

Request for Proposal

Shelby County, Tennessee

Information Technology Staffing Services

Solicitation # 24-004-24| Due Date: May 28, 2024

@ 04:00 p.m. CST

Technical Proposal

Response Submitted to:

**Shelby County 28 Government Purchasing Department, 160 N. Main Street,
5th Floor, Memphis, TN 38103.**

Response Submitted by:

Maganti IT Resources, LLC

**Phone: (203) 567-0098 | Email: magantilp@mitresource.com |
govt.bids@mitresource.com**



**Maganti IT Resources, LLC
State Street, Waterbury, CT 06702**

www.mitresource.com

CAGE: 76U15 | UEI: CB5CDN99VT87

Business Classification/Status: MBE / WBE/ WOSB



Notice of Restrictions

"This proposal includes data that shall not be disclosed outside the Government and shall not be duplicated, used, or disclosed in whole or in part for any purpose other than to evaluate this proposal. If, however, a contract is awarded to this Offeror because of or in connection with the submission of this data, the Government shall have the right to duplicate, use, or disclose the data to the extent provided in the resulting contract. This restriction does not limit the Government's right to use the information contained in this data if it is obtained from another source without restriction. The data subject to the restriction is contained in all sheets of this proposal"



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1 Proposal Response Sheet

Proposal Response Sheet



Shelby County Government – RFP 24-004-24
Information Technology Staffing Services
(Information Technology Services)

Name of firm: Maganti IT Resources, LLC
Firm's Website: <https://mitresource.com/>

Mailing Address:
21 State Street,
Waterbury, CT 06702
Phone: 2035670098
Fax: 860-471-8146

Remit Address:
21 State Street,
Waterbury, CT 06702
Phone: 2035670098
Fax: 860-471-8146
Payment Terms: NET 30 Days

Authorized Representative: *M.P.* Print: Prasad Maganti
Signature (Person authorized to negotiate with the County on behalf of the organization/firm.)
Email address: magantilp@mitresource.com | govt.bids@mitresource.com

Authorized Representative: *Sushma* Print: Sushma Maganti
Signature (Person authorized to negotiate with the County on behalf of the organization/firm.)
Email address: smaganti@mitresource.com

The signature (s) above indicates that certifies that:

- (i) the Proposer's signatory is an agent authorized to submit proposals on behalf of the organization/firm;
- (ii) all declarations in the proposal and attachments are true to the best of reasonable knowledge;
- (iii) all aspects of the proposal, including cost, have been determined independently, without consultation with any other prospective Proposer or competitor for the purpose of restricting competition;
- (iv) the offer made in the proposal is firm and binding for 90 days after receipt of the proposal by the County; and
- (v) all aspects of this RFQ and the proposal submitted are binding for the duration if this proposal is selected and a contract awarded.

Vendor # A8137 (Required) EOC #: EOC-S-0527-35014 (Required)

If EOC certification was obtained through a Teaming agreement and the EOC number starts with a "T", please complete the next page. If this does not apply, disregard the next page.

Check here if you qualify as a MBE HBE or WBE (Minority, Hispanics or Woman owned Business Enterprise) If so, please indicate the classification below:
 African American Hispanic American Asian American Native American Other _____

Check here if you are a qualified M/WBE (Minority/Women Business Enterprise) vendor. Certification for this status is received through the EOC Administration. This is not a self-certifying classification.

2 Comprehensive Response

We acknowledge that our proposal must comprehensively address all requirements outlined in the RFP document, including both the minimum requirements and department-specific requirements. To ensure clarity and accuracy in our response, we will directly answer these requirements in the provided scorecard Excel file. As per the instructions, we will submit both printed and digital formats of our proposal, with the Excel files included on two separate USB devices.



2.1 Minimum requirements

Appropriate Licenses and Certifications required in the State of Tennessee:

Our business model centers around a flexible and remote workforce, with our resources primarily operating from various locations, including remote work arrangements and client premises, to best serve our clients' needs. This approach has allowed us to remain agile and responsive to client demands without requiring a dedicated physical office within Shelby County, TN. Although we do not have a direct working relationship with Shelby County nor we have a physical location in this county, we have been serving other clients within the county. Our resources have successfully met the staffing needs of our clients for their project support. One such client we served is Geodis. Therefore, we do not possess a Shelby County Business License.

Equal Opportunity Compliance (EOC) number and Vendor number:

Please find our active Equal Opportunity Compliance (EOC) number and Vendor number listed below:

- **EOC Number:** EOC-S-0527-35014
- **Vendor Number:** A8137

We acknowledge and adhere to all provisions of Title VI requirements. We can provide proof or documentation if necessary.

Please note that we understand and will comply with the submission guidelines specified. We will ensure that our proposal is submitted in physical form, containing signatures, and will not rely on postmarks in lieu of actual receipt. We are aware that late or incomplete proposals may not be considered for evaluation and that the deadline will not be extended under any circumstances, including weather conditions or transportation delays.

We are a Limited Liability Company (LLC) and not an Independent Vendor (sole proprietor). Therefore, the requirements of the State of Tennessee Public Chapter No. 436, known as the "Tennessee Lawful Employment Act," do not apply to us in this context.

We have completed, signed, and notarized the Drug-Free Workplace Affidavit and included it with our proposal.

We attested to having a minimum of five (5) years of experience providing the goods and/or performing the services described in this bid.

2.2 Meeting or Exceeding Department Requirements

To effectively meet or exceed the Department requirements for Information Technology Staffing Services, we will focus on several key strategies:

Understanding Department Needs: We will begin by thoroughly understanding the specific IT staffing needs of Shelby County Tennessee's Department. This involves conducting comprehensive consultations with departmental stakeholders to identify current and future requirements, including skill sets, project timelines, and budget constraints.



Tailored Recruitment Strategies: We will develop customized recruitment strategies tailored to Shelby County's requirements. This may include leveraging a vast network of IT professionals, utilizing cutting-edge recruitment technologies, and employing innovative sourcing methods to attract top talent.

Robust Screening and Selection Processes: We will implement robust screening and selection processes to ensure that candidates possess the requisite technical skills, qualifications, and cultural fit for the Department. This may involve conducting rigorous technical assessments, thorough background checks, and in-depth interviews to evaluate candidate suitability.

Continuous Skills Development: We will commit to ongoing skills development initiatives to ensure that IT staff remain up to date with the latest technologies, methodologies, and industry trends. This may include providing access to training programs, certifications, and professional development opportunities to enhance employee skill sets and productivity.

Proactive Communication and Collaboration: We will foster open and proactive communication channels between us and the Department to facilitate seamless collaboration and address any emerging issues or concerns promptly. This may involve regular status updates, performance reviews, and feedback mechanisms to ensure alignment with Department goals and objectives.

Agile and Flexible Staffing Solutions: We will offer agile and flexible staffing solutions that can adapt to the evolving needs of the Department. This may involve providing scalable staffing models, on-demand resources, and rapid response capabilities to address fluctuating workload demands and project requirements effectively.

Commitment to Quality and Compliance: We will maintain a steadfast commitment to delivering high-quality services while adhering to all relevant regulatory requirements, industry standards, and best practices. This may involve implementing robust quality assurance processes, conducting regular performance evaluations, and ensuring compliance with all contractual obligations and service level agreements.

By implementing these strategies, we can not only meet but exceed the Department requirements for Information Technology Staffing Services, ultimately delivering exceptional value and contributing to the Department's success.

2.3 Qualifications of the Respondent

**Maganti IT Resources LLC** is pleased to submit the enclosed proposal to Shelby County, Tennessee, **Information Technology Staffing Services** under **Sol # 24-004-24**. We hold MBE, WBE and WOSB certifications, signifying our dedication to equal opportunities, minority empowerment, and gender diversity in the business world, fostering entrepreneurship and small business growth.

Maganti IT Resources LLC, a renowned Connecticut-based IT organization, serves clients across all 50 states with innovative solutions. Our elite talent collaborates with top-tier agencies to create valuable software and drive measurable success. We have a proven track record in delivering high-value staffing solutions while maintaining excellence and minimizing risk. Our ability to plan,



control, and coordinate projects while meeting cost, time, and quality requirements underlines our quality reputation. We've secured contracts with esteemed commercial, state and financial clients such as CA DMV, VA DMV, CT State, Wells Fargo, Lowe's, NCDOT, T. Rowe Price, Kroger, Macy's, SSA etc.

We deeply understand the work requirements and are committed to meeting performance standards. Our proposal headings clearly address all solicitation requirements. We have confirmed the absence of organizational conflicts of interest (COI) and have no objections, exceptions, or contingencies to the terms and specifications. We've acknowledged all questions and answers (Q&As) and fully comply with all requirements, terms, conditions, clauses, and provisions. We unreservedly accept all terms and conditions, including potential amendments, of this solicitation. Below is our company information.

| | |
|--------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Company Name: | Maganti IT Resources, LLC |
| Company Address: | 21 State Street, Waterbury, CT 06702 |
| Cage Code: | 76U15 |
| DUNS Number: | 185825028 |
| Business Size and Type of Small Business: | Woman Owned Small Business (WOSB) Woman Business Enterprise (WBE) Minority Business Enterprise (MBE) |
| Website: | www.mitresource.com |
| Federal Tax ID: | 510531541 |
| Primary Point of Contract: | Prasad L Maganti; Phone: (203)5670098 Email: govt.bids@mitresource.com magantilp@mitresource.com |
| UEI: | CB5CDN99VT87 |

2.4 Approach for Delivering Goods/Services and Time Schedule

As a dedicated staffing consultant, we ensure that your staffing needs are met promptly by providing qualified resources within 24 hours of your request. Our commitment to swift and efficient service guarantees your project remains on track.

Our Screening Process

The screening process for candidates at Maganti IT Resources, LLC typically involves several steps to assess their qualifications, skills, and suitability for the position. We have outlined our step-by-step screening process for selection of employees:

- Reviewing Applications:** We start by collecting applications through job postings, recruitment websites, or internal referrals. Review each application to ensure they meet the minimum qualifications and requirements for the position.
- Resume/CV Screening:** Our team evaluates the candidates' resumes to assess their work experience, education, skills, and relevant achievements and identify candidates who possess the desired qualifications.



- **Phone Screening:** HR conducts initial phone interviews with shortlisted candidates to get a better understanding of their background, experience, and motivation for applying. This step helps to narrow down the pool of candidates further.
- **Skills Assessment:** Depending on the role, our technical team lead administers skills assessments, tests, or assignments to evaluate the candidates' specific skills and competencies related to the job.
- **Behavioral Interview:** Once the suitable candidate is selected after skills assessment, the candidate is called for in-person or video interviews. During the interview, we use behavioral interviewing techniques to gauge their problem-solving abilities, interpersonal skills, and how they handle different situations.
- **Cultural Fit Assessment:** We do assess whether the candidates align with the company's values and culture. We believe that cultural fit is crucial for long-term success within the organization.
- **Reference Checks:** HR department contact the candidates' provided references to verify their work history, achievements, and professional conduct. This step helps validate the candidates' claims and gain insights into their past performance.
- **Background Checks:** After the reference check, we conduct background checks to ensure candidates have a clean record and meet any legal or regulatory requirements for the position. We do cover:
 - ✓ Employment Reference Checks Local/State/National Criminal History Check
 - ✓ National CCRE/FBI Fingerprint-based Criminal History Check Sex Offender Registry
 - ✓ E-Verify
 - ✓ SSN Verification
 - ✓ CPS Check
 - ✓ Driving Record Check Drug/Alcohol Screening Physical Examination
 - ✓ Verification of Degree/Certification/License
- **Additional Assessments:** Depending on the role and industry, we conduct additional assessments, such as personality tests or drug screening, to ensure the candidate is suitable for the position.
- **Final Interview:** For the top candidates, we conduct a final interview with senior management or key stakeholders to gain their input and ensure alignment with the organization's goals.
- **Offer and Negotiation:** Once we identify the best candidate, we extend a job offer that includes details about compensation, benefits, and other relevant terms.
- **Onboarding:** After the candidate accepts the offer, the HR department facilitates a smooth onboarding process to help them integrate into the company culture and their new role successfully.

Throughout the screening process, we keep communication with candidates transparent and provide feedback promptly. We treat all candidates with respect and maintain a positive employer brand, regardless of the outcome.



Frequency of screenings

The frequency of screenings can vary depending on the hiring needs and the number of applicants. In all cases, we conduct thorough screenings while being mindful of the time and resources required for the process. We believe that a well-organized and efficient screening process can help identify the best candidates while reducing the time-to-hire. We use third party screening companies for background verification to cover the above areas (ADP screening, HireRight).

E-verification process

E-Verify is done through the USCIS E-Verify portal directly by our HR and legal team.

3 Cost

**EXHIBIT B
PRICE SHEET**

| JOB CLASSIFICATION (See Job Descriptions Exhibit A) | MINIMUM BILLABLE RATE/HR | MAXIMUM BILLABLE RATE/HR |
|-----------------------------------------------------|--------------------------|--------------------------|
| APPLICATION DEVELOPER | \$71.08 | \$74.31 |
| TECHNICAL/BUSINESS SYSTEMS ANALYST | \$52.57 | \$54.96 |
| DATABASE ADMINISTRATOR I | \$72 | \$75.27 |
| DATABASE ADMINISTRATOR II | \$76.58 | \$80.06 |
| CUSTOMER SUPPORT TECHNICIAN I | \$23.64 | \$24.71 |
| CUSTOMER SUPPORT TECHNICIAN III | \$27.54 | \$28.80 |
| CUSTOMER SUPPORT TECHNICIAN II | \$25.08 | \$26.22 |
| NETWORK ENGINEER II | \$60.32 | \$63.06 |
| NETWORK ENGINEER III | \$63.62 | \$66.51 |
| SYSTEMS ADMINISTRATOR I | \$41.34 | \$43.22 |
| SYSTEMS ADMINISTRATOR II | \$52.93 | \$55.33 |
| SYSTEMS ADMINISTRATOR III | \$64.87 | \$67.82 |
| SYSTEMS ANALYST | \$58.83 | \$61.50 |
| PROJECT MANAGER | \$77.69 | \$81.22 |
| CHANGE MANAGEMENT AND TRAINING LEAD | \$74.56 | \$77.95 |
| DATA DASHBOARD DEVELOPER | \$72.6 | \$75.9 |
| GIS PROGRAMMER ANALYST | \$74.05 | \$77.95 |
| ARC GIS ADMINISTRATOR | \$56.43 | \$58.99 |
| WEB/MOBILE INTEGRATION DEVELOPER | \$69.80 | \$72.97 |
| ORACLE DEVELOPER | \$95.25 | \$99.58 |
| ORACLE PROJECT APPLICATIONS ANALYST | \$59.66 | \$62.37 |
| SOFTWARE INTEGRATION SPECIALIST | \$56.02 | \$58.56 |
| DATA ANALYTICS/INTEGRATION SPECIALIST | \$47.17 | \$49.32 |
| VIRTUAL DESKTOP INFRASTRUCTURE SPECIALIST | \$58.42 | \$61.07 |
| SYSTEMS ENGINEER | \$54.50 | \$56.98 |
| TECHNICAL SOLUTIONS ANALYST | \$94.53 | \$98.83 |
| INFRASTRUCTURE ARCHITECT | \$126.04 | \$131.77 |
| NETWORK SECURITY SPECIALIST | \$72.86 | \$76.17 |



EXHIBIT B
PRICE SHEET

| JOB CLASSIFICATION (See Job Descriptions Exhibit A) | MINIMUM BILLABLE RATE/HR | MAXIMUM BILLABLE RATE/HR |
|------------------------------------------------------|--------------------------|--------------------------|
| SYSTEMS SECURITY & COMPLIANCE SPECIALIST | \$36.37 | \$38.03 |
| PROJECT COORDINATOR | \$34.28 | \$35.83 |
| TOTAL | \$1833.4 | \$1934.72 |

4 Experience of the Respondent

4.1 History and Mission

1. *Expertise and Experience:*

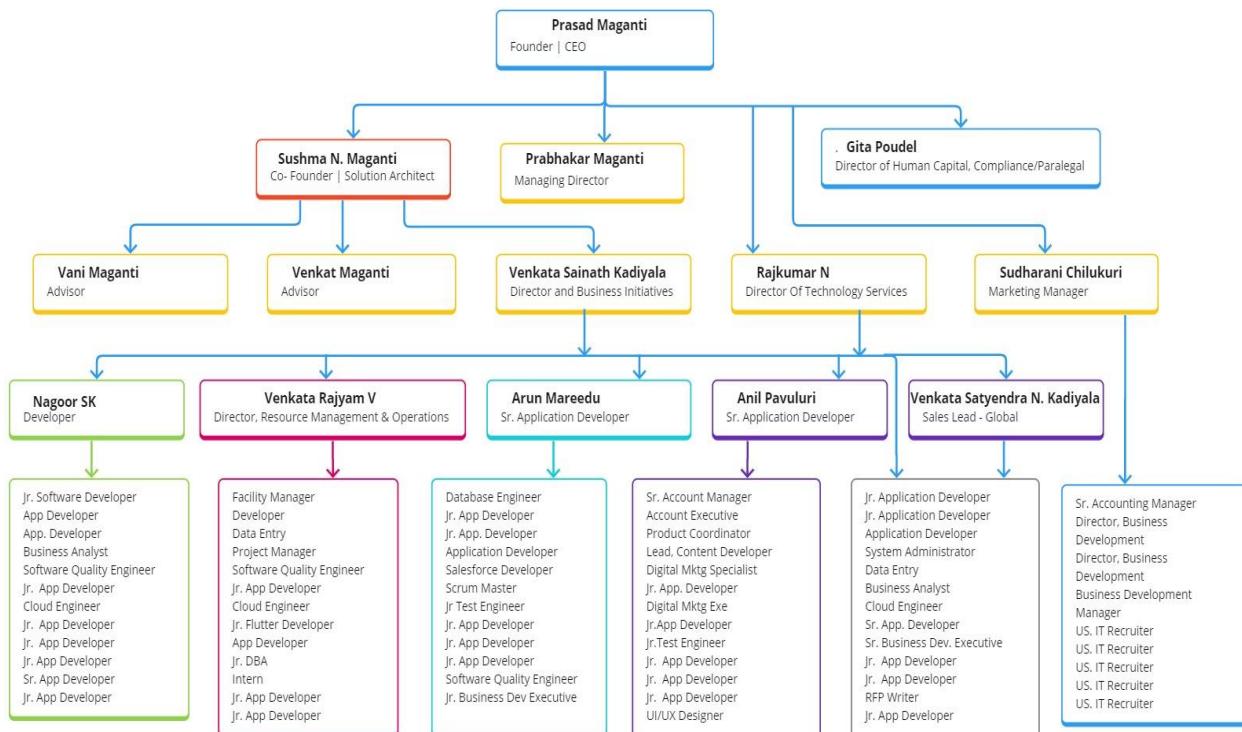
- Maganti IT brings 20 years of experience in the staffing industry, allowing us to understand and address the complexities of your staffing needs effectively.
- Our team includes highly skilled professionals with a proven track record in recruiting and placing top talent across a range of industries. We offer a wide range of staffing services, including temporary, permanent, and temp-to-hire placements, covering various industries and roles.
- Our staffing solutions are flexible and customizable, ensuring that we can adapt to your changing needs and requirements.

Maganti IT Resources, LLC is dedicated to becoming your trusted staffing partner. Our expertise, commitment to excellence, and flexible staffing solutions position us as the ideal choice to meet your workforce requirements.

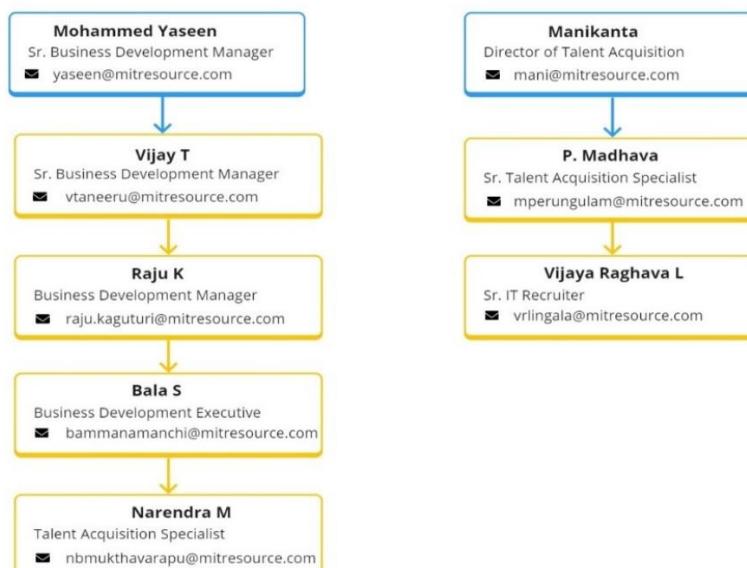


4.2 Organizational Structure

OVERALL ORGANIZATION CHART



KEY PERSONNEL FOR THIS PROJECT





4.3 Customer Make-Up

Our customer base comprises a diverse range of organizations spanning various industries and sectors. From small businesses to established enterprises and Fortune 500 companies, our clients represent a broad spectrum of the business landscape. They operate in industries such as technology, finance, healthcare, manufacturing, retail, and more, each with its unique staffing needs and challenges. Our clients value our expertise in sourcing top talent across a wide range of disciplines, including IT, engineering, finance, marketing, human resources, and beyond. Whether they're seeking temporary staffing solutions to meet short-term project needs or permanent hires to build out their core teams, our clients trust us to deliver high-quality candidates that align with their specific requirements and culture. We pride ourselves on our ability to understand our clients' needs intimately and tailor our staffing solutions to help them achieve their business objectives effectively.

4.4 Duration of Service Provision

With 20 years of expertise in providing similar services, we have developed a deep understanding of the ever-evolving job market, honed our recruitment strategies, and built a robust network of talented professionals. Our commitment to excellence is reflected in our tailored staffing solutions, which are designed to meet the unique demands of each client, ensuring the right fit every time.

Our success is driven by a dedicated team of experienced recruiters who leverage advanced technology and industry insights to identify and engage top talent. By staying ahead of industry trends and maintaining a client-centric approach, we have consistently delivered high-quality staffing services that contribute to the success of our clients.

Our extensive background equips us with the insight and proficiency necessary to navigate the complexities of staffing challenges effectively. We are committed to leveraging our wealth of experience to deliver high-quality services and exceed your expectations.

4.5 Additional Relevant Information

Maganti IT brings 20 years of experience in the staffing industry, allowing us to understand and address the complexities of your staffing needs effectively. Our team includes highly skilled professionals with a proven track record in recruiting and placing top talent across a range of industries and various business areas such as Technical, Programs, Audit & Finance and Operations. We offer a wide range of staffing services, including temporary, permanent, and temp-to-hire placements, covering various industries and roles. Our staffing solutions are flexible and customizable, ensuring that we can adapt to your changing needs and requirements.

Our List of Technical Resources include:

| Resource | Skillset |
|------------------|-------------------------------------------------------------------------------------|
| Project Managers | - Extensive experience in overseeing complex projects from inception to completion. |



| | |
|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <ul style="list-style-type: none">- Proficient in various project management methodologies including Agile and Scrum. |
| Software Developers | <ul style="list-style-type: none">- Expertise in multiple programming languages (e.g., Python, Java, C++).- Skilled in developing scalable and secure software solutions. |
| System Architects | <ul style="list-style-type: none">- Specialize in designing efficient and resilient IT infrastructure.- In-depth knowledge of cloud platforms (e.g., AWS, Azure). |
| Network Engineers | <ul style="list-style-type: none">- Proven experience in managing and optimizing network systems.- Certified in network technologies such as Cisco, Juniper. |
| Data Analysts | <ul style="list-style-type: none">- Proficient in data analysis, visualization, and database management.- Skilled in tools such as SQL, R, and Tableau. |
| Cybersecurity Experts | <ul style="list-style-type: none">- Expertise in implementing robust security protocols and systems.- Certified in various cybersecurity frameworks (e.g., CISSP, CEH). |
| Technical Support Team | <ul style="list-style-type: none">- Dedicated to providing exceptional customer service and technical support.- Experienced in troubleshooting and resolving a wide range of technical issues. |
| UX/UI Designers | <ul style="list-style-type: none">- Specialized in creating user-friendly and aesthetically pleasing interfaces.- Proficient in design tools such as Adobe XD, Sketch, and Figma. |
| DevOps Engineers | <ul style="list-style-type: none">- Expertise in automating and streamlining software development and deployment processes.- Skilled in tools like Docker, Kubernetes, and Jenkins. |
| Database Administrators | <ul style="list-style-type: none">- Extensive experience in managing and maintaining databases.- Proficient in database technologies such as MySQL, PostgreSQL, and Oracle. |
| Cloud Engineers | <ul style="list-style-type: none">- Specialized in designing and managing cloud infrastructure.- Certified in various cloud platforms including AWS, Google Cloud, and Microsoft Azure. |
| AI/ML Specialists | <ul style="list-style-type: none">- Proficient in developing and deploying artificial intelligence and machine learning models.- Experienced with frameworks like TensorFlow, PyTorch, and Scikit-learn. |
| Business Analysts | <ul style="list-style-type: none">- Skilled in analysing business processes and requirements.- Proficient in tools like Jira, Confluence, and Microsoft Power BI. |
| Quality Assurance Engineers | <ul style="list-style-type: none">- Expertise in testing and ensuring the quality of software products.- Skilled in both manual and automated testing methodologies. |
| IT Consultants | <ul style="list-style-type: none">- Extensive experience in providing strategic IT advice and solutions.- Skilled in IT strategy development, risk management, and technology transformation. |

This diverse team of highly skilled professionals ensures that we are well-equipped to meet and exceed the requirements and helps delivering exceptional value and results to our clients. Our



workforce comprises individuals at various levels: entry-level, mid-level, and senior-level employees.

5 References

5.1 References-1

TEKsystems

| | |
|---------------------|------------------------------------------------------------------|
| Contact Person | Robert Loock |
| Title | Account Recruiting Manager |
| Phone Number | (410) 476-0800 |
| Email Address | rloock@teksystems.com |
| Address | 7437 Race Road, Hanover, MD 21076 |
| No. of years served | 2019 - Present |
| Dollar Value | \$330,000 |

Description of Contractor's Responsibilities as they relate to this SOS

Maganti IT Resources LLC worked closely with TEKsystems to understand their unique brand identity, target audience, and business objectives. Maganti IT Resources was tasked with sourcing a highly skilled Hadoop Developer to augment the client's existing data engineering team for a critical project. Through a meticulous selection process, we identified a candidate who not only possessed a deep understanding of Hadoop ecosystem components but also demonstrated expertise in optimizing data processing workflows and implementing scalable solutions. For the AEM Developer role, Maganti IT Resources embarked on a comprehensive search to identify an individual proficient in Adobe Experience Manager (AEM) development. Our team's extensive network and rigorous screening process led us to a candidate with a solid background in AEM architecture, customization, and component development.

Key Contributions:

1. Successfully identified and sourced candidates with the requisite technical skills and domain expertise.
2. Facilitated a seamless onboarding process for both the Hadoop and AEM Developers, ensuring swift integration into the client's projects.
3. Monitored and provided ongoing support to the placed candidates, fostering a positive and productive working relationship.
4. Collaborated closely with TEKsystems, Inc. to understand their project requirements, objectives, and desired outcomes.
5. Delivered candidates who exceeded expectations, demonstrating exceptional technical prowess and adaptability.

5.2 References-2

Insight Global

| | |
|----------------|----------------------------------------------------------------------------------------------|
| Contact Person | Colin Easterbrook |
| Title | Practice Lead - Subcontracting |
| Phone Number | (404) 335-7900 |
| Email Address | Colin.easterbrook@insightglobal.com |
| Address | 1224 Hammond Drive, Suite 1500, Atlanta, GA 3034 |



| | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| No. of years served | 2018 – Present |
| Dollar Value | \$280,000 |
| Description of Contractor's Responsibilities as they relate to this SOS | |
| Maganti IT Resources LLC is proud to highlight our successful experience in providing Test Automation Engineer to Insight Global. Our rigorous selection process led us to a candidate who not only possessed technical excellence but also exhibited a keen eye for detail and a commitment to delivering high-quality results. | |

Results Achieved:

- The Test Automation Engineer contributed to a significant reduction in manual testing efforts, leading to increased testing efficiency and faster time-to-market for Insight Global's software products.
- The candidate's expertise in designing and executing automated test cases resulted in improved software quality and a decrease in post-release defects.
- The successful collaboration between Maganti IT Resources and Insight Global showcased our commitment to delivering tailored staffing solutions that address our client's unique needs.

5.3 References-3

Beechwood Computing

| | |
|---------------------|----------------------------------------------------------------|
| Contact Person | Kapil Saigal |
| Title | Sr. Vice President |
| Phone Number | (408) 351-4100 |
| Email Address | Kapil@bcomputing.com |
| Address | 4677 Old Ironsides Drive, Suite 250, Santa Clara, CA 95054 |
| No. of years served | 2017 – Present |
| Dollar Value | \$114,000 |

Description of Contractor's Responsibilities as they relate to this SOS

Maganti IT Resources LLC provides Beechwood Computing with a highly skilled Quality Engineer and Software Developer. Our team of experts were successful in efficiently managing and optimizing the client's IT infrastructure.

- The Quality Engineer's meticulous approach to testing contributed to improved software reliability, reduced defects, and enhanced end-user satisfaction.
- The Software Developer's expertise led to the timely delivery of high-quality code, enabling Beechwood Computing to meet project milestones and achieve its software development objectives.
- The successful placement of both the Quality Engineer and Software Developer demonstrated Maganti IT Resources' dedication to providing tailored staffing solutions that address our client's unique needs.

5.4 References-4

Preet Systems Inc

| | |
|----------------|-------------|
| Contact Person | David Ahmed |
|----------------|-------------|



| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|
| Title | Talent Acquisition Specialist/Recruitment |
| Phone Number | +1 614-776-0876 |
| Email Address | recruiting@preetsystems.com |
| Address | 3089 Woodstone Drive, Lewis Center, OH 43035 |
| No. of years served | 2020 – Present |
| Dollar Value | \$145,000 |
| Description of Contractor's Responsibilities as they relate to this SOS | |
| <p>Maganti IT Resources, LLC embarked on the task of sourcing a highly experienced Senior Application Developer to support Preet Systems Inc.'s software development initiatives and contribute to their technical projects. Our team conducted an extensive search to identify a candidate with a strong track record in application development, a deep understanding of relevant programming languages, and a demonstrated ability to design and implement complex software solutions. Through a rigorous evaluation process, we presented a candidate who seamlessly integrated into Preet Systems Inc.'s development team, making significant contributions to the architecture, coding, and optimization of critical software applications.</p> <ul style="list-style-type: none">The Senior Application Developer's expertise and contributions led to the successful delivery of high-quality software solutions, meeting Preet Systems Inc.'s project deadlines and customer expectations.The candidate's involvement in architectural decisions and code optimization improved the overall performance and efficiency of Preet Systems Inc.'s applications.Through collaboration and effective communication, Maganti IT Resources ensured that the placed Senior Application Developer seamlessly integrated into Preet Systems Inc.'s development team and projects. | |

5.5 References-5

Compunnel Inc

| | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| Contact Person | Sanya Arneja |
| Title | Team Lead |
| Phone Number | 609-779-1460 |
| Email Address | sarneja@compunnel.com |
| Address | 103 Morgan Lane, Ste 102, Plainsboro, NJ 0853 |
| No. of years served | 2015 to Present |
| Dollar Value | \$130,350 |
| Description of Contractor's Responsibilities as they relate to this SOS | |
| <p>Maganti IT Resources, LLC undertook the task of sourcing highly experienced professionals, a Sr. .NET Developer, and a Business Analyst, to support Compunnel Inc.'s software development initiatives and contribute to their technical projects. Our team conducted an extensive search to identify candidates with a strong track record in project management, business analysis, a deep understanding of relevant domains, and a demonstrated ability to drive and optimize complex software solutions. Through a rigorous evaluation process, we presented candidates who seamlessly integrated into Compunnel Inc.'s development team, making significant contributions to project management, requirements analysis, and the delivery of critical software applications.</p> | |



- Sr. .NET Developer's expertise and contributions to technical problem resolution & troubleshooting led to the successful delivery of high-quality software solutions, meeting Compunnel Inc.'s project deadlines and customer expectations.
- The Business Analyst's involvement in requirements gathering and analysis improved the overall understanding and efficiency of Compunnel Inc.'s software development initiatives.
- Through collaboration and effective communication, Maganti IT Resources ensured that the placed Sr. .NET Developer and Business Analyst seamlessly integrated into Compunnel Inc.'s development team and projects, contributing to their success.

6 Additional Information

6.1 Additional Resources

Our company leverages a wide array of resources to ensure the highest quality of service delivery:

1. Advanced Technology Infrastructure: We utilize state-of-the-art technology and software tools to enhance our service offerings, including project management platforms, collaboration tools, and advanced analytics software.
2. Skilled Workforce: Our team consists of highly qualified professionals with expertise across various domains such as software development, data engineering, UX/UI design, and more. We also have access to a large pool of freelance and contract specialists to meet specific project needs.
3. Extensive Partner Network: We maintain strategic partnerships with leading technology vendors, industry experts, and educational institutions. These relationships allow us to access cutting-edge technologies, training, and industry insights that benefit our clients.
4. Comprehensive Knowledge Base: We have developed an extensive knowledge base comprising industry best practices, case studies, and proprietary methodologies. This resource is continually updated and serves as a reference point for our teams to ensure consistency and quality in our deliverables.
5. Training and Development Programs: Our commitment to continuous learning ensures that our team remains at the forefront of industry developments. We offer ongoing training and professional development opportunities to our staff, enhancing their skills and capabilities.

Methods for Measuring Client Satisfaction: Client satisfaction is paramount to our operations, and we employ several methods to measure and enhance it:

1. Regular Feedback Mechanisms: We conduct regular feedback sessions with clients through surveys, interviews, and review meetings to gauge their satisfaction with our services. This feedback is used to make continuous improvements.



2. Performance Metrics: We track key performance indicators (KPIs) such as project completion rates, adherence to timelines, budget compliance, and quality standards. These metrics help us evaluate our performance objectively.
3. Client Satisfaction Surveys: Periodic client satisfaction surveys are conducted to assess various aspects of our service delivery, including responsiveness, communication, technical expertise, and overall satisfaction.
4. Client Relationship Management: Dedicated account managers maintain close relationships with clients to ensure ongoing communication and support. They act as a single point of contact, facilitating seamless interaction and addressing any concerns promptly.
5. Post-Project Reviews: Upon project completion, we conduct thorough reviews involving both our team and the client to discuss successes, challenges, and areas for improvement. This helps in refining our processes and enhancing future engagements.

Additional Relevant Information About Our Capabilities:

1. Proven Track Record: We have a history of successful project deliveries across various industries, demonstrating our ability to meet diverse client needs effectively. Our portfolio includes projects for government agencies, healthcare organizations, financial institutions, and more.
2. Innovative Solutions: Our focus on innovation ensures that we provide cutting-edge solutions tailored to our clients' unique requirements. We stay updated with the latest industry trends and incorporate emerging technologies into our service offerings.
3. As a software Solution provider: In addition to our staffing services, we have extensive experience in providing software solutions. Our expertise encompasses custom software development, application integration, and IT consulting. We have successfully delivered a wide range of software projects, from enterprise applications to specialized industry solutions, tailored to meet our clients' specific needs. Our team of skilled developers, analysts, and project managers work collaboratively to ensure the highest quality and efficiency in our software solutions, reinforcing our commitment to excellence in both staffing and software development services.

By leveraging these resources, methods, and capabilities, we are confident in our ability to deliver exceptional value and satisfaction to the County. We look forward to the opportunity to partner with you and contribute to your success.

6.2 Client Satisfaction Measurement

At our firm, client satisfaction is a cornerstone of our operations, and we prioritize building long-term, successful partnerships with our clients. One of the key indicators of our success in this area is the longevity of our client relationships, which often span multiple years and numerous projects.



We believe that the continued trust and repeat business from our clients are the best testament to our commitment to excellence and client satisfaction.

Our projects are ongoing, and we maintain a close working relationship with our clients to ensure that their evolving needs are met with precision and care. We regularly gather feedback throughout the project lifecycle to ensure that we are exceeding expectations and delivering value at every stage. We encourage you to refer to our client references, who can provide firsthand accounts of their experiences working with us. These references reflect the strength and durability of our client relationships, underscoring our dedication to maintaining high levels of satisfaction and achieving exceptional outcomes. Our commitment to client satisfaction is unwavering, and we are proud of the long-term partnerships we have built as a result.

6.3 Capabilities Overview

Here's an overview of our capabilities:

1. Comprehensive Talent Acquisition:

- Extensive Candidate Network: We maintain a vast and diverse network of qualified professionals across various industries, ensuring we can quickly identify and engage the right talent for your needs.
- Targeted Recruitment Strategies: Our recruitment strategies are tailored to each client's specific requirements, leveraging industry knowledge, advanced sourcing techniques, and innovative recruitment technologies.

2. Specialized Staffing Services:

- IT and Technology Staffing: We specialize in providing skilled professionals in areas such as software development, data engineering, cybersecurity, cloud computing, and more.
- Engineering Staffing: Our expertise includes sourcing engineers across various disciplines, including mechanical, electrical, civil, and systems engineering.
- Healthcare Staffing: We offer staffing solutions for the healthcare industry, including medical practitioners, nurses, and administrative personnel.
- Finance and Accounting Staffing: We provide experienced professionals in finance, accounting, auditing, and financial analysis to support your financial operations.

3. Flexible Staffing Solutions:

- Temporary Staffing: We offer temporary staffing solutions to help you manage short-term projects, seasonal demands, and unexpected workforce gaps.
- Permanent Placement: Our permanent placement services ensure you find the right long-term fit for your organization, with candidates who align with your culture and goals.
- Contract-to-Hire: Our contract-to-hire services allow you to evaluate a candidate's fit within your organization before making a permanent hiring decision.

4. Talent Management and Retention:

- Employee Onboarding: We provide comprehensive onboarding services to ensure new hires are integrated smoothly into your organization, enhancing their productivity and engagement from day one.



- Training and Development: We offer training programs and professional development opportunities to help your staff stay current with industry trends and continuously improve their skills.
- Retention Strategies: Our retention strategies are designed to foster employee satisfaction and loyalty, reducing turnover and retaining top talent.

5. Advanced Screening and Assessment:

- Rigorous Screening Processes: Our screening processes include thorough background checks, reference checks, and skill assessments to ensure candidates meet your standards and requirements.
- Behavioral and Technical Assessments: We use advanced behavioral and technical assessments to evaluate a candidate's fit for the role and their potential for success within your organization.

6. Industry-Specific Expertise:

- In-Depth Industry Knowledge: Our recruiters possess in-depth knowledge of various industries, allowing us to understand the specific challenges and requirements of your sector.
- Customized Solutions: We tailor our staffing solutions to meet the unique needs of each industry, ensuring that you receive candidates with the relevant skills and experience.

7. Client-Centric Approach:

- Collaborative Partnership: We work closely with our clients to understand their staffing needs, culture, and business objectives, fostering a collaborative partnership.
- Proactive Communication: We maintain open and proactive communication throughout the recruitment process, keeping you informed and involved at every step.

8. Scalability and Flexibility:

- Scalable Solutions: Whether you need to scale up quickly for a major project or require ongoing staffing support, our solutions are designed to adapt to your evolving needs.
- Flexible Engagement Models: We offer flexible engagement models that can be customized to your specific requirements, providing you with the agility to respond to changing business demands.

9. Post-Placement Support:

- Ongoing Support: Our commitment to client satisfaction extends beyond the initial placement. We provide ongoing support to ensure successful integration and performance of placed candidates.
- Performance Monitoring: We regularly monitor the performance of our placements to ensure they meet your expectations and contribute positively to your organization.

Our comprehensive staffing capabilities are designed to deliver the right talent, at the right time, to help your organization thrive. We are committed to providing high-quality, flexible, and reliable staffing solutions that drive your business success.



7 Forms

7.1 Drug-Free Workplace Affidavit

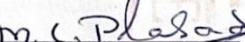
DRUG-FREE WORKPLACE AFFIDAVIT

STATE OF Connecticut

COUNTY OF New Haven

The undersigned, principal officer of Maganti IT Resources, LLC, an employer of five (5) or more employees contracting with Shelby County government to provide goods and/or services states under oath as follows:

1. The undersigned is a principal officer of Maganti IT Resources, LLC (hereinafter referred to as the "Company"), and is duly authorized to execute this Affidavit on behalf of the Company.
2. The Company submits this Affidavit pursuant to T.C.A. § 50-9-113, which requires each employer with no less than five (5) employees receiving pay who contracts with the state or any local government to provide goods and/or services to submit an affidavit stating that such employer has a drug-free workplace program that complies with Title 50, Chapter 9, of the *Tennessee Code Annotated*.
3. The Company is in compliance with T.C.A. § 50-9-113. Further affiant saith not.

Principal Officer (Name and Signature) Prasad Maganti 

STATE OF Connecticut

COUNTY OF New Haven

Before me personally appeared Prasad Maganti with whom I am personally acquainted (or proved to me on the basis of satisfactory evidence), and who acknowledged that such person executed the foregoing affidavit for the purposes therein contained.

Witness my hand and seal at office this 14 day of May, 20 24

Notary Public: Lindsey M. Masella 

My Commission Expires: LINDSEY M. MASELLA

NOTARY PUBLIC
NOTE: Even if less than five (5) employees, please complete and submit with your proposal.
MY COMMISSION EXPIRES 02/28/2029