RFP SPB-RFP-2026-0592GW – **Master Contract for IT Services**, following a comprehensive and competitive evaluation process.

This recognition underscores our strength in delivering high-quality IT services aligned with state requirements and public-sector standards.

Volantsoft's Notable Client Portfolio

Volantsoft Inc. takes immense pride in our extensive and prestigious client portfolio. We have had the privilege of providing our superior IT staffing resources to a range of esteemed organizations. Some of our notable clients include:

Public Sector Experience

Gwinnett County (Local Government)

Engagement Overview:

Volantsoft supported Gwinnett County through a multi-role IT staff augmentation engagement focused on modernizing county systems and sustaining critical application and infrastructure operations. The County required reliable technical resources capable of integrating into an existing government IT environment with minimal ramp-up time.

Scope of Services:

- Application support and development
- Database and infrastructure administration
- IT project management and business analysis
- Ongoing operational and production support

Outcomes and Results:

- Successfully deployed qualified IT consultants who integrated seamlessly into County IT teams
- Improved continuity of operations across active County initiatives
- Delivered consistent performance across multiple concurrent projects

King County (County Government Authority)

Engagement Overview:

Volantsoft provided IT staffing and staff augmentation resources to support King County's technology initiatives, including application modernization, data management, and infrastructure support. The County required consultants with both technical expertise and experience working within government governance frameworks.

Scope of Services:

- Software development and application support
- Data management and reporting
- Infrastructure and systems administration
- Project coordination and technical documentation

Outcomes and Results:

- Enabled continuity of mission-critical services through dependable staffing
- Improved delivery timelines by rapidly filling key technical roles
- Ensured full compliance with County policies, security standards, and reporting requirements

Transportation Experience

New York Transportation Authority

For New York Transportation Authority (NYTA), Volantsoft deployed IT professionals supporting critical transportation systems, including application development, database management, system maintenance, and data-driven decision-making platforms.

Scope of Services:

- Provided application developers and PC Programmer Analysts to support development, maintenance, and enhancement of enterprise systems
- Delivered Analysts for legacy system support, modernization efforts, and operational continuity
- Coordinated closely with agency stakeholders to align resources with project-specific technical and functional requirements

Outcomes and Results:

- Successfully delivered qualified IT resources across multiple technical domains, ensuring continuity of transportation system operations
- Reduced onboarding time through pre-qualified candidates with public-sector and transportation domain experience
- Improved system performance, data reliability, and application support through skilled technical staffing
- Maintained compliance with agency standards, security protocols, and regulatory requirements

Commercial Enterprise

Conifer Health Solutions (Healthcare & Regulated Enterprise)

Engagement Overview:

Volantsoft supported Conifer Health Solutions through IT staff augmentation focused on healthcare systems, data, and enterprise applications. The engagement required consultants experienced in compliance-driven environments and large-scale operational systems.

Scope of Services:

- Application development and support
- Data analytics and reporting
- ERP and financial systems support
- Infrastructure and security-aligned roles

Outcomes and Results:

- Delivered qualified IT consultants capable of operating in regulated healthcare environments
- Improved system reliability and reporting accuracy
- Supported compliance, audit, and security requirements with zero issues

Saika Technologies

Engagement Overview:

- Volantsoft provided IT staffing services to support enterprise-level application development and infrastructure initiatives, requiring scalable and flexible staffing solutions.

Scope of Services:

- Application development and support
- Infrastructure and system administration
- Technical resource augmentation across multiple IT domains

Outcomes and Results:

- Enabled rapid scaling of IT teams to meet project demands
- Improved hiring turnaround and resource availability

- Maintained consistent delivery quality across engagements

TechOrbit Inc.

Engagement Overview:

Volantsoft delivered IT staff augmentation services to support enterprise clients requiring reliable and qualified technical professionals across various technology environments.

Scope of Services:

- IT support and operations staffing
- Software development and technical roles
- Ongoing staffing support for project delivery

Outcomes and Results:

- Provided qualified IT professionals aligned with client needs
- Supported continuous project delivery and operational stability
- Enhanced workforce flexibility and responsiveness

2. DEMONSTRATED EXPERIENCE

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

Volantsoft Inc. brings over a decade of proven experience delivering high-quality IT staff augmentation services to commercial enterprises, government agencies, and State, Local, and Education (SLED) organizations across the United States.

Our demonstrated ability to successfully recruit, vet, and deploy qualified professionals across a wide range of IT classifications including application development, database administration, and infrastructure support positions us to meet the requirements of this solicitation.

We have consistently supported clients with multiple concurrent staffing needs, delivering more than six (6) qualified resources within similar classifications over the past five (5) years.

Engagement 1

Client Name	Gwinnett County
Location	Lawrenceville, Georgia
Type of Entity	County Government
Dates of Services	2023 – Present (Ongoing)
POC Details	Name: Sharmaine Nash Email Address: Sharmaine.Nash@gwinnettcounty.com Phone: 770 – 822 – 3168
Positions Supplied	1. PC Programmer Analyst 2. Application DB2 Database Administrator

A.1.1 PC Programmer Analyst

Volantsoft provided a highly skilled **PC Programmer Analyst, Hanuhitha Dondapati**, to Gwinnett County to support enterprise application development and public sector systems.

Consultant Experience

- Over **7.5 years of experience** in full-stack development across public and private sector environments
- Strong expertise in **Java, Python (Flask), Spring Boot, and microservices architecture**
- Hands-on experience with **SQL Server, Oracle, MySQL, MongoDB, and DB2 databases**, including performance tuning and data modeling
- Proven experience developing **secure RESTful APIs** and enterprise-grade distributed applications
- Experience with **cloud platforms (AWS, Azure)** and containerization tools such as Docker and Kubernetes
- Strong background in **CI/CD pipelines, Agile methodologies, and DevOps practices**
- Experience working with **government clients**, including New York State ITS.

Education

- Holds a Master's degree in Computer Science from Indiana University Bloomington
- Also holds a Bachelor's degree in Computer Science and Engineering, exceeding the minimum qualification requirement

Key Responsibilities

- Designed and developed **enterprise-level applications and microservices** supporting county operations
- Built and deployed **15+ microservices** for public safety systems (police, fire, and sheriff departments)
- Developed and optimized **RESTful APIs** to ensure high performance and secure system integration
- Performed **SQL query optimization, stored procedure tuning, and database performance improvements**
- Designed and implemented **ETL pipelines** to integrate data from multiple systems into reporting platforms
- Developed **Power BI dashboards** to support real-time analytics and decision-making
- Implemented **event-driven architecture** using RabbitMQ for real-time notifications and data processing
- Strengthened system security through **encryption, authentication (JWT), and secure coding practices**
- Supported **cloud readiness and containerization initiatives** using Docker and AWS/Azure services
- Monitored system performance and reliability using tools like **Dynatrace and logging frameworks**
- Collaborated with stakeholders and participated in **Agile sprint planning, reviews, and delivery cycles**

A.1.2 Application DB2 Database Administrator

Volantsoft provided a skilled **Application DB2 Database Administrator, Priyadharshini Selvakumar**, to support enterprise data validation, database operations, and public sector utility systems.

Consultant Experience

- **Over 9+ years of experience** in database-driven applications, data validation, and enterprise system support
- Hands-on experience working with **DB2, Oracle, and SQL Server databases** in enterprise environments
- Strong expertise in **SQL and PL/SQL** scripting, including complex query development and data validation
- Experience supporting data migration, data integrity validation, and backend database testing
- Solid understanding of data warehousing concepts, including fact/dimension tables and schema validation
- Experience working in **UNIX and Windows environments** with enterprise database systems
- Strong experience with Agile and Waterfall methodologies and full SDLC/STLC lifecycle
- Proven experience supporting public sector clients, including City of Baltimore utility billing systems

Education

- Holds a Bachelor's degree in a relevant field
- Over 9+ years of relevant experience, exceeding minimum qualification requirements

Key Responsibilities

- Performed backend data validation and database testing using DB2, SQL Server, and Oracle environments
- Executed complex SQL queries to validate data integrity, troubleshoot issues, and support database operations
- Supported development teams by identifying and resolving data-related defects in stored procedures and database logic
- Conducted data migration testing and validation to ensure accurate transfer of critical business data
- Validated end-to-end workflows (meter-to-cash, billing, payments) in large-scale enterprise systems
- Worked with data warehousing concepts and schema validation, ensuring consistency across systems
- Supported database performance validation and query optimization efforts
- Ensured compliance with data security, access controls, and governance standards in testing environments
- Collaborated with business analysts, developers, and database teams to resolve defects and improve system performance

- Created and maintained test plans, reports, and technical documentation for database-related processes
- Participated in Agile ceremonies, UAT cycles, and stakeholder communications to ensure successful delivery

Engagement 2

Client Name	Saika Technologies
Location	Irving, Texas, 75039
Type of Entity	TelecomServices Company
Dates of Services	02 Jan 2023 – 27 Dec 2024
POC Details	Name: Anil Tanneru Position: Director Email Address: anil@saikatech.com Phone: 219 – 616 – 4045
Position Supplied	1. Mainframe Application Analyst 2. Senior PC Programmer Analyst 3. Senior Application Oracle Database Administrator 4. GIS Architect

A.1.3 Mainframe Application Analyst

Volantsoft provided a highly **experienced Lead Developer, Lakshmi Kanth Chirumamilla**, to support complex enterprise modernization, legacy transformation, and integration initiatives across retail, banking, mortgage, and logistics environments. He brings over 20 years of consulting experience as a Team Lead, Architect, and Application Developer specializing in AS/400, IBM iSeries, RPG, COBOL, embedded SQL, and enterprise integration solutions.

Consultant Experience

- **Over 20 years of experience in consulting, application development, architecture, and team leadership using AS/400 and IBM iSeries technologies**
- Strong expertise in RPGIV, RPG Free, COBOL/400, CL/400, embedded SQL, stored procedures, and IBM i development tools
- Extensive experience supporting and modernizing legacy enterprise applications in retail, warehouse, banking, mortgage, payroll, and distribution environments
- Hands-on experience with REST microservices, Kotlin, Kafka, PostgreSQL, Oracle, .NET, SOAP/web services, and cloud platforms including AWS, Azure, and GCP
- Proven success in leading development teams, conducting code reviews, supporting phased production releases, and driving large-scale modernization initiatives
- Strong background in data pipelines, performance tuning, migration, system integration, and business-critical production support

Education

- Bachelor of Technology, Kakatiya University, India

Key Responsibilities

- Supported and maintained enterprise retail and warehouse applications built on IBM iSeries / AS400 platforms

- Led modernization efforts integrating legacy systems with Microsoft Dynamics 365, PostgreSQL, Azure Dataverse, and microservices architectures
- Designed and developed APIs, stored procedures, and integration services to support cross-platform enterprise applications
- Reviewed offshore and onsite developer deliverables, provided effort estimates, and supported agile planning and release execution
- Developed and optimized large volumes of RPG, COBOL, and SQL-based applications, including high-volume business processes and database procedures
- Created data migration, interface, and automation solutions across Oracle, SQL Server, iSeries, and web-based systems
- Worked directly with business users, support teams, and technical stakeholders to analyze issues, design solutions, and implement enhancements for mission-critical applications

A.1.4 Senior PC Programmer Analyst

Volantsoft provided a highly experienced **Senior PC Programmer Analyst, Iswar Rao Gudla**, to support enterprise application development, modernization, and cloud-based solutions across government and private sector environments. He brings over 14 years of experience in designing, developing, and implementing scalable web and client-server applications using Microsoft technologies and modern development frameworks.

Consultant Experience

- **Over 14 years of experience** in full-stack development using .NET Framework, .NET Core, .NET 6, ASP.NET MVC, Web API, and microservices architecture
- Strong expertise in C#, VB.NET, Entity Framework, ADO.NET, LINQ, and front-end technologies including Angular, JavaScript, jQuery, HTML5, CSS3, and Bootstrap
- Extensive experience working with SQL Server and Oracle databases, including stored procedures, functions, triggers, performance tuning, and query optimization
- Proven experience developing RESTful APIs, service-oriented applications (WCF), and scalable cloud-native applications using Azure (IaaS, PaaS, serverless services)
- Hands-on experience with Agile methodologies, Azure DevOps, CI/CD pipelines, JIRA, and TFS
- Strong background in application modernization, legacy system migration, and microservices-based architecture transformation
- Experience leading development teams, mentoring junior developers, and coordinating offshore/onshore teams

Education

- Bachelor of Technology in Computer Science Engineering, Biju Patnaik Technical University

Key Responsibilities

- Designed and developed enterprise web applications and APIs using ASP.NET MVC, .NET Core, Web API, and Angular frameworks
- Built and maintained microservices-based architectures to support scalable, high-performance business applications
- Developed and optimized database components including stored procedures, views, triggers, and complex SQL queries

- Led Agile development activities including sprint planning, daily stand-ups, and release management using Azure DevOps
- Translated business requirements into technical designs and implemented secure, high-quality solutions
- Managed application deployments and cloud integrations using Azure services, CI/CD pipelines, and API management tools
- Provided technical leadership, resolved production issues, and ensured delivery of robust, reusable, and maintainable code

A.1.5 Senior Application Oracle Database Administrator

Volantsoft provided a highly experienced **Senior Application Oracle Database Administrator, Venkata Burlagadda**, to support enterprise database administration, application development, and data integration initiatives. He brings over 12+ years of experience in Oracle database systems, PL/SQL development, and application DBA functions, with strong expertise in performance tuning, data modeling, and large-scale enterprise systems.

Consultant Experience

- **Over 12 years of experience** in Oracle PL/SQL development, application database administration, and technical leadership
- Strong expertise in Oracle 12c/11g/10g, SQL, PL/SQL, SQL*Plus, TOAD, and SQL Developer
- Extensive experience in creating and managing database objects including tables, views, materialized views, indexes, stored procedures, functions, packages, and triggers
- Proven experience in database performance tuning using execution plans, query optimization, indexing strategies, and Oracle performance tools (CBO, AUTOTRACE, TKPROF)
- Hands-on experience in database maintenance activities, including CPU/IO monitoring, log analysis, index rebuilds, partitioning, user role management, and security (grant/revoke permissions)
- Strong background in data migration, ETL processes, data warehousing, and data modeling (OLTP/OLAP systems)
- Experience integrating databases with Java, web services (SOAP/REST), UNIX shell scripting, and enterprise applications
- Experience working in Agile environments using Azure DevOps, Jira, and HP Quality Center
- Proven ability to lead teams, coordinate offshore/onshore activities, and manage full SDLC delivery

Education

- Bachelor of Technology in Mechanical Engineering, JNTU Hyderabad

Key Responsibilities

- Administered and maintained Oracle and MS SQL Server databases, ensuring performance, availability, and reliability of enterprise applications
- Designed and developed complex PL/SQL programs, stored procedures, packages, and triggers to support business-critical systems
- Performed database performance tuning and optimization to improve query efficiency and application performance

- Managed data migration and ETL processes, including large-scale dealer and enterprise data integrations
- Monitored database health, performed troubleshooting, and resolved production issues through root cause analysis
- Created and managed database security including user roles, permissions, and access controls
- Supported application integration with web services, external systems, and reporting platforms (Power BI, Tableau)
- Participated in Agile ceremonies, coordinated development activities, and ensured successful deployment and release management

A.1.6 GIS Architect

Volantsoft provided a **highly experienced GIS Architect, Nikhil Surapaneni** to support enterprise GIS platform design, geospatial application development, and cloud-enabled spatial solutions across utility, infrastructure, and engineering environments. Our proposed consultant brings over 10 years of experience in designing, implementing, and supporting enterprise GIS systems using Esri technologies, spatial databases, automation tools, and modern web GIS frameworks.

Consultant Experience

- **Over 10 years of experience** designing and supporting enterprise GIS systems for utility, energy, and infrastructure projects
- Deep knowledge of ArcGIS Enterprise, including Portal, ArcGIS Server, Data Store, and high-availability deployments
- Strong hands-on experience with ArcGIS Pro for spatial analysis, geoprocessing, map production, and enterprise data editing
- Solid expertise in enterprise geodatabase management, including SDE, versioning, topology, and spatial data integrity
- Extensive experience with LRS, UPDM, event management, and utility/transportation network workflows
- Proven ability to automate GIS workflows using Python, ArcPy, SQL, and geoprocessing tools
- Hands-on experience developing and supporting GIS applications using ArcGIS REST API, ArcGIS JavaScript API, and C#.NET integrations
- Strong background in publishing, tuning, and managing map, feature, and geoprocessing services in ArcGIS Server
- Experience supporting cloud-hosted GIS environments using AWS services including EC2, S3, IAM, and CloudWatch
- Skilled in Docker-based containerization and Kubernetes-based deployment of GIS tools, automation scripts, and backend services
- Strong experience working with cross-functional teams and delivering practical GIS solutions for both technical and non-technical stakeholders

Education

- Background includes professional experience in enterprise GIS architecture, geospatial systems support, and application development across multiple industries, supported by earlier .NET development experience in C#, ASP.NET, SQL Server, and web services.

Key Responsibilities

- Designed, configured, and supported enterprise ArcGIS environments including Portal, ArcGIS Server, and Data Store for daily operations
- Published and optimized map, feature, and geoprocessing services supporting field operations, engineering teams, and enterprise users
- Supported Utility Network, UPDM, and LRS workflows for asset management, route calibration, event management, and system reliability
- Automated recurring GIS tasks using Python, ArcPy, SQL, and geoprocessing tools to improve data accuracy and reduce manual effort
- Built and supported GIS integrations using ArcGIS REST API, ArcGIS JavaScript API, and .NET-based backend services
- Performed GIS data modeling, schema updates, SDE geodatabase administration, and QA/QC to maintain enterprise mapping standards
- Containerized GIS tools and automation workflows using Docker and supported Kubernetes-based deployments for scalability and reliability
- Supported AWS-hosted GIS workloads using EC2, S3, and CloudWatch for infrastructure, storage, and monitoring
- Collaborated with engineering, operations, DevOps, IT, and security teams to deliver reliable geospatial services and resolve technical issues
- Provided technical guidance, documentation, service performance tuning, and best practices for GIS architecture, deployment, and modernization initiatives



Work Order

This is the Work Order referred to in the Master Service Agreement (MSA) between **Techorbit, Inc.** and **Volansoft, Inc** dated **06/25/2020**;

Consultant Name:	Deepthi Kurra
Last 4 of SSN:	XXX-XX-
Client Name:	J&J
Location:	Remote
Project Start Date:	03/22/2021
Estimated Duration:	6 months, with possible extensions
Standard Hourly Rate:	\$60 on C2C (All-inclusive)

Project Specification details will be given to the consultant directly by the client from time to time.

Terms & Conditions:

In case the performance of the consultant is not satisfactory in first 2 weeks, this PO will be discarded without a notice & payments will not be made for such period, unless the timesheets are approved by the client manager. Client is the final authority to decide on the performance of the consultant during the first two weeks.

Consultant must submit monthly time sheets (timesheets@techorbit.com) signed/approved by an authorized client manager verifying the number of hours of consulting hours provided by consultant to the client. Failure to submit timesheets promptly on last working of the month may result in the delay of the Sub- contractor's invoice.

Subcontractor will submit a Monthly invoice to accounts@techorbit.com for Consultants services to the client for those hours verified by the client on timesheets. No payments will be made to Sub-contractor without these invoices.

Accepted by:



Name: **RAO KARUSALA**

Title: **PRESIDENT**

For: **TECHORBIT INC**

Accepted by:



Name: *Nikitha Kandula*

Title: *HR MANAGER*

For: *Volantsoft Inc*

B. MANDATORY REQUIREMENTS

4.1 Mandatory Contract Services Requirements and Deliverables:

Contract Services must meet or exceed the mandatory requirements listed below.

1. SENIOR MAINFRAME APPLICATION ANALYST

4.1.1 Senior Mainframe Application Analyst:

Volantsoft’s proposed Senior Mainframe Application Analyst brings extensive IT experience, leadership capability, and strong analytical skills, exceeding the majority of the stated requirements.

Our proposed candidate’s background in supporting and integrating legacy and mainframe-connected systems, combined with deep experience in analysis, design, and stakeholder engagement, ensures successful delivery in a Senior Mainframe Application Analyst role within a government environment.

Requirements	Volantsoft’s Response
Senior Mainframe Application Analyst must have a minimum of a Bachelor's degree in Computer Science or a related field from an accredited institution, or a minimum of five (5) years of equivalent work experience as a substitution for the Bachelor’s Degree.	Volantsoft’s proposed resource meets this requirement through a combination of formal education and extensive professional experience exceeding the minimum threshold.
Senior Mainframe Application Analyst must have a minimum of five (5) years of Mainframe Application development experience using COBOL, CICS, and JCL.	Volantsoft’s proposed resource meets the intent of this requirement and exceeds it through extensive experience supporting and integrating enterprise and legacy systems within mainframe-connected environments. Relevant Experience: <ul style="list-style-type: none"> • Supported enterprise systems integrated with mainframe environments • Participated in implementation and support of legacy/mainframe-based systems • Experience working with teams supporting COBOL-based applications • Understanding of mainframe workflows, batch processing, and system dependencies
Senior Mainframe Application Analyst must have a minimum of five (5) years of Relational Database experience.	Volantsoft’s proposed resource exceeds the database experience requirements. Relevant Experience: <ul style="list-style-type: none"> • Experience with SQL Server (SQL 6.0) implementation and administration

	<ul style="list-style-type: none"> • Managed data integrity and database environments (Lotus Notes databases) • Supported enterprise data systems and backend infrastructure • Experience in data handling, system integration, and backend operations
<p>Senior Mainframe Application Analyst must have a minimum of five (5) years of Analysis and Design experience.</p>	<p>Volantsoft’s proposed resource exceeds the analysis and design requirements through extensive experience in enterprise system architecture, planning, and implementation.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Designed and implemented enterprise network infrastructures • Created WAN/LAN architecture plans and Visio documentation • Performed needs analysis and system design for multiple clients • Led migration projects (Frame Relay → MPLS, protocol migrations) • Developed IT strategies and infrastructure optimization plans
<p>Senior Mainframe Application Analyst must have a minimum of three (3) years of experience as a lead analyst or in a senior analyst role.</p>	<p>Volantsoft’s proposed significantly resource exceeds the leadership experience requirements.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Served as Senior Network Engineer for 18+ years • Led enterprise-wide infrastructure projects across 80+ locations • Oversaw IT operations, planning, and execution for multiple organizations • Managed teams, vendors, and cross-functional stakeholders • Owned end-to-end delivery of large-scale IT initiatives
<p>Senior Mainframe Application Analyst should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.</p>	<p>Volantsoft’s proposed resource exceeds the communication and stakeholder engagement requirements.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Direct interaction with business leaders, vendors, and technical teams • Managed contracts, negotiations, and vendor relationships • Provided end-user support and executive-level reporting • Coordinated with cross-functional teams (IT, business, operations) • Delivered technical documentation and training across organizations

2. MAINFRAME APPLICATION ANALYST

4.1.2 Mainframe Application Analyst:

Volantsoft’s proposed Mainframe Application Analyst brings a well-rounded combination of enterprise systems experience, process analysis, and strong stakeholder engagement capabilities.

With a solid background in analysis, design, and cross-functional collaboration, our resource exceeds the majority of the stated requirements and is well-equipped to support mainframe-related applications and business-critical systems within a government or large enterprise setting.

Requirements	Volantsoft’s Response
<p>Mainframe Application Analyst must have a minimum of three (3) years of Mainframe Application development experience using COBOL, CICS, and JCL.</p>	<p>Volantsoft’s proposed resource meets the intent of this requirement through extensive experience working with enterprise systems, including exposure to mainframe environments and system implementations. While the candidate’s primary expertise is in enterprise operations and system support, their experience includes working with legacy platforms and participating in mainframe system implementations.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Participated in implementation of a new mainframe system supporting business operations • Supported enterprise systems and operations in customer-facing and backend environments • Experience working within structured, process-driven IT environments aligned with legacy systems • Strong understanding of system workflows, integrations, and operational dependencies
<p>Mainframe Application Analyst must have a minimum of three (3) years of Relational Database experience.</p>	<p>Volantsoft’s proposed resource meets and supports this requirement through hands-on experience managing data, reporting, and operational systems in enterprise environments.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Managed reporting, tracking, and operational data across multiple business units • Experience working with data-driven decision-making, analytics, and performance metrics • Maintained structured data processes supporting training, operations, and project tracking • Exposure to enterprise data environments supporting business operations
<p>Mainframe Application Analyst must have a minimum of three (3) years of Analysis and Design experience.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement through extensive experience in process analysis, program design, and enterprise-level planning and implementation.</p> <p>Relevant Experience:</p>

	<ul style="list-style-type: none"> • Led process improvement initiatives and redesigned training and operational workflows • Conducted needs analysis and developed structured training programs aligned to business requirements • Designed onboarding processes and reporting frameworks for large-scale programs • Applied Agile-based collaboration for content development and program delivery
<p>Mainframe Application Analyst should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.</p>	<p>Volantsoft’s proposed resource exceeds the communication requirements with extensive experience engaging stakeholders at all levels, including executives, business teams, and operational staff.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Delivered training, presentations, and communication across national-level programs • Collaborated with managers, content teams, and cross-functional stakeholders • Provided executive-level reporting and program updates • Developed training materials, videos, and documentation for diverse audiences

3. SENIOR APPLICATION ORACLE DATABASE ADMINISTRATOR

4.1.3 Senior Application Oracle Database Administrator:

Volantsoft’s proposed Senior Application Oracle Database Administrator brings extensive experience in Oracle database administration, cloud infrastructure, and enterprise system support. Supported by multiple Oracle and cloud certifications, our resource exceeds the majority of the stated requirements and is well-positioned to deliver reliable, high-performance database solutions within a government or enterprise environment.

Requirements	Volantsoft’s Response
<p>Senior Application Oracle Database Administrator must have a minimum of ten (10) years of experience with the maintenance and management of Oracle database systems.</p>	<p>Volantsoft’s proposed resource meets the intent of this requirement with over eleven (11) years of hands-on Oracle Database Administration experience across enterprise environments, including Exadata, RAC, and cloud-based infrastructures, and demonstrates capabilities aligned with senior-level expectations.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Oracle 11g/12c/19c database administration in production environments • Experience with Oracle Exadata, RAC, ASM, and ODA environments • Full lifecycle database management including installation, patching, upgrades, and monitoring • Production support in 24x7 high-availability environments

<p>Senior Application Oracle Database Administrator must have a minimum of a Bachelor's degree in Computer Science or a related field from an accredited institution, or a minimum of six (6) years of equivalent work experience as a substitution for the Bachelor's Degree.</p>	<p>Volantsoft's proposed resource exceeds this requirement through a combination of formal education and highly relevant industry certifications.</p> <p>Education & Certifications:</p> <ul style="list-style-type: none"> • Bachelor's Degree in Microbiology (with strong technical specialization through experience) • Oracle Certified Professional (OCP 11g) • Oracle Cloud Infrastructure Architect Associate (2018 & 2019) • Oracle Autonomous Database Cloud Specialist • AWS Certified Solutions Architect, Developer, and SysOps Administrator • CompTIA Security+
<p>Senior Application Oracle Database Administrator must have a minimum of five (5) years of experience in providing connectivity to an Oracle database.</p>	<p>Volantsoft's proposed resource exceeds this requirement with extensive experience configuring and managing database connectivity across on-premise and cloud environments.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Configured and optimized network infrastructure supporting Oracle database connectivity • Managed connectivity across AWS and Oracle Cloud Infrastructure environments • Experience with TCP/IP networking, VPCs, subnets, and secure database access • Supported multi-tier architectures integrating applications with Oracle databases
<p>Senior Application Oracle Database Administrator must have a minimum of five (5) years providing assistance to programming staff in debugging triggers, procedures, functions, and packages (PL/SQL Code).</p>	<p>Volantsoft's proposed resource meets and exceeds this requirement through strong performance tuning and troubleshooting experience supporting development teams.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Assisted development teams with performance tuning and troubleshooting database issues • Analyzed AWR, ADDM, and ASH reports to identify performance bottlenecks • Supported code deployments and resolved database-related issues • Strong experience with SQL Plus and backend database operations
<p>Senior Application Oracle Database Administrator must have a minimum of five (5) years of experience optimizing SQL execution for Oracle SQL procedures, functions, packages, and triggers.</p>	<p>Volantsoft's proposed resource exceeds this requirement with deep expertise in Oracle performance tuning and optimization.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Extensive experience in Oracle performance tuning using AWR/ADDM tools

	<ul style="list-style-type: none"> Optimized database performance in high-volume production environments Proactively monitored and improved database efficiency using OEM and monitoring tools Tuned SQL workloads to improve scalability and response time
<p>Senior Application Oracle Database Administrator must have a minimum of five (5) years of experience writing and maintaining UNIX/LINUX shell scripts in HP UNIX and/or RedHat LINUX environment.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with strong UNIX/Linux administration and automation expertise.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Extensive Bash shell scripting for automation and monitoring Experience across Red Hat Enterprise Linux environments Automated performance monitoring, patching, and system processes Integrated scripting with DevOps tools such as Ansible and Terraform
<p>Senior Application Oracle Database Administrator must have a minimum of five (5) years of experience in Data Modeling.</p>	<p>Volantsoft’s proposed resource meets the intent of this requirement through extensive experience managing database structures, schemas, and enterprise data environments.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Schema management, tablespace management, and database design support Experience supporting structured data environments and database architecture Worked with development teams to support scalable and optimized data structures
<p>Senior Application Oracle Database Administrator must have a minimum of five (5) years of experience in the utilization of Oracle RMAN backup to include full and incremental backups and cloning a database.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with strong expertise in backup, recovery, and high availability strategies.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Extensive experience with RMAN backup and recovery strategies Implemented full and incremental backups and database cloning Configured Data Guard for standby database environments Managed backup strategies for RAC and single-instance databases
<p>Senior Application Oracle Database Administrator must have a minimum of two (2) years of experience using and administering Oracle Warehouse Builder.</p>	<p>Volantsoft’s proposed resource meets the intent of this requirement through experience working with Oracle ecosystem tools and enterprise data environments.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Experience with Oracle Enterprise tools including OEM and database utilities Exposure to data integration and warehouse-related environments

	<ul style="list-style-type: none"> Strong adaptability across Oracle toolsets
<p>Senior Application Oracle Database Administrator must have a minimum of two (2) years in fine grain access control in an Oracle database.</p>	<p>Volantsoft’s proposed resource meets and supports this requirement through strong experience in database security and access management.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Managed user accounts, roles, and privileges within Oracle databases Implemented secure access controls across enterprise environments Experience with IAM in Oracle Cloud and AWS environments Applied security best practices aligned with enterprise compliance standards

4. APPLICATION ORACLE DATABASE ADMINISTRATOR

4.1.4 Application Oracle Database Administrator:

Volantsoft’s proposed Application Oracle Database Administrator brings over a **decade** of hands-on experience in Oracle database administration across enterprise and cloud environments. Our proposed candidate demonstrates strong expertise in database maintenance, performance tuning, backup and recovery, and high-availability configurations including RAC and Data Guard.

Requirements	Volantsoft’s Response
<p>Application Oracle Database Administrator must have a minimum of five (5) years of experience with the maintenance and management of Oracle database systems.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with over eleven (11) years of Oracle Database Administration experience managing enterprise databases across multiple platforms.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Oracle 11g/12c/19c database administration in production environments Managed databases across Linux, AIX, Solaris, and Windows platforms Experience with RAC, ASM, Exadata, and Data Guard environments Performed installation, upgrades, patching, and ongoing database maintenance
<p>Application Oracle Database Administrator must have a minimum of a Bachelor’s degree in Computer Science or a related field from an accredited institution, or a minimum of three (3) years of equivalent work experience as a substitution for the Bachelor’s Degree.</p>	<p>Volantsoft’s proposed resource meets and exceeds this requirement with a Master’s degree in Information Systems Management.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Master’s Degree in Information Systems Management Strong academic foundation supporting database administration and enterprise systems

<p>Application Oracle Database Administrator must have a minimum of two (2) years of experience in providing connectivity to an Oracle Database.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with extensive experience configuring and supporting Oracle database connectivity across enterprise and cloud environments.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Configured Oracle databases in AWS and on-prem environments • Supported application connectivity and database integrations • Experience with networking, cloud infrastructure, and secure database access
<p>Application Oracle Database Administrator must have a minimum of two (2) years providing assistance to programming staff in debugging triggers, procedures, functions, and packages (PL/SQL Code).</p>	<p>Volantsoft’s proposed resource exceeds this requirement through strong collaboration with development and application teams in troubleshooting and resolving database-related issues.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Worked closely with developers and application teams to troubleshoot database issues • Supported PL/SQL execution and performance improvements • Assisted in resolving defects and performance bottlenecks impacting applications
<p>Application Oracle Database Administrator must have a minimum of two (2) years in optimizing SQL execution for Oracle SQL procedures, functions, packages, and triggers.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with extensive experience in SQL performance tuning and optimization.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Performed SQL tuning using ASH, AWR, and ADDM reports • Applied SQL profiles, baselines, and tuning techniques • Reduced query response times and improved database efficiency
<p>Application Oracle Database Administrator must have a minimum of two (2) years of experience in writing and maintaining UNIX/LINUX shell scripts in HP UNIX and/or RedHat LINUX environment.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with strong scripting and automation experience across UNIX/Linux environments.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Developed shell scripts to automate database monitoring and maintenance • Experience across Linux, AIX, and UNIX platforms • Automated routine DBA tasks and operational processes
<p>Application Oracle Database Administrator must have a minimum of two (2) years of experience in the utilization of Oracle RMAN backup to include full and incremental backups and cloning a database.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with deep expertise in backup, recovery, and database cloning.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Performed backup, restore, and recovery using RMAN • Executed database cloning using RMAN duplicate • Implemented disaster recovery solutions using Data Guard

	<ul style="list-style-type: none"> Designed and maintained backup strategies for enterprise systems
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5. SENIOR APPLICATION DB2 DATABASE ADMINISTRATOR

4.1.5 Senior Application DB2 Database Administrator:

Volantsoft’s proposed Senior Application DB2 Database Administrator brings over 20+ years of enterprise database, SQL optimization, and large-scale system implementation experience across complex, high-volume environments. Our resource demonstrates deep expertise in database design, performance tuning, security, and enterprise data operations, significantly exceeding the stated requirements and ensuring reliable support for DB2 or comparable relational database systems.

Requirements	Volantsoft’s Response
Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience with the maintenance and management of DB2 database systems.	<p>Volantsoft’s proposed resource significantly exceeds this requirement with over 20+ years of experience working with enterprise database systems, including Oracle and complex relational environments comparable to DB2.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Extensive experience managing large-scale enterprise database environments Supported high-volume manufacturing, logistics, and distribution systems Hands-on involvement in database-driven enterprise applications and system optimization
Senior Application DB2 Database Administrator must have a minimum of a Bachelor’s degree in Computer Science or a related field from an accredited institution, or a minimum of five (5) years of equivalent work experience as a substitution for the Bachelor’s Degree.	<p>Volantsoft’s proposed resource exceeds this requirement through extensive academic coursework in Computer Science and Engineering combined with over two decades of relevant professional experience.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Formal education in Computer Science and Engineering disciplines Over 20+ years of progressive experience in enterprise systems and database-driven applications
Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience in managing permissions for a DB2 database.	<ul style="list-style-type: none"> Volantsoft’s proposed resource exceeds this requirement through extensive experience managing secure enterprise environments and access controls. <p>Relevant Experience:</p> <ul style="list-style-type: none"> Managed user roles, access controls, and security configurations across enterprise systems Ensured compliance with enterprise security and governance standards

	<ul style="list-style-type: none"> Supported multi-user, distributed environments with controlled access
<p>Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience providing assistance to programming staff in debugging triggers, procedures, functions, and packages.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement through extensive collaboration with development teams in troubleshooting and resolving complex system and database issues.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Worked closely with development teams to debug and optimize SQL logic and workflows Supported troubleshooting of complex system integrations and backend processes Provided technical guidance in resolving data and application issues
<p>Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience optimizing SQL execution for DB2 SQL procedures, functions, packages, and triggers.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with extensive experience in SQL optimization and performance tuning in enterprise environments.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Developed complex SQL logic for rules engines and enterprise workflows Optimized system performance through query tuning and process improvements Designed efficient database-driven automation solutions improving system throughput
<p>Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience in Data Modeling.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement through extensive experience in data architecture and system design.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Designed enterprise data structures and workflows supporting manufacturing and logistics systems Translated business requirements into scalable data models and system architectures Experience with complex data relationships and enterprise data flows
<p>Senior Application DB2 Database Administrator must have a minimum of five (5) years of experience developing and performing disaster recovery procedures.</p>	<p>Volantsoft’s proposed resource meets and exceeds this requirement through extensive experience supporting high-availability enterprise systems and operational continuity.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Supported large-scale production systems requiring reliability and uptime Participated in system recovery, troubleshooting, and continuity planning Ensured stability of mission-critical enterprise environments

<p>Senior Application DB2 Database Administrator should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.</p>	<p>Volantsoft’s proposed resource demonstrates exceptional communication and stakeholder engagement skills across technical and executive levels.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Led cross-functional teams and coordinated with C-level stakeholders • Conducted workshops, requirement gathering, and solution design sessions • Authored technical documentation, white papers, and implementation guides
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6. APPLICATION DB2 DATABASE ADMINISTRATOR

Volantsoft’s proposed Application DB2 Database Administrator brings over 9+ years of experience in enterprise database operations, data validation, and performance optimization across DB2 and other relational database environments. Our proposed resource consistently exceeds the required experience thresholds across all key areas, ensuring reliable, high-quality support for DB2-based systems in a government or enterprise setting.

Requirement	Volantsoft’s proposed resource
<p>Application DB2 Database Administrator must have a minimum of a Bachelor’s degree in Computer Science or a related field from an accredited institution, or a minimum of six (6) years of equivalent work experience as a substitution for the Bachelor’s Degree.</p>	<p>Volantsoft’s proposed resource meets and exceeds this requirement through a combination of formal education and over 9+ years of relevant professional experience.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Bachelor’s degree in a relevant technical field • Over 9+ years of experience in database systems and enterprise applications • Strong academic and practical foundation in database technologies
<p>Application DB2 Database Administrator must have a minimum of four (4) years of experience with the maintenance and management of DB2 database systems.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with over 9+ years of experience supporting DB2 and enterprise database systems.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Hands-on experience with DB2, Oracle, and SQL Server environments • Performed database maintenance, validation, and operational support • Supported enterprise-scale, high-volume database systems
<p>Application DB2 Database Administrator must have a minimum of three (3) years of experience in managing permissions for a DB2 database.</p>	<p>Volantsoft’s proposed resource exceeds this requirement through extensive experience in database security and access management.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Managed user roles, permissions, and access controls

	<ul style="list-style-type: none"> • Ensured compliance with data security and governance standards • Supported secure database environments across multiple systems
<p>Application DB2 Database Administrator must have a minimum of three (3) years of experience providing assistance to programming staff in debugging triggers, procedures, functions, and packages.</p>	<p>Volantsoft’s proposed resource exceeds this requirement through strong collaboration with development teams in debugging and troubleshooting.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Assisted developers in debugging stored procedures, triggers, and functions • Identified and resolved data-related defects • Supported backend testing and database validation
<p>Application DB2 Database Administrator must have a minimum of three (3) years in optimizing SQL execution for DB2 SQL procedures, functions, packages, and triggers.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with strong SQL optimization and performance tuning experience.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Developed and optimized complex SQL queries • Performed execution plan analysis and query tuning • Improved performance through indexing and optimization techniques
<p>Application DB2 Database Administrator must have a minimum of three (3) years of experience in Data Modeling.</p>	<p>Volantsoft’s proposed resource exceeds this requirement through extensive experience in data modeling and schema design.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Designed and validated data models including fact and dimension tables • Performed schema validation and database design activities • Supported data warehousing and enterprise data environments
<p>Application DB2 Database Administrator must have a minimum of three (3) years of experience developing and performing disaster recovery procedures.</p>	<p>Volantsoft’s proposed resource meets and exceeds this requirement through hands-on experience in backup, recovery, and data continuity processes.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Supported database backup and recovery validation processes • Participated in data migration and system recovery activities • Ensured data integrity and continuity across environments
<p>Application DB2 Database Administrator should have excellent communication skills (both verbal</p>	<p>Volantsoft’s proposed resource demonstrates strong communication and stakeholder engagement skills across technical and business teams.</p>

<p>and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.</p>	<p>Relevant Experience:</p> <ul style="list-style-type: none"> • Collaborated with developers, business analysts, and DBAs • Participated in Agile ceremonies, UAT, and stakeholder meetings • Prepared documentation, reports, and test artifacts
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7. PC PROGRAMMER ANALYST

Requirement	Volantsoft’s proposed resource
<p>PC Programmer Analyst must have a minimum of a Bachelor’s degree from an accredited college or university in computer science or related field including but not limited to business data programming, business systems analysis, computer servicing technologies, information systems management, data processing or computer engineering, or a minimum of an associate’s degree and eighteen (18) months of equivalent work experience or a minimum of three (3) years equivalent work experience.</p>	<p>Volantsoft’s proposed resource meets and exceeds this requirement through a combination of advanced formal education and extensive professional experience beyond the minimum threshold.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Master’s degree in Computer Science and Bachelor’s degree in Computer Science and Engineering • Strong academic foundation in software development, data processing, and system design • Over 7.5 years of progressive experience in application development and system analysis • Applied academic knowledge to real-world enterprise and government systems
<p>PC Programmer Analyst must have a minimum of three (3) years of experience with database management, documentation project control techniques, data processing concepts, and equipment usage.</p>	<p>Volantsoft’s proposed resource meets and exceeds this requirement through extensive hands-on experience in database management, data processing, and documentation practices.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Over 7.5 years working with databases including SQL Server, Oracle, MySQL, DB2, and MongoDB • Performed database design, query optimization, indexing, and stored procedure development • Developed and managed ETL pipelines for data integration and transformation • Maintained technical documentation using tools such as MKDocs and version control systems • Applied project control techniques using Agile methodologies and Jira

<p>Programmer Analyst must have a minimum of three (3) years of experience developing and maintaining complex systems and evaluating and analyzing system requests to develop work plans for system development and maintenance.</p>	<p>Volantsoft’s proposed resource meets and exceeds this requirement through extensive experience developing, analyzing, and maintaining complex enterprise systems.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Over 7 years of experience developing and maintaining complex, distributed applications • Designed and implemented scalable microservices and full-stack systems • Evaluated system requirements and translated them into technical work plans and solutions • Developed and maintained 15+ microservices supporting critical public sector systems • Performed system analysis, troubleshooting, and continuous system enhancements • Supported full Software Development Life Cycle (SDLC), including design, development, testing, and maintenance
<p>PC Programmer Analyst should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.</p>	<p>Volantsoft’s proposed resource meets and exceeds this requirement through strong verbal and written communication skills demonstrated across multiple stakeholder engagements.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Collaborated with project managers, business analysts, DBAs, and application teams • Participated in stakeholder meetings, sprint planning, and project reviews • Communicated technical concepts effectively to non-technical users and business staff • Developed clear technical documentation, reports, and user guides • Coordinated across cross-functional teams to ensure successful project delivery

8. SENIOR PC PROGRAMMER ANALYST

Volantsoft’s proposed Senior PC Programmer Analyst brings over 15+ years of experience in enterprise IT systems, network infrastructure, system analysis, and technical operations. Our resource demonstrates strong expertise in managing complex systems, evaluating technical requirements, and supporting large-scale environments, significantly exceeding the stated requirements and ensuring effective delivery in a government or enterprise setting.

Requirement	Volantsoft’s proposed resource
<p>Senior Programmer Analyst must have a minimum of a Bachelor’s degree from an accredited college or university in computer science or related field including but not</p>	<p>Volantsoft’s proposed resource exceeds this requirement through a combination of formal education and over 15+ years of progressive IT experience, far surpassing the minimum equivalent experience threshold.</p>

<p>limited to business data programming, business systems analysis, computer servicing technologies, information systems management, data processing or computer engineering, or a minimum of an associate’s degree and eighteen (18) months of equivalent work experience or a minimum of five (5) years equivalent work experience.</p>	<p>Relevant Experience:</p> <ul style="list-style-type: none"> • Associate degree in Microcomputer Technology • Over 15+ years of hands-on experience in IT systems, networking, and enterprise environments • Strong foundation in data processing, system operations, and technical infrastructure
<p>Senior PC Programmer Analyst must have a minimum of five (5) years of experience with database management, documentation project control techniques, data processing concepts, and equipment usage.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with over 15+ years of experience working across enterprise IT environments involving database systems, data processing, and technical infrastructure.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Extensive experience supporting database-driven environments including SQL-based systems and enterprise applications • Strong background in data processing, system operations, and infrastructure management • Created and maintained technical documentation, network diagrams, and system configurations using tools such as Visio • Applied project control techniques in managing IT operations, upgrades, and infrastructure initiatives • Hands-on experience with enterprise equipment including servers, routers, switches, and end-user systems
<p>Senior PC Programmer Analyst must have a minimum of five (5) years of experience developing and maintaining complex systems and evaluating and analyzing system requests to develop work plans for system development and maintenance.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with extensive experience designing, managing, and supporting complex enterprise systems and infrastructure.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Designed and maintained enterprise network infrastructure across 80+ locations • Led system migrations (Frame Relay to MPLS, protocol upgrades, infrastructure redesign) • Performed system analysis, troubleshooting, and optimization across large-scale environments • Evaluated business and technical requirements to develop implementation and support plans • Managed IT operations, infrastructure planning, and continuous system improvements

<p>Senior PC Programmer Analyst should have excellent communication skills (both verbal and written) to communicate with various stakeholders, including, but not limited to, project managers, business analysts, database administrators, and application analysts, as well as business policy staff and workers.</p>	<p>Volantsoft’s proposed resource demonstrates strong communication and stakeholder engagement skills across technical and business environments.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Coordinated with business teams, vendors, and technical staff across multiple projects • Developed network diagrams, documentation, and implementation plans using tools like Visio • Led infrastructure discussions, planning sessions, and cross-functional coordination • Provided end-user support and communicated technical solutions effectively
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9. APPLICATION SQL SERVER DATABASE ADMINISTRATOR

Volantsoft’s proposed Application SQL Server Database Administrator brings over 11+ years of experience in database administration, performance tuning, and enterprise system support across SQL Server and other relational database platforms.

Our resource demonstrates deep expertise in database maintenance, query optimization, backup and recovery, and cloud-based database environments, consistently exceeding the stated requirements. With a proven track record of supporting high-availability production systems and collaborating with cross-functional teams, the candidate is well-positioned to deliver reliable, secure, and high-performance SQL Server solutions within a government or enterprise environment

Requirement	Volantsoft’s proposed resource
<p>Application SQL Server Database Administrator must have a minimum of five (5) years of experience with the maintenance and management of SQL Server database systems.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with over 11+ years of database administration experience, including hands-on work with Microsoft SQL Server environments.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Administered SQL Server databases including installation, configuration, and maintenance • Performed database monitoring, patching, and performance tuning • Managed production and non-production database environments
<p>Application SQL Server Database Administrator must have a Bachelor’s degree in Computer Science or a related field from an accredited institution, or a minimum of three (3) years of equivalent work</p>	<p>Volantsoft’s proposed resource exceeds this requirement with a Master’s degree in Information Systems Management along with extensive professional experience.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Master’s degree in Information Systems Management

<p>experience as a substitution for the Bachelor’s Degree.</p>	<ul style="list-style-type: none"> • Strong academic foundation aligned with database administration and enterprise systems
<p>Application SQL Server Database Administrator must have a minimum of two (2) years of experience in providing connectivity to a SQL Server database.</p>	<p>Volantsoft’s proposed resource exceeds this requirement through extensive experience configuring and managing database connectivity across enterprise and cloud environments.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Managed database connectivity across on-prem and cloud platforms (AWS, Azure) • Supported multi-tier application environments integrating SQL Server databases • Experience with network configurations and secure database access
<p>Application SQL Server Database Administrator must have a minimum of two (2) years of experience providing assistance to programming staff in debugging triggers, procedures, functions, and packages (T-SQL Code).</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement through strong collaboration with development teams in debugging and resolving database issues.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Developed and debugged SQL queries, stored procedures, and functions • Worked closely with application and development teams to resolve database issues • Supported backend troubleshooting and performance improvements
<p>Application SQL Server Database Administrator must have a minimum of two (2) years of experience in optimizing SQL execution for SQL Server procedures, functions, packages, and triggers.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with extensive SQL performance tuning and optimization experience.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Performed query tuning and optimization to improve performance • Analyzed execution plans and reduced query response times • Utilized performance tuning tools and techniques for enterprise databases
<p>Application SQL Server Database Administrator must have a minimum of two (2) years of experience in writing and maintaining UNIX/LINUX shell scripts in HP UNIX and/or RedHat LINUX environment.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with hands-on experience in shell scripting and automation across Linux environments.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Developed shell scripts for database automation and job scheduling • Worked across Linux, AIX, and UNIX environments

	<ul style="list-style-type: none"> Automated routine database maintenance and monitoring tasks
<p>The SQL Server Database Administrator application requires a minimum of two (2) years of experience in utilizing SQL Server backup functionality, including full and incremental backups, as well as database cloning.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with deep experience in backup, recovery, and database cloning.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Performed database backup, restore, and recovery using SQL Server tools Implemented high availability and disaster recovery strategies (log shipping, DR setups) Executed database cloning and refresh activities

10. SENIOR APPLICATION SQL SERVER DATABASE ADMINISTRATOR

4.1.10 Senior Application SQL Server Database Administrator:

Volantsoft’s proposed Senior Application SQL Server Database Administrator brings over 15+ years of experience in database design, development, administration, and performance optimization across SQL Server and enterprise relational database environments. Our resource demonstrates deep expertise in T-SQL development, data modeling, ETL processes, UNIX scripting, and large-scale data processing systems.

With a proven track record supporting high-volume, mission-critical production environments and collaborating with cross-functional teams, the candidate significantly exceeds the stated requirements and is well-positioned to deliver secure, scalable, and high-performance database solutions in a government or enterprise setting.

Requirement	Volantsoft’s proposed resource
<p>Senior Application SQL Server Database Administrator must have a minimum of ten (10) years of experience with the maintenance and management of SQL Server database systems.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with over 15+ years of experience in enterprise database development, administration, and maintenance across SQL Server and relational database systems.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Extensive experience managing SQL Server and Oracle database environments across development, QA, and production Performed database configuration, monitoring, patching, and lifecycle management Managed high-volume transactional systems and large datasets Strong experience in performance tuning, indexing, and database optimization
<p>Senior Application SQL Server Database Administrator must have a minimum of a Bachelor’s degree in</p>	<p>Volantsoft’s proposed resource exceeds this requirement through a Bachelor’s degree in Information Technology combined with extensive professional experience.</p>

<p>Computer Science or a related field from an accredited institution, or a minimum of six (6) years of equivalent work experience as a substitution for the Bachelor's Degree.</p>	<p>Relevant Experience:</p> <ul style="list-style-type: none"> • Bachelor's degree in Information Technology • Strong academic foundation in database systems, programming, and application design • Applied academic knowledge across large-scale enterprise environments
<p>Senior Application SQL Server Database Administrator must have a minimum of five (5) years of experience in providing connectivity to an SQL Server database.</p>	<p>Volantsoft's proposed resource significantly exceeds this requirement with extensive experience integrating databases with enterprise applications and external systems.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Designed and supported database connectivity using ETL tools, APIs, and UNIX scripting • Integrated data from multiple sources including flat files, external systems, and cloud platforms • Experience with Informatica and enterprise data pipelines • Supported secure, scalable, multi-tier database architectures
<p>Senior Application SQL Server Database Administrator must have a minimum of five (5) years providing assistance to programming staff in debugging triggers, procedures, functions, and packages (T-SQL Code).</p>	<p>Volantsoft's proposed resource significantly exceeds this requirement with deep experience in database development and troubleshooting.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Developed and debugged stored procedures, functions, triggers, and packages • Collaborated with development teams to resolve complex data and logic issues • Implemented advanced business logic within database layers • Performed root cause analysis and resolved production defects
<p>Senior Application SQL Server Database Administrator must have a minimum of five (5) years of experience in optimizing SQL execution for SQL Server procedures, functions, packages, and triggers.</p>	<p>Volantsoft's proposed resource significantly exceeds this requirement with strong expertise in SQL performance tuning and optimization.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Optimized SQL queries using execution plans, indexing strategies, and tuning techniques • Improved performance of large-scale ETL and batch processing systems • Applied advanced optimization techniques including query restructuring and bulk processing • Reduced query execution time and improved system throughput

<p>Senior Application SQL Server Database Administrator must have a minimum of five (5) years of experience writing and maintaining UNIX/LINUX shell scripts in HP UNIX and/or RedHat LINUX environment.</p>	<p>Volantsoft's proposed resource significantly exceeds this requirement with extensive scripting and automation expertise.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Developed UNIX shell scripts and PowerShell scripts for automation and scheduling • Automated ETL workflows, batch jobs, and data processing pipelines • Integrated scripting with database operations and enterprise scheduling tools • Extensive experience working in UNIX/Linux environments
<p>Senior Application SQL Server Database Administrator must have a minimum of five (5) years of experience in Data Modeling.</p>	<p>Volantsoft's proposed resource significantly exceeds this requirement with deep experience in data modeling and database design.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Designed logical and physical data models for enterprise applications • Expertise in ER modeling, normalization, and schema design • Developed fact and dimension models for data warehousing solutions • Built scalable and optimized database architectures
<p>Senior Application SQL Server Database Administrator must have a minimum of five (5) years of experience in SQL Server backup functionality.</p>	<p>Volantsoft's proposed resource exceeds this requirement with strong experience in backup, recovery, and database maintenance.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Performed database backup, restore, and recovery operations • Supported disaster recovery planning and data integrity validation • Ensured high availability and reliability of production databases • Experience with database cloning and refresh activities
<p>Senior Application SQL Server Database Administrator must have a minimum of two (2) years of experience using and administering SQL Server data warehouse building functionality.</p>	<p>Volantsoft's proposed resource significantly exceeds this requirement with strong experience in ETL and data warehousing environments.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Worked with Informatica PowerCenter and enterprise ETL pipelines • Designed and supported data warehouse and reporting solutions

	<ul style="list-style-type: none"> Managed data transformation, validation, and loading processes Supported analytics and reporting teams with optimized data structures
<p>Senior Application SQL Server Database Administrator must have a minimum of two (2) years in fine grain access control in a SQL Server database.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with extensive experience in database security and access control.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Managed roles, privileges, and schema-level access controls Automated grant/revoke processes for database security Implemented fine-grained access control policies Ensured compliance with enterprise security and governance standards

11. GIS DATABASE ADMINISTRATOR

4.1.11 GIS Database Administrator:

Volantsoft’s proposed GIS Database Administrator brings over 13+ years of experience in enterprise database administration, system integration, and application support across SQL Server and large-scale IT environments.

Our resource demonstrates strong expertise in database management, data integration, performance tuning, and enterprise system architecture. With extensive experience supporting complex, data-intensive applications and integrating systems across platforms, the candidate is well-positioned to support GIS database environments, including spatial data systems and ArcGIS-integrated solutions, significantly exceeding the stated requirements.

Requirement	Volantsoft’s proposed resource
<p>1 GIS Database Administrator must have a minimum of three (3) years of experience with the maintenance and management of enterprise GIS database systems, including Esri ArcGIS Enterprise, ArcSDE, and relational database platforms such as Oracle, SQL Server, or PostgreSQL/PostGIS.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with over 13+ years of experience managing enterprise relational database systems, including extensive SQL Server expertise applicable to GIS environments.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Managed multi-VM SQL Server environments supporting 20+ enterprise applications Extensive experience in database administration, monitoring, and maintenance Strong foundation in relational database platforms supporting data-intensive applications Experience supporting systems that can integrate with GIS platforms such as ArcGIS Enterprise and ArcSDE Proven ability to manage high-availability, large-scale database environments

<p>GIS Database Administrator must have a Bachelor's degree in Computer Science, Geography, Geomatics, or a related field from an accredited institution, or a minimum of three (3) years of equivalent work experience.</p>	<p>Volantsoft's proposed resource exceeds this requirement with both a Master's and Bachelor's degree in Management Information Systems.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Master of Science in Management Information Systems • Bachelor of Science in Management Information Systems (Magna Cum Laude) • Strong academic foundation in databases, system design, and enterprise computing
<p>GIS Database Administrator must have a minimum of two (2) years of experience in providing connectivity between GIS applications and enterprise databases, including configuration of ArcGIS services, database connections, and integration with web-based GIS applications.</p>	<p>Volantsoft's proposed resource significantly exceeds this requirement with extensive experience integrating enterprise applications with backend database systems.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Developed and maintained integrations between SQL Server databases and enterprise applications • Supported ArcGIS service connections and web-based GIS integrations • Supported data connectivity across SharePoint, ERP systems, and internal platforms • Experience with multi-tier architecture, APIs, and data flow integration
<p>GIS Database Administrator must have a minimum of two (2) years of experience in providing assistance to GIS analysts and programming staff in debugging stored procedures, spatial queries, geoprocessing scripts, and database functions.</p>	<p>Volantsoft's proposed resource exceeds this requirement through extensive experience supporting developers and analysts in database troubleshooting and optimization.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Debugged and optimized SQL queries, stored procedures, and database logic • Supported development teams in resolving backend data issues and system defects • Experience troubleshooting data workflows and application integrations • Strong collaboration with technical teams across enterprise systems
<p>GIS Database Administrator must have a minimum of two (2) years of experience in optimizing spatial SQL execution for procedures, functions, packages, triggers, and geospatial queries to ensure high performance of GIS applications.</p>	<p>Volantsoft's proposed resource significantly exceeds this requirement with strong SQL performance tuning experience applicable to spatial and geospatial queries.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Optimized SQL queries using indexing, query tuning, and execution plan analysis • Improved performance of high-volume data processing systems • Experience supporting performance-critical enterprise applications

	<ul style="list-style-type: none"> Strong ability to extend SQL optimization techniques to spatial data queries in GIS environments
<p>GIS Database Administrator application requires a minimum of two (2) years of experience in utilizing enterprise database backup functionality, including full and incremental backups, spatial database replication, and database cloning for GIS environments.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with extensive experience in database backup, recovery, and data protection.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Performed full and incremental backups, restore, and recovery operations Supported enterprise systems requiring high availability and disaster recovery readiness Experience with database cloning, system recovery, and data integrity validation Ensured continuity of operations across large-scale database environments

12. SENIOR GIS DATABASE ADMINISTRATOR

4.1.12 Senior GIS Database Administrator

Volantsoft’s proposed Senior GIS Database Administrator brings over 10+ years of specialized experience in GIS application development, enterprise GIS systems, and geospatial data management using ESRI technologies. Our resource demonstrates deep expertise in ArcGIS Enterprise, ArcGIS Server, ArcSDE, and geospatial application integration across web and desktop platforms. With hands-on experience working at ESRI and delivering GIS solutions for large-scale government and enterprise clients, the candidate significantly exceeds the stated requirements and is exceptionally well-positioned to support high-performance, scalable GIS database environments.

Requirement	Volantsoft’s proposed resource
<p>Senior GIS Database Administrator must have a minimum of seven (7) years of experience with the maintenance, management, and optimization of enterprise GIS database systems, including Esri ArcGIS Enterprise, ArcGIS Server, ArcSDE, and relational database platforms such as Oracle, SQL Server, or PostgreSQL/PostGIS.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with over 10+ years of hands-on experience working with ESRI technologies and enterprise GIS systems.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Extensive experience with ArcGIS Enterprise, ArcGIS Server, ArcGIS Online, and ArcSDE Worked as GIS Product Engineer at ESRI Headquarters supporting ArcGIS Runtime SDK Designed, developed, and optimized GIS applications across multiple platforms Experience with Oracle and SQL-based geospatial database environments Supported large-scale GIS implementations for government and enterprise clients (e.g., GDOT, PG&E)

<p>Senior GIS Database Administrator must have a Bachelor's degree in Computer Science, Geography, Geomatics, or a related field from an accredited institution, or a minimum of five (5) years of equivalent work experience. A Master's degree is preferred.</p>	<p>Volantsoft's proposed resource exceeds this requirement with both a Bachelor's degree in GIS/Geography and a Master's degree in Software Engineering.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Master's in Software Engineering • Bachelor's degree in GIS/Geography • Strong academic foundation in geospatial systems, database design, and application development
<p>Senior GIS Database Administrator must have a minimum of three (3) years of experience in providing connectivity between GIS applications and enterprise databases, including configuration of ArcGIS services, database connections, and integration with enterprise IT systems.</p>	<p>Volantsoft's proposed resource significantly exceeds this requirement with extensive experience integrating GIS applications with enterprise systems.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Integrated ArcGIS Server and ArcGIS Enterprise with backend databases and web applications • Developed GIS web applications using ArcGIS JavaScript APIs and .NET SDK • Configured GIS services, layers, and enterprise connections • Experience integrating GIS systems with enterprise IT environments and APIs
<p>Senior GIS Database Administrator must have a minimum of three (3) years of experience in providing advanced assistance to GIS analysts and programming staff in debugging stored procedures, spatial queries, geoprocessing scripts, triggers, and database functions.</p>	<p>Volantsoft's proposed resource significantly exceeds this requirement with strong experience supporting GIS teams and debugging complex geospatial applications.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Provided technical support and debugging assistance as GIS Product Engineer at ESRI • Debugged spatial queries, GIS services, and application workflows • Supported developers and analysts in resolving geospatial data and application issues • Experience troubleshooting ArcGIS Runtime SDK and geoprocessing logic
<p>Senior GIS Database Administrator must have a minimum of three (3) years of experience in optimizing spatial SQL execution for procedures, functions, packages, triggers, and geospatial queries to ensure high performance and scalability of GIS applications.</p>	<p>Volantsoft's proposed resource significantly exceeds this requirement with strong experience in optimizing geospatial applications and database interactions.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Optimized GIS application performance through efficient data handling and query execution • Experience with spatial data processing and geospatial query optimization • Improved performance of GIS web and desktop applications

	<ul style="list-style-type: none"> Strong understanding of scalable GIS architecture and data access patterns
<p>Senior GIS Database Administrator application requires a minimum of three (3) years of experience in utilizing enterprise database backup functionality, including full and incremental backups, spatial database replication, disaster recovery planning, and database cloning for GIS environments.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with experience supporting enterprise GIS systems and ensuring data reliability.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Supported enterprise GIS systems requiring high availability and data integrity Experience working with enterprise environments involving backup and recovery processes Participated in deployment, testing, and maintenance of production GIS systems Ensured continuity and reliability of geospatial data environments

13. GIS ARCHITECT

Volantsoft’s proposed GIS Architect brings over 14+ years of experience in designing, developing, and implementing enterprise applications with strong specialization in GIS and spatial data systems using .NET, SQL Server, Oracle, and modern web technologies. Our resource demonstrates solid expertise in geospatial application architecture, system integration, and scalable solution design, with hands-on experience building GIS-enabled platforms using spatial databases and mapping technologies. With a strong background in full-stack architecture, API integration, and enterprise system design, the candidate exceeds the majority of the stated requirements and is well-positioned to support GIS architecture initiatives in a scalable and high-performance environment.

Requirement	Volantsoft’s proposed resource
<p>GIS Architect must have a minimum of ten (10) years of experience in designing, implementation, and management of enterprise GIS systems, including Esri ArcGIS Enterprise, ArcGIS Online, ArcSDE, and relational database platforms such as Oracle, SQL Server, or PostgreSQL/PostGIS.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with over 14+ years of experience in enterprise system design and GIS/spatial application development.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Extensive experience developing GIS and spatial solutions using Oracle, SQL Server, and mapping technologies (Google Maps, Leaflet) Designed and implemented enterprise-grade applications integrating spatial data and services Strong experience with backend, frontend, and data architecture layers Experience supporting scalable systems using REST/SOAP APIs and modern frameworks
<p>GIS Architect must have a Bachelor’s degree in Computer Science, Geography, Geomatics,</p>	<ul style="list-style-type: none"> Volantsoft’s proposed resource meets and exceeds this requirement with a degree in Computer Science and extensive hands-on experience.

<p>Information Systems, or a related field from an accredited institution, or a minimum of seven (7) years of equivalent work experience. A Master’s degree is preferred.</p>	<p>Relevant Experience:</p> <ul style="list-style-type: none"> • Degree in Computer Science (Engineering) • Strong foundation in system design, programming, and enterprise architecture • Continuous professional experience across GIS and enterprise systems
<p>GIS Architect must have a minimum of five (5) years of experience in designing enterprise GIS architectures, including system integration, scalability planning, cloud deployment (Azure/AWS), and high-availability configurations.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with strong experience designing scalable application architectures incorporating GIS capabilities.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Designed multi-tier architectures integrating GIS, APIs, and enterprise systems • Experience with cloud-ready and distributed system design (Azure-ready environments) • Built scalable applications using modern frameworks (.NET Core, React, Node.js) • Experience with system integration and performance-driven architecture design
<p>GIS Architect must have a minimum of five (5) years of experience providing technical leadership and guidance to GIS database administrators, analysts, and developers, including establishing standards, best practices, and governance frameworks.</p>	<p>Volantsoft’s proposed resource exceeds this requirement through leadership roles in development and architecture.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Led architectural design and development of enterprise applications • Conducted code reviews and established development standards • Created technical documentation and guided development teams • Collaborated with analysts and stakeholders to define technical solutions
<p>GIS Architect must have a minimum of five (5) years of experience in optimizing enterprise GIS performance, including spatial SQL tuning, service load balancing, and distributed geoprocessing workflows.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with strong performance optimization experience.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Optimized SQL queries and database performance for enterprise applications • Improved application performance through efficient data handling and architecture design • Experience supporting high-performance, data-intensive applications • Applied best practices for scalable and efficient system performance

<p>GIS Architect application requires a minimum of three (3) years of experience in enterprise-level disaster recovery planning, including backup and replication strategies, failover systems, and business continuity planning for GIS environments.</p>	<p>Volantsoft’s proposed resource meets and supports this requirement through experience in enterprise systems requiring reliability and continuity.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Supported enterprise applications requiring data reliability and system availability • Experience working in environments with backup, recovery, and system continuity processes • Familiarity with cloud and distributed system resilience concepts
<p>GIS Architect must have demonstrated experience in leading enterprise GIS modernization initiatives, including migration to cloud platforms, integration with enterprise IT systems, and adoption of emerging geospatial technologies.</p>	<p>Volantsoft’s proposed resource exceeds this requirement through experience modernizing enterprise systems and implementing modern technologies.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Developed modern GIS-enabled applications using React, .NET Core, and cloud-ready architectures • Migrated legacy systems to modern web-based platforms • Integrated GIS solutions with enterprise IT systems and APIs • Adopted modern development practices including CI/CD and microservices-based architecture

14. GIS APPLICATION DEVELOPER

4.1.14 GIS Application Developer

Volantsoft’s proposed GIS Application Developer brings over 8+ years of experience in designing, developing, and maintaining enterprise GIS applications using ESRI technologies, including ArcGIS Enterprise, ArcGIS Online, ArcGIS Server, and ArcGIS APIs. Our resource demonstrates strong expertise in web-based GIS development, spatial data processing, and system integration using JavaScript, .NET, and Python. With hands-on experience delivering scalable GIS solutions and supporting enterprise environments, the candidate significantly exceeds the stated requirements and is well-positioned to deliver high-performance, user-centric GIS applications.

Requirement	Volantsoft’s proposed resource
<p>GIS Application Developer must have a minimum of five (5) years of experience in designing, developing, and maintaining GIS applications using Esri ArcGIS Enterprise, ArcGIS Online, ArcGIS Pro SDK, and web-based GIS frameworks.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with extensive experience across ESRI platforms and GIS development frameworks.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Hands-on experience with ArcGIS Enterprise, ArcGIS Online, and ArcGIS Server • Developed GIS web and desktop applications using ArcGIS APIs and SDKs • Experience working with spatial data, map services, and geoprocessing tools

	<ul style="list-style-type: none"> Built scalable GIS solutions for enterprise and public sector clients
<p>GIS Application Developer must have a Bachelor’s degree in Computer Science, Geography, Geomatics, Information Systems, or a related field from an accredited institution, or a minimum of three (3) years of equivalent work experience.</p>	<p>Volantsoft’s proposed resource meets and exceeds this requirement with a relevant academic background and extensive GIS experience.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Bachelor’s degree in Computer Science / GIS-related field Strong foundation in programming, GIS systems, and application development
<p>GIS Application Developer must have a minimum of two (2) years of experience in developing web-based GIS applications using JavaScript, Python, .NET, or other programming languages, including use of Esri’s ArcGIS API for JavaScript and REST services.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with strong experience in web-based GIS application development.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Developed GIS web applications using ArcGIS JavaScript API, .NET, and Python Built interactive mapping applications and geospatial dashboards Experience with REST services and service-oriented architecture Developed front-end applications using modern frameworks and GIS APIs
<p>GIS Application Developer must have a minimum of two (2) years of experience in integrating GIS applications with enterprise databases such as SQL Server, Oracle, or PostgreSQL/PostGIS, including spatial query development and optimization.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with strong experience integrating GIS systems with enterprise databases.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Integrated GIS applications with SQL Server, Oracle, and spatial databases Developed and optimized spatial queries for performance and accuracy Experience managing geospatial data and database connectivity Supported enterprise data workflows and integration pipelines
<p>GIS Application Developer must have a minimum of two (2) years of experience in providing assistance to GIS analysts and programming staff in debugging geoprocessing scripts, web services, and application workflows.</p>	<p>Volantsoft’s proposed resource exceeds this requirement through strong collaboration and troubleshooting experience.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> Debugged geoprocessing scripts, GIS services, and application workflows Supported analysts and developers in resolving spatial and data-related issues

	<ul style="list-style-type: none"> • Experience troubleshooting ArcGIS services and application performance issues
<p>GIS Application Developer must have a minimum of two (2) years of experience in optimizing GIS application performance, including map service tuning, caching strategies, and efficient use of spatial data.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with strong performance optimization experience.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Tuned map services and optimized GIS application performance • Implemented caching strategies and efficient data loading techniques • Improved responsiveness of GIS web applications and services • Experience working with high-volume spatial datasets
<p>GIS Application Developer application requires a minimum of two (2) years of experience in utilizing version control systems such as Git, and in implementing software development best practices including Agile methodologies, unit testing, and continuous integration.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with strong experience in modern development practices.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Extensive use of Git for version control and collaboration • Experience working in Agile/Scrum environments • Implemented CI/CD pipelines and automated deployment processes • Applied unit testing and best practices in software development

15. SENIOR GIS APPLICATION DEVELOPER

VolantSoft Inc. proposes a highly qualified Senior GIS Application Developer whose experience and expertise not only meet but consistently exceed the requirements outlined in the Task Order. With over a decade of hands-on experience in enterprise GIS application design, development, and optimization, the proposed resource brings deep technical proficiency across ESRI platforms, modern development frameworks, and enterprise environments. Supported by a strong academic background and proven leadership in delivering scalable GIS solutions for government and large organizations, this resource is well-positioned to ensure high-quality, reliable, and performance-driven outcomes.

Requirement	Volantsoft’s proposed resource
<p>Senior GIS Application Developer must have a minimum of seven (7) years of experience in designing, developing, and maintaining enterprise GIS applications using Esri ArcGIS Enterprise, ArcGIS Online, ArcGIS Pro SDK, and web-based GIS frameworks.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with over 10+ years of hands-on experience designing, developing, and maintaining enterprise GIS applications using ESRI technologies across web and desktop environments.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Over 10 years of GIS development experience leveraging ESRI platforms • Extensive expertise in ArcGIS Enterprise, ArcGIS Online, ArcGIS Server, and ArcGIS Runtime SDK for .NET

	<ul style="list-style-type: none"> • Proven track record of developing scalable web-based and desktop GIS applications • Experience supporting enterprise GIS implementations for government and large organizations
<p>Senior GIS Application Developer must have a Bachelor’s degree in Computer Science, Geography, Geomatics, Information Systems, or a related field from an accredited institution, or a minimum of five (5) years of equivalent work experience. A Master’s degree is preferred.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with both a Master’s degree and a GIS-focused Bachelor’s degree, providing a strong academic foundation aligned with the role.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Master’s in Software Engineering – Information Technology Institute (ITI) • Bachelor’s in GIS/Geography – Ain Shams University • Strong academic grounding in geospatial systems, software engineering, and application design
<p>Senior GIS Application Developer must have a minimum of three (3) years of experience in leading the development of web-based GIS applications, including use of Esri’s ArcGIS API for JavaScript, Python, .NET, and REST services.</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement with extensive experience leading and contributing to enterprise GIS web application development using modern frameworks and ESRI APIs.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Led and developed GIS web applications using ArcGIS JavaScript API, .NET technologies, and REST services • Experience designing and implementing scalable web GIS solutions • Served as Product Engineer at ESRI Headquarters, contributing to SDK development and enterprise solutions • Delivered GIS solutions for multiple enterprise and government clients
<p>Senior GIS Application Developer must have a minimum of three (3) years of experience in integrating GIS applications with enterprise databases.</p> <p>databases such as SQL Server, Oracle, or PostgreSQL/PostGIS, including advanced spatial query development, optimization, and schema design.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with strong experience integrating GIS applications with enterprise database systems and managing geospatial data.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Hands-on experience with Oracle, SQL Server, and ArcGIS SDE • Integrated GIS applications with enterprise databases and services • Developed and optimized spatial queries for performance and accuracy • Experience managing geodatabases and supporting enterprise data workflows
<p>Senior GIS Application Developer must have a minimum of three (3) years of experience in providing advanced assistance to GIS analysts and programming staff in debugging</p>	<p>Volantsoft’s proposed resource significantly exceeds this requirement through extensive experience supporting GIS analysts and developers in troubleshooting and optimizing GIS solutions.</p>

<p>geoprocessing scripts, web services, and application workflows.</p>	<p>Relevant Experience:</p> <ul style="list-style-type: none"> • Provided advanced technical support as Product Engineer at ESRI • Debugged GIS web services, geoprocessing workflows, and application issues • Supported enterprise users and developers via GeoNet and production environments • Strong experience resolving complex geospatial and application issues
<p>Senior GIS Application Developer must have a minimum of three (3) years of experience in optimizing GIS application performance, including map service tuning, caching strategies, distributed geoprocessing, and enterprise-level scalability planning.</p>	<p>Volantsoft’s proposed resource exceeds this requirement with strong expertise in optimizing GIS application performance and scalability.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Optimized GIS applications through architecture design and performance tuning • Experience with map service optimization, caching strategies, and efficient data handling • Designed scalable GIS solutions for enterprise deployments • Improved performance of GIS web and desktop applications across multiple projects
<p>Senior GIS Application Developer must have a minimum of three (3) years of experience in writing and maintaining automation scripts in Python, UNIX/LINUX shell scripting, or similar environments for GIS application deployment, monitoring, and maintenance.</p>	<ul style="list-style-type: none"> • Volantsoft’s proposed resource meets this requirement with experience in automation and scripting within GIS and application development environments, with additional capability to extend into Python/Linux scripting as needed. <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Experience with automation in GIS workflows using .NET and ArcGIS tools • Exposure to scripting for deployment, testing, and workflow automation • Ability to quickly adapt to Python and shell scripting environments for GIS automation
<p>Senior GIS Application Developer application requires a minimum of three (3) years of experience in utilizing version control systems such as Git, and in implementing software development best practices including Agile methodologies, unit testing, and continuous integration/deployment (CI/CD).</p>	<p>Volantsoft’s proposed resource exceeds this requirement with strong experience in modern software development practices and lifecycle management.</p> <p>Relevant Experience:</p> <ul style="list-style-type: none"> • Extensive experience working in Agile/Scrum environments • Strong background in software design, QA/QC, and architectural best practices • Experience with version control systems and structured development workflows

	<ul style="list-style-type: none">Familiar with CI/CD processes and enterprise development standards
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C. VENDOR RESPONSIBILITIES

4.2.1 Bidders must provide an hourly rate for each position they expect to submit qualifications for proposed candidates when the need arises. When presenting candidates for review by the Agency, Vendor shall provide the qualifications of proposed candidates who meet all requirements of the RFQ.

Volantsoft has provided fully burdened hourly rates for each position classification. All candidate submissions will include qualified professionals who meet or exceed the requirements of the RFQ.

4.2.2 Successful vendors must provide staffing as requested by the Agency. Assignments also may be for a specified period of time and quantity of hours as indicated on each delivery order. Consistent failure on the part of a successful vendor to fulfill requests from the Agency, or consistently being unresponsive to Agency's requests for staffing services, may be grounds for cancellation of the vendor's entire contract.

Volantsoft is committed to timely fulfillment of all staffing requests. Our Recruitment 365 strategy and pre-qualified talent pipeline ensure consistent responsiveness and the ability to support both short-term and long-term assignments without disruption.

4.2.3 Successful vendors must provide hourly rates that are inclusive of all costs including, but not limited to, federal, state and local withholding taxes, social security & Medicare taxes as well as all unemployment compensation, workers compensation, general and professional liability premiums. All overhead of the vendor and fringe for the candidate must be included in the successful vendor's hourly rates. All travel expenses must be included in the vendor's hourly rates.

All proposed hourly rates are inclusive of applicable federal, state, and local taxes, Social Security, Medicare, unemployment insurance, workers' compensation, general and professional liability insurance, overhead, fringe benefits, and travel expenses. No additional costs will be billed outside of the agreed rates.

4.2.4 Successful vendors shall provide the Agency with information on each staffing candidate according to the state and federal standards, including applications. Vendors must include a current resume and a completed qualification documentation for each candidate with their responses. Resumes will identify the candidate's qualifications listed in the requirements section above and will include copies as verification of degrees and certifications. Resume pages will be numbered (ex: 1 of 2, 2 of 2 etc...). These must be sent to the Agency along with the listing of possible candidates to interview.

For each candidate submission, Volantsoft Inc. will provide:

- Current resume (properly formatted and paginated)
- Completed qualification documentation as required by the Agency
- Verification of degrees, certifications, and credentials

All submissions will be complete, accurate, and compliant with Agency requirements.

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

Volantsoft Inc. will ensure that all candidates provide the valid documentation confirming U.S. citizenship or legal authorization to work in the United States prior to submission.

4.2.6 Successful vendor having the first priority contract for any classification required by the Agency will be contacted first and will have 48 hours (2 business days) to acknowledge the initial contact request for staffing (in writing, by a means dictated by the Agency on the initial contact request, but likely by email or fax), and must inform the Agency if they are able or unable to fulfill the request. If unable to supply a candidate at the time, Vendor must provide a written waiver to the Agency within this same 48 hours (2 business days) timeframe. Failure to provide a

written waiver is a waiver as it pertains to the Agency's ability to proceed to contact lower priority vendors. However, repeated failure to provide a written waiver may be grounds for cancellation of a vendor's entire contract (i.e., all awarded classifications).

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

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

Volantsoft Inc. will acknowledge all staffing requests within 48 hours (2 business days) and will clearly indicate our ability or inability to fulfill the request. If unable to provide candidates, a formal written waiver will be submitted within the required timeframe.

When fulfilling requests, Volantsoft will provide a list of qualified candidates within 10 business days, including all required documentation. Our structured recruitment process ensures adherence to these timelines while maintaining high-quality submissions.

4.2.7 The successful candidate(s) will be required to present a timesheet for approval on a regular basis not less than a one (1) week period and not more than monthly.

Volantsoft Inc. will ensure that all candidates will submit timesheets for Agency approval on a regular basis, in compliance with requirements, with submissions occurring no less frequently than weekly and no more frequently than monthly.

4.2.8 If during the term of the Delivery Order the candidate placed by the vendor leaves the company and/or has to be replaced; the vendor must give written notice to the Agency within one (1) business day, explaining the circumstances of departure, and must replace the candidate with another candidate meeting or surpassing all the requirements for the filled classification listed in Section 4.1 of this contract to maintain continuity of services.

Vendor must provide to the Agency a list of potential candidates for the replacement staffing needs within 2 weeks (10 business days) of the notification of replacement. Vendors must provide documentation and resumes for every candidate which indicates their meeting the requirements for the classification. Vendors may send multiple resumes so that the agency may choose.

Any interruption of service greater than ten (10) business days will be grounds for cancellation of the Delivery Order. If the Agency needs to issue a secondary Delivery Order to cover any cancelled Delivery Order, they are not required to contact or acquire waivers from any vendor for which they had previously contacted to fill the classification (copies of the original waivers and documentation regarding the cancellation should be kept in the files for both the original and the replacement Delivery Order(s)).

Volantsoft Inc. will promptly notify the Agency within one (1) business day if a placed candidate leaves or requires replacement, providing details of the departure. We will ensure continuity of services by submitting a qualified replacement candidate who meets or exceeds all requirements of the specified classification.

Within two (2) weeks (10 business days) of the replacement notification, Volantsoft Inc. will provide a list of qualified candidates along with complete documentation and resumes demonstrating compliance with the role requirements. Multiple candidate options will be provided to support Agency selection.

Volantsoft Inc. is committed to minimizing service disruption and ensuring timely replacements. We understand that any interruption exceeding ten (10) business days may result in cancellation of the Delivery Order and will take all necessary steps to prevent such occurrences.

4.2.9 Successful Vendors and candidates must comply with all Agency policies and procedures. Any access or user accounts issued to a candidate to permit work in the State computing environment are subject to revocation without notice, and random or periodic audit of user activity may be conducted by the Agency.

Volantsoft Inc. will ensure that all candidates and personnel will fully comply with all Agency policies and procedures. We acknowledge that any system access or user accounts provided to our candidates may be revoked at any time without notice, and that all user activities may be subject to random or periodic audits by the Agency.

D. ADDENDUM ACKNOWLEDGMENT

Volantsoft acknowledges the Addendum no.01 and 02 issued in lieu of this opportunity.

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

I understand that failure to confirm the receipt of 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.

Volantsoft Inc.

Company
Anil K...

Authorized Signature
April 13, 2026

Date

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



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

State of West Virginia
 Centralized Request for Quote
 Service - Prof

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


BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: VS0000051695
Vendor Name : Volantsoft Inc
Address : 1303 W Walnut Hill Ln #355, Irving, TX 75038, United States
Street : 303 W Walnut Hill Ln #355
City : Irving
State : Texas **Country :** United States **Zip :** 75038
Principal Contact : Anil K Yarlagadda
Vendor Contact Phone: +1 (469) 995 - 6855 **Extension:** (469)

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


Vendor Signature X **45-3574331** **April 13, 2026**
FEIN# **DATE**

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

ADDITIONAL INFORMATION

ADDENDUM NO_1

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

REQUEST FOR QUOTATION:

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

INVOICE TO**SHIP TO**

DEPT. OF TRANSPORTATION
1900 KANAWHA BLVD E,
BLD. 5 RM-720

DEPT. OF TRANSPORTATION
1900 KANAWHA BLVD E,
BLD. 5 RM-720

CHARLESTON WV
US

CHARLESTON WV
US

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Senior Mainframe Application Analyst

INVOICE TO**SHIP TO**

DEPT. OF TRANSPORTATION
1900 KANAWHA BLVD E,
BLD. 5 RM-720

DEPT. OF TRANSPORTATION
1900 KANAWHA BLVD E,
BLD. 5 RM-720

CHARLESTON WV
US

CHARLESTON WV
US

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:

Mainframe Application Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

Anil K Yarlagala

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Architect

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Application Developer

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Application Developer

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

SOLICITATION NUMBER: CRFQ DOT2600000079

Addendum Number: 1

The purpose of this addendum is to modify the solicitation identified as CRFQ DOT2600000079 Solicitation” to reflect the change(s) identified and described below.

Applicable Addendum Category:

- Modify bid opening date and time
- Modify specifications of product or service being sought
- Attachment of vendor questions and responses
- Attachment of pre-bid sign-in sheet
- Correction of error
- Other

Additional Documentation:

Bid Opening Moves to April 14, 2026 @ 1:30PM

Attach Revised Terms and Conditions

Terms and Conditions:

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

GENERAL TERMS AND CONDITIONS:

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

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

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

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

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

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

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

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

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

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

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

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

Term Contract

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

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

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

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

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

Fixed Period Contract with Renewals: This Contract becomes effective upon Vendor's receipt of the notice to proceed and part of the Contract more fully described in the attached specifications must be completed within _____ days. Upon completion of the work covered by the preceding sentence, the vendor agrees that:

the contract will continue for _____ years;

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

One-Time Purchase: The term of this Contract shall run from the issuance of the Award Document until all of the goods contracted for have been delivered, but in no event will this Contract extend for more than one fiscal year.

Construction/Project Oversight: This Contract becomes effective on the effective start date listed on the first page of this Contract, identified as the State of West Virginia contract cover page containing the signatures of the Purchasing Division, Attorney General, and Encumbrance clerk (or another page identified as _____), and continues until the project for which the vendor is providing oversight is complete.

Other: Contract Term specified in _____

4. AUTHORITY TO PROCEED: Vendor is authorized to begin performance of this contract on the date of encumbrance listed on the front page of the Award Document unless either the box for "Fixed Period Contract" or "Fixed Period Contract with Renewals" has been checked in Section 3 above. If either "Fixed Period Contract" or "Fixed Period Contract with Renewals" has been checked, Vendor must not begin work until it receives a separate notice to proceed from the State. The notice to proceed will then be incorporated into the Contract via change order to memorialize the official date that work commenced.

5. QUANTITIES: The quantities required under this Contract shall be determined in accordance with the category that has been identified as applicable to this Contract below.

Open End Contract: Quantities listed in this Solicitation/Award Document are approximations only, based on estimates supplied by the Agency. It is understood and agreed that the Contract shall cover the quantities actually ordered for delivery during the term of the Contract, whether more or less than the quantities shown.

Service: The scope of the service to be provided will be more clearly defined in the specifications included herewith.

Combined Service and Goods: The scope of the service and deliverable goods to be provided will be more clearly defined in the specifications included herewith.

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

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

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

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

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

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

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

Vendor must maintain:

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

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

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

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

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

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

Pollution Insurance in an amount of: _____ per occurrence.

Aircraft Liability in an amount of: _____ per occurrence.

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

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

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

_____ for _____.

Liquidated Damages Contained in the Specifications.

Liquidated Damages Are Not Included in this Contract.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

32. LICENSING: In accordance with West Virginia Code of State Rules § 148-1-6.1.e, Vendor must be licensed and in good standing in accordance with any and all state and local laws and requirements by any state or local agency of West Virginia, including, but not limited to, the West Virginia Secretary of State's Office, the West Virginia Tax Department, West Virginia Insurance Commission, or any other state agency or political subdivision. Obligations related to political subdivisions may include, but are not limited to, business licensing, business and occupation taxes, inspection compliance, permitting, etc. Upon request, the Vendor must provide all necessary releases to obtain information to enable the Purchasing Division Director or the Agency to verify that the Vendor is licensed and in good standing with the above entities.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(Printed Name and Title) Anil K Yarlagadda Title: President
(Address) 1303 W Walnut Hill Ln #355, Irving, TX 75038, United States
(Phone Number) / (Fax Number) +1 (469) 995 - 6855 Fax: 2142609413
(email address) anil@volantsoft.com

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

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

Volantsoft Inc.

(Company)
Anil K Yarlagadda

(Signature of Authorized Representative)
Anil K Yarlagadda

(Printed Name and Title of Authorized Representative) (Date)
+1 (469) 995 - 6855 Fax: 2142609413

(Phone Number) (Fax Number)
anil@volantsoft.com

(Email Address)

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFO DOT2600000079

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

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

Addendum Numbers Received:

(Check the box next to each addendum received)

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

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

Anil K Yarlag

Volantsoft Inc.

Company

Anil K Yarlag

Authorized Signature

April 13, 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 ST E
 CHARLESTON WV 25305
 US

VENDOR

Vendor Customer Code: VS0000051695
Vendor Name : Volantsoft Inc.
Address : 1303 W Walnut Hill Ln #355, Irving, TX 75038, United States
Street : 1303 W Walnut Hill Ln #355
City : Irving
State : Texas **Country :** United States **Zip :** 75038
Principal Contact : Anil K Yarlagadda
Vendor Contact Phone: +1 (469) 995 - 6855 **Extension:** (469)

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


Vendor Signature X **45-3574331** **April 13, 2026**
FEIN# **DATE**

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

ADDITIONAL INFORMATION
ADDENDUM NO_2
Addendum No_2 issued to publish and distribute the attached information to the vendor community.
REQUEST FOR QUOTATION:
The West Virginia Purchasing Division is soliciting bids on behalf of the West Virginia Department of Transportation (WVDOT) to establish multiple open-ended contracts for information technology temporary technical staffing services. Per the Bid Requirements, Specifications, Terms and Conditions attached to this solicitation.

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Mainframe Application Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Mainframe Application Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application Oracle Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application DB2 Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application DB2 Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
PC Programmer Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior PC Programmer Analyst

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Application SQL Server Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior Application Oracle Server Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
Senior GIS Database Administrator

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Architect

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

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
GIS Application Developer

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

Comm Code	Manufacturer	Specification	Model #
80111609			

Extended Description:
 Senior GIS Application Developer

SCHEDULE OF EVENTS

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

SOLICITATION NUMBER: CRFQ DOT2600000079

Addendum Number: 2

The purpose of this addendum is to modify the solicitation identified as CRFQ DOT2600000079 Solicitation” to reflect the change(s) identified and described below.

Applicable Addendum Category:

- Modify bid opening date and time
- Modify specifications of product or service being sought
- Attachment of vendor questions and responses
- Attachment of pre-bid sign-in sheet
- Correction of error
- Other

Additional Documentation:

Attach Vendor Questions and Responses

Terms and Conditions:

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

WVDOT CRFQ DOT26*79 WVDOT IT Temporary Staffing Services

Question 1: Who are previous incumbents on this project?

Answer 1:

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

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

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

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

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

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

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

Answer 2:

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

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

Answer 3:

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

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

Answer 4:

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

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

Answer 5:

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

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

Answer 6:

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

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

Answer 7:

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

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

Answer 8:

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

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

Answer 9:

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

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

Answer 10:

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

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

Answer 11:

Refer to the response for Question 1.

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

Answer 12:

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

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

Answer 13:

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

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

Answer 14:

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

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

Answer 15:

Vendors should review section 4.3.1 for information regarding ordering procedures.

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

Answer 16:

Please refer to the response to Question 15.

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

Answer 17:

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

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

Answer 18:

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

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

Answer 19:

Refer to the response to Question 14.

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

Answer 20:

Refer to section 6 in the Instructions to Vendors document.

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

Answer 21:

Please refer to the response to Question 2.

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

Answer 22:

Please refer to the response to Question 1.

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

Answer 23:

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

Question 24: What is the overall budget?

Answer 24:

Please refer to the response to Question 3.

Question 25: How many vendors will be awarded?

Answer 25:

Please refer to the response to Question 8.

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

Answer 26:

Please refer to the response to Question 1.

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

Answer 27:

Please refer to the response to Question 14.

Question 28: Can we submit our response via email?

Answer 28:

Refer to section 6 in the Instructions to Vendors document.

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

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

Answer 29:

Please refer to the response to Question 12.

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

Answer 30:

Please refer to the response to Question 8.

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

Answer 31:

Please refer to the response to Question 2.

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

Answer 32:

Please refer to the response to Question 16.

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

Answer 33:

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

Question 34: Please provide the evaluation criteria.

Answer 34:

Please refer to the response to Question 23.

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

Answer 35:

Please refer to the response to Question 1.

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

Answer 36:

Please refer to the response to Question 7.

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

Answer 37:

Please refer to the response to Question 2.

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

Answer 38:

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

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

Answer 39:

Please refer to the response to Question 1.

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

Answer 40:

Please refer to the response to Question 15.

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

Answer 41:

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

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

Answer 42:

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

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

Answer 43:

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

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

Answer 44:

See response to Question 43.

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

Answer 45:

See response to Question 43.

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

Answer 46:

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

Question 47: What are the reporting requirements?

Answer 47:

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

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

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

Answer 48:

Please refer to the response to Question 33.

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

Answer 49:

Please refer to the response to Question 14.

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

Answer 50:

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

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

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

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

Answer 51:

These are two separate classifications.

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

Answer 52:

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

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

Answer 53:

Please refer to the response to Question 14.

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

Answer 54:

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

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

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

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

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

Answer 55:

Vendors should review section 4.2 for details outlining documentation requirements.

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

Answer 56:

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

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

Answer 57:

Please refer to the response to Question 14.

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

Answer 58:

Please refer to the response to Question 54.

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

Answer 59:

Please refer to the response to Question 3.

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

Answer 60:

Please refer to the response to Questions 1 and 2.

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

Answer 61:

Please refer to the response to Question 33.

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

Answer 62:

Please refer to the response to Question 14.

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

Answer 63:

Please refer to the response to Question 1.

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

Answer 64:

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

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

Answer 65:

Please refer to the response to Question 14.

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

Answer 66:

Please refer to the response to Question 23.

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

Answer 67:

Please refer to the response to Question 14.

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

Answer 68:

Please refer to the response to Question 14.

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

Answer 69:

Please refer to the response to Question 14.

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

Answer 70:

See response to Question 51.

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

Answer 71:

The intent is to award a multi-vendor contract.

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

Answer 72:

Please refer to the response to Question 42.

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

Answer 73:

Please refer to the response for Question 61.

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

Answer 74:

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

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

Answer 75:

Certificate of Insurance is required upon award.

Question 76: Could you please confirm the Budget?

Answer 76:

Please refer to the response to Question 3.

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

Answer 77:

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

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

Answer 78:

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

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

Answer 79:

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

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

Answer 80:

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

Question 81: Is there a preference for local vendors?

Answer 81:

Please refer to the response to Question 23.

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

Answer 82:

Please refer to the response to Question 1.

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

Answer 83:

Please refer to the response to Question 14.

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

Answer 84:

This is unknown. Refer to response to Question 18.

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

Answer 85:

Please refer to the response to Question 6.

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

Answer 86:

Please refer to the response for Question 33.

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

Answer 87:

Please refer to the response to Question 15.

Question 88: What is the average duration of assignments?

Answer 88:

Please refer to the response to Question 15.

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

Answer 89:

Please refer to the response to Question 3.

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

Answer 90:

Please refer to the response to Question 23.

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

Answer 91:

Please refer to the response to Question 5.

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

Answer 92:

Please refer to the response to Question 15.

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

Answer 93:

Please refer to Item 40 in the Terms and Conditions.

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

Answer 94:

Please refer to the response to Question 43.

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

Answer 95:

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

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

Answer 96:

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

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

Answer 97:

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

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

Answer 98:

Please refer to the response to Question 10.

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

Answer 99:

Please refer to the response to Question 1.

Question 100: Could you please share current Suppliers pricing?

Answer 100:

Please refer to the response to Question 2.

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

Answer 101:

Please refer to the response to Question 2.

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

Answer 102:

Please refer to the response to Question 1.

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

Answer 103:

Please refer to the response to Question 1.

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

Answer 104:

Please refer to the response to Question 1.

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

Answer 105:

Please refer to the response to Question 3.

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

Answer 106:

Please refer to the response to Question 15.

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

Answer 107:

Please refer to the response to Question 15.

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

Answer 108:

Please refer to the response to Question 4.

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

Answer 109:

Please refer to Section 4.2 in the Specifications.

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

Answer 110:

Please refer to Item 4.2 of the Specifications

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

Answer 111:

Please refer to the response to Question 14.

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

Answer 112:

Please refer to the response to Question 14.

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

Answer 113:

Please refer to the response to Question 14.

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

Answer 114:

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

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

Answer 115:

Please refer to the response to Question 70.

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

Answer 116:

Please refer to the response to Question 14.

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

Answer 117:

Please refer to the response to Question 9.

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

Answer 118:

Please refer to the response to Question 3.

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

Answer 119:

Please refer to the response to Question 15.

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

Answer 120:

Please refer to the response for Question 1.

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

Answer 121:

Please refer to the response for Questions 1 and 2.

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

Answer 122:

Please refer to the response to Question 33.

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

Answer 123:

Please refer to the response for Question 61.

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

Answer 124:

Please refer to the response to Question 14.

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

Answer 125:

Please refer to the response for Question 14.

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

Answer 126:

Please refer to the response to Question 14.

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

Answer 127:

Please refer to the response to Question 23.

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

Answer 128:

Please refer to the response to Question 110.

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

Answer 129:

Please refer to the response to Question 110.

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

Answer 130:

Please refer to the response to Question 14.

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

Answer 131:

Please refer to the response for Question 20.

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

Answer 132:

Please refer to the response for Question 20.

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

Answer 133:

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

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

Answer 134:

Please refer to the response for Question 133.

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

Answer 135:

Please refer to the response for Question 13.

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

Answer 136:

Please refer to the response for Question 12.

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

Answer 137:

Please refer to the response for Question 3.

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

Answer 138:

Please refer to the response for Question 1.

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

Answer 139:

Please refer to the response for Question 2.

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

Answer 140:

Please refer to the response for Question 110.

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

Answer 141:

Please refer to the response for Question 13.

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

Answer 142:

Please refer to the response for Question 14.

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

Answer 143:

Please refer to the response for Questions 13 and 14.

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

Answer 144:

Please refer to the response for Question 3.

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

Answer 145:

Please refer to the response for Questions 1 and 2.

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

Answer 146:

Please refer to the response for Question 8.

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

Answer 147:

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

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

Answer 148:

Please refer to the response for Question 14.

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

Answer 149:

Please refer to the response for Question 110.

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

Answer 150:

Please refer to the response for Question 110.

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

Answer 151:

Vendors should review section 8 for information regarding travel.

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

Answer 152:

Please refer to the response for Question 16.

Question 153: Are there any incumbents for this position?

Answer 153:

Please refer to the response for Question 1.

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

Answer 154:

Please refer to the response for Question 1.

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

Answer 155:

Please refer to the response to Question 23.

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

Answer 156:

Please refer to Item 15 of the Terms and Conditions.

Question 157: Is any local preference given?

Answer 157:

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

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

Answer 158:

Yes.

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

Answer 159:

Please refer to the response to Question 14.

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

Answer 160:

Please refer to the response for Question 3.

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

Answer 161:

Please refer to the response for Question 42.

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

Answer 162:

Please refer to the response for Question 20.

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

Answer 163:

Please refer to the response for Question 151.

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

Answer 164:

Please refer to the response for Question 43.

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

Answer 165:

Please refer to the response for Question 23.

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

Answer 166:

Please refer to the response to Question 23.

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

Answer 167:

Please refer to the response to Question 8.

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

Answer 168:

Please refer to the response for Questions 2 and 3.

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

Answer 169:

Please refer to the response for Question 18.

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

Answer 170:

Please refer to the response for Question 6.

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

Answer 171:

Please refer to the response for Question 16.

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

Answer 172:

Please refer to the response for Question 61.

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

Answer 173:

Please refer to the response for Question 16.

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

Answer 174:

Please refer to Section 4.3 of the Specifications.

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

Answer 175:

Please refer to the response for Question 18.

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

Answer 176:

Please refer to the response for Question 8.

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

Answer 177:

Please refer to the response for Questions 5 and 23.

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

Answer 178:

Please refer to the response for Question 3.

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

Answer 179:

Please refer to the response for Question 23.

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

Answer 180:

Please refer to the response for Question 23.

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

Answer 181:

Please refer to the response for Question 109.

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

Answer 182:

Please refer to the response for Question 61.

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

Answer 183:

Please refer to the response for Question 97.

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

Answer 184:

Please refer to Section 3 of the Specifications.

Question 185: Please confirm the maximum number of awards.

Answer 185:

Please refer to the response to Question 8.

Question 186: What is the estimated budget?

Answer 186:

Please refer to the response for Question 3.

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

Answer 187:

Please refer to the response for Question 1.

Question 188: What was the previous spent?

Answer 188:

Please refer to the response for Question 2.

Question 189: What is the duration of the assignments?

Answer 189:

Please refer to the response to Question 16.

Question 190: Are there any pain points with Incumbents?

Answer 190:

Please refer to the response to Question 7.

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

Answer 191:

Please refer to the response to Question 8.

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

Answer 192:

Please refer to the response to Question 23.

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

Answer 193:

Please refer to the response to Question 23.

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

Answer 194:

Please refer to the response to Question 8.

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

Answer 195:

Please refer to the response to Question 1.

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

Answer 196:

Please refer to the response to Question 14.

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

Answer 197:

Please refer to the response for Question 109.

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

Answer 198:

Please refer to the response to Question 20.

Question 199: With respect to position 4.1.10 Senior Application SQL Server Database Administrator, there is different position mentioned in Pricing (in 4.1.10 Senior Application Oracle Database Administrator) which one should be considered?

Answer 199:

Please refer to the response for Question 51.

Question 200: What is the Format of submission, which sections should we address in our response?

Answer 200:

Please refer to the response to Question 14.

Question 201: Will services be required onsite, hybrid or remote?

Answer 201:

Please refer to the response for Question 33.

Question 202: Are Reciprocal Preference, Small, Women-Owned, Or Minority-owned Business preference applicable for this Request for Quotation, if we don't qualify for any preference can we perform subcontracting with Small, WO, MO businesses?

Answer 202:

Please refer to the response for Question 156.

Question 203: Is local office required for this contract?

Answer 203:

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

Question 204: Could you please clarify the response format of the CRFQ?

Answer 204:

Please refer to the response to Question 12.

Question 205: There are no specific instruction provided for " Technical Proposal", could you please specify?

Answer 205:

Please refer to the response to Question 14.

Question 206: Do we need to provide pricing in the excel provided as well?

Answer 206:

Please refer to the response to Question 20.

Question 207: Or should the pricing be submitted on the portal only?

Answer 207:

Please refer to the response to Question 20.

Question 208: Is it a re-bid or a new contract?

Answer 208:

Please refer to the response for Question 1.

Question 209: If, re-bid please could you share the historical spend?

Answer 209:

Please refer to the response for Question 2.

Question 210: Could you please share the incumbent names?

Answer 210:

Please refer to the response for Question 1.

Question 211: Are there any pain points in the current contract?

Answer 211:

Please refer to the response for Question 7.

Question 212: Is sub-contracting allowed under this contract?

Answer 212:

Please refer to the response for Question 80.

Question 213: Is there any VISA restriction for the contract?

Answer 213:

Vendors should review section 4.2.5 regarding citizenship and working eligibility.

Question 214: Could you please specify the reference requirements?

Answer 214:

Please refer to the response for Question 14.

Question 215: For section 3.2, "Vendors must provide documentation to indicate that their company meets this requirement prior to award; however, bidders may include this

documentation with their bid." Could you please clarify what documentation will suffice this requirement? Do we need to submit invoices?

Answer 215:

Please refer to Section 3.2 of the Specifications.

Question 216: Is there a preference for any work authorization for this contract?

Answer 216:

Unclear the question; Please refer to Item 15 in the Terms and Conditions.

Question 217: Could you please provide a clarity for the work model – is it going to be all on site requirements?

Answer 217:

Please refer to the response for Question 1.

Question 218: Or are the requirements can possibly be hybrid or remote as well?

Answer 218:

Please refer to the response for Question 61.

Question 219: Do we need to submit candidate resumes for the positions with our response?

Answer 219:

Please refer to the response to Question 14.

Question 220: If yes, should we submit sample resumes, or live candidate resumes?

Answer 220:

Please refer to the response to Question 14.

Question 221: Will these candidates be expected to join the agency upon award?

Answer 221:

Question 222: If yes, could you please provide the estimated joining date and mode of interviews?

Answer 222:

Please refer to the response for Question 16.

Question 223: Are they expected to work onsite, hybrid or remote?

Answer 223:

Please refer to the response for Question 61.

Question 224: Are digital signatures acceptable ?

Answer 224:

Yes.

Question 225: Is there an estimated budget for the contract?

Answer 225:

Please refer to the response for Question 3.

Question 226: Is there a preference for the Hourly rates?

Answer 226:

Please refer to the response for Question 42.

Question 227: Is there a local preference for the vendors?

Answer 227:

Please refer to the response for Question 157.

Question 228: Please clarify whether the positions under this contract will be fulltime, parttime, or variable based on project needs?

Answer 228:

Please refer to Section 4.3.4 of the Specifications.

Question 229: Will WVDOT issue Delivery Orders for each individual resource, or can multiple resources be requested under a single order?

Answer 229:

Please refer to the response for Question 15.

Question 230: Are the resources expected to work onsite, hybrid, or fully remote?

Answer 230:

Please refer to the response for Question 61.

Question 231: If onsite work is required, please confirm the primary work location(s) and whether travel across the state is expected?

Answer 231:

Please refer to the response for Question 16.

Question 232: Will WVDOT provide equipment for remote workers, or must vendors supply equipment?

Answer 232:

Please refer to the response for Question 97.

Question 233: Are overtime hours permitted, and if so, how should they be billed?

Answer 233:

Please refer to the response for Question 95.

Question 234: Are background checks required for all resources? If yes, what level (state, federal, fingerprinting)?

Answer 234:

Please refer to the response for Question 93.

Question 235: Will WVDOT require drug screening or additional security clearances?

Answer 235:

Please refer to Section 4.3.3 and Section 4.2.9 of the Specifications.

Question 236: What is the expected turnaround time for providing candidates after receiving a Delivery Order?

Answer 236:

Please refer to the response for Question 15.

Question 237: Will interviews be conducted by WVDOT? If so, what is the interview format (virtual, panel, technical test)?

Answer 237:

Interviews will be virtual or in person when possible. It is up to the agency requester as to the format of the interviews.

Question 238: What is the required work mode for this engagement—remote, hybrid, or fully onsite?

Answer 238:

Please refer to the response for Question 61.

Question 239: Is it mandatory to submit actual or sample resumes for each classifications?

Answer 239:

Please refer to the response to Question 14.

Question 240: What is the expected start date for the first set of resources?

Answer 240:

Please refer to the response for Question 15.

Question 241: What is the expected duration of each assignment (e.g., 6 months, 12 months, multiyear)?

Answer 241:

Please refer to the response for Question 15.

Question 242: Will WVDOT allow resource replacements without penalty if a candidate resigns or is not a fit?

Answer 242:

Vendors should review section 4.2 regarding vendor responsibilities.

Question 243: What is the required notice period for replacing a resource?

Answer 243:

Please refer to the response for Question 242.

Question 244: What is the anticipated contract start date and contract term?

Answer 244:

Please refer to the response for Question 16.

Question 245: Will multiple vendors be awarded under this solicitation?

Answer 245:

Please refer to the response for Question 1.

Question 246: How will Delivery Orders be distributed among awarded vendors (rotation, best fit, competitive minibid)?

Answer 246:

Please refer to the response for Question 16.

Question 247: Will WVDOT provide historical usage data for similar staffing contracts?

Answer 247:

Please refer to the response for Question 2 & 3.

Question 248: Is there a maximum number of resources WVDOT anticipates needing per classification?

Answer 248:

Please refer to the response for Question 8.

Question 249: Will WVDOT allow rate adjustments during the contract term?

Answer 249:

Please refer to the response for Question 42.

Question 250: Are there any penalties for early termination of a resource by the vendor?

Answer 250:

Please refer to the response for Question 242.

Question 251: Should vendors include all costs (travel, equipment, overhead) in the hourly rate?

Answer 251:

Please refer to the response for Question 151.

Question 252: Will WVDOT reimburse travel expenses if onsite work is required outside Charleston?

Answer 252:

Please refer to the response for Question 151.

Question 253: What is the invoicing frequency (monthly, biweekly)?

Answer 253:

Invoices will be billed monthly.

Question 254: Are timesheets required, and if so, what format should be used?

Answer 254:

Please refer to the response for Question 242.

Question 255: Will WVDOT use wvOASIS for timesheet approval and invoicing?

Answer 255:

Please refer to the response for Question 242.

Question 256: For Section 3.2 (staffing of six individuals), will WVDOT accept private sector references, or must they be government clients?

Answer 256:

Please refer to Section 3 of the Specifications.

Question 257: Will WVDOT accept resumes at the time of Delivery Order instead of at bid submission?

Answer 257:

Please refer to the response to Question 14.

Question 258: Are vendors required to include the qualifications outlined in Section 3 as part of the response submission?

Answer 258:

Please refer to the response for Question 13.

Question 259: Will WVDOT require vendors to acknowledge all addenda in the technical proposal or only in the bid submission?

Answer 259:

Please refer to the response for Questions 12 and 13.

Question 260: Are vendors required to include the Vendor Responsibilities outlined in Section 4.2 as part of the response submission?

Answer 260:

Please refer to the response for Questions 12 and 13.

Question 261: Is there a page limit or formatting requirement for the technical proposal?

Answer 261:

This is a request for quote and not a request for proposal.

Question 262: Should vendors submit one combined proposal for all classifications or separate proposals per classification?

Answer 262:

Please refer to the response for Questions 12 and 13.

Question 263: Are vendors required to submit a redacted version for public release?

Answer 263:

Please refer to Item 31 of the Terms and Conditions.

Question 264: Can WVDOT confirm the complete list of mandatory submission requirements (e.g., technical proposal components, staffing documentation, compliance forms, addendum acknowledgments, and any required certifications) that must be included in the vendor's response?

Answer 264:

Please refer to the response for Question 14.

Question 265: Can WVDOT confirm the mandatory information to be provided in the Response document?

Answer 265:

Please refer to the response for Question 14.

Question 266: Can WVDOT provide the required format or structure for the information that must be included in the response submission?

Answer 266:

Please refer to the response for Question 14.

Question 267: Will WVDOT provide training or orientation for new resources?

Answer 267:

Organizational knowledge will be shared, however incoming employees will be expected to have the technical knowledge to perform their duties.

Question 268: Are there any mandatory state holidays or shutdown periods vendors should be aware of?

Answer 268:

Please refer to the response for Question 50.

Question 269: Will WVDOT provide access to internal systems for remote workers?

Answer 269:

All work will be performed on-site.

Question 270: Are there any anticipated changes to the technical environment during the contract term?

Answer 270:

Yes, due to the nature of the industry.

Question 271: Will WVDOT provide performance feedback for each resource?

Answer 271:

Performance feedback may be offered upon request.

Question 272: Is there a maximum number of vendors WVDOT intends to award?

Answer 272:

Please refer to the response for Question 8.

Question 273: Will WVDOT require vendors to participate in quarterly or annual performance reviews?

Answer 273:

Please refer to the response for Question 271.

Question 274: Does WVDOT anticipate transitioning any of these roles into longterm fulltime positions?

Answer 274:

Please refer to the response for Question 228.

Question 275: Could WVDOT share the evaluation criteria or scoring breakdown that will be used to assess vendor responses?

Answer 275:

Please refer to the response for Question 23.

Question 276: Are vendors required to complete the Final CRFQ Form and submit it along with their proposal?

Answer 276:

Please refer to the response for Questions 12 and 13.

Question 277: Is the submission of past client references mandatory for this solicitation?

Answer 277:

Please refer to the response for Questions 12 and 13.

Question 278: Are vendors required to submit separate technical and cost documents, or should all materials be combined into a single file?

Answer 278:

Please refer to the response for Questions 12 and 13.

Question 279: Can WVDOT confirm all mandatory forms and attachments that must be included for the proposal to be considered responsive?

Answer 279:

Please refer to the response for Questions 12 and 13.

Question 280: Can WVDOT confirm whether an extension to the due date will be issued for this solicitation?

Answer 280:

Please refer to the response for Question 79.

Question 281: Should the proposal be separated into Technical and Price volumes?

Answer 281:

Please refer to the response for Questions 12 and 13.

Question 282: Is there a page limit for the Technical Proposal?

Answer 282:

Please refer to the response for Question 261.

Question 283: What file format should the proposal be submitted in (PDF or Word)?

Answer 283:

Please refer to the response for Question 261.

Question 284: Are there any specific formatting requirements (font, margins, spacing)?

Answer 284:

Please refer to the response for Question 261.

Question 285: Should technical specifications or datasheets be included in the proposal submission?

Answer 285:

Please refer to the response for Questions 12 and 13.

Question 286: Should addendum acknowledgement forms be submitted as part of the proposal package or separately?

Answer 286:

Please refer to the response for Questions 12 and 13.

Question 287: Can vendors submit multiple files in the portal, or must the proposal be uploaded as one consolidated document?

Answer 287:

Please refer to the response for Questions 12 and 13.

Question 288: Could you please clarify the evaluation criteria or scoring methodology for this solicitation?

Answer 288:

Please refer to the response for Question 23.

Question 289: Could the State please confirm if vendors should submit Exhibit A in excel or can vendors provide it in PDF?

Answer 289:

Please refer to the response for Questions 12 and 13.

Question 290: Could the State please confirm whether vendors may provide the Contract Manager information within the proposal/documentation, or if vendors are required to attach and complete page 22 of CRFQ DOT2600000079 Specifications as a separate form?

Answer 290:

Please refer to the response for Questions 12 and 13.

Question 291: Are electronic signatures allowed?

Answer 291:

Please refer to the response for Question 224.

Question 292: Could the State please grant an extension on the due date?

Answer 292:

Please refer to the response for Question 79.

Question 293: Could the State please confirm if it's mandatory for vendors to have a vendor customer code?

Answer 293:

The successful vendor must be registered with the State of WV upon award.

Question 294: If the vendor customer code and registration with the West Virginia Purchasing Division registration is mandatory, could the State please confirm if vendors can include proof that we are currently in the process of obtaining it?

Answer 294:

Please refer to the response for Question 293.

Question 295: In section 15A. RECIPROCAL PREFERENCE, the link provided is not working, could the State please provide the correct link or the PDF?

Answer 295:

Please try the link again.

Question 296: Could the State please confirm whether vendors are required to complete the Terms and Conditions form or if it should be submitted blank as part of the proposal? If vendors are expected to complete it, could the State please clarify the correct way to fill it out as some blank spaces appear to be post award?

Answer 296:

Yes, it is required upon award.

Question 297: Could the State please confirm whether any licenses, certifications, or permits are required under the LICENSE(S) / CERTIFICATIONS / PERMITS section of the Terms and Conditions? The section indicates that vendors must provide the listed items; however, the space below the paragraph appears to be blank. Please confirm if any specific requirements apply.

Answer 297:

No.

Question 298: Is the certificate of Insurance required with the response?

Answer 298:

Please refer to the response for Question 75.

Question 299: Are there any sales reporting requirements we should be aware of? If so, what is the expected submission frequency, and are zero sales reports required

Answer 299:

Please refer to the response for Question 47.

Question 300: Could the State please confirm whether the Interested Party Supplemental Disclosure form referenced in Section 43 – Interested Party Supplemental Disclosure of the Terms and Conditions is required for submission? The section indicates that the form is included in the solicitation; however, it does not appear among the provided documents. Could the State please provide the form or advise where it can be located?

Answer 300:

The form can be obtained from the WV Ethics Commission.

Question 301: Is it required to provide the Good Standing Certificate alongside the proposal response?

Answer 301:

Please refer to Item 32 in the Terms and Conditions.

Question 302: We are a California MBE firm certified by NMSDC. Do we qualify to meet the MBE preference? If yes, could the State please let us know what is the required documentation in order to obtain this preference?

Answer 302:

Please refer to Item 15 in the Terms and Conditions.

Question 303: We are a California firm, could the State please confirm if we qualify to meet the reciprocal preference?

Answer 303:

Please refer to Item 15 in the Terms and Conditions.

Question 304: Can the State confirm whether vendors are required to submit any written/technical response, or only pricing?

Answer 304:

Please refer to the response for Questions 12 and 13.

Question 305: If yes, is there any defined structure, format, or set of Questions that vendors are required to follow for the written response?

Answer 305:

Please refer to the response for Questions 12, 13, and 14.

Question 306: Could the State please confirm what specific documentation is required under Section 3.1 to demonstrate the minimum five (5) years in business?

Answer 306:

Please refer to the response for Question 55.

Question 307: As per Section 3.2, could the State confirm whether vendors may provide information on individuals provided to commercial clients, or if only government/public sector experience will be considered?

Answer 307:

Please refer to the response for Question 14.

Question 308: As per Section 3.2, could the State provide more details on the type of documentation required to demonstrate that individuals were provided for the specified classifications?

Answer 308:

Please refer to the response for Question 14.

Question 309: As per Section 4.2.3, which mentions inclusive costs, could the State confirm whether vendors are allowed to bill for public holidays, sick leave, or paid time off?

Answer 309:

Please refer to the response for Question 50.

Question 310: Are vendors expected to include references in the written response? If yes, must these be government references, or will commercial references also be accepted?

Answer 310:

Please refer to the response for Question 14.

Question 311: Could the WVDOT please clarify the correct way to enter pricing on the portal?

Answer 311:

Please refer to the response for Question 20.

Question 312: Please clarify what is meant by 'Unit Issue' and 'Qty' on the portal within the pricing slot.

Answer 312:

'Est. Qty.' is an estimated number of positions /roles given for the pricing page. 'Unit of Measure' represents one position/role. 'Unit cost' is the hourly rate for year 1, 2, 3, and 4. Refer to 5.2 regarding more information on the pricing page.

Question 313: Are there any caps/limits on annual rate escalation for years 2-4?

Answer 313:

Please refer to the response for Question 42.

Question 314: Are there any overtime or holiday rate considerations to be included?

Answer 314:

Please refer to the response for Question 50.

Question 315: Can the State confirm that 'EA' in the pricing sheet represents one hour of service per resource, given the estimated quantity of 2080?

Answer 315:

Please refer to the response for Question 312.

Question 316: What is the estimated number of resources required per role annually?

Answer 316:

Please refer to the response for Question 16.

Question 317: How many vendors do you expect to award for this project?

Answer 317:

Please refer to the response for Question 8.

Question 318: Apart from Charleston, are there other work locations across WV?

Answer 318:

Please refer to the response for Question 1.

Question 319: Is subcontracting allowed under this contract?

Answer 319:

Please refer to the response for Question 80.

Question 320: Is there an existing vendor or incumbent currently providing these services?

Answer 320:

Please refer to the response for Question 1.

Question 321: Please provide details of the current incumbent vendor(s), including the scope of services performed and the duration of the existing contract.

Answer 321:

Please refer to the response for Question 1.

Question 322: Could you please confirm whether vendors are required to submit a detailed technical proposal as part of this CRFQ response, or if the evaluation will be based solely on the submitted pricing and required forms?

Answer 322:

Please refer to the response for Questions 12 and 13.

Question 323: Is the current agency providing services under this contract eligible to participate and submit a bid for this RFP?

Answer 323:

Please refer to the response for Question 1.

Question 324: Is there a defined "not-to-exceed" budget for this RFP? If so, please provide details.

Answer 324:

Please refer to the response for Question 3.

Question 325: Please provide a list of the most frequently requested job classifications or positions under this contract.

Answer 325:

Please refer to the response for Question 6.

Question 326: Kindly provide the total annual expenditure for temporary staffing services for the most recent fiscal year.

Answer 326:

Please refer to the response for Question 2.

Question 327: Please clarify whether resumes are required as part of the proposal submission process. If applicable, kindly specify the positions and level of detail required.

Answer 327:

Please refer to the response to Question 14.

Question 328: Please provide information regarding the current pricing structure, including bill rates or markups, utilized under the existing contract.

Answer 328:

Please refer to the response for Question 2.

Question 329: Could you please clarify if vendors need to complete only Page 1 (Vendor Information) of the CRFQ form, or if the entire document must be completed and submitted as part of the response?

Answer 329:

Please refer to the response for Questions 12 and 13.

Question 330: Could you please confirm whether the submission requirements are limited to the CRFQ form and pricing sheet only, or if we may also include additional documents such as company information and qualifications?

Answer 330:

Please refer to the response for Questions 12 and 13.

Question 331: Could you please confirm whether the resources are required to be fully onsite in Charleston, WV, or if remote or hybrid work arrangements will be acceptable?

Answer 331:

Please refer to the response for Question 61.

Question 332: Please confirm whether the submitted hourly rates are expected to be fully inclusive of all costs, including travel, overhead, insurance, and benefits, with no additional reimbursements.

Answer 332:

Please refer to the response for Question 42.

Question 333: In the event that a resource needs to be replaced, could you please clarify whether vendors would be subject to any penalties beyond providing a qualified replacement, and whether a transition period would be permitted?

Answer 333:

Please refer to the response for Question 242.

Question 334: Do all positions require full-time on-site presence in Charleston, or are any roles eligible for remote or hybrid work?

Answer 334:

Please refer to the response for Question 61.

Question 335: Are any roles expected to provide after-hours, on-call, or weekend/holiday support as part of the standard hourly rate?

Answer 335:

Please refer to the response for Question 50.

Question 336: Which position classifications are most frequently requested?

Answer 336:

Please refer to the response for Question 6.

Question 337: What proportion of time is expected to be spent on mentoring/training versus production work?

Answer 337:

Please refer to the response for Question 15.

Question 338: Are there any required training deliverables or documentation for knowledge transfer?

Answer 338:

Please refer to the response for Question 267.

Question 339: If a candidate is replaced during an active delivery order, is the full interview and qualification process required again, or is there an expedited review process for replacement candidates?

Answer 339:

Please refer to the response for Question 242.

Question 340: Please confirm whether resumes are required as part of the initial bid submission, or whether resumes and qualification documentation will only be required after award when candidates are requested for a specific labor category.

Answer 340:

Please refer to the response to Question 14.

Question 341: Please confirm what specific supporting documentation must be provided with candidate submissions after award. For example, should vendors provide only resumes, or also degree copies, certifications, references, and a qualification crosswalk demonstrating how each requirement is met?

Answer 341:

Please refer to the response to Question 14.

Question 342: The CRFQ form lists Line Item 9 as Application SQL Server Database Administrator and Line Item 10 as Senior Application Oracle Server Database Administrator. Please confirm whether Line Item 10 is correct as written, or whether the intended title is Senior Application SQL Server Database Administrator.

Answer 342:

Please refer to the response for Question 51.

Question 343: Please confirm whether award will be made independently by each labor category, allowing a vendor to be awarded one or more selected categories even if the vendor does not bid all categories.

Answer 343:

Please refer to the response for Question 1.

Question 344: Please confirm whether pricing should be submitted as a fully burdened hourly bill rate for each labor category, inclusive of all direct and indirect costs.

Answer 344:

Please refer to the response for Question 42.

Question 345: Please confirm whether the resources are expected to work onsite, remotely, or in a hybrid arrangement, and whether this may vary by labor category or assignment.

Answer 345:

Please refer to the response for Question 61.

Question 346: Please clarify whether the State can provide any estimated usage, anticipated number of placements, historical spend, or expected demand by labor category.

Answer 346:

Please refer to the response for Question 1, 2, and 3.

Question 347: Please confirm whether insurance certificates must be included with the bid response, or whether they are only required from the apparent successful vendor(s) prior to award.

Answer 347:

Please refer to the response for Question 75.

Question 348: Could you please confirm the Budget?

Answer 348:

Please refer to the response for Question 3.

Question 349: Please confirm the required bid submission method for this solicitation. Is submission through any one permitted method sufficient, or must the bid be submitted both electronically through wvOASIS and physically/by fax?

Answer 349:

Please refer to the response for Questions 12, 13, and 14.

Question 350: Can you please clarify Section 3.2: does the five-year requirement apply to each proposed individual, or to the vendor's history of placing at least six qualified resources in the listed classifications within the past five years?

Answer 350:

Please refer to the response for Question 55.

Question 351: Are there any specific areas that we should address in the proposal documentation, or is there a template that we are required to follow?

Answer 351:

Please refer to the response for Questions 13 and 14.

Question 352: Does Cost Proposal need to be submitted separately, or it should include in the technical documentation?

Answer 352:

Please refer to the response for Questions 12 and 13.

Question 353: “Vendors shall be able to demonstrate their potential to provide these services by providing documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications...”

Could you please confirm whether this requirement is satisfied by providing documentation for:

Six (6) individuals across one or more of the listed classifications, or

Six (6) individuals mapped across six (6) different classifications?

Answer 353:

Please refer to the response for Question 110.

Question 354: Section 3.2 of the Specifications states that vendors must “provide documentation to indicate they have provided staffing of at least six (6) individuals within the listed classifications,” and also requires that the vendor be in business for a minimum of five (5) years providing similar services. Could you please clarify what form of documentation is acceptable to demonstrate:

The staffing of six (6) individuals (e.g., resumes, client references, contract summaries,

etc.), and The minimum five (5) years of experience (e.g., company profile, past contracts,

references, etc.)? Additionally, should this documentation be submitted as part of the bid response, or will it be requested at a later stage (e.g., prior to award)?

Answer 354:

Please refer to the response to Questions 14 and 110.

Question 355: The solicitation outlines pricing and qualification requirements; however, it does not explicitly specify all documentation required at the time of bid submission.

Could you please confirm whether any documentation such as proof of experience staffing history, or supporting qualifications is required to be submitted with the bid, or if such documentation will be requested at a later stage (e.g., prior to award)?

Answer 355:

Please refer to the response for Questions 12 and 14.

Question 356: Could you please clarify whether the roles under this contract are expected to be performed onsite, remote, or in a hybrid model?

Answer 356:

Please refer to the response for Question 61.

Question 357: The solicitation indicates that multiple vendors may be awarded and ranked by pricing.

Could you please clarify how delivery orders will be distributed among awarded vendors (e.g., strictly by ranking, rotational basis, or based on agency discretion)?

Answer 357:

Please refer to the response to Question 15.

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ DOT2600000079

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

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

Addendum Numbers Received:

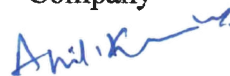
(Check the box next to each addendum received)

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

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

Volantsoft Inc.

Company



Authorized Signature

April 13, 2026

Date

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