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## Header 3

 List View

## General Information

Contact

Default Values

Discount

Document Information

Clarification Request

Procurement Folder: 2029895

Procurement Type: Central Master Agreement

Vendor ID: VS0000052232 

Legal Name: Kupplin Worldwide

Alias/DBA:

Total Bid: \$177,300.00

Response Date: 08/20/2026 

Response Time: 10:25

Responded By User ID: kupplin 

First Name: Ahmed

Last Name: Moledina

Email: amoledina@kupplin.com

Phone: 5124130397

SO Doc Code: CRFQ

SO Dept: 0613

SO Doc ID: VNF2700000001

Published Date: 8/19/26

Close Date: 8/26/26

Close Time: 13:30

Status: Closed

Solicitation Description: Direct Care Staffing Services

Total of Header Attachments: 3

Total of All Attachments: 3



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

State of West Virginia  
Solicitation Response

**Proc Folder:** 2029895  
**Solicitation Description:** Direct Care Staffing Services  
**Proc Type:** Central Master Agreement

| Solicitation Closes | Solicitation Response        | Version |
|---------------------|------------------------------|---------|
| 2026-08-26 13:30    | SR 0613 ESR08202600000001168 | 1       |

**VENDOR**  
VS0000052232  
Kupplin Worldwide

**Solicitation Number:** CRFQ 0613 VNF2700000001  
**Total Bid:** 177300  
**Response Date:** 2026-08-20  
**Response Time:** 10:25:09  
**Comments:**

**FOR INFORMATION CONTACT THE BUYER**  
Jessica L Riley  
304-558-0246  
jessica.l.riley@wv.gov

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

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

| Line | Comm Ln Desc                  | Qty | Unit Issue | Unit Price | Ln Total Or Contract Amount |
|------|-------------------------------|-----|------------|------------|-----------------------------|
| 1    | Direct Care Staffing Services |     |            |            | 177300.00                   |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 85101601  |              |               |         |

**Commodity Line Comments:**

**Extended Description:**

Open-end contract for Direct Care Staffing Services



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:** 2029895

**Doc Description:** Direct Care Staffing Services

**Reason for Modification:**

**Proc Type:** Central Master Agreement

| Date Issued | Solicitation Closes | Solicitation No         | Version |
|-------------|---------------------|-------------------------|---------|
| 2026-08-05  | 2026-08-20 13:30    | CRFQ 0613 VNF2700000001 | 1       |

**BID RECEIVING LOCATION**

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

**VENDOR**

**Vendor Customer Code:** VS0000052232

**Vendor Name :** Kupplin Worldwide, LLC

**Address :** 8870 Business Park Dr.

**Street :** Ste. 200

**City :** Austin

**State :** TX

**Country :** US

**Zip :** 78759

**Principal Contact :** Anila Moledina

**Vendor Contact Phone:** 512-270-6700

**Extension:**

**FOR INFORMATION CONTACT THE BUYER**

Jessica L Riley  
304-558-0246  
jessica.l.riley@wv.gov

**Vendor  
Signature X**

*Anila Moledina*

**FEIN#** 27-1058277

**DATE** 08/14/2026

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

**ADDITIONAL INFORMATION**

The West Virginia Purchasing Division, is soliciting bids on behalf of the WV Veterans Nursing Facility, to establish an open-end contract for Direct Care Staffing Services to include RN's LPN's and HSW's per the attached specifications, pricing pages and documentation.

**INVOICE TO**

DIVISION OF VETERANS  
AFFAIRS  
1 FREEDOMS WAY

CLARKSBURG WV  
US

**SHIP TO**

VETERAN'S NURSING  
FACILITY  
1 FREEDOMS WAY

CLARKSBURG WV  
US

| Line | Comm Ln Desc                  | Qty | Unit Issue | Unit Price                             | Total Price |
|------|-------------------------------|-----|------------|----------------------------------------|-------------|
| 1    | Direct Care Staffing Services |     |            | See Attached Exhibit A<br>Pricing Page |             |

**Comm Code****Manufacturer****Specification****Model #**

85101601

**Extended Description:**

Open-end contract for Direct Care Staffing Services

**SCHEDULE OF EVENTS**

| <u>Line</u> | <u>Event</u>                                        | <u>Event Date</u> |
|-------------|-----------------------------------------------------|-------------------|
| 1           | Technical Questions Deadline: 08/12/2026 at 10:00AM | 2026-08-12        |

|               |                |                               |           |
|---------------|----------------|-------------------------------|-----------|
|               | Document Phase | Document Description          | Page<br>3 |
| VNF2700000001 | Final          | Direct Care Staffing Services |           |

**ADDITIONAL TERMS AND CONDITIONS**

See attached document(s) for additional Terms and Conditions



**kupplin**  
A **SOAL** SOLUTIONS COMPANY



**WEST VIRGINIA  
VETERANS  
NURSING FACILITY**



# RESPONSE TO REQUEST FOR QUOTE (CRFQ)

Open-End Contract for  
Direct Care Staffing Services



**SOLICITATION NO.:**  
**CRFQ-VNF2700000001**



**DESCRIPTION:**  
Direct Care Staffing Services  
(RN, LPN, HSW)



**RESPONSE DUE DATE:**  
**AUGUST 20, 2026**  
**AT 13:30**



**PREPARED FOR:**

**WEST VIRGINIA  
VETERANS NURSING FACILITY**



2019 Washington Street,  
East Charleston, WV 25305



**PREPARED BY:**

**KUPPLIN WORLDWIDE, LLC**



8870 Business Park Drive, Suite 200  
Austin, TX 78759



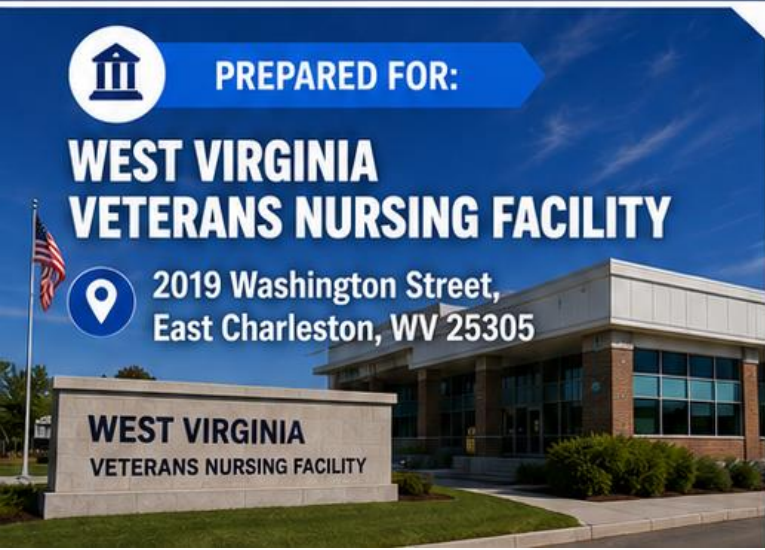
anilamoledina@kupplin.com



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www.kupplin.com



## Table of Contents

|                                                                                  |    |
|----------------------------------------------------------------------------------|----|
| Cover Letter .....                                                               | 1  |
| Company Overview .....                                                           | 2  |
| Introduction.....                                                                | 2  |
| Organizational Details .....                                                     | 2  |
| History.....                                                                     | 2  |
| Key Service Offerings.....                                                       | 3  |
| Industry Recognition.....                                                        | 4  |
| Organizational Capacity.....                                                     | 4  |
| Proven Expertise in Healthcare and Long-Term Care Workforce Solutions .....      | 5  |
| Expertise in Managing Multi-Million Dollar Government Healthcare Contracts ..... | 5  |
| Kupplin Worldwide's Key Contracts .....                                          | 6  |
| Work Plan — Scope of Work Response and Project Implementation .....              | 8  |
| Understanding of Scope of Work .....                                             | 8  |
| Staffing Request and Response Process .....                                      | 8  |
| Candidate Screening — Three-Tier Verification Process .....                      | 9  |
| Demonstrated Capability Aligned to This CRFQ's Requirements .....                | 10 |
| Recruiting Plan.....                                                             | 11 |
| 1. Proactive Workforce Pipeline .....                                            | 11 |
| 2. Multi-Channel Recruiting Strategy for the Clarksburg, WV Area .....           | 11 |
| 3. Rigorous Screening and Qualification .....                                    | 12 |
| 4. Credential Verification and Compliance .....                                  | 12 |
| 5. Candidate Matching and Deployment .....                                       | 13 |
| 6. Deployment and Standard Response-Time Objectives.....                         | 13 |
| 7. Continuous Recruiting and Replacement Readiness .....                         | 13 |
| 8. Recruiting Management, Escalation, and Accountability.....                    | 14 |
| Shift Coverage Plan .....                                                        | 15 |
| 1. Responsive Coverage Coordination.....                                         | 15 |
| 2. Shift Coverage Strategy .....                                                 | 15 |
| 3. Continuity and Replacement Coverage .....                                     | 16 |
| 4. Qualification and Assignment Readiness .....                                  | 16 |
| 5. Communication, Accountability, and Escalation.....                            | 17 |
| 6. Coverage Monitoring and Continuous Improvement .....                          | 17 |
| References .....                                                                 | 19 |
| Attachments .....                                                                | 20 |

## Cover Letter

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

**Subject: Response to CRFQ 0613 VNF2700000001 — Direct Care Staffing Services for the West Virginia Veterans Nursing Facility**

Dear Members of the Evaluation Committee:

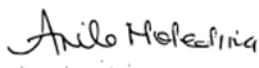
Kupplin Worldwide, LLC is pleased to submit this response to Centralized Request for Quote (CRFQ) 0613 VNF2700000001, issued by the West Virginia Purchasing Division on behalf of the West Virginia Veterans Nursing Facility in Clarksburg, West Virginia, for an open-end contract covering Direct Care Staffing Services for Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Health Service Workers (HSWs). Kupplin has reviewed the solicitation, the attached specifications and pricing pages, and all associated terms and conditions in full and is prepared to serve the Facility as a reliable, compliance-driven staffing partner.

Kupplin Worldwide, LLC is a Women's Business Enterprise (WBE), Minority Business Enterprise (MBE), and Disadvantaged Business Enterprise (DBE)-certified healthcare staffing firm headquartered in Austin, Texas, with 14 years of continuous operations supporting state agencies, healthcare systems, and long-term care institutions across the country. Our organization understands the standard of care required in a facility serving our nation's veterans, and we have built our staffing model around continuity, credentialing rigor, and rapid response to shift-coverage needs, the same priorities reflected in the enclosed Work Plan, Recruiting Plan, and Shift Coverage Plan submitted as part of this response.

Kupplin is prepared to provide qualified, credentialed personnel across all three position categories identified in this solicitation: RNs, LPNs, and HSWs consistent with the licensing, credentialing, and WVCARES-compliance requirements outlined in the specifications.

Kupplin accepts the terms and conditions of CRFQ 0613 VNF2700000001 and is prepared to begin services promptly upon contract award. We welcome the opportunity to serve as the Facility's staffing partner and remain available for any questions the Evaluation Committee may have during its review.

Respectfully submitted,



**Anila Moledina**

Chief Executive Officer  
anilamoledina@kupplin.com

## Company Overview

### Introduction

Kupplin Worldwide, LLC, founded in August 2012, is a trusted healthcare workforce solutions firm known for delivering compliant, credentialed staffing across regulated public-sector environments. With 14 years of continuous operation, Kupplin specializes in providing high-quality clinical, direct-care, allied health, and support staffing tailored to the unique needs of long-term care facilities, veterans facilities, state health agencies, and healthcare institutions. Headquartered in Austin, Texas, with strategic offices in Flower Mound, Texas, and Columbus, Ohio, Kupplin offers a regional and national reach while maintaining the personalized, responsive account management that public-sector clients such as the West Virginia Veterans Nursing Facility depend on.

### Organizational Details

| Legal Name                         | Kupplin Worldwide, LLC                                                                                                                                                                                                                        |
|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Headquarters                       | 8870 Business Park Dr., Suite 200, Austin, TX 78759                                                                                                                                                                                           |
| Date of Incorporation              | August 20, 2012                                                                                                                                                                                                                               |
| Employee Strength                  | 60+ full-time staffing professionals                                                                                                                                                                                                          |
| Active Contract Portfolio          | \$47 million+ across government, healthcare, and long-term care clients                                                                                                                                                                       |
| Certifications                     | Women's Business Enterprise (WBE); Minority Business Enterprise (MBE); Disadvantaged Business Enterprise (DBE – Texas)                                                                                                                        |
| Federal Registration               | SAM.gov — Active and in good standing                                                                                                                                                                                                         |
| West Virginia Regulatory Readiness | Prepared to complete WVCARES registration with the WV Department of Health and Human Resources and all West Virginia-specific licensure requirements within 15 days of contract award, consistent with Section 3.5 of CRFQ 0613 VNF2700000001 |

### History

Kupplin Worldwide, LLC was founded on August 20, 2012, in Austin, Texas. What began as a focused healthcare staffing practice has grown, over 14 years of continuous operation, into a multi-state workforce solutions firm serving state agencies, healthcare systems, and long-term care institutions nationwide. That growth has included the build-out of a nationwide remote recruiting model and an expanding portfolio of long-term government and healthcare contracts, the same operational trajectory that positions Kupplin to support the West Virginia Veterans Nursing Facility's staffing needs today and throughout this contract's multi-year renewal term.



## MISSION

Kupplin Worldwide, LLC is committed to strengthening the healthcare and educational workforce by connecting qualified, credentialed professionals with the institutions and students who depend on them. Our mission is to deliver **reliable, compliant staffing solutions** that support continuity of care and continuity of service, while fostering long-term partnerships built on **trust, responsiveness, and clinical excellence.**



## VISION

Kupplin envisions being a **trusted, long-term staffing partner** for public-sector healthcare and educational institutions nationwide, recognized for its **credentialing rigor, responsiveness, and unwavering commitment to compliance, diversity, and quality of service.** Through continuous investment in recruiting infrastructure, credential technology, and workforce development, Kupplin aims to help the institutions it serves meet their staffing needs **reliably, year after year.**

### Key Service Offerings

Kupplin Worldwide, LLC has built a diversified staffing infrastructure that directly supports the RN, LPN, and HSW disciplines identified in CRFQ 0613 VNF2700000001, alongside the broader range of clinical, allied health, and support staffing capabilities Kupplin maintains for public-sector and healthcare clients. Our core service offerings include:

- ☐ Clinical & Direct-Care Staffing — Registered Nurses, Licensed Practical Nurses, and Health Service Workers (Certified Nursing Assistants) for skilled nursing, long-term care, veterans facilities, state agencies, and healthcare systems — the active service line for this CRFQ
- ☐ Therapy & Allied Health Staffing — Physical Therapists, Physical Therapy Assistants, Occupational Therapists, Certified Occupational Therapy Assistants, and Speech-Language Pathologists, offered continuously since the firm's founding in 2012
- ☐ Long-Term Care & Resident Support Staffing — activities-of-daily-living support, meal pass assistance, and resident engagement personnel for skilled nursing and veterans' long-term care environments
- ☐ Behavioral Services Staffing — Behavior Technicians, Behavior Specialists, Behavior Assistants, Registered Behavior Technicians, and Board-Certified Behavior Analysts

- ☐ Administrative & Program Support Staffing — Case Managers, Case Aides, Data Entry, Office Assistants, and Secretarial support
- ☐ Healthcare Technology & Health Information Staffing — EHR specialists (Epic, Cerner, Meditech), clinical data management, and healthcare administrative support

This service breadth is supported by dedicated recruiting, credentialing, compliance, and account management personnel, enabling Kupplin to rapidly identify, screen, and deploy qualified RN, LPN, and HSW professionals for the West Virginia Veterans Nursing Facility, while maintaining the broader staffing capacity to support the Facility's needs should they expand beyond the current scope of this CRFQ.

### Industry Recognition

Over 14 years of operation, Kupplin Worldwide, LLC has earned consistent recognition from clients and industry peers for service excellence, compliance reliability, and long-term partnership value:



### Organizational Capacity

Kupplin maintains the organizational infrastructure, workforce, and operational processes required to support a multi-year, multi-award, as-needed staffing contract. The company's leadership team brings a combined experience of over fifty (50) years in healthcare staffing, clinical operations, and government contract management.

| Capacity Area                  | Current Status                                                  |
|--------------------------------|-----------------------------------------------------------------|
| Internal Staffing Team         | 60+ full-time staffing professionals                            |
| Active Workforce               | 125+ credentialed professionals on active assignment nationwide |
| Combined Leadership Experience | 50+ years across the executive leadership team                  |
| Submission-to-Hire Ratio       | 90%+ of candidates submitted are ultimately selected and placed |

This organizational depth allows Kupplin to scale recruiting and deployment efforts quickly in response to the Facility's staffing needs, without compromising the credentialing and compliance standards required under CRFQ 0613 VNF2700000001.

### **Proven Expertise in Healthcare and Long-Term Care Workforce Solutions**

Kupplin Worldwide has established itself as a dependable provider of clinical, direct-care, and allied health staffing, delivering high-quality placements that align credentialed talent with the evolving needs of public-sector, healthcare, and long-term care institutional clients. Our track record spans large-scale, government-facing nursing and allied health contracts, positioning Kupplin as a trusted partner for state agencies and organizations with complex, compliance-driven workforce demands the same standard required by the West Virginia Veterans Nursing Facility.

### **Expertise in Managing Multi-Million Dollar Government Healthcare Contracts**

Kupplin Worldwide has successfully executed and managed multi-million-dollar staffing contracts for major government and healthcare entities, demonstrating our ability to handle high-volume placements, compliance-driven staffing, and large-scale credentialed workforce integration:

- **Oregon Health Authority** — \$36.4 Million Contract: Since February 2023, Kupplin has provided RNs, LPNs, CNAs, Mental Health Professionals, and Allied Health staff to Oregon Health Authority, placing 250+ concurrent clinical professionals across multiple state-operated facilities.
- **Chenega Healthcare Services** — \$6.1 Million Engagement: Since 2021, Kupplin has supplied Clinical Staff, Mental Health Clinicians, and Case Managers in support of government healthcare programs, with full compliance management and credential verification throughout.
- **University of South Alabama Health System** — 11+ Year Engagement: Since March 2014, Kupplin has provided RNs, LVNs, Respiratory Therapists, and CNAs to this university health system on an as-needed basis; this is Kupplin's longest continuously active client relationship.

These engagements collectively demonstrate Kupplin's ability to sustain large-scale, compliance-driven staffing relationships over multi-year periods, with the same standard of reliability and credentialing rigor Kupplin is prepared to bring to the West Virginia Veterans Nursing Facility.

### Kupplin Worldwide's Key Contracts

Below is a selection of Kupplin's engagements, showcasing experience delivering large-scale nursing, clinical, and allied health staffing solutions for government agencies and institutional clients:



| Client                               | Project Dates      | Contract Value | Positions Staffed                                                         |
|--------------------------------------|--------------------|----------------|---------------------------------------------------------------------------|
| Oregon Health Authority              | Feb 2023 – present | \$36,400,000   | RNs, LPNs, CNAs, Mental Health Professionals, Allied Health               |
| Chenega Healthcare Services          | 2021 – present     | \$6,100,014    | Clinical Staff, Mental Health Clinicians, Case Managers                   |
| Riverside Health System              | 2015 – present     | \$3,662,801    | Behavioral Techs, Mental Health Clinicians, Healthcare Technology & Admin |
| Kindred Healthcare (via HealthTrust) | 2020 – present     | \$698,997      | CNAs, RNs, Dialysis RNs, Med-Surg RNs                                     |

|                                     |                    |           |                                             |
|-------------------------------------|--------------------|-----------|---------------------------------------------|
| <b>RightSourcing (VMS Network)</b>  | Mar 2021 – present | \$485,000 | RNs, LPNs, ICU RNs, Behavioral Health Techs |
| <b>Regional West Medical Center</b> | 2018 – present     | \$349,935 | Clinical Nursing Staff                      |
| <b>Medefis (VMS)</b>                | 2020 – present     | \$174,150 | RNs, LPNs, Clinical Staff                   |
| <b>Ocean Behavioral Hospital</b>    | 2021 – present     | \$47,481  | CNAs, RNs                                   |
| <b>Central Care Incorporated</b>    | 2022 – present     | \$42,240  | RNs, CNAs                                   |

In addition to the engagements above, Kupplin's prior representative work includes allied health staffing (Physical Therapists, Occupational Therapists, and Assistants) for A-1 Rehab Services of Fairfield, California, further evidence of Kupplin's breadth across clinical, allied health, and institutional client types.

Kupplin Worldwide is more than a staffing provider; we are a compliance-driven partner dedicated to our clients' continuity of care and continuity of service. Our team ensures timely and effective delivery, leveraging proprietary credentialing technology and comprehensive background screening processes to meet and exceed client expectations. For the West Virginia Veterans Nursing Facility, Kupplin is poised to deliver high-caliber RN, LPN, and HSW professionals who can seamlessly integrate into the Facility's care teams and contribute to the continuity of care our nation's veterans depend on.

## Work Plan — Scope of Work Response and Project Implementation

### Understanding of Scope of Work

Kupplin Worldwide, LLC has reviewed CRFQ 0613 VNF2700000001 and its specifications in full. Kupplin understands that the West Virginia Veterans Nursing Facility requires qualified RN, LPN, and HSW personnel on an open-ended, as-needed basis across all shifts, including weekends and holidays, with contracts awarded to two vendors on a progressive, lowest-responsible-bidder basis. Staffing needs will be determined at the time of each Request for Bid, and Kupplin is required to respond promptly with a completed Pricing Page and available, qualified candidates.

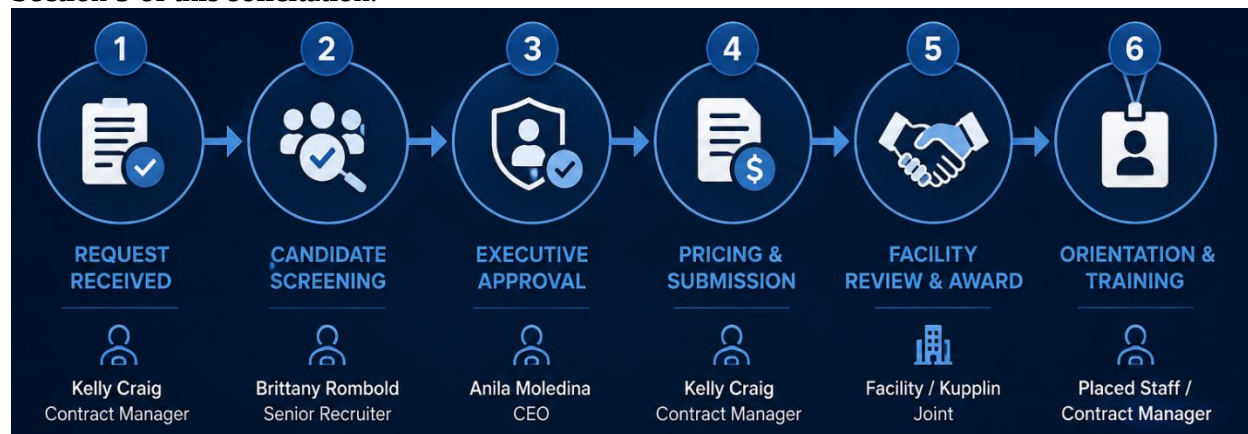
The core operational demands of this scope are understood as follows:

- Vendor bidding on all three disciplines RN, LPN, and HSW as required by Section 4.2
- WVCARES background screening and eligibility completed within 15 days of contract award, per Section 3.5
- 24/7 accessibility for staffing issues, emergency requests, and complaints, per Section 3.2
- A documented Coverage Plan addressing all shifts, weekends, holidays, call-offs, and vacations
- A documented Recruiting Plan specific to the Clarksburg, WV area
- Compliance with the Facility's chain of command, timesheet, and orientation requirements
- Twelve-panel drug screening, CPR certification, WV Food Handlers Card, and immunization documentation for every Agency Staff member, at Kupplin's cost

Kupplin's response to each of these operational demands is detailed in the Staffing Request and Response Process, Candidate Screening process, Recruiting Plan, and Shift Coverage Plan that follow.

### Staffing Request and Response Process

When the Facility issues a Request for Bid, Kupplin's response process proceeds through the following structured steps. This workflow ensures that every request, whether for hourly, daily, weekly, monthly, annual, or PRN needs, receives a timely, complete response consistent with Section 5 of this solicitation.



| Step | Owner                                  | Action                                                                                                                                  | Timeline                                              |
|------|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| 1    | Kelly Craig<br>(Contract Manager)      | Request for Bid received; logged with discipline, shift pattern, and coverage period; recruiting team activated immediately.            | Same business day                                     |
| 2    | Brittany Rombold<br>(Senior Recruiter) | Pre-vetted RN/LPN/HSW candidate pool reviewed against the request; WV licensure and WVCARES status confirmed at Tier 1                  | Within 24 hours of the request                        |
| 3    | Anila Moledina<br>(CEO)                | Executive-level review and approval of every candidate before submission; no candidate is submitted without executive sign-off          | Before any submission                                 |
| 4    | Kelly Craig<br>(Contract Manager)      | Completed Pricing Page and candidate availability returned to the Facility.                                                             | Within the timeframe specified in the Request for Bid |
| 5    | Facility / Kupplin joint               | Facility reviews the Pricing Page and candidate availability and confirms award to the lowest responsible bidder able to meet the need. | Per Section 5.3 of the solicitation                   |
| 6    | Placed Agency Staff / Contract Manager | Facility orientation, PCC Training, and Administration Training completed before the first shift.                                       | Before the first assignment                           |

### Candidate Screening — Three-Tier Verification Process

Every RN, LPN, and HSW candidate submitted to the Facility passes through Kupplin's standardized three-tier verification process. No candidate proceeds to the next tier until all requirements of the current tier are fully satisfied, and this process applies without exception to every placement under this contract.

| Tier          | Focus                                 | Verification Steps                                                                                                                                                                                                                     |
|---------------|---------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Tier 1</b> | Credential and Licensure Verification | WV Board of Registered Nurses or Board of Practical Nurses licensure, or WV Nurse Aide Registry certification, verified directly with the issuing body.<br>Current CPR certification and WV Food Handlers Card confirmed               |
| <b>Tier 2</b> | Background and Compliance Screening   | WVCARES background check completed through the WV Department of Health and Human Resources<br>Twelve-panel drug screen, confidentiality agreement, current PPD/TB testing documentation, and Hepatitis B immunization records verified |
| <b>Tier 3</b> | Executive Review and Approval         | CEO-level review and sign-off of every candidate's completed credential package before submission to the Facility's Director of Nursing                                                                                                |

This tiered process ensures that only fully qualified, WVCARES-eligible RN, LPN, and HSW candidates are ever presented to the Facility for placement.

### Demonstrated Capability Aligned to This CRFQ's Requirements

The table below maps Kupplin's demonstrated experience directly to the specific requirements of CRFQ 0613 VNF2700000001:

| CRFQ Requirement                                                                     | Kupplin's Demonstrated Experience                                                                                                                 |
|--------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>RN, LPN, and HSW staffing across all three disciplines</b>                        | Active placement of RNs, LPNs/LVNs, and CNAs under the Kindred Healthcare and University of South Alabama Health System engagements               |
| <b>State background screening/clearance registry compliance (WVCARES equivalent)</b> | Comparable background check and licensure verification obligations maintained under the Oregon Health Authority contract                          |
| <b>24/7 accessibility for staffing issues and emergency requests</b>                 | Dedicated escalation contact and backup pool maintained across all active contracts, available outside standard business hours                    |
| <b>Shift coverage including weekends and holidays</b>                                | Weekend and rotating shift coverage maintained under the Kindred Healthcare skilled nursing engagement                                            |
| <b>Credential and license monitoring for time-sensitive certifications</b>           | Continuous credentialing infrastructure applied across all active contracts, flagging license and certification renewals in advance of expiration |
| <b>Direct resident/patient care in a long-term care setting</b>                      | Direct CNA and RN resident-care support delivered under the Kindred Healthcare skilled nursing and long-term care engagement                      |

Together, these engagements reflect the credentialing discipline, shift-coverage reliability, and long-term care experience Kupplin will apply to every RN, LPN, and HSW placement under this contract.

## Recruiting Plan

CRFQ 0613 VNF2700000001 | West Virginia Veterans Nursing Facility (Section 3.6.2 Response)

**Executive Approach.** Kupplin will maintain a proactive, continuously refreshed workforce pipeline designed to provide the Facility with timely access to qualified RNs, LPNs, and HSWs specific to the Clarksburg, West Virginia area. Our recruiting model combines regional sourcing, rigorous qualification, WVCARES-compliant credential verification, and continuous replacement readiness to support reliable fulfillment of the Facility's staffing requirements.



### 1. Proactive Workforce Pipeline

Kupplin will continuously build candidate availability in the Clarksburg, WV area in advance of staffing requests, so qualified personnel are already identified when the Facility issues a Request for Bid.

- ❑ Maintain active pipelines for RNs, LPNs, and HSWs specific to North Central West Virginia
- ❑ Track candidate licensure status, WVCARES eligibility, and availability on an ongoing basis
- ❑ Maintain backup candidates in each discipline to support call-off replacement and PRN coverage
- ❑ Refresh sourcing activity based on the Facility's actual and anticipated staffing volume

### 2. Multi-Channel Recruiting Strategy for the Clarksburg, WV Area

Kupplin will use multiple recruitment channels focused specifically on the Clarksburg and North Central West Virginia region to build a qualified RN, LPN, and HSW candidate pool:

- ☐ Outreach to regional nursing and CNA training programs, including West Virginia University's School of Nursing, Fairmont State University's nursing program, and Pierpont Community & Technical College's CNA and LPN training tracks
- ☐ Coordination with West Virginia Nurse Aide Registry-approved training programs to identify newly certified HSWs entering the workforce
- ☐ Professional healthcare networks and nursing associations active in West Virginia
- ☐ Veteran-focused outreach, including coordination with West Virginia veteran service organizations, given the Facility's mission serving veteran residents
- ☐ Employee and professional referral networks among Kupplin's existing West Virginia-area placements
- ☐ Direct outreach to licensed RNs, LPNs, and HSWs currently practicing within a commutable radius of Clarksburg
- ☐ Targeted digital and social recruiting campaigns geared toward North Central West Virginia
- ☐ Kupplin's existing multistate candidate database, screened for West Virginia licensure or willingness to relocate or commute

This regionally focused approach is designed to build a Clarksburg-area candidate base broad enough to cover the Facility's estimated weekday, weekend, and PRN hours across all three disciplines.

### **3. Rigorous Screening and Qualification**

Every candidate advanced for consideration will be assessed against the qualifications required by this CRFQ before being presented to the Facility's Director of Nursing:

- ☐ Verification of current, unencumbered licensure with the West Virginia Board of Registered Nurses or Board of Practical Nurses, or current certification with the West Virginia Nurse Aide Registry for HSWs
- ☐ Review of education, relevant long-term care experience, and completed application or resume with references
- ☐ Confirmation of availability for the shift patterns, weekend rotation, and holiday coverage described in this solicitation
- ☐ Role-specific interview and suitability assessment for a long-term care, veteran-resident setting

### **4. Credential Verification and Compliance**

Kupplin will complete the following credentialing steps, at Kupplin's cost, before any candidate is presented to the Facility for placement, consistent with Section 4.5 of this solicitation:

- ☐ WVCARES background check through the WV Department of Health and Human Resources
- ☐ Twelve-panel drug screening
- ☐ Current CPR certification
- ☐ Confidentiality agreement
- ☐ WV Food Handlers Card
- ☐ Purified protein derivative (PPD) and Hepatitis B series documentation, or other current immunization records as requested

Kupplin will submit all Agency Staff paperwork to the Facility for approval before any candidate arrives for orientation, consistent with Section 4.8 of this solicitation.

## 5. Candidate Matching and Deployment

Candidates will be matched to the Facility's specific RN, LPN, or HSW request based on discipline, licensure, and shift availability. Personnel will be briefed on assignment expectations, reporting requirements, the Facility's chain of command, and applicable policies before beginning an assignment, and will complete the Facility's orientation packet, PCC Training, and Administration Training as required under Section 4.7.4.

## 6. Deployment and Standard Response-Time Objectives

Kupplin's deployment model is designed to meet the Facility's staffing needs across all Request for Bid categories, from standard scheduled coverage to urgent same-day fills. These commitments are backed by Kupplin's standing Clarksburg-area candidate pool, allowing rapid activation regardless of notice period.

| Request Type                                               | Acknowledgment          | Candidate / Pricing Page Response | Notes                                                                                                       |
|------------------------------------------------------------|-------------------------|-----------------------------------|-------------------------------------------------------------------------------------------------------------|
| <b>Standard scheduled coverage (weekly/monthly/annual)</b> | Within 4 business hours | Within 24–48 hours                | Pre-screened, WV-licensed candidates from the active Clarksburg-area pool are contacted immediately.        |
| <b>PRN / short-notice request</b>                          | Within 2 hours          | Within 4–6 hours                  | Dedicated backup pool activated; Contract Manager personally manages outreach.                              |
| <b>Extended or recurring assignment</b>                    | Within 24 hours         | Within 48–72 hours                | Full Facility orientation, PCC Training, and Administration Training completed before the first assignment. |
| <b>Emergency or urgent fill</b>                            | Immediate               | Within 2–4 hours (best effort)    | 24/7 emergency contact activated; every possible effort made to fill the shift consistent with Section 4.17 |

Response times represent Kupplin's standard service objectives and may vary based on candidate availability and the specific discipline requested. If an assigned Agency Staff member cancels or cannot report as scheduled, Kupplin initiates replacement sourcing within two hours of notification, consistent with the two-hour advance-notice requirement in Section 4.24.

## 7. Continuous Recruiting and Replacement Readiness

Kupplin will continue recruiting throughout the contract period, including its renewal terms, to maintain workforce depth in the Clarksburg area.

- ☐ Maintain active backup candidates for each of the three staffing categories
- ☐ Regularly refresh candidate availability and licensure status
- ☐ Prioritize recruiting activity toward any recurring coverage gap identified by the Facility
- ☐ Maintain awareness of the Facility's PRN eligibility requirement of a minimum of three days worked every thirty days so that PRN staff availability is planned in advance

- ☐ Support the Facility's holiday and weekend rotation schedule by maintaining sufficient depth in each discipline to avoid repeat reliance on the same individuals

## **8. Recruiting Management, Escalation, and Accountability**

Kupplin will maintain internal visibility into candidate status, WVCARES clearance progress, credential readiness, and availability for the Clarksburg region. Kupplin will provide the Facility with an updated list of all Nursing Staff actively employed at the Facility, including names and phone numbers, and will provide an updated personnel file for each Agency Staff member at least annually or upon request, consistent with Sections 4.20 and 4.21 of this solicitation.

Kupplin maintains a structured escalation framework so that any staffing issue, performance concern, or compliance matter is addressed promptly and at the appropriate level of authority. The Facility may initiate escalation at any level at any time:

| <b>Tier</b>   | <b>Owner</b>                      | <b>Scope of Issue</b>                                                                                                         | <b>Response Time</b>                                                                                      |
|---------------|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| <b>Tier 1</b> | Kelly Craig —<br>Contract Manager | Day-to-day staffing requests, scheduling conflicts, candidate performance concerns, routine compliance questions              | Same-day acknowledgment; resolution target within 24–48 hours                                             |
| <b>Tier 2</b> | Ahmed Moledina — COO              | Unresolved Tier 1 issues, invoicing or timekeeping disputes, compliance or documentation concerns                             | Within 1–2 business days of escalation                                                                    |
| <b>Tier 3</b> | Anila Moledina — CEO              | Unresolved Tier 2 issues, contract performance concerns, service disruptions, or matters requiring executive-level resolution | Within 2 business days of escalation; immediate response for urgent resident-safety or compliance matters |

This escalation structure operates alongside the designated Manager and Emergency Contact required under Section 11 of this solicitation, giving the Facility a clear point of contact at every level of the engagement.

**Kupplin's Commitment.** Kupplin Worldwide, LLC will bring a regionally focused, compliance-driven recruiting approach to the Facility, built around Clarksburg-area sourcing, WVCARES-compliant credentialing, and continuous pipeline depth across all three staffing disciplines.

## Shift Coverage Plan

CRFQ 0613 VNF2700000001 | West Virginia Veterans Nursing Facility (Section 3.6.1 Response)

**Executive Approach.** Kupplin will provide a responsive, continuity-focused staffing model for the Facility's open-ended Direct Care Staffing Services requirements, covering RNs, LPNs, and HSWs across all shifts, weekends, holidays, and Important Dates identified in this solicitation.



### 1. Responsive Coverage Coordination

Kupplin will respond to each Request for Bid issued by the Facility whether for hourly, daily, weekly, monthly, annual, or PRN needs by assessing the requested discipline, shift pattern, and coverage period, and returning a completed Pricing Page within the timeframe specified in the request, consistent with Section 5 of this solicitation.

### 2. Shift Coverage Strategy

Kupplin will align coverage with the Facility's shift structure, including the standard twelve-hour shift (eleven worked/billable hours plus a thirty-minute paid lunch and two paid fifteen-minute breaks), and will apply the \$1-per-hour shift differential for hours worked between 3:00 p.m. and 7:00 a.m. as defined in Section 2.22.

- ☐ Weekday and weekend coverage scheduled according to the shifts and hours requested by the Facility, with weekend defined as Saturday–Sunday for day shift and Friday–Saturday for night shift per Section 2.26
- ☐ Agency Staff rotation planned so that each works two full weekend shifts, one Friday day shift, and one Sunday night shift per month, consistent with Section 4.27

- ☐ Holiday coverage rotation schedule provided to Agency Staff at the time of hire, in accordance with Section 4.31.3, covering New Year's Day, Memorial Day, Independence Day, Veterans Day, Thanksgiving Day, and Christmas Day
- ☐ Important Dates coverage rotation schedule provided to the Facility at least one month in advance, in accordance with Section 4.32.3, covering Easter Sunday, Mother's Day, Father's Day, Christmas Eve, New Year's Eve, Halloween, Labor Day, and Black Friday
- ☐ Agency Staff briefed that Holiday and Important Date pay does not carry an increased shift differential, per Sections 2.9 and 2.11

This shift-by-shift alignment is designed to give the Facility predictable, rotation-based coverage across every shift type identified in this solicitation.

### **3. Continuity and Replacement Coverage**

Kupplin will require Agency Staff to notify both the Facility (speaking directly with the RN Supervisor) and Kupplin at least two hours before a scheduled shift if unable to report, consistent with Section 4.24 of this solicitation; voicemail notification will not be accepted.

- ☐ Advance-notice absence: Kupplin will begin replacement coordination immediately upon notification
- ☐ Call-off or no-show: Kupplin will make every possible effort to fill the shift with another qualified Agency Staff member, consistent with Section 4.17
- ☐ Kupplin will advise all Agency Staff that call-offs the day before or after a paid Holiday or Important Date may result in forfeiture of Holiday or Important Date pay, consistent with Sections 4.31.1 and 4.32.1
- ☐ Kupplin will advise all Agency Staff that a no-call-no-show, or a fourth call-off within a rolling twelve-month period without a doctor's excuse, may result in the individual being asked not to return to the Facility, consistent with Sections 4.14.1 and 4.14.2

### **4. Qualification and Assignment Readiness**

Kupplin will ensure that every Agency Staff member has completed WVCARES eligibility screening, holds current and valid licensure or certification with the applicable West Virginia board or registry, and has completed CPR certification, the WV Food Handlers Card, and required immunization documentation before assignment. Kupplin will complete its WVCARES eligibility process within fifteen days of contract award, consistent with Section 3.5 of this solicitation.

Kupplin will also ensure that Agency Staff are not assigned to overlapping shifts or simultaneous healthcare facility assignments that would conflict with their scheduled responsibilities at the West Virginia Veterans Nursing Facility.

Before submission, Kupplin will also confirm that each proposed Agency Staff member is able to meet the essential duties, scheduled hours, and assignment requirements specified by the Facility.

Kupplin will advise Agency Staff that orientation and training hours are paid at the normal hourly rate only if the individual works at least two full shifts, or twenty-four hours, within ten days following training, consistent with Section 4.10, and will instruct staff not to call off during orientation except in the case of a documented emergency, consistent with Section 4.10.3.

Kupplin will also ensure Agency Staff complete the Facility's required thirty hours of initial Alzheimer's training and eight hours of annual recertification, consistent with Section 4.9.

### **5. Communication, Accountability, and Escalation**

Kupplin will maintain a designated Contract Manager, available during normal business hours, and a designated Emergency Contact, able to respond to any staffing issue within two hours at any time, including weekends and holidays, consistent with Section 11 of this solicitation. Kupplin will instruct all Agency Staff to follow the Facility's chain of command for any issue: LPN, then RN Supervisor, then RN Unit Manager, then Assistant Director of Nursing, then Director of Nursing, consistent with Section 4.25.

Agency Staff will perform assignments as directed by the Facility and will not independently change work assignments without approval from authorized Facility personnel.

Kupplin will ensure Agency Staff timesheets are submitted each week by 10:00 a.m. Wednesday, with any missing punches turned in to the Facility by 4:00 p.m. Monday for the previous week, consistent with Section 4.22.

### **6. Coverage Monitoring and Continuous Improvement**

Kupplin will track call-off frequency, replacement response time, and recurring coverage gaps by shift and discipline to identify trends and adjust the Clarksburg-area recruiting pipeline accordingly. This monitoring is intended to reduce repeat reliance on the same Agency Staff for weekend and holiday rotations over the life of the contract.

**Kupplin's Commitment.** Kupplin Worldwide, LLC will bring a rotation-based, compliance-driven coverage model to the Facility, structured around the shift, weekend, holiday, and Important Date requirements defined in this solicitation, and supported by a dedicated Contract Manager and Emergency Contact available around the clock.



## References

### Reference 1

| Field                  | Details                                                               |
|------------------------|-----------------------------------------------------------------------|
| Organization Name      | Oregon Health Authority                                               |
| Contact Person / Title | Jessica Goodwin, Agency Coordinator – Operations and Policy Analyst 1 |
| Address                | 2600 Center St NE, Salem, OR 97301                                    |
| Phone                  | 503-947-2472 (Cell: 971-283-8320)                                     |
| Email                  | Jessica.R.Goodwin@oha.oregon.gov                                      |
| Period of Performance  | February 2023 – Present                                               |
| Services Provided      | Medical nurse staffing and mental health services                     |

### Reference 2

| Field                  | Details                                                                      |
|------------------------|------------------------------------------------------------------------------|
| Organization Name      | Central Care Incorporated                                                    |
| Contact Person / Title | Dr. Krystle Okoye, President & CEO                                           |
| Address                | 315 S Patrick St, Alexandria, VA 22314                                       |
| Phone / Fax            | 571-499-5000   Fax: 866-489-7406                                             |
| Email                  | kokoye@centralcareinc.com                                                    |
| Period of Performance  | 2022 – Present                                                               |
| Services Provided      | Clinical staffing – Registered Nurse (RN), Certified Nursing Assistant (CNA) |

### Reference 3

| Field                  | Details                                               |
|------------------------|-------------------------------------------------------|
| Organization Name      | Chenega Healthcare Services, LLC                      |
| Contact Person / Title | Grace Castillo, General Manager                       |
| Address                | 5253 Prue Road, Suite 230, San Antonio, TX 78240      |
| Phone / Fax            | 210-236-3937   Cell: 210-710-5794   Fax: 210-236-3959 |
| Email                  | gcastillo@chenega.com                                 |
| Period of Performance  | 2021- present                                         |
| Services Provided      | Mental health and nursing services                    |

Attachments

Sub-Contractor List Submission:

Subcontractor List Submission (Construction Contracts Only)

Bidder's Name: Kupplin Worldwide LLC

☒ Check this box if no subcontractors will perform more than \$25,000.00 of work to complete the project.

| Subcontractor Name | License Number if Required by<br>W. Va. Code § 21-11-1 et. seq. |
|--------------------|-----------------------------------------------------------------|
| Not Applicable     | Not Applicable                                                  |
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Attach additional pages if necessary

Revised 8/24/2023

## Additional Terms and Conditions

### ADDITIONAL TERMS AND CONDITIONS (Architectural and Engineering Contracts Only)

**1. PLAN AND DRAWING DISTRIBUTION:** All plans and drawings must be completed and available for distribution at least five business days prior to a scheduled pre-bid meeting for the construction or other work related to the plans and drawings.

**2. PROJECT ADDENDA REQUIREMENTS:** The Architect/Engineer and/or Agency shall be required to abide by the following schedule in issuing construction project addenda. The Architect/Engineer shall prepare any addendum materials for which it is responsible, and a list of all vendors that have obtained drawings and specifications for the project. The Architect/Engineer shall then send a copy of the addendum materials and the list of vendors to the State Agency for which the contract is issued to allow the Agency to make any necessary modifications. The addendum and list shall then be forwarded to the Purchasing Division buyer by the Agency. The Purchasing Division buyer shall send the addendum to all interested vendors and, if necessary, extend the bid opening date. Any addendum should be received by the Purchasing Division at least fourteen (14) days prior to the bid opening date.

**3. PRE-BID MEETING RESPONSIBILITIES:** The Architect/Engineer shall be available to attend any pre-bid meeting for the construction or other work resulting from the plans, drawings, or specifications prepared by the Architect/Engineer.

**4. AIA DOCUMENTS:** All construction contracts that will be completed in conjunction with architectural services procured under Chapter 5G of the West Virginia Code will be governed by the attached AIA documents, as amended by the Supplementary Conditions for the State of West Virginia, in addition to the terms and conditions contained herein. The terms and conditions of this document shall prevail over anything contained in the AIA Documents or the Supplementary Conditions.

**5. GREEN BUILDINGS MINIMUM ENERGY STANDARDS:** In accordance with West Virginia Code § 22-29-4, all new building construction projects of public agencies that have not entered the schematic design phase prior to July 1, 2012, or any building construction project receiving state grant funds and appropriations, including public schools, that have not entered the schematic design phase prior to July 1, 2012, shall be designed and constructed complying with the ICC International Energy Conservation Code, adopted by the State Fire Commission, and the ANSI/ASHRAE/IESNA Standard 90.1-2007: Provided, That if any construction project has a commitment of federal funds to pay for a portion of such project, this provision shall only apply to the extent such standards are consistent with the federal standards.

Revised 8/24/2023

**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) Anita Motedina, CEO

(Address) 8870 Business Park Dr. Ste. 200 Austin, TX 78759

(Phone Number) / (Fax Number) (512-270-6700) / (866-516-4415)

(email address) anitamotedina@kupplin.com

**CERTIFICATION AND SIGNATURE:** By signing below, or submitting documentation through the OASIS, 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.

Kupplin Worldwide LLC

(Company)

Anita Motedina

(Signature of Authorized Representative)

Anita Motedina, CEO & 8/14/2026

(Printed Name and Title of Authorized Representative) (Date)

(512-270-6700) / (866-516-4415)

(Phone Number) (Fax Number)

anitamotedina@kupplin.com

(Email Address)

Revised 8/24/2023

**Addendum Acknowledgement Form:****ADDENDUM ACKNOWLEDGEMENT FORM**  
**SOLICITATION NO.: CRFQ-VNF2700000001**

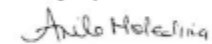
Instructions: Please acknowledge receipt of all addenda issued with this solicitation by completing this addendum acknowledgment form. Check the box next to each addendum received and sign below. Failure to acknowledge addenda may result in bid disqualification.

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 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 addenda may be cause for rejection of this bid. I further understand 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.

**Kupplin Worldwide, LLC**\_\_\_\_\_  
Company\_\_\_\_\_  
Authorized Signature

8/14/2026

\_\_\_\_\_  
Date

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

Revised 8/24/2023

## Contract Manager Information:

### REQUEST FOR QUOTATION

CRFQ VNF27\*01

### DIRECT CARE STAFFING SERVICES

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#### 11. MISCELLANEOUS:

- 11.1. Manager:** Vendors must designate and maintain a primary manager responsible for overseeing Vendor's responsibilities under the Agreement. The manager must be available during normal business hours to address any customer service or other issues related to the agreement. Vendor shall supply its Manager contact information upon request.
- 11.2. Emergency Contact:** Vendors must designate and maintain an emergency contact responsible for any staffing issues that may arise outside of normal business hours. The emergency contact number must be answered or responded to within 2 hours on any given day or time, including weekends or holidays. Vendors shall supply its emergency contact information upon request.

Contract Manager: Kelly Craig

Office Manager: Same as above

Cell Number: 512-270-6701

Fax Number: 866-516-4415

Email Address: kcraig@kupplin.com

|                                                                                   |                                                                                                                                          |                                                                                                                                             |
|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
|  | Department of Administration<br>Purchasing Division<br>2019 Washington Street East<br>Post Office Box 50130<br>Charleston, WV 25305-0130 | <div style="text-align: center;"> <b>State of West Virginia</b><br/> <b>Centralized Request for Quote</b><br/> <b>Service - Prof</b> </div> |
|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|

|                                                                                                                                        |                            |                         |                                 |
|----------------------------------------------------------------------------------------------------------------------------------------|----------------------------|-------------------------|---------------------------------|
| <b>Proc Folder:</b> 2029895<br><b>Doc Description:</b> Direct Care Staffing Services<br><br><b>Proc Type:</b> Central Master Agreement |                            |                         | <b>Reason for Modification:</b> |
| <b>Date Issued</b>                                                                                                                     | <b>Solicitation Closes</b> | <b>Solicitation No</b>  | <b>Version</b>                  |
| 2026-08-05                                                                                                                             | 2026-08-20 13:30           | CRFQ 0613 VNF2700000001 | 1                               |

| BID RECEIVING LOCATION       |          |
|------------------------------|----------|
| BID CLERK                    |          |
| DEPARTMENT OF ADMINISTRATION |          |
| PURCHASING DIVISION          |          |
| 2019 WASHINGTON ST E         |          |
| CHARLESTON                   | WV 25305 |
| US                           |          |

| VENDOR                                      |                     |                    |
|---------------------------------------------|---------------------|--------------------|
| <b>Vendor Customer Code:</b> VS0000052232   |                     |                    |
| <b>Vendor Name :</b> Kupplin Worldwide, LLC |                     |                    |
| <b>Address :</b> 8870 Business Park Dr.     |                     |                    |
| <b>Street :</b> Ste. 200                    |                     |                    |
| <b>City :</b> Austin                        |                     |                    |
| <b>State :</b> TX                           | <b>Country :</b> US | <b>Zip :</b> 78759 |
| <b>Principal Contact :</b> Anila Moledina   |                     |                    |
| <b>Vendor Contact Phone:</b> 512-270-6700   | <b>Extension:</b>   |                    |

|                                                                                                                  |                         |                        |
|------------------------------------------------------------------------------------------------------------------|-------------------------|------------------------|
| <b>FOR INFORMATION CONTACT THE BUYER</b><br>Jessica L Riley<br>304-558-0246<br>jessica.l.riley@wv.gov            |                         |                        |
| <b>Vendor Signature X</b><br> | <b>FEIN#</b> 27-1058277 | <b>DATE</b> 08/14/2026 |

25

**ADDITIONAL INFORMATION**

The West Virginia Purchasing Division, is soliciting bids on behalf of the WV Veterans Nursing Facility, to establish an open-end contract for Direct Care Staffing Services to include RN's LPN's and HSW's per the attached specifications, pricing pages and documentation.

| INVOICE TO                                        |  |    |  | SHIP TO                                         |  |    |  |
|---------------------------------------------------|--|----|--|-------------------------------------------------|--|----|--|
| DIVISION OF VETERANS<br>AFFAIRS<br>1 FREEDOMS WAY |  |    |  | VETERAN'S NURSING<br>FACILITY<br>1 FREEDOMS WAY |  |    |  |
| CLARKSBURG                                        |  | WV |  | CLARKSBURG                                      |  | WV |  |
| US                                                |  |    |  | US                                              |  |    |  |

| Line | Comm Ln Desc                  | Qty | Unit Issue | Unit Price                             | Total Price |
|------|-------------------------------|-----|------------|----------------------------------------|-------------|
| 1    | Direct Care Staffing Services |     |            | See Attached Exhibit A<br>Pricing Page |             |

| Comm Code | Manufacturer | Specification | Model # |
|-----------|--------------|---------------|---------|
| 85101601  |              |               |         |

**Extended Description:**

Open-end contract for Direct Care Staffing Services

**SCHEDULE OF EVENTS**

| Line | Event                                               | Event Date |
|------|-----------------------------------------------------|------------|
| 1    | Technical Questions Deadline: 08/12/2026 at 10:00AM | 2026-08-12 |

|              |                |                               |           |
|--------------|----------------|-------------------------------|-----------|
|              | Document Phase | Document Description          | Page<br>3 |
| VNF270000001 | Final          | Direct Care Staffing Services |           |

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions

## Exhibit A Cost Form:

**Exhibit A - Pricing Page**  
**Direct Care Staffing Services**
**Registered Nurse (RN)**

for the time period of:

**September 14, 2026 through September 13, 2027**

| Item No. | Description Of Services | Estimated Hours* | Hourly Rate        | Subtotal               |
|----------|-------------------------|------------------|--------------------|------------------------|
| 1        | Weekday Regular Rate    | 1,950            | \$64.00            | \$ 124,800.00 -        |
| 2        | Weekend Regular Rate    | 750              | \$70.00            | \$ 52,500.00 -         |
|          |                         |                  | <b>Grand Total</b> | <b>\$ 177,300.00 -</b> |

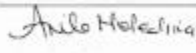
\*Estimated number of hours is not guaranteed. There may be multiple awards and estimated hours may be dispersed amongst multiple vendors. See the Specifications for additional information.

• Actual number of hours needed will be sent separately, to lowest bidder first, then next lowest, etc.

• Vendor must complete, sign and return this Pricing Page.

• Pertinent Pricing Information:

- Shift Differential - see Section 2.22 (extra \$1 per hour worked between 3:00 p.m. and 7:00 a.m.)
- Weekend - see Section 2.26 (hours between Saturday at 12:01 a.m. and Sunday at midnight)
- Work Week - see Section 2.27 (the 7 day period beginning Saturday at 12:01 a.m. and ending the following Friday at midnight)
- Vendor Accessibility - see Section 3.2 (Vendor shall be accessible 24/7, including weekends and holidays)
- Multiple Awards - see Section 4.1
- Staff qualifications - see Section 4 (entire section)
- Unpaid staff training - see Section 4.10.2 (if staff does not work after training, the time in training will not be paid)
- Holiday Pay - see Section 4.30 (will be 2 times the regular rate for up to 8 hours)
- Other Important Dates - see Section 4.32 (will be 1.5 times the regular rate for up to 8 hours)
- Overtime - see Section 4.34 (paid at 1.5 times the regular rate only after 40 hours worked in a work week)

| Vendor Information                                                     |                                                                                      |
|------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| Vendor:                                                                | Kupplin Worldwide LLC                                                                |
| *Printed Name                                                          | Anila Moledina                                                                       |
| Address:                                                               | 8870 Business Park Dr. Ste. 200 Austin, TX 78759                                     |
| Title                                                                  | CEO                                                                                  |
| *Signature                                                             |  |
| Office Phone:                                                          | 512-270-6700                                                                         |
| *I hereby certify I am authorized by the Vendor to sign this document. |                                                                                      |
| Cell Phone                                                             | 512-300-1478                                                                         |
| Fax                                                                    | 866-516-4415                                                                         |
| Email:                                                                 | anilamoledina@kupplin.com                                                            |

**Exhibit A - Pricing Page**  
**Direct Care Staffing Services**  
**Licensed Practical Nurse (LPN)**  
 for the time period of:  
**September 14, 2026 through September 13, 2027**

| Item No. | Description Of Services | Estimated Hours* | Hourly Rate        | Subtotal               |
|----------|-------------------------|------------------|--------------------|------------------------|
| 1        | Weekday Regular Rate    | 5,500            | \$57.00            | \$ 313,500.00 -        |
| 2        | Weekend Regular Rate    | 2,250            | \$62.00            | \$ 139,500.00 -        |
|          |                         |                  | <b>Grand Total</b> | <b>\$ 453,000.00 -</b> |

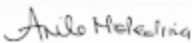
\*Estimated number of hours is not guaranteed. There may be multiple awards and estimated hours may be dispersed amongst multiple vendors. See the Specifications for additional information.

• Actual number of hours needed will be sent separately, to lowest bidder first, then next lowest, etc.

• Vendor must complete, sign and return this Pricing Page.

• Pertinent Pricing information:

- Shift Differential - see Section 2.22 (extra \$1 per hour worked between 3:00 p.m. and 7:00 a.m.)
- Weekend - see Section 2.26 (hours between Saturday at 12:01 a.m. and Sunday at midnight)
- Work Week - see Section 2.27 (the 7 day period beginning Saturday at 12:01 a.m. and ending the following Friday at midnight)
- Vendor Accessibility - see Section 3.2 (Vendor shall be accessible 24/7, including weekends and holidays)
- Multiple Awards - see Section 4.1
- Staff qualifications - see Section 4 (entire section)
- Unpaid staff training - see Section 4.10.2 (if staff does not work after training, the time in training will not be paid)
- Holiday Pay - see Section 4.30 (will be 2 times the regular rate for up to 8 hours)
- Other Important Dates - see Section 4.32 (will be 1.5 times the regular rate for up to 8 hours)
- Overtime - see Section 4.34 (paid at 1.5 times the regular rate only after 40 hours worked in a work week)

| Vendor Information |                                                  |                                                                        |                                                                                      |
|--------------------|--------------------------------------------------|------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| Vendor:            | Kupplin Worldwide LLC                            | *Printed Name                                                          | Anila Moledina                                                                       |
| Address:           | 8870 Business Park Dr. Ste. 200 Austin, TX 78759 | Title                                                                  | CEO                                                                                  |
|                    |                                                  | *Signature                                                             |  |
| Office Phone:      | 512-270-6700                                     | *I hereby certify I am authorized by the Vendor to sign this document. |                                                                                      |
| Cell Phone         | 512-300-1478                                     |                                                                        |                                                                                      |
| Fax                | 866-516-4415                                     | Email:                                                                 | anilamoledina@kupplin.com                                                            |

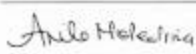
**Exhibit A - Pricing Page**  
**Direct Care Staffing Services**  
**Health Service Worker (HSW)**

for the time period of:  
**September 14, 2026 through September 13, 2027**

| Item No. | Description Of Services | Estimated Hours* | Hourly Rate        | Subtotal               |
|----------|-------------------------|------------------|--------------------|------------------------|
| 1        | Weekday Regular Rate    | 6,250            | \$45.00            | \$ 281,250.00 -        |
| 2        | Weekend Regular Rate    | 2,500            | \$48.00            | \$ 120,000.00 -        |
|          |                         |                  | <b>Grand Total</b> | <b>\$ 401,250.00 -</b> |

\*Estimated number of hours is not guaranteed. There may be multiple awards and estimated hours may be dispersed amongst multiple vendors. See the Specifications for additional information.

- Actual number of hours needed will be sent separately, to lowest bidder first, then next lowest, etc.
- Vendor must complete, sign and return this Pricing Page.
- Pertinent Pricing Information:
  - Shift Differential - see Section 2.22 (extra \$1 per hour worked between 3:00 p.m. and 7:00 a.m.)
  - Weekend - see Section 2.26 (hours between Saturday at 12:01 a.m. and Sunday at midnight)
  - Work Week - see Section 2.27 (the 7 day period beginning Saturday at 12:01 a.m. and ending the following Friday at midnight)
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  - Multiple Awards - see Section 4.1
  - Staff qualifications - see Section 4 (entire section)
  - Unpaid staff training - see Section 4.10.2 (if staff does not work after training, the time in training will not be paid)
  - Holiday Pay - see Section 4.30 (will be 2 times the regular rate for up to 8 hours)
  - Other Important Dates - see Section 4.32 (will be 1.5 times the regular rate for up to 8 hours)
  - Overtime - see Section 4.34 (paid at 1.5 times the regular rate only after 40 hours worked in a work week)

| Vendor Information                                                     |                                                                                      |
|------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| Vendor:                                                                | Kupplin Worldwide LLC                                                                |
| *Printed Name                                                          | Anila Moledina                                                                       |
| Address:                                                               | 8870 Business Park Dr. Ste. 200 Austin, TX 78759                                     |
| Title                                                                  | CEO                                                                                  |
| *Signature                                                             |  |
| Office Phone:                                                          | 512-270-6700                                                                         |
| *I hereby certify I am authorized by the Vendor to sign this document. |                                                                                      |
| Cell Phone                                                             | 512-300-1478                                                                         |
| Fax                                                                    | 866-516-4415                                                                         |
| Email:                                                                 | anilamoledina@kupplin.com                                                            |

## Drug-Free Workplace Affidavit



KUPPLIN WORLDWIDE, LLC

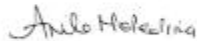
### DRUG-FREE WORKPLACE AFFIDAVIT

I, Anila Moledina, the undersigned, being duly sworn, depose and state on behalf of **Kupplin Worldwide, LLC ("Company")** as follows:

1. The Company maintains a drug-free workplace policy prohibiting the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances by employees in the workplace.
2. The Company has established an ongoing drug-free awareness program to inform employees about the dangers of drug abuse, the Company's policy, available assistance, and penalties for violations.
3. As a condition of employment, employees are required to abide by the terms of this policy and to notify the Company of any criminal drug statute conviction occurring in the workplace no later than five (5) days after such conviction.
4. The Company takes appropriate action against employees who violate this policy, up to and including termination of employment.
5. This affidavit is made in compliance with applicable state and federal drug-free workplace requirements.

I certify that the above statements are true and correct to the best of my knowledge.

Authorized Signature



Date: 8/13/2026

Printed Name and Title

**Anila Moledina**

Chief Executive Officer  
Kupplin Worldwide, LLC  
anilamoledina@kupplin.com

Kupplin Worldwide, LLC  
8870 Business Park Dr., Suite 200, Austin, TX 78759  
Phone: +1 512-270-6700 | Email: [info@kupplin.com](mailto:info@kupplin.com) | Web: [www.kupplin.com](http://www.kupplin.com)



**NOTARY ACKNOWLEDGMENT**

State of Texas

County of Travis

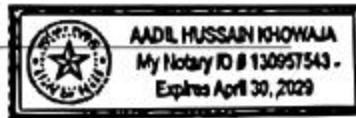
Subscribed and sworn to before me this 13 day of August, 2026.

Aadil Hussain.

Notary Public, Signature

My Commission Expires:

(Notary Seal)



Kupplin Worldwide, LLC  
8870 Business Park Dr., Suite 200, Austin, TX 78759  
Phone: +1 512-270-6700 | Email: [info@kupplin.com](mailto:info@kupplin.com) | Web: [www.kupplin.com](http://www.kupplin.com)

**Exhibit A - Pricing Page**  
**Direct Care Staffing Services**

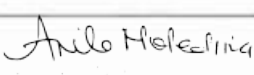
**Registered Nurse (RN)**

**for the time period of:**  
**September 14, 2026 through September 13, 2027**

| Item No. | Description Of Services | Estimated Hours* | Hourly Rate        | Subtotal               |
|----------|-------------------------|------------------|--------------------|------------------------|
| 1        | Weekday Regular Rate    | 1,950            | \$64.00            | \$ 124,800.00 -        |
| 2        | Weekend Regular Rate    | 750              | \$70.00            | \$ 52,500.00 -         |
|          |                         |                  | <b>Grand Total</b> | <b>\$ 177,300.00 -</b> |

**\*Estimated number of hours is not guaranteed. There may be multiple awards and estimated hours may be dispersed amongst multiple vendors. See the Specifications for additional information.**

- **Actual number of hours needed will be sent separately, to lowest bidder first, then next lowest, etc.**
- **Vendor must complete, sign and return this Pricing Page.**
- **Pertinent Pricing information:**
  - Shift Differential - see Section 2.22 (extra \$1 per hour worked between 3:00 p.m. and 7:00 a.m)
  - Weekend - see Section 2.26 (hours between Saturday at 12:01 a.m. and Sunday at midnight)
  - Work Week - see Section 2.27 (the 7 day period beginning Saturday at 12:01 a.m. and ending the following Friday at midnight)
  - Vendor Accessibility - see Section 3.2 (Vendor shall be accessible 24/7, including weekends and holidays)
  - Multiple Awards - see Section 4.1
  - Staff qualifications - see Section 4 (entire section)
  - Unpaid staff training - see Section 4.10.2 (if staff does not work after training, the time in training will not be paid)
  - Holiday Pay -see Section 4.30 (will be 2 times the regular rate for up to 8 hours)
  - Other Important Dates - see Section 4.32 (will be 1.5 times the regular rate for up to 8 hours)
  - Overtime - see Section 4.34 (paid at 1.5 times the regular rate only after 40 hours worked in a work week)

| Vendor Information |                                                  |                                                                        |                                                                                      |
|--------------------|--------------------------------------------------|------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| Vendor:            | Kupplin Worldwide LLC                            | *Printed Name                                                          | Anila Moledina                                                                       |
| Address:           | 8870 Business Park Dr. Ste. 200 Austin, TX 78759 | Title                                                                  | CEO                                                                                  |
|                    |                                                  | *Signature                                                             |  |
| Office Phone:      | 512-270-6700                                     | *I hereby certify I am authorized by the Vendor to sign this document. |                                                                                      |
| Cell Phone         | 512-300-1478                                     |                                                                        |                                                                                      |
| Fax                | 866-516-4415                                     | Email:                                                                 | anilamoledina@kupplin.com                                                            |

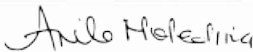
**Exhibit A - Pricing Page**  
**Direct Care Staffing Services**  
**Licensed Practical Nurse (LPN)**

**for the time period of:**  
**September 14, 2026 through September 13, 2027**

| Item No. | Description Of Services | Estimated Hours* | Hourly Rate        | Subtotal               |
|----------|-------------------------|------------------|--------------------|------------------------|
| 1        | Weekday Regular Rate    | 5,500            | \$57.00            | \$ 313,500.00 -        |
| 2        | Weekend Regular Rate    | 2,250            | \$62.00            | \$ 139,500.00 -        |
|          |                         |                  | <b>Grand Total</b> | <b>\$ 453,000.00 -</b> |

**\*Estimated number of hours is not guaranteed. There may be multiple awards and estimated hours may be dispersed amongst multiple vendors. See the Specifications for additional information.**

- **Actual number of hours needed will be sent separately, to lowest bidder first, then next lowest, etc.**
- **Vendor must complete, sign and return this Pricing Page.**
- **Pertinent Pricing information:**
  - Shift Differential - see Section 2.22 (extra \$1 per hour worked between 3:00 p.m. and 7:00 a.m.)
  - Weekend - see Section 2.26 (hours between Saturday at 12:01 a.m. and Sunday at midnight)
  - Work Week - see Section 2.27 (the 7 day period beginning Saturday at 12:01 a.m. and ending the following Friday at midnight)
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  - Other Important Dates - see Section 4.32 (will be 1.5 times the regular rate for up to 8 hours)
  - Overtime - see Section 4.34 (paid at 1.5 times the regular rate only after 40 hours worked in a work week)

| Vendor Information   |                                                  |                                                                               |                                                                                      |
|----------------------|--------------------------------------------------|-------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| <b>Vendor:</b>       | Kupplin Worldwide LLC                            | <b>*Printed Name</b>                                                          | Anila Moledina                                                                       |
| <b>Address:</b>      | 8870 Business Park Dr. Ste. 200 Austin, TX 78759 | <b>Title</b>                                                                  | CEO                                                                                  |
|                      |                                                  | <b>*Signature</b>                                                             |  |
| <b>Office Phone:</b> | 512-270-6700                                     | <b>*I hereby certify I am authorized by the Vendor to sign this document.</b> |                                                                                      |
| <b>Cell Phone</b>    | 512-300-1478                                     |                                                                               |                                                                                      |
| <b>Fax</b>           | 866-516-4415                                     | <b>Email:</b>                                                                 | anilamoledina@kupplin.com                                                            |

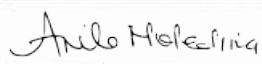
**Exhibit A - Pricing Page**  
**Direct Care Staffing Services**  
**Health Service Worker (HSW)**

for the time period of:  
**September 14, 2026 through September 13, 2027**

| Item No. | Description Of Services | Estimated Hours* | Hourly Rate        | Subtotal               |
|----------|-------------------------|------------------|--------------------|------------------------|
| 1        | Weekday Regular Rate    | 6,250            | \$45.00            | \$ 281,250.00 -        |
| 2        | Weekend Regular Rate    | 2,500            | \$48.00            | \$ 120,000.00 -        |
|          |                         |                  | <b>Grand Total</b> | <b>\$ 401,250.00 -</b> |

\*Estimated number of hours is not guaranteed. There may be multiple awards and estimated hours may be dispersed amongst multiple vendors. See the Specifications for additional information.

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  - Overtime - see Section 4.34 (paid at 1.5 times the regular rate only after 40 hours worked in a work week)

| Vendor Information   |                                                  |                                                                        |                                                                                      |
|----------------------|--------------------------------------------------|------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| <b>Vendor:</b>       | Kupplin Worldwide LLC                            | <b>*Printed Name</b>                                                   | Anila Moledina                                                                       |
| <b>Address:</b>      | 8870 Business Park Dr. Ste. 200 Austin, TX 78759 | <b>Title</b>                                                           | CEO                                                                                  |
|                      |                                                  | <b>*Signature</b>                                                      |  |
| <b>Office Phone:</b> | 512-270-6700                                     | *I hereby certify I am authorized by the Vendor to sign this document. |                                                                                      |
| <b>Cell Phone</b>    | 512-300-1478                                     |                                                                        |                                                                                      |
| <b>Fax</b>           | 866-516-4415                                     | <b>Email:</b>                                                          | anilamoledina@kupplin.com                                                            |