



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

Header 5



General Information

Contact

Default Values

Discount

Document Information

Clarification Request

Procurement Folder: 2029895

Procurement Type: Central Master Agreement

Vendor ID: 000000127916 

Legal Name: DELTA T GROUP WESTERN PENNSYLVANIA INC

Alias/DBA:

Total Bid: \$939,400.00

Response Date: 08/25/2026 

Response Time: 12:34

Responded By User ID: DTGWPA 

First Name: Bernie

Last Name: Silvan

Email: rfp@deltatg.com

Phone: 4843833173

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: 5

Total of All Attachments: 5



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

State of West Virginia
Solicitation Response

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

Solicitation Closes	Solicitation Response	Version
2026-08-26 13:30	SR 0613 ESR08252600000001335	1

VENDOR
000000127916
DELTA T GROUP WESTERN PENNSYLVANIA INC

Solicitation Number: CRFQ 0613 VNF2700000001
Total Bid: 939400
Response Date: 2026-08-25
Response Time: 12:34:13
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				939400.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments: RN, LPN, and HSW services combined.

Extended Description:

Open-end contract for Direct Care Staffing Services

ADDENDUM ACKNOWLEDGEMENT FORM

SOLICITATION NO.: CRFQ0613VNF2700000001

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)

☒ Addendum No. 1

☐ Addendum No. 6

☐ Addendum No. 2

☐ Addendum No. 7

☐ Addendum No. 3

☐ Addendum No. 8

☐ Addendum No. 4

☐ Addendum No. 9

☐ Addendum No. 5

☐ 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.

Delta-T Group Western Pennsylvania, Inc.

Company

Authorized Signature

8/7/2026

Date

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



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

State of West Virginia
Centralized Request for Quote
Service - Prof

Proc Folder: 2029895			Reason for Modification: Addendum No. 1 To Extend Bid Opening To Publish TQ&A
Doc Description: Direct Care Staffing Services			
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-08-19	2026-08-26 13:30	CRFQ 0613 VNF2700000001	2

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

VENDOR
Vendor Customer Code: 000000127916
Vendor Name : Delta-T Group Western Pennsylvania, Inc.
Address : 600 North Bell Avenue, Building 2, Suite 190
Street : 600 North Bell Avenue
City : Carnegie
State : PA Country : USA Zip : 15106
Principal Contact : Bernie Silvan
Vendor Contact Phone: (484) 381-3173 Extension:

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

Vendor Signature X 	FEIN# 23-2884755	DATE 8/20/20026
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All offers subject to all terms and conditions contained in this solicitation

ADDITIONAL INFORMATION

Addendum No. 1 is issued for the following:

1. Responses to vendor questions attached. See Attachment A.
- 2 To modify bid opening date and time to 08/26/2026 at 13:30 (1:30PM EST)

No other changes

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 AFFAIRS 1 FREEDOMS WAY CLARKSBURG WV US				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				

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

SOLICITATION NUMBER: CRFQ VNF2700000001

Addendum Number: 1

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

Applicable Addendum Category:

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

Description of Modification to Solicitation:

To publish vendor question and answers.

To modify and extend the bid opening date and time to 08/26/2026 13:30 (1:30 PM EST)

No other changes

Additional Documentation: Documentation related to this Addendum (if any) has been included herewith as Attachment A and is specifically incorporated herein by reference.

Terms and Conditions:

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



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			Reason for Modification: Addendum No. 1 To Extend Bid Opening To Publish TQ&A
Doc Description: Direct Care Staffing Services			
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-08-19	2026-08-26 13:30	CRFQ 0613 VNF2700000001	2

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: 000000127916
Vendor Name : Delta-T Group Western Pennsylvania, Inc.
Address : 600 North Bell Avenue, Building 2, Suite 190
Street : 600 North Bell Avenue
City : Carnegie
State : PA **Country :** USA **Zip :** 15106
Principal Contact : Bernie Silvan
Vendor Contact Phone: (484) 381-3173 **Extension:**

FOR INFORMATION CONTACT THE BUYER

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

Vendor
Signature X

FEIN# 23-2884755

DATE 8/20/2026

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

ADDITIONAL INFORMATION

Addendum No. 1 is issued for the following:

1. Responses to vendor questions attached. See Attachment A.
- 2 To modify bid opening date and time to 08/26/2026 at 13:30 (1:30PM EST)

No other changes

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 AFFAIRS 1 FREEDOMS WAY CLARKSBURG WV US				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				

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
			3
VNF2700000001	Final	Direct Care Staffing Services	

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions

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	\$ 68.25	\$ 133,088.00 -
2	Weekend Regular Rate	750	\$ 68.25	\$ 51,188.00 -
			Grand Total	\$ 184,276.00 -

*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)

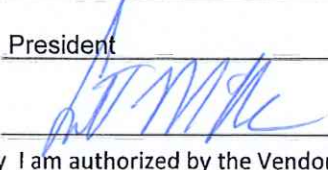
Vendor Information	
Vendor:	<u>Delta-T Group Western Pennsylvania, Inc.</u> *Printed Name <u>Scott McAndrews</u>
Address:	<u>600 North Bell Avenue, Building 2, Suite 190</u> Title <u>President</u>
Office	<u>Carnegie, PA 15106</u> *Signature 
Phone:	<u>(800) 440-8008</u> *I hereby certify I am authorized by the Vendor to sign this document.
Cell Phone	
Fax	<u>(412) 278-4186</u> Email: <u>rfp@deltatg.com</u>

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	\$ 54.25	\$ 298,375.00 -
2	Weekend Regular Rate	2,250	\$ 54.25	\$ 122,063.00 -
			Grand Total	\$ 420,438.00 -

*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)

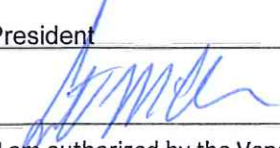
Vendor Information			
Vendor:	Delta-T Group Western Pennsylvania, Inc.	*Printed Name	Scott McAndrews
Address:	600 North Bell Avenue, Building 2, Suite 190	Title	President
Office	Carnegie, PA 15106	*Signature	
Phone:	(800) 440-8008	*I hereby certify I am authorized by the Vendor to sign this document.	
Cell Phone			
Fax	(412) 278-4186	Email:	rfp@deltatg.com

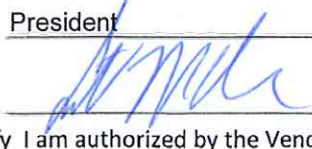
Exhibit A - Pricing Page
Direct Care Staffing Services
Health Service Worker (HSW)

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	\$ 38.25	\$ 239,063.00 -
2	Weekend Regular Rate	2,500	\$ 38.25	\$ 95,625.00 -
			Grand Total	\$ 334,688.00 -

*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:	Delta-T Group Western Pennsylvania, Inc.	*Printed Name	Scott McAndrews
Address:	600 North Bell Avenue, Building 2, Suite 190	Title	President
	Carnegie, PA 15106	*Signature	
Office Phone:	(800) 440-8008	*I hereby certify I am authorized by the Vendor to sign this document.	
Cell Phone			
Fax	(412) 278-4186	Email:	rfp@deltatg.com



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			Reason for Modification:
Doc Description: Direct Care Staffing Services			
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: 000000127916
Vendor Name : Delta-T Group Western Pennsylvania, Inc.
Address : 600 North Bell Avenue, Building 2, Suite 190
Street : 600 North Bell Avenue
City : Carnegie
State : PA **Country :** USA **Zip :** 15106
Principal Contact : Bernie Silvan
Vendor Contact Phone: (484) 381-3173 **Extension:**

FOR INFORMATION CONTACT THE BUYER

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

Vendor
Signature X

FEIN# 23-2884755

DATE 8/7/2026

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				SHIP TO			
DIVISION OF VETERANS AFFAIRS 1 FREEDOMS WAY				VETERAN'S NURSING FACILITY 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				

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 3
VNF2700000001	Final	Direct Care Staffing Services	

ADDITIONAL TERMS AND CONDITIONS

See attached document(s) for additional Terms and Conditions

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) Bernie Silvan, Vice President

(Address) 600 North Bell Avenue, Building 2, Suite 190, Carnegie, PA 15106

(Phone Number) / (Fax Number) (800) 440-8008 / (412) 278-4186

(email address) rfp@deltatg.com

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

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

Delta-T Group Western Pennsylvania, Inc.

(Company)

(Signature of Authorized Representative)

Scott McAndrews, President

8/7/2026

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

(800) 440-8008

(412) 278-4186

(Phone Number) (Fax Number)

rfp@deltatg.com

(Email Address)

REQUEST FOR QUOTATION

CRFQ VNF27*01

DIRECT CARE STAFFING SERVICES

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: Bernie Silvan

Office Manager: Beverly Davis

Cell Number: (610) 659-9634

Fax Number: (412) 278-4186

Email Address: rfp@deltatg.com

Subcontractor List Submission (Construction Contracts Only)

Bidder's Name: Delta-T Group North Jersey, Inc.

☒ 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 W. Va. Code § 21-11-1 et. seq.
N/A	

Attach additional pages if necessary



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

6/29/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an **ADDITIONAL INSURED**, the policy(ies) must have **ADDITIONAL INSURED** provisions or be endorsed. If **SUBROGATION** IS **WAIVED**, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Marsh & McLennan Agency LLC 20 North Martingale Road Schaumburg IL 60173	CONTACT NAME: Joe Flaherty PHONE (A/C, No, Ext): (847) 908-8719 E-MAIL ADDRESS: Joe.Flaherty@MarshMMA.com	FAX (A/C, No): (847) 440-9126
INSURER(S) AFFORDING COVERAGE		NAIC #
INSURER A : GREAT AMERICAN INSURANCE COMPA		16691
INSURER B : Texas Insurance Company		16543
INSURER C : Travelers Casualty and Surety		31194
INSURER D : Lloyd's Syndicate		
INSURER E : Endurance Assurance Corporatio		11551
INSURER F :		

COVERAGES**CERTIFICATE NUMBER:** 1936450493**REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
D	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☒ POLICY ☐ PRO-JECT ☐ LOC OTHER:			PRO00131226	7/1/2026	7/1/2027	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 50,000 MED EXP (Any one person) \$ 2,500 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 3,000,000 PRODUCTS - COMP/OP AGG \$ 1,000,000 \$
D	☐ AUTOMOBILE LIABILITY ☐ ANY AUTO ☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☒ HIRED AUTOS ONLY ☒ NON-OWNED AUTOS ONLY			PRO00131226	7/1/2026	7/1/2027	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
B	☐ UMBRELLA LIAB ☐ OCCUR ☒ EXCESS LIAB ☒ CLAIMS-MADE DED ☒ RETENTION \$ 0			BFLXAHTPA01160002244503	7/1/2026	7/1/2027	EACH OCCURRENCE \$ 3,000,000 AGGREGATE \$ 3,000,000 \$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N ☒ N	N/A	WCF05260402	7/1/2026	7/1/2027	☒ PER STATUTE ☐ OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
D E C	Prof Liab incl Sexual Abuse Cyber Liability incl Third Party Crime (Incl 3rd Party)			PRO00131226 CRV30114793600 107962869	7/1/2026 6/21/2026 7/1/2026	7/1/2027 7/1/2027 7/1/2027	Per Claim: \$1,000,000 Limit \$3,000,000 Limit: \$1,000,000 Agg: \$3,000,000 Retention: \$50,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Excess Liability follows form over the General Liability, Hired/Non-Owned Automobile Liability, Professional Liability, and Employers' Liability policies.

CERTIFICATE HOLDER**CANCELLATION**

Proof of Insurance

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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State of West Virginia



Certificate

I, Mac Warner, Secretary of State of the State of West Virginia, hereby certify that

DELTA-T GROUP WESTERN PENNSYLVANIA, INC.

a corporation formed under the laws of Pennsylvania filed an application to be registered as a foreign corporation authorizing it to transact business in West Virginia. The application was found to conform to law and a "Certificate of Authority" was issued by the West Virginia Secretary of State on March 22, 2010.

I further certify that the corporation has not been revoked by the State of West Virginia nor has a Certificate of Withdrawal been issued to the corporation by the West Virginia Secretary of State.

Accordingly, I hereby issue this Certificate of Authorization

CERTIFICATE OF AUTHORIZATION

Validation ID:6WV0Y_97Q8E



*Given under my hand and the
Great Seal of the State of
West Virginia on this day of*

May 18, 2017

Mac Warner

Secretary of State



REQUEST FOR PROPOSAL

REQUEST FOR PROPOSAL # 2029895
TITLE: Direct Care Staffing Services

Prepared for:



Prepared by:



August 19, 2026

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



Re: REQUEST FOR PROPOSAL # 2029895 Direct Care Staffing Services

Dear Bid Clerk:

Delta-T Group, Inc. (Delta-T) is pleased to submit the requested documentation in support of our interest to provide the State with Direct Care Staffing Services at the West Virginia Veteran's Nursing Facility in Clarksburg (WV-VNF). Delta-T Group is not only providing these services to Veteran's Homes in other states including Arizona, New Jersey and Pennsylvania, but is also an approved vendor at the state level for nursing services in West Virginia's other facilities. In the last 12 months, Delta-T Group has provided over 2 million services hours of nursing care throughout the United States.

This response highlights our reliability as a vendor thanks to over three decades of industry experience and proven methodologies that continue to bring us success with clients nationwide. Delta-T stands out amongst its competitors because of our commitment to excellence. We hold our team and our staffed professionals to the highest standards of integrity and efficiency. We are already providing similar services to many other state/county nursing homes and Veteran's Centers throughout the United States. Our goal is to provide you with:

- High Quality Professionals - Achieved by diligent sourcing, behavioral screening, position knowledge testing, credentialing and training. We provide only the most qualified nurses with the dedication and demeanor necessary to serve the WV-VNF population appropriately.
- Consistent & Proactive Customer Service - Achieved by providing around the clock live support, regular communications with the Project Manager, site visits and routine reporting so that the State can feel comfortable knowing that Delta-T is available whenever needed.

If you have any questions, comments, concerns or require further information, please contact our designee:

Ms. Bernie Silvan
Vice-President, Nursing Services
Phone: (484) 381-3173
rfp@deltatg.com

Thank you for your consideration and we look forward to hearing from you.

Sincerely,



Ms. Bernie Silvan
Vice-President, Nursing Services

Patrick Ryan
Chief Executive Officer**August 7, 2026****To Whom It May Concern:**

It is my pleasure to provide this letter of reference for **Delta-T Group** based on our experience working together to support the staffing needs of William R. Sharpe, Jr. Hospital.

As a state-operated psychiatric hospital, maintaining appropriate staffing levels is essential to providing safe, quality behavioral health services for our patients. Throughout our relationship, Delta-T Group has consistently demonstrated professionalism, responsiveness, and a clear understanding of the unique requirements associated with behavioral healthcare staffing.

Delta-T Group has been a dependable staffing partner by providing qualified professionals who meet our credentialing and compliance requirements while responding promptly to changing operational needs. Their recruiting team communicates effectively, provides timely updates regarding staffing requests, and works diligently to identify candidates who are well-suited for our environment.

We have found Delta-T Group to be responsive, organized, and committed to maintaining high standards throughout the recruitment and placement process. Their staff have demonstrated professionalism in their interactions with hospital leadership and have remained focused on supporting continuity of patient care through reliable staffing solutions.

Particularly noteworthy is Delta-T Group's ability to:

- Respond quickly to urgent staffing requests.
- Maintain consistent communication throughout the recruitment and placement process.



- Verify required credentials, licenses, and compliance documentation prior to assignment.
- Work collaboratively with hospital management to address staffing challenges and changing operational priorities.
- Provide excellent customer service while maintaining a professional and solution-oriented approach.

Based on our experience, we would not hesitate to recommend Delta-T Group to other healthcare organizations seeking a staffing partner with experience supporting behavioral health and inpatient psychiatric facilities.

Should you require additional information regarding our experience with Delta-T Group, please feel free to contact our office.

Sincerely,



Dwight Sawyers

Procurement Specialist

William R. Sharpe, Jr. Hospital

681-433-7173

Dwight.A.Sawyers@wv.gov

Who We Are



→ **1989**

Year Founded

→ **2M+**

Nursing Service Hours Annually

→ **3,000+**

Active and satisfied clients

→ **30**

States served by 18 regional offices

Delta-T Group connects professionals with client opportunities within the special education, social service, behavioral health, and disability sectors. With over 36 years in business, we have built a reputation for referring highly qualified professionals for rewarding short and long-term contract opportunities. Public, private and non-profit organizations across the country rely on Delta-T Group to resolve their referral needs for talented professionals with cost-effective and timely solutions.

Dedicated to the Caring Professionals

Delta-T Group's mission is to provide cost-effective, reliable, and innovative referral solutions for the social-services, behavioral-health, allied-health and special-education fields, for the betterment of those needing care and support.

- To provide the highest possible quality service to every client regardless of their size;
- To treat the referred professionals with respect and professionalism;
- To achieve perfect referral by matching a professional's background with a client's needs;
- To deliver a higher level of service than people have come to expect from the service industry.



Executive Summary

Delta-T Group, Inc. (Delta-T) and its affiliates have been providing services for 36+ years to a wide variety of clients including school districts, local, state and federal government agencies. Delta-T provides nursing and behavioral health professionals including: nurses, social workers, allied health therapists (OT/PT/SLP), psychologists, and nurse aides, medical assistants, phlebotomists and more.

On a daily basis, Delta-T provides thousands of healthcare professionals to clients nationwide.

With a focus in behavioral health, nursing and education, Delta-T is uniquely poised to serve the State's needs; providing mental health, behavioral support services and social work services is a routine course of business. Delta-T will implement the State's staffing plans with a level of personal attention and customer service that promotes positive outcomes for your patient population.

What sets Delta-T apart is its commitment to excellence. Every new project is an opportunity to improve on the last. We create within our company, groups of specialized teams who are knowledgeable about their specific job sector (i.e., psychology, nursing, social work) and can competently assist a client when they need it.

Professional Practices

As a premier staffing provider, we adhere to generally accepted industry standards in terms of how we operate. We place high priority on compliance with local, state and federal laws, nondiscrimination policies, handling of sensitive data (including adherence to HIPAA laws), review and verification of candidate qualifications, training and safety practices, background checks, health screening and drug testing, complaint procedures, disciplinary measures, and client communications. Upper management, along with the Quality Assurance and Legal Departments oversee aspects of procedure and compliance so that the company remains responsive to these matters and up-to-date on any new legislation or industry-wide revisions.

Understanding Your Needs

Delta-T's understanding of the State's need is threefold:

- Providing sufficient nursing services to the WV-VNF on a contingent basis for any shifts required
- Providing nurses with the skills and background to service the WV-VNF population
- Providing solutions that are cost efficient so that the State is able to best utilize available funding

In our response, we outline a solution that will support these needs by:

- Matching needed nurses within approved timeframes that meet or exceed the State's standards from our pool of pre-screened professionals
- Stringent credentialing to ensure that the professionals staffed are properly licensed, experienced and able to meet the care needs of the patient population competently
- Ensuring Nurses and Health Service Workers for your facilities have all required credentials including a **Food Handler's Card**.
- Providing live 24/7 support to handle any unexpected staffing gaps, problems, queries or additional needs
- Ensuring accurate and timely documentation and reporting to comply with regulations
- Budget-conscious bill rates that provide fair compensation for the RNs and meet our overhead expenses

Providing quality care for people who previously had no voice in their own care is a noble cause and epic in scope. It requires individuals with an exceptional dedication to their profession and their patients. Over 1,000 of our nurses work in long-term care, psychiatric, ICF/DD, substance abuse and geriatric facilities each day. We are well aware of the type of nurses that would serve best, both in skill set and personality, for those types of populations. A large component of partnering with the State for these services is a desire to create positive outcomes, not just simply to fill an open position.

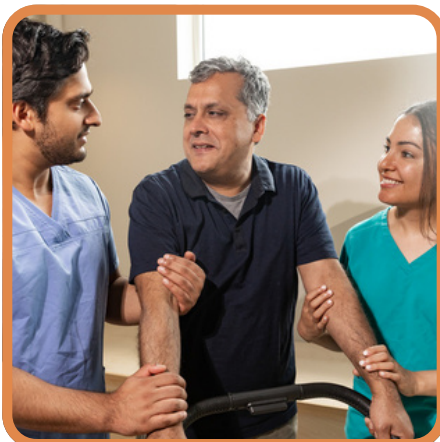


Corporate Background

Delta-T Group, Inc. (Delta-T) and its affiliate entities have been staffing education and healthcare professionals for over two decades. On a daily basis, Delta-T provides almost 10,000 professionals to clients in all levels of government (local, state and federal), the United States Armed Forces, non-profit organizations, educational, medical, and correctional facilities. We are proud to serve those who educate, counsel, treat and care for those who need it most. Passion for our work is imbued into every aspect of what we do, a passion supported by ownership and upper management.

Our Professionals

- Behavioral Analysts (BCBA, ABA)
- Behavioral Health Specialists (Master Level)
- Bus Monitors
- Case Managers
- Certified Nursing Aides
- Child Study Teams
- Educational Diagnosticians
- Guidance Counselors
- Hallway Monitors
- Home Health Aides
- IEP Aides
- Instructional Aides
- Licensed Practical/Vocational Nurses
- Licensed Professional Counselors
- Marriage and Family Therapists
- Mental Health Workers (Non-Degreed)
- Mobile Therapists (MT)
- Music and Art Therapists
- Non-Instructional Aides
- Nurse Practitioners
- Occupational Therapists
- Personal Care Aides
- Physical Therapists
- Psychiatrists
- Psychologists
- Recreation Therapists
- Registered Nurses
- Residential Aides
- School Psychologists
- School Support Staff
- Social Workers
- Special Education Teachers
- Speech Therapists & Audiologists
- Substance Abuse Counselors
- Substitute Teachers
- Therapeutic Aides
- Therapeutic Staff Support



EXPERIENCE

Delta-T Group knows what you do - and we support facilities like yours.

Every day.

Our Nursing Per Diems cover more than 100 similar facilities and over 18,000 beds daily in some of the largest government and privately owned facilities in the nation - and some of the smallest. This diversity requires us to get to know each facility so we are able to serve them best.

We'd love to get to know the WV-VNF.



18,000+

Number of beds



100+

Skilled nursing facilities



50+

Number of government facilities



156

Average number of beds



EXPERIENCE

Delta-T Group has been providing nursing services since 1989 and works with over 100 similar facilities - from less than 20 beds to almost 800 beds and everything in between.

We currently contract with and provide services to many local (city or county) and state facilities throughout the United States.

At the time of this response, Delta-T Group is an approved vendor and/or is providing nursing services at the **state level** in:

Arizona	Kansas	South Carolina
California	Louisiana	Texas
Colorado	Maryland	Virginia
Delaware	New Jersey	Wisconsin
Illinois	Pennsylvania	West Virginia

Delta-T Group is currently providing services to county/town nursing homes in Illinois, Maryland, Delaware, Pennsylvania, New Jersey, Connecticut, Wisconsin, and Michigan.

Case Study

Success in Action

DEPARTMENT OF MILITARY AND VETERANS' AFFAIRS

NEW JERSEY VETERANS MEMORIAL HOME AT PARAMUS

Metrics (3 year trend)

336

Number of Beds

35,736

Hours Provided

4,764

Shifts Covered

Professionals Placed

71

Certified Nurse Aides

25

Licensed Practical Nurses

4

Registered Nurses





State of New Jersey
DEPARTMENT OF MILITARY AND VETERANS' AFFAIRS
NEW JERSEY VETERANS MEMORIAL HOME AT PARAMUS
ONE VETERAN'S DRIVE
PARAMUS, NEW JERSEY 07652

PHILIP D. MURPHY
Governor
Commander-in-Chief

TAHESHA L. WAY
Lieutenant Governor

★
YVONNE L. MAYS
Brigadier General
The Adjutant General

March 14, 2026

To Whom It May Concern,

I am happy to recommend to you the services of Delta-T Group, Inc. NEW JERSEY VETERANS MEMORIAL HOME AT PARAMUS, has been partnering with Delta-T Group since 2023 to assist with our CNA and nursing needs.

We find Delta-T Group and their local representatives to be responsive and appreciate their approach to finding the best candidates for our site(s). They are responsible and understand the urgency to getting the coverage we need.

We look forward to our continued partnership with Delta-T Group and do not hesitate to recommend them.

Sincerely,

Shelly Machado, Medical Services Assistant

201-634-8524

Case Study

Success in Action

COUNTY OF LEHIGH, PENNSYLVANIA

*CEDARBROOK SENIOR CARE AND REHABILITATION,
CEDARBROOK AT FOUNTAIN HILL NURSING HOME*

Metrics (3 year trend)

670

Number of Beds

418, 825

Hours Provided

52,353

Shifts Covered

Professionals Placed

293

Certified Nurse Aides

109

Licensed Practical Nurses

24

Registered Nurses



COUNTY OF LEHIGH

CEDARBROOK - ALLENTOWN

350 S. CEDARBROOK ROAD
ALLENTOWN, PA. 18104

(610) 395-3727
FAX (610) 395-0412



Senior Care & Rehabilitation

CEDARBROOK - FOUNTAIN HILL

724 DELAWARE AVENUE
BETHLEHEM, PA. 18015

(610) 691-6700
FAX (610) 867-2332

Dear Healthcare Facility,

I am writing to provide a reference for Delta T, a staffing agency that has been supplying our nursing home with nurses and nurse aides for the past few years. Our experience with Delta T has been positive, and I am pleased to recommend their services to other healthcare facilities.

Delta T works with our organization to enhance the training and skills set of their healthcare workers. The nurses and nurse aides they have provided have seamlessly integrated into our team, contributing significantly to the well-being and comfort of our residents.

One of the standout qualities of Delta T is their responsiveness and flexibility. They have been able to accommodate our staffing needs promptly, helping to ensure that our facility remains adequately staffed. The stability of utilizing the same staff from Delta T has supported our high level of quality care for our residents.

I am confident that Delta T will continue to provide exceptional staffing solutions to any healthcare facility seeking reliable and skilled nursing professionals.

Thank you for considering this recommendation.

Sincerely,

Teresa Samuels
Director of Nursing

REFERENCES

*The best predictor of future behavior is...
past behavior.*
-Mark Twain

New Jersey
Veteran's Home
at Paramus

State Client in New Jersey

Shelly Machado, Medical Services Assistant
One Veteran's Drive, Paramus, NJ 07652
Shelly.Machado@dmava.nj.gov
201-634-8524

SUNNY HILL
Nursing Home of Will County

County Client in Illinois

Kathie Miner, Assistant Director of Nursing
421 Doris Avenue, Joliet, IL 60433
kminer@willcountyillinois.com
203-618-4310



County Client in Pennsylvania

Teresa Samuels, Director of Nursing
350 S Cedarbrook Rd, Allentown, PA 18104
TeresaSamuels@lehighcounty.org
(610) 395-3727

EXPERIENCE AT SIMILAR FACILITIES

We are providing a sampling of similar facilities we have serviced over the last 10 years, with government clients in **RED**. Please note that due to our expansive list, this is only a portion of our nursing clients.

Nursing Client List

CT	Aaron Manor
CT	Abbott Terrace Health Care Center
NJ	Allaire Nursing & Rehab
AZ	Allegiant Healthcare of Mesa
AZ	Allegiant Healthcare of Phoenix
IL	Amazing Grace Senior Living
CT	Arden Courts
NJ	Arista Care at Manchester
AZ	Arizona Department of Veteran's Services (multiple locations)
AZ	Arizona Veteran's Home - Phoenix
CT	Artis Senior Living of Branford
PA	Asbury Heights
NJ	Atlantic Coast Rehabilitation
NJ	Atrium Post Acute Care of Hamilton
MD	Autumn Lake Healthcare at Riverview
CT	Avon Health Center
CT	Bayview Health Care Center, Inc.
CT	Bel-Air Manor
CT	Brandywine Living at Litchfield
NJ	Brandywine Living at Pennington
NJ	Brandywine Living -Princeton
NJ	Brighton Gardens of Edison
MD	Brookdale Senior Living Inc.
NY	Broome County Willow Point Rehabilitation and Nursing Center
PA	Bryn Mawr Terrace
IL	Capital Hospice and Palliative Care
DC	Capitol City Skilled Nursing Facility
PA	Cedarbrook Center for Nursing and Rehabilitation
LA	Central State Hospital
CT	Cherry Brook Health Care Center
CT	Cheshire House Nursing & Rehabilitation Center
CT	Cobalt Healthcare and Rehabilitation Center
CT	Complete Care Harrington Court
MD	Creekside Center for Rehabilitation and Nursing
NJ	Crystal Lake Healthcare and Rehabilitation
DE	Delaware Veterans Home
AZ	Desert Haven Care Center
IL	Dupage County Care Center
PA	Eagleville Hospital
MD	Elkton Nursing and Rehabilitation Center
NJ	Emerson Health Care Center
CT	Evergreen Health Care Center

EXPERIENCE AT SIMILAR FACILITIES

Nursing Client List

NJ	<i>Excelsior Care Group (multiple locations)</i>
PA	Fair Acres Geriatric Center
PA	Forbes Center for Rehabilitation and Healthcare
PA	Fountain Hill Nursing and Rehabilitation
NJ	Gardens at Monroe, The
PA	Golden Living
CT	Greentree Manor Convalescent Center
NJ	Greenwood House - Home for the Jewish Aged, Inc.
IL	<i>Heritage Operations Group (multiple locations)</i>
PA	Hidden Meadows on the Ridge
NJ	Homestead Rehabilitation and Healthcare Center, LLC
WV	Hopemont Hospital
PA	Immaculate Mary Center for Nursing and Rehabilitation
NJ	Inglemoor Care Center of Livingston
PA	Inglis House
NJ	Jewish Home Assisted Living, Inc.
WV	John Manchin Center
PA	Kane Community Living Centers - Scott
PA	Kane Community Living Centers - Glen Hazel
PA	Kane Community Living Centers - McKeesport
PA	Kane Community Living Centers - Ross
WV	Lakin Hospital
NJ	LAUREL BAY HEALTH & REHABILITATION CENTER
CT	Laurel Ridge Health Care Center
PA	Lifquest Nursing Center
CT	Litchfield Woods Health Care Center
CT	Lord Chamberlain Nursing Facility Rehabilitation
LA	<i>Louisiana Department of Health and Hospitals (multiple locations)</i>
PA	Luther Crest Retirement Community
CT	Lutheran Home of Southbury
PA	Manorcare Northside
DE	Mary Campbell Center
MD	Maryland Masonic Homes
IL	Meadowbrook Manor Bolingbrook
IL	Meadowbrook Manor LaGrange
IL	Meadowbrook of Naperville
NJ	Meadowview Nursing and Rehabilitation Center
NJ	Merry Heart Nursing & Convalescent Home, Inc.
NJ	Middlesex County Improvement Authority
WV	Mildred Mitchell Bateman Hospital
NJ	Monmouth Care Center, Inc.
WP	Mont Belveiu Rehabilitation & Healthcare Center

EXPERIENCE AT SIMILAR FACILITIES

Nursing Client List

PA	Moravian Hall Square of Nazareth, PA, Inc.
NJ	Morris County Juvenile Facilities
CT	Mystic Healthcare Nursing and Rehabilitation Center
PA	Neshaminy Manor Nursing Home
NJ	New Jersey Eastern Star Home
NJ	New Jersey Veterans Memorial Home - Menlo Park
NJ	New Jersey Veterans Memorial Home - Paramus
NJ	New Jersey Veterans Memorial Home - Vineland
CT	Newtown Rehabilitation & Health Care Center
AZ	Oasis Pavilion
NJ	Pelican Pointe Post Acute Nursing & Rehabilitation
PA	Philadelphia VA Medical Center
PA	Pine Run Retirement Community
DE	Polaris Center for Nursing and Rehabilitation
NJ	Preakness Health Care Center
PA	Reading Care and Rehabilitation Center Exeter Green
DE	Regal Heights Center for Nursing and Rehabilitation
DE	Regency Center for Nursing and Rehabilitation
NJ	Regency Jewish Heritage Nursing and Rehab
PA	Regina Community Nursing Center
IL	Royal Estates Assisted Living
NJ	Runnells Center for Rehabilitation & Healthcare
PA	Saber Healthcare Group (Multiple locations)
CT	Saint Joseph Living Center
PA	Senior Care Center Of America (multiple locations)
DE	Serenity Gardens Assisted Living
CT	Sharon Health Care Center
IL	Sheltered Village Woodstock
CT	Sheriden Woods Health Care Center
NJ	Shorepointe Care Center
PA	Skyline Healthcare
VA	Skyline Terrace Nursing Home and Memory Lane
SC	South Carolina Department of Mental Health (multiple locations)
NJ	SpringPoint Senior Living
PA	St. Francis Center for Nursing and Rehabilitation
PA	St. John Neumann Center
PA	St. Martha's Villa for Nursing and Rehabilitation
AZ	State of Colorado Department of Human Services (multiple locations)
PA	Sterling Healthcare and Rehabilitation Center
IL	Sunny Hill Nursing Home of Will County
NY	Teresian House Nursing Home Company, Inc. (multiple locations)
CT	The Cottage at Litchfield Hills

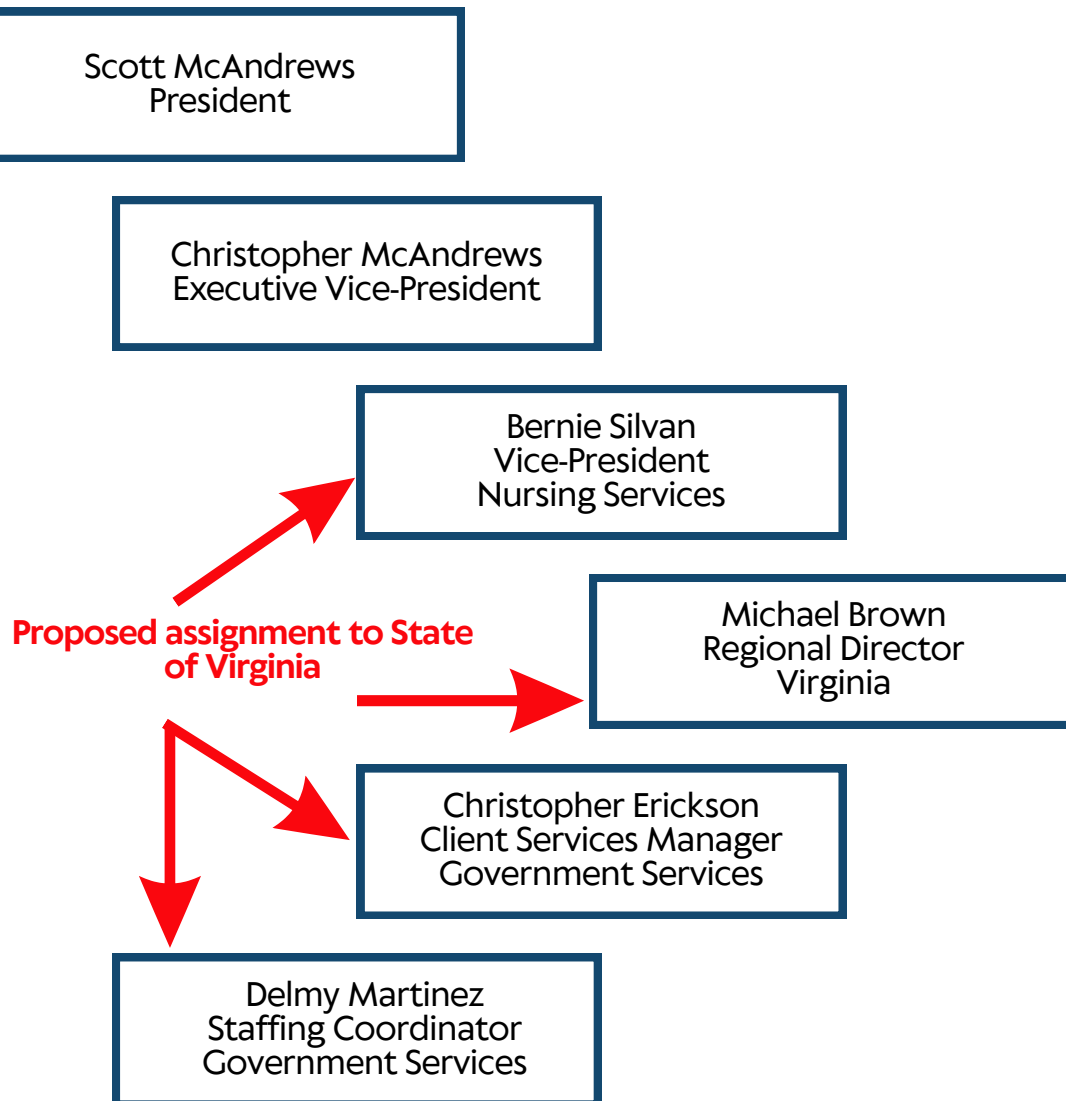
EXPERIENCE AT SIMILAR FACILITIES

Nursing Client List

IL	The Elms
PA	The Grove at North Huntingdon, Maybrook
CT	The Guilford House
NJ	The House of the Good Shepherd
CT	The Landing Of North Haven
DC	The Methodist Home of the District of Columbia
DE	The Moorings at Lewes
CT	The Nathaniel Witherell
AZ	The Peaks Health & Rehabilitation
NJ	The Pines at Whiting
NJ	United Methodist Communities at The Shores
CT	Valerie Manor, Inc.
NJ	Warren County (multiple locations)
NJ	Warren County Health Department (multiple locations)
NJ	Warren Haven Nursing Home
NY	Wayne County Nursing Home
IL	Wealshire
PA	Wesley Enhanced Living (multiple locations)
WV	William Sharpe Hospital
CT	Wilton Meadows Nursing and Rehabilitation
CT	Windham Nursing Rehabilitation
CT	Windsor Health and Rehabilitation Center

DELTA-T GROUP VIRGINIA, INC.

ORGANIZATIONAL CHART



Meet the Project Team

BERNIE SILVAN

Vice-President, Nursing Services



Ms. Bernie Silvan brings over 25 years of leadership experience (18 with Delta-T Group), specializing in the delivery and oversight of nursing services within nursing homes, skilled nursing facilities, and long-term care environments. As Vice President of Nursing Services, she leads the strategic direction, recruitment, credentialing, and clinical quality assurance of nursing professionals supporting a wide range of post-acute and residential care settings.

Ms. Silvan oversees a multi-state network of Registered Nurses (RNs) and Licensed Practical Nurses (LPNs), ensuring all clinicians meet stringent compliance requirements, including state licensure, background clearances, and ongoing competency validation. She is deeply experienced in aligning staffing solutions with facility-specific care models, regulatory standards, and patient acuity levels, including support for rehabilitation services, memory care, and chronic condition management.

Throughout her tenure, Ms. Silvan has played a key role in scaling Delta-T Group's healthcare staffing services to support high-volume long-term care partners, while maintaining a strong emphasis on continuity of care, patient safety, and regulatory compliance. She ensures rapid response capabilities for both planned coverage and urgent staffing needs, minimizing disruption to resident care.

MICHAEL BROWN

Regional Director



With more than 31 years of experience within the staffing industry, Mike oversees several states including Virginia. His core responsibilities revolve around operations and sales strategy, customer experience, quality assurance, customer fulfilment and overall business strategy and growth. Mike is passionate about the work he and his teams perform and knowing that every day they make a difference in the lives of the children they support.

Mike is a newer member of the Delta-T team, joining us in 2024. He is an eager and steadfast manager, handling projects for school clients throughout Virginia, Tennessee and Texas. He will take on project responsibilities with a sense of urgency and a commitment to stellar service. Mike provides strategic leadership and operational oversight for government and facilities staffing programs across his regions. Mike has already played a key role in the growth and expansion of Delta-T Group's Government Services, partnering to design scalable, compliant staffing solutions that support safe, clean, and well-run learning environments.

CHRISTOPHER ERICKSON

Client Services Manager



Christopher Erickson has been a key member of Delta-T Group since 2014, bringing over a decade of experience in client service, workforce coordination, and operational support across the Mid-Atlantic region. As Client Service Manager, he oversees day-to-day service delivery for school districts and government agencies, ensuring consistent coverage, responsiveness, and client satisfaction.

Christopher works closely with both clients and internal recruiting teams to align staffing with district needs, quickly address gaps, and maintain continuity of services across multiple work codes. Known for his hands-on approach and strong communication, he plays a critical role in maintaining Delta-T Group's high fill rates and long-standing client partnerships.

DELMY MARTINEZ

Staffing Coordinator



Delmy Martinez joined Delta-T Group in 2022, bringing valuable experience from the healthcare staffing industry and a strong foundation in high-volume recruiting and workforce coordination. In her role as Staffing Coordinator, Delmy is responsible for sourcing, screening, and placing qualified professionals to support client needs across the region.

Delmy is known for her responsiveness, attention to detail, and ability to quickly match candidates to assignments based on credentials, experience, and availability. Her background in healthcare staffing has equipped her with a strong sense of urgency and compliance awareness, ensuring that all candidates meet required qualifications and onboarding standards.

She works closely with both clients and candidates to maintain consistent coverage, manage scheduling needs, and support seamless service delivery. Delmy's commitment to clear communication and efficient coordination plays a key role in maintaining high fill rates and overall client satisfaction.

The Staffing Process

Responding to Service Requests

Clients can request staffing by phone, fax, email or desktop/smart phone application. When a request is received, we will pre-select the most qualified and experienced individuals that are the best fit for your agency's culture and needs.

We recruit differently for each client – for WV-VNF, we will build a pool of nurses and aides seeking ongoing, contracted “block” schedules, and a pool of nurses and aides interested in a more flexible or per diem schedule. Once a dedicated pool has been established, Delta-T sets up an availability grid for that is updated routinely for the most accurate information.

We are able to staff nurses for expected coverage gaps due to vacations, other types of leave or any circumstance. Our coordinators will connect with WV-VNF each month to ascertain whether there are gaps that we can fill. These fills are commitment free and can be altered/cancelled without charge with as little as two hours' notice. When using our desktop/smart phone application, WV-VNF will always be able to not only see an updated schedule, but see nurses and aides confirming shifts in real time, sometimes within minutes of being posted.

For unexpected call-outs due to illness, emergency, etc., Delta-T is able to provide nurses without any minimum hour notice requirements. If a WV-VNF internally-staffed nurse simply does not show up for his/her shift without notice, Delta-T can also fill that need. If you manage to cover the shift internally instead, there is no charge as long as no services were rendered, even if our nurse was in transit to your facility.

If a request comes in and it is unlikely that we will be able to fill it, we will quickly communicate this to the State designee, so that they have ample opportunity to staff internally or reach out to a secondary vendor. It is never our goal to lose a shift for any reason, but we would prefer it to be staffed and the patients cared for, rather than hold onto a shift that we know we cannot fill in the time allotted. When we say we are committed to making a difference, we mean that the patients and the clients' best interests have to be at the forefront of our decision-making and goal-setting.

Recruitment & Retention

A part of what makes Delta-T so successful is the way it recruits its professionals. We maintain a database of thousands of candidates all over the country that we can utilize to fill a need. Many of these candidates are available immediately, so that as soon as a bid is awarded, our skilled Staffing Coordinators can begin short-listing names for consideration. For many requests, we can source solely from our database. If this is insufficient, our coordinators may reach out to our experts in the field that can provide referrals, utilize online job boards, association and trade lists, educational institutions and alumni listings, job fairs and many other avenues to locate the best people for the positions.

Finding qualified professionals is only half the battle. Delta-T also works hard to maintain our pool and expand it. To that end, we constantly reassess our practices and take in feedback from our professionals. Our compensation plan is reviewed and adjusted as necessary to keep up with workforce trends. Our professionals remain committed to Delta-T, as evidenced by our over 90% retention rate.

Delta-T uses feedback from our clients and our own coordinators to gauge a staffed professional's success. We review the feedback internally and then with that staffed professional to determine their suitability for continued work with Delta-T. More than two no-call/no-shows, excessive tardiness, and other unsuitable behavior will result in an end to our relationship with that professional. By taking proactive measures to vet and rate our professionals, we are able to maintain an active pool of candidates that represent the best of their professions both on paper and in person.

Interviewing & Credentialing

Delta-T's thorough screening process is a source of great pride. Proper credentialing is an effective risk management tool in the staffing industry and ours is well-known for its rigorous approach. Our Staffing Coordinators and the Quality Assurance (QA) Team work cooperatively to find and credential candidates who show the most potential for meeting the client's needs.

- Screening Interview - an interview is conducted for every potential candidate. A trained Staffing Coordinator gathers information through a one-on-one behavioral interview, seeking to find a match to the client's requirements.
- Reference Checking - a minimum of three professional references (e.g., direct supervisor s with at least one year of experience with the professional) are collected and verified.
- Degree, Licensure and Certification Verification - Job-relevant degrees are primary source verified either at the issuing college/university or an approved third party agent. All relevant licenses and certifications are collected, verified and copies kept on file.
- Criminal Background Checks - All Delta-T professionals are subject to state criminal record checks prior to commencement of services (as state law permits). Subsequent checks are done on an annual basis.
- OIG & EPLS - to check for individuals and businesses excluded or sanctioned from participating in Medicare, Medicaid, or other federally funded health care programs.
- Customized Credentialing - Any additional credentialing requirements as determined by the client and verified by Delta-T. Verification and copies of all client-specific requirements are kept on file in accordance with HIPAA regulations.

Re-credentialing is equally important. The QA team utilizes our proprietary software to track expirations and review reports to ensure every professional remains current with their credentials and is primary source verified. On top of candidate credentialing, the QA team conducts internal audits to make sure that all Delta-T staff is compliant with regulations, company policies and verification processes.

Assessments

Nursing Services will be provided according to the State's standards and policies, and reinforced by our Coordinators. Prior to selection, each nurse will be assessed based on their skills and specialties to ensure a proper fit. Samples of our testing forms are available in the Appendix for your information.



Training, Orientation & Professional Development

Delta-T is not only dedicated to our clients and the populations we serve, we are committed to maintaining our pool of professionals and ensuring that they have every opportunity to advance and learn. We support continuing education and professional development through:

Continuing Education and In-service Programs: We sponsor 4 in-service programs each year so that each Nurse can have access to industry developments and learning activities. These programs are presented via the web-based programs, journal reading groups, mentoring, workshops and conference calls and live segments.

Monthly Performance Feedback: Our Nurses receive constant feedback on performance from our coordinators and information gleaned from client designees. We want to address any issues before they become problems and make sure that the nurses are getting the support they need. This is done informally as needed and formally on a monthly basis.

Professional Development Programs: Individualized programs are developed based on the feedback received from the field and the Nurse's goals. This allows the Nurse review his/her strengths and weaknesses, and set performance goals for themselves.

Developing new competencies and refreshing existing ones is a necessary measure in the behavioral health industry. We strongly encourage all of our nurses to participate so that they can continue to excel in their field. Interacting with our professionals this way also allows Delta-T to review policies and programs so that we are increasing our own knowledge base and making changes to our processes as necessary.

Aside from the State's own orientation, we will provide each nurse with a guide to performing under the contract and any support/feedback they need for filling out timesheets, call-outs, scheduling, compensation and any issues that may arise. Should they require additional training, we will refer them to the appropriate resources and track any applicable expirations through our QA Department.

These training programs may include, but are not limited to:

- Assessment & Assistance Training
- Behavioral Management
- Blood and Airborne Transmitted Diseases
- Child Abuse
- Confidentiality/HIPAA Guidelines
- CPR
- Crisis Intervention
- Documentation Training
- Fire Safety
- First Aid
- Kirk-T
- Medicine Administration
- MR Orientation
- OSHA
- Restraint Training
- Sexual Abuse
- Suicide Prevention



THE DELTA-T PLAN

PHASE ONE: INITIAL STEPS

Delta-T will:

- Actively work with the WV-VNF management to develop profiles so that a pre-qualified available candidate pool can be established.
- Work closely with WV-VNF to understand the internal processes that must be completed in order to receive authorization to request staff.
- Work with the WV-VNF to develop a customized Orientation Guide for the project that has details about the assignment, reporting personnel, directions, dress codes, policies and best practices, so that Delta-T staffed professionals have a reliable guide for working under the contract.

PHASE TWO: SOURCING, CREDENTIALING AND INTERVIEWING

- Immediately start sourcing from Delta-T's pool of nurses
- Ascertain timelines, likelihood of fills and courses of action
- Candidates recruited, screened, assessed; credentials and availability reviewed
- Candidates presented to the WV-VNF hiring manager for review
- Acquire feedback from the WV-VNF on candidates: accept, setup for the WV-VNF interview, or reject

PHASE THREE: COMMENCEMENT OF SERVICES

- Nurses complete any necessary orientations and get assignment information (location of services, hours, any ID badges or clearances); will also receive their New Contractor Orientation Guide from Delta-T
- Copies of licenses/credentials provided to the WV-VNF in a Master Binder
- On First Day of Assignment, same day check in with the WV-VNF and nurses to ensure proper placements
- Address any placement issues and make appropriate adjustments
- Handle any unexpected call-outs and send out substitute nurses as needed

THE DELTA-T PLAN

PHASE FOUR: PROJECT COMPLETION

- Delta-T will collect and return any the WV-VNF supplied materials from nurses
- Assignment review with nurses
- Reference check from the WV-VNF designees on nurses' performance
- Feedback from the WV-VNF on Delta-T's customer service and discussion of any renewals, expanded scope of work or additional projects.

PROJECT MANAGEMENT & SUPPORT



On Call Services

Delta-T is customer-centered. It is a crucial part of our business to remain available for our clients whenever they need assistance. Our On Call Service is a dedicated team of professionals available outside of normal business hours to meet any needs that arise. The On Call team of staffing coordinators and supervisors are accessible around the clock - 24/7.

They will be kept up-to-date on the WV-VNF needs and availability of staff so that if you have an urgent need, they will be able to quickly dispatch a replacement professional, answer questions, address concerns, recruit additional candidates or make scheduling changes. This service is provided at no additional cost to our clients because we understand how important it is to get answers when they are needed most and minimizing any service interruptions.

Project Management

The key to the success of any client relationship is an effective project management model. Beyond simply reaching each timeline, we look for indicators that all parties are satisfied, that budgets are being maintained and that overall operations are being handled with the level of attention required. Our management approach involves the development and utilization of:



Status Reporting - Regular status meetings between our team and the State designee throughout the period of service to ensure that any new developments or changes impacting the project are addressed, issues are raised and action items are assigned and completed. On a weekly basis the Delta-T Manager will report on status to the State designee. Monthly and quarterly reports on costs, placements and performance metrics will be issued and reviewed collectively.

Communication Plan - This is developed prior to service commencing. It encompasses both internal and external communication policies and procedures for this specific project, including for escalations, problem-solving, status reports and account management.

Risk Management - Delta-T works hard to mitigate risks by utilizing various safeguards to ensure that we present the most qualified candidates and undertake our business in the most honest and diligent ways. We have checks and balances in place internally to ensure that credentialing and billing processes are correct, timely and in line with requirements. Our contracts and agreements are reviewed by our Legal Department along with upper management to ensure that all parties have the same understanding and are compliant.

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24-Hour Check-In and Evaluations

After 24 hours of assignment, we ensure that we connect with the Nurse and the supervisor to ensure that services were as expected and required. This allows us to identify and address problems up front. We also conduct routine assessments of our services with your point of contact, either monthly or quarterly, depending on your schedule.

“Right Fit” Commitment

Delta-T consider the specific populations (geriatric/LTC/psychiatric/IDD, etc.) when matching a nurse so that they are prepared for working under the contract and have experience with that population. If you are unsatisfied with a nurse we will remove them immediately and a replacement will be provided with a sense of urgency.



Benefits of Our Approach

Focus & Consistency –

Our staff in their various teams are knowledgeable about the requirements in order to find the perfect candidate with the appropriate credentials. Instead of a “jack of all trades” mentality, we foster the creation of our own experts who can speak confidently about their niche (nursing, social work, etc.) and form lasting relationships with industry professionals they can utilize time and again for assignments.

Diligence –

Because our Quality Assurance Team is dedicated to carefully credentialing and monitoring, our clients can rest assured that everyone that is presented for an assignment has the stated degrees, licenses, experience and/or certifications necessary to doing the job.

Reliability –

Delta-T is there for our clients 24/7 for whatever they need, whether it is to fill a gap because of an unexpected illness, or to confirm shift schedules for the week, or to solve an urgent problem that cropped up at 11:00pm. Our On-Call Team is made up of live coordinators, not recorded messages. We understand that sometimes you need answers right away and not only between 9:00 am and 5:00 pm, Monday-Friday.

Cost Efficiency –

Our rates are competitive and are considerate of tight budgets and workplace pricing trends. We review our pricing routinely and make adjustments in bill rates and compensation rates as deemed necessary and appropriate.

Integrity –

Delta-T is a financially responsible and stable vendor. All of our billing and invoicing are cross-checked and monitored for accuracy and completeness. Staffed professionals are held to our high standards in terms of submitting proper timesheets. We communicate constantly with our clients and work diligently to ensure that all paperwork is in good order at all times.

Pricing, Billing Practices & Documentation

Pricing

Our proposed hourly rates incorporate:

- All Compensation for the nurses
- Customized reporting and invoicing.
- Recruiting, screening, and credentialing process to your standards as specified.
- Around the clock, 24/7 coverage and availability with office hours during, before and after your shift changes.

In preparing the fee schedules in the Appendix, Delta-T determined bill rates by examining a number of factors including hard and soft dollar costs. When accounting costs associated with contingency workforce and training, recruitment, credentialing, advertising, interviewing, overtime and holiday pay and unemployment costs are taken into consideration, we believe that selecting Delta-T as a supplier will result in substantial savings to the State.

Our prices are fixed for the base year and option years of the contract, unless the State should require resubmission pricing or reissuance of the bid, based on the implementation of the Affordable Care Act in 2014. Delta-T will be happy to resubmit pricing or make any other modifications the State deems necessary in light of those impending changes.

Time-Keeping Procedures

Proposed Procedures for Sign-In

Delta-T will work with WV-VNF during account set up on the procedure that works best for them. We have lately transitioned many of our skilled nursing/long term care facilities to a geo-tracking time-keeping system that reduces inaccurate timekeeping or rounding.

Description of Invoicing Procedures

- Invoices will be submitted according to the format requested by the State.
- Delta-T Group can provide billing weekly, bi-weekly or on a monthly basis. Delta-T can provide invoices via e-mail or hard copy through US mail.
- Delta-T will provide utilization reports which detail absences, reason for absence, professional accepting position, full day or half-day absence, individual department absences, jobs filled and jobs unfilled.
- If a discrepancy in billing occurs, Delta-T Group will investigate and verify the discrepancy with State representatives and rectify the discrepancy. A credit adjustment for that invoice will be issued for the amount of the discrepancy in a Separate Adjustment Invoice.
- All Delta-T, compensation is processed on a weekly basis. If there is an issue with a compensation, Delta-T will immediately rectify it to ensure that staff is compensated for their services in a timely manner.

Delta-T has a **zero tolerance policy** for any documentation that is purposefully and willfully omitted, modified, forged or damaged with the intent to mislead, defraud or otherwise harm the company and/or its clients. Any professional found to be doing so will be dismissed and barred from further opportunities with the company.

Further, our billing processes are done through our software and editing capabilities are severely restricted to avoid errors or unauthorized changes and regular internal audits are conducted to ensure that Delta-T staff are adhering to our high standards.

Reports

The key performance indicators that will be measured and reported on monthly, quarterly and annually include:

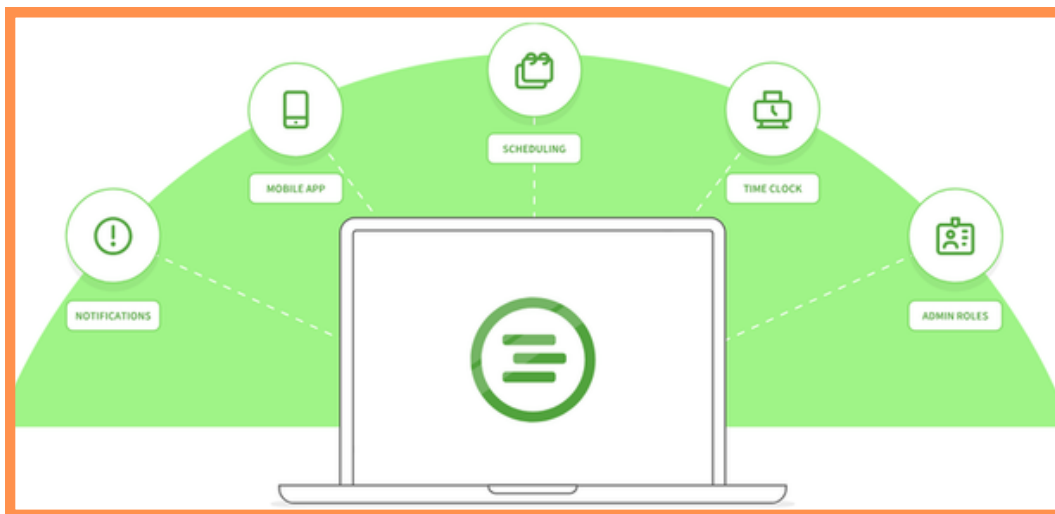
- Quality of Services Provided by Professionals
- Reliability of Staff
- State Designees' Satisfaction
- Gaps in Coverage
- Availability of Delta-T Staff 24/7
- Quarterly Payroll Based Journal (PBJ) reports 30 days before you need to submit them

Monthly Usage reports along with key performance indicators metrics reporting are provided to State designees in order to track gaps, absences, issues and make recommendations.

Scheduling

Delta-T Group knows that you need coverage 24/7/365- we have live representatives available at all times.

- Your dedicated Placement Specialist is available during normal business hours
- On-call staff working nights and weekends and holidays so you can talk to a real person at any time
- **Complimentary scheduling software** available via desktop or smartphone app so you can request staff, cancel coverage or see who is scheduled at any time.



Delta-T Group partners with When I Work to assist clients like The State of West Virginia to maximize coverage and simplify communication.

This tool is complimentary for facilities using 10 or more Delta-T Group nursing professionals.