EITACIES Inc.

Enterprise Information Technology Edge

Proposal For

Provide Information Technology Support Services and Supplemental Staffing for the Departments of Electronic Information Systems (EIS) and Telecommunications

Attention: Shanna Folse (sfolse@jeffparish.net)

Jefferson Parish ;State of Louisiana

RFP No. 0464

200 Derbigny Street, Suite 4400 Gretna, LA 70053

Submitted by

EITACIES Inc.

4701 Patrick Henry Drive, Building 25, Santa Clara, CA 95054

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Tab 1: Cover Letter

EITACIES, Inc.
4701 Patrick Henry Drive,
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Ph: 805.500.4366, Fax: 805.500.7031
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Date: August 25, 2023
Shanna Folse
Jefferson Parish
Department of Purchasing
200 Derbigny Street,
Suite 4400 Gretna, LA 70053

Subject: **Information Technology Support Services and Supplemental Staffing for the Departments for Electronic Information Systems (EIS) and Telecommunications, Jefferson Parish Department of Purchasing; RFP#0464**

Dear **Ms Shanna Folse**,

EITACIES Inc. (EITACIES) is pleased to present our proposal for **Information Technology Support Services and Supplemental Staffing for the Departments for Electronic Information Systems (EIS) and Telecommunications ,** for the **Jefferson Parish State of Louisiana,** as per your **RFP#0464**. EITACIES will be pleased to offer the services to Jefferson Parish **State of Louisiana.**

EITACIES acknowledges and understands that **JPSOL** needs qualified vendors to provide technology-focused Information Technology Support Services and Supplemental Staffing for the Departments for Electronic Information Systems (EIS) and Telecommunications to support the **JPSOL** Information Services Department, and as mentioned in the this RFP. EITACIES understands the tasks and complexities here and would be happy to help. EITACIES also understands the terms, conditions and specifications mentioned in the document and can comply with these requirements.

After two decades of building high performing technology teams for companies like Palo Alto Networks, HCL, Infosys, Autodesk, and several others, we created our staffing division. Our motto since inception in 2008, has been to “save time and eliminate frustration”. We have successfully done so with our clients, who have seen our team grow, expand its areas of expertise, and integrate new technologies to streamline our processes to obtain stellar results.

We believe in long term relationships and in building and maintaining confidence and trust. We don’t hesitate to spend the time needed to understand your businesses and needs thoroughly. We provide you with insights and ideas that contribute to bolstering job descriptions that lead us to find ideal candidates that will thrive in your organization.

Here are the details of our authorized representatives for the **JPSOL** project..

Organization	Eitacies Inc.		
Address	4701 Patrick Henry Drive, Building 25, Santa Clara, CA 95054		
FEIN	26-2923111	UEI	NLGAY8JPY1H3
Authorized Representative	Project Manager **RAPHAEL RAJ, 408.703.1491**	Administrative Contact **T. KANNIAPPAN, 661.593.6711**	

Nirmal Kumar Gorla, Vice President, EITACIES, will be the main contact to contractually obligate the organization, negotiate the contract and contact for clarification. Contact details of **Nirmal** are as follows:

Phone:	**408.480.0973**
Email:	**nirmal@eitacies.com**

We are looking forward to many more years serving you and making a difference by creating programs to adjust to your realities. We have a vast network of highly competent professionals that we have built over the years. This demonstrates our passion for demystifying the world of recruitment and consulting.

We acknowledge the receipt of Addenda#1 dated August 17, 2023, for this RFP.

We also thank you for the opportunity to submit our information for this project. Eitacies has reviewed the terms and conditions as mentioned in the project document and has no exceptions.

Please reach out to us if you need any further clarifications or information regarding this submission.

Thanking and assuring you the best of our services, at all times.

Sincerely,

Thiruvalluvan Kanniappan
Director Managed Services, Eitacies Inc.
(805) 500-4366 | tkanniappan@eitacies.com

EITACIES
Enterprise Information Technology Edge

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Project Scope & Requirements

EITACIES appreciates **JPSOL's** need for a qualified and experienced vendor to provide technology-focused temporary staffing services to support the **JPSOL** Information Services Department. EITACIES can offer the following staffing roles for the **JPSOL's** project:

EITACIES will offer its services for the provisioning of appropriate resources for every identified role, that are technically qualified, skilled, experienced, and certified for the tasks and responsibilities. EITACIES has a robust mechanism to identify, screen and recruit individuals across multiple domains in IT staffing. Here are a list of key responsibilities for your identified roles

Oracle - 19c and newer database administration (application server, RAC, WebLogic, 12.2.2 Enterprise Manager, Forms)

MS SQL Server 2016 and newer

Network - Fortinet (NG Fortigates, FortiManager, VPN), Ruckus & Fortinet Access Points, Cisco routers, switches & Meraki, SD-WAN technology, Layer 2 & 3 routing, BGP protocol.

GIS - ArcGIS Enterprise 10.9 and newer, ArcGIS Server 10.9.1 and newer, ArcGIS Portal Server 10.9.1 and newer, ArcGIS Online 4.24 and newer, ArcGIS Administrator

Data Center/Systems – VMware, veeam, HPE Synergy, 3PAR, Nimble, StoreOnce, Windows Server 2016 and newer, Linux 9

Microsoft – Exchange 2016 (relay), Office 365 (including eDiscovery, Exchange, Defender, Teams, SharePoint), Active Directory and related domain services, WSUS, Azure, file server support.

Third-party Applications – OpenText document management & workflow, DBVisit 11, NextRequest, NetDocs, NeoGov

In-house Applications (.net & Oracle) – Juvenile Justice Case Management, JumpStart Jefferson, Code Enforcement Reporting and Violations System, Legislative Portal

Cybersecurity – awareness training, multi factor authentication, OT SCADA, assessments, penetration testing, incident response, forensics investigations

Telecommunications – Avaya on-premises call manager, SIP trunking, session border controllers

Video & Access Control – Genetec, Avigilon Proposers should detail how they are qualified to support each service listed herein, documenting prior experience, employee resumes, references, etc.

EITACIES makes a note of the skills, qualifications, experience and certification requirements for each of the above roles and shall comply with each of these.

TECHNICAL APPROACH:

Our comprehensive technical approach that covers a range of critical roles and responsibilities, ensuring the success of your IT operations. Our approach involves meticulous planning, expertise-driven execution, and a commitment to delivering excellence in each designated area:

Datacenter Implementation: Our approach to datacenter implementation is characterized by a well-defined plan that encompasses detailed hardware provisioning, network architecture design, redundancy strategies, and disaster recovery planning. Our team of seasoned professionals will execute installations, adhering to industry best practices and rigorous testing, to guarantee the robustness and reliability of your datacenter environment.

Server Technician: Our server deployment and maintenance approach focuses on streamlined provisioning, efficient resource allocation, and proactive monitoring. Our experts will follow precise configuration procedures, perform regular health checks, and optimize performance parameters to ensure consistent and secure server operations.

Network Administrator/Technician: For network administration, our approach centers on designing a resilient network architecture that includes redundancy mechanisms, security protocols, and efficient traffic management. We propose the implementation of real-time network monitoring tools for timely issue identification and resolution, along with proactive network optimization.

Cybersecurity: For Cybersecurity. Our cybersecurity strategy employs a multi-layered approach to safeguard your digital assets. We propose the implementation of advanced threat detection systems, firewalls, intrusion prevention mechanisms, and continuous monitoring protocols. Our plans include regular vulnerability assessments, penetration testing, and employee cybersecurity training to fortify your organization against evolving threats.

Oracle Database Administrator: Our Oracle Database Administrator approach involves meticulous database design, installation, and performance optimization. We will ensure optimal database performance through expert schema design, indexing strategies, and query optimization. We propose utilizing automated backup and recovery mechanisms, real-time performance

monitoring, and routine maintenance to ensure data integrity, availability, and responsiveness.

Microsoft Support Technician: In our approach to Microsoft product support, We have extensive expertise in Microsoft product integration and management. Our approach includes a comprehensive analysis of your organization's requirements, followed by the design and deployment of Microsoft solutions tailored to your needs. Whether it's SharePoint, Azure, or other Microsoft products like Microsoft servers and networking, including Domain Controllers, DNS, Active Directory, Group Policy, Windows Updating Services, Server Failover Clustering; Distributed File Systems; Exchange 2016 and newer; Office365 etc. Technicians, our plans ensure smooth implementation, user adoption, and ongoing optimization.

Third-Party and In-House Applications: Our approach for third-party and in-house applications includes comprehensive integration planning, compatibility testing, and validation through user acceptance testing. We ensure smooth deployment, offering ongoing support to maintain optimal application performance and user satisfaction. Also, our approach to application development and deployment centers on user-centric design and seamless functionality. We propose engaging stakeholders to gather detailed requirements, ensuring that the resulting applications align perfectly with your operational needs. Our plans encompass agile development methodologies, rigorous testing procedures, and post-launch support to guarantee that the applications operate flawlessly and drive positive user experiences.

PC/Help Desk Technician: For PC and help desk support, we propose a responsive approach to end-user assistance. Our help desk team will provide timely solutions to hardware and software issues, conduct remote troubleshooting, and perform regular maintenance. Our aim is to enhance end-user productivity and minimize downtime.

Implementation, Orientation, and Installation: Our technical approach includes a detailed implementation plan with clear timelines, milestones, and resource allocation. We emphasize comprehensive orientation to ensure your team's familiarity with new solutions. Our installation process follows industry best practices, minimizing disruption and ensuring seamless integration into your existing environment. Our technical approach is founded on meticulous planning, expert execution, and a commitment to delivering excellence across a range of critical roles. We are excited about the opportunity to collaborate with Jefferson Parish State of Louisiana to drive innovation, efficiency, and success.

Staffing Plan: Recruitment & Retention

Talent Acquisition Management

EITACIES is committed to providing talented, cleared personnel with the breadth and depth of experience needed to support **JPSOL's** activities and requirements with certified, knowledgeable, skilled and experienced IT professionals. Our Talent Acquisition Management Team brings several years of experience in transitioning, developing, and recruiting personnel for large, global programs and has experience working with various sources, including universities, and staffing companies to mitigate attrition and minimize vacancies.

EITACIES maintains a pool of highly qualified, skilled, and knowledgeable consultants who have the expertise with specific focus on providing IT staffing services.

EITACIES' staffing approach uses our corporate capabilities, experience, and resources to provide highly qualified and knowledgeable personnel. Our staffing method quickly delivers the best talent in a cost-effective manner while also striving to retain talent for the long-term support of the contract. Our recruitment process is built to handle surge requirements and variable workloads to provide uninterrupted high-quality work to the clients. We consistently strive to retain our top performers to reduce risks and costs associated with employee turnover. In addition to transitioning our highly regarded incumbent personnel onto the contract, thus lowering risk and ensuring a seamless knowledge transfer of critical processes and systems, EITACIES will work with **JPSOL** to ensure we are continually sourcing top-tier talent for niche skill sets and contract depth.

We interview and shadow outgoing personnel for knowledge transfer. EITACIES stands ready to adapt to the specific requirements of **JPSOL** to ensure full operational support. Highlights of our approach include:

- Hiring top performing incumbent staff by offering financial incentives and bonuses
- Shadowing incumbent staff to observe specific operations when deemed appropriate
- Conducting a full-scale inventory of available data and institutional knowledge
- Leveraging stakeholder feedback to implement meaningful process improvements
- Conducting a post-transition evaluation

EITACIES will apply our existing and proven recruitment approach including recruiting resources such as corporate HR personnel, dedicated corporate recruiters, and TO/Technical Leads that possess

extensive networks within their respective functional areas. We use resources such as Indeed, Dice, CareerPlug, LinkedIn, and other job portals to ensure that we have multiple channels for recruiting qualified candidates through our Candidate Pipeline, a continuously updated Human Resources resume database. We take a proactive approach to recruitment by maintaining a “virtual bench” of qualified candidates with the skill base to match anticipated client needs.

We at EITACIES work onsite and offsite at our client locations, interfacing directly and indirectly with the hiring managers/internal recruiters to conduct a full life-cycle recruitment process. We facilitate mass recruitment campaigns, on-the-spot technical evaluations and in-person interviews. From job posting, resume screening, candidate interviewing, to finalizing compensation packages, our Project Staffing services becomes a high speed, high yield yet low-cost recruitment solution to our customers. Eitacies has dedicated recruiting teams to focus on distinct major technical areas like Administration & Project Management, Account Management, Human Resource & Support and Communication. As a result, we have deep knowledge of specific skill sets and know where to find those technical professionals in high demand. We maximize the benefits of our depth, diversity and delivery capability, ensuring adaptability to client needs, thus bringing out the most innovative solutions in every business and technology domain. By partnering with the best staffing firms, you can access the most qualified talent in your market and hire only those candidates who can and will make a long-term positive impact as an employee within your organization. To succeed in today's environment, businesses need to lead through increased complexity and volatility, drive operational excellence and enable collaboration across enterprise functions, develop higher quality leadership and talent, and manage amidst constant change.

Pre-testing Procedures

Prior to client submittal, EITACIES conducts in-depth interviews with the candidate and their references to ensure they will be the ideal candidate for the position. Our relationship managers screen all candidates prior to submitting to the client to present the best short-list of candidates for the position. EITACIES will follow the same processes for selecting the resources prior to their engagement with **JPSOL’s** facilities.

EITACIES’ preferred way of liaising with potential candidates is by telephone to ensure we gain a verbal understanding of speech, articulation, and general verbal presentation. Updates are sent via email if the candidate is unreachable but wherever possible the candidate is contacted by phone.

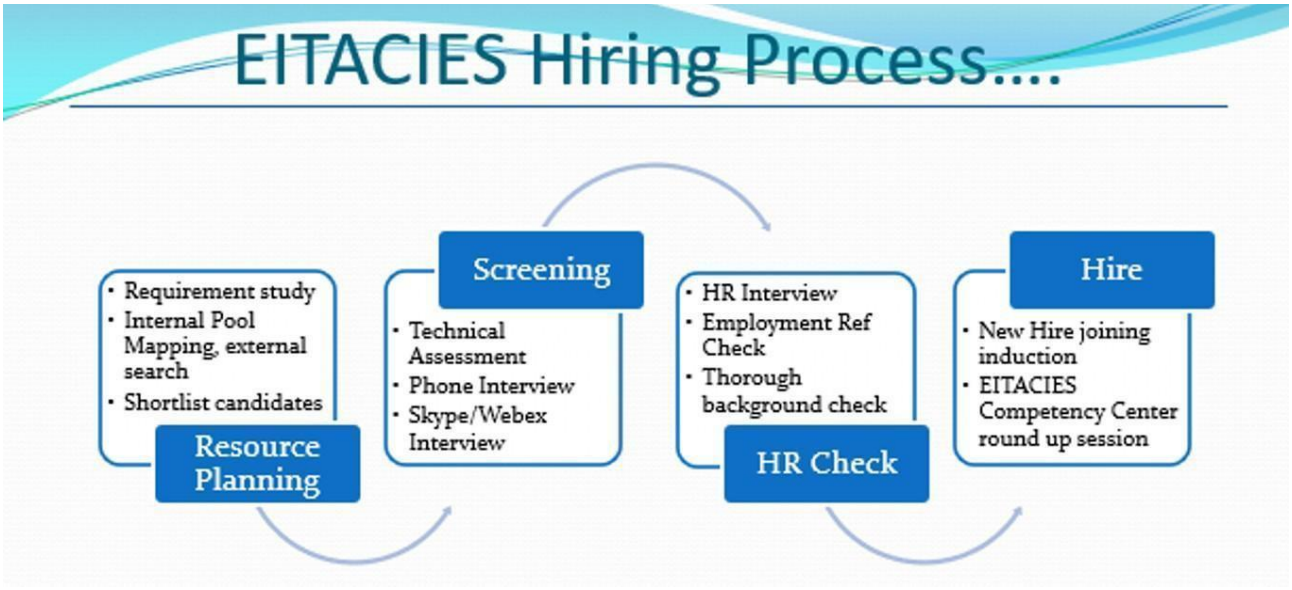
Screen questions are tailored for each role and the relevant experience that the client is looking for. The criteria that assessments will be based on, including conducting aptitude and skills tests, will be the type of role that the candidate is applying for and any key skills required to fulfill the duties of the role.

Placement Pool & Retention

EITACIES' retention approach reflects a sound appreciation for factors that motivate and retain a top-quality workforce – appropriate total compensation, recognition, growth opportunities, and workplace flexibility. Thus, the critical elements to minimize employee turnover and deliver superior performance are:

- Hiring the right person for the job
- Offering competitive total compensation, and
- Providing professional development/training opportunities.

Once a person is hired, our retention and motivation methods have been found to have significant, positive influence on employee satisfaction, productivity, and quality performance.



EITACIES' employee and talent retention strategies are as given below:

- We believe in paying our employees above-average salaries.
- We allow employees to speak their minds so that grievances, if any, are addressed at early stages.
- We have a lot of respect for our employees and constantly appreciate their efforts.
- We encourage input and feedback from our employees at regular intervals through surveys and one-to-one sessions.
- We do not micromanage our employees and provide them with ample space that allows them to showcase their creativity and skills.
- We are watchful and are able to identify high performers in our process. We invest heavily on our high performers.
- We offer our employees the scope and ability to grow with us.
- While we insist on discipline at the workplace, we also provide some flexibility to enable our employees to give their best efforts.

Resolving Performance Related Issues

Assessing Employee Satisfaction

EITACIES has adopted the following methods successfully to assess employee satisfaction and improve on issues resulting in a dip in performances:

- We conduct employee satisfaction surveys at regular intervals.
- We use an employee satisfaction index (ESI) to measure the extent to which our employees are satisfied with their job.
- We also use an Employee Net Promoter Score (eNPS) to understand how employees feel about the company.
- We have 1-on-1 meetings, as and when it is necessary

Professional Development Plan (PDP)

EITACIES is aware of the fact that employee retention is one of the biggest challenges in today's world. The cost to replace employees is generally between six- and nine months' salary. It is important to offer employees areas for growth and opportunities for advancement. An employee development plan helps in acquiring new skills for their current job while expanding their talents for new roles in the company. EITACIES follows these methods to prepare a Professional Development Plan for every employee to ensure they stay with us happier and longer.

- We begin with the skills gap analysis to identify the areas where our employees must be trained for being equipped with better skills and methods that would improve their efficiency at work. This is a continuous process when we identify the training needs analysis and prepare a program for every individual talent.
- We identify employees for career and leadership growth the moment someone is inducted into our team. Employees not only realize the benefits of skill development and the impact it has on their individual's er, but also understand our efforts and contributions in helping them shape their er goals.
- Once we have identified the areas of need and the employees interested in growth, we connect with each of them individually, and align employees with the company goals.
- We prepare a Professional Development Plan for each employee and help them grow with the company.
- We prepare training and skill development programs for the employees while ensuring that the training fits the employee's tasks.
- We track results and then make suitable changes to the **Professional Development Plan**. A **Professional Development Plan** is always custom developed at EITACIES.

Employee Performance Appraisal

Objectives for Performance Appraisals:

- To improve the overall organizational productivity
- To make informed personnel decisions regarding promotion, job changes, and termination
- To identify what is required to perform a job (goals and responsibilities of the job) at EITACIES.
- To assess an employee's performance against the goals and responsibilities for a job
- To work to improve the employee's performance by naming specific areas for improvement, developing a plan aimed at improving these areas, supporting the employee's efforts at improvement via feedback and assistance, and ensuring the employee's involvement and commitment to improving his or her performance.

Considerations for Performance Appraisals at Eitacies:

- Size of staff
- Employees on an alternative work schedule
- Goals of company and desired employee behaviors to help achieve goals
- Measuring performance/work
- Pay increases and promotions
- Communication of appraisal system and individual performance
- Performance planning

Performance Appraisal Process

Appraisal types:

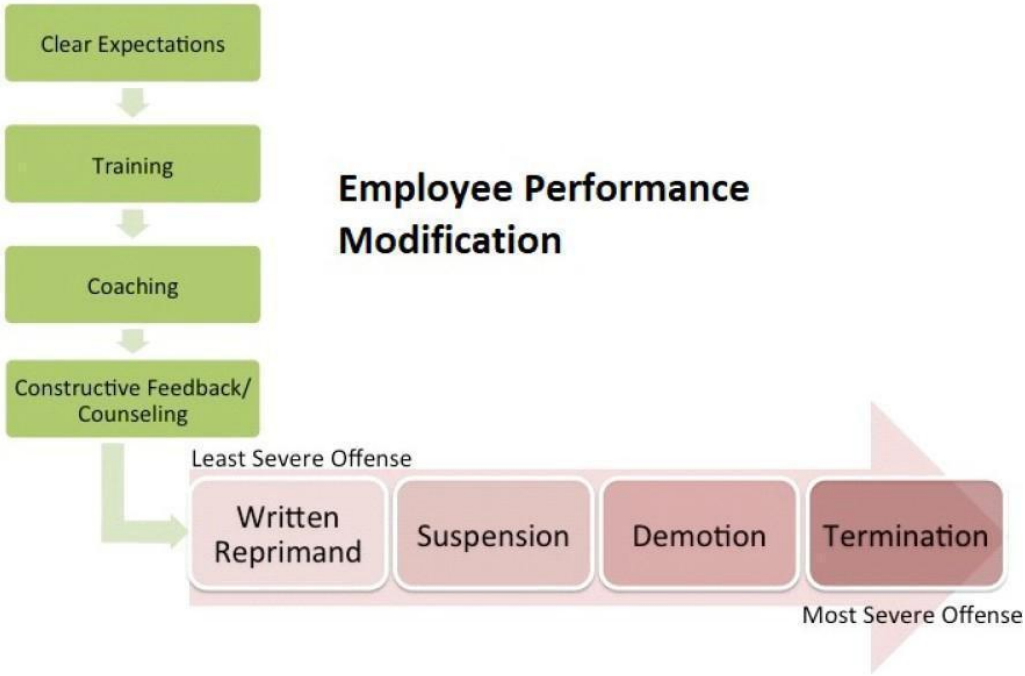
- Traditional
- Self-Appraisal
- Employee Initiated Reviews
- 360-degree Feedback

Steps in Appraisals:

- Step 1: Establish performance standards
- Step 2: Communicate performance standards
- Step 3: Measure performance
- Step 4: Compare actual performance to performance standards
- Step 5: Discuss the appraisal with the employee
- Step 6: Implement personnel action

Disciplinary Process

Eitacies's disciplinary process is summarized in the figure below.



EITACIES considers discipline to be an approach that is necessary to modify undesirable performance and behavior through the use of a corrective action process.

At the onset of any employee performance or conduct issues, our supervisors are strongly encouraged to contact Employee Relations staff for assistance.

Quality Assurance

Services & Activities that will be monitored

EITACIES uses staff monitoring to gather information on the activities and location of our employees. These are done to safeguard our staff and protect their interests as well as improve their productivity. The following are monitored in the process:

- we check the quality of work deliveries
- we find out if our staff require training by observing their performance
- we review staff skills and competencies used in their job
- we ensure the safety of all workers
- we observe the application of health and safety rules
- we ensure compliance with the local law or the internal employment policies of our clients.

Monitoring Process

EITACIES uses some of the following methods to monitor staff activities:

- Recording staff activities by CCTV cameras
- Keeping recordings of telephone calls (depending upon the environment and job roles)
- Opening staff emails or listening to voicemails (at random, or as required)
- Checking logs of telephone numbers called
- Examining logs of websites visited
- Searching staff, their personal space and work areas
- Installing tracking equipment in vehicles (as required)
- Making and storing copies of documents that include personal information (as per job roles and requirements)

Who will conduct the monitoring

Internal staff monitoring at EITACIES is usually done by supervisors and departmental heads, under the strict guidance and advice of the CEO and Vice President of EITACIES. We are also open to monitoring by external agencies and use of technology, as per the project requirements.

Process Documentation

EITACIES' **quality management system** (QMS) documents processes, procedures, and responsibilities for achieving quality policies and objectives and thus consistently delivers a quality product or service to the customer. With this, EITACIES is able to coordinate and direct its activities to meet clients' and regulatory requirements and continually improve its effectiveness and efficiency. The QMS documentation accurately and succinctly documents the organization's structure, procedures, processes and resources.

EITACIES identifies all processes and the interactions between them using a Process Map. Analysis of the processes are then used to determine the amount of documentation needed for the QMS. The following six procedures listed below are usually documented:

- Control of Documents
- Control of Records
- Internal Audit
- Control of Nonconforming Product
- Corrective Action
- Preventive Action

Thereafter, procedures are decided to cover each section of the standard that is applicable and the amount of documentation and level of details that are needed. The document structure is identified and then prepared.

Revisit & Update Plan

Maintenance and continuous improvement of documentation and QA plan is equally important at EITACIES. Documentation is maintained in line with document control procedures such that we are in compliance with the QMS and statutory regulations. Eitacies regularly reviews the documentation and the QA plan. Data from QMS processes are evaluated to identify any changes that are required.

Updates and improvements are identified due to changes in processes, non-conformances, audits, training, identified improvements and changes to standards.

Contingency Plan

EITACIES' contingency plans are backup plans that are triggered when a disaster or an unforeseen situation disrupts or threatens the normal operations, or even subjects our employees to risks. We have developed a **contingency plan** to minimize the disruptions, safeguard the client information and data and ensure safety at the workplace. Some of the key components of the plan includes:

- **Risk Assessment**: EITACIES identifies potential risks and their impact on the overall performance, including client cancellations, economic downturns, or a shortage of skilled candidates.
- **Business Continuity Team**: EITACIES establishes a dedicated team responsible for implementing and executing the contingency plan during disruptions.
- **Succession Planning**: EITACIES has a plan to identify and groom potential candidates for key roles within the organization to mitigate the risks of sudden vacancies.
- **Client Relationship Management**: EITACIES maintains strong relationships with clients, understanding their staffing needs and anticipating any potential disruptions in demand.
- **Candidate Pipeline Management**: EITACIES continuously builds and maintains a robust pipeline of qualified candidates to ensure a steady supply of talent during contingencies.
- **Diversification Strategy**: EITACIES explores opportunities to diversify the client portfolio across industries and geographies to reduce dependency on a single client or sector.
- **Financial Reserves**: EITACIES establishes financial reserves to mitigate potential cash flow challenges during periods of reduced demand or economic downturns.
- **Remote Work Capabilities**: EITACIES ensures that it has the necessary tools, infrastructure, and remote work capabilities to continue operations during disruptions.
- **Vendor Relationships**: EITACIES maintains relationships with third-party vendors who can provide additional support or expertise during contingencies, such as background check providers or recruitment technology platforms.
- **Communication Plan**: EITACIES has a **communication plan** to notify clients, candidates, and internal stakeholders about any staffing disruptions and the mitigation strategies in place.
- **Data Security and Confidentiality**: EITACIES implements robust data security measures to protect client and candidate information, ensuring compliance with relevant data protection regulations.
- **Contingency Staffing Arrangements**: EITACIES establishes relationships with external staffing agencies or contractors to quickly fill temporary staffing gaps within the IT staffing firm.
- **Employee Assistance Programs**: EITACIES provides support services for employees, including counseling or career development resources, to address personal or professional challenges that may impact their performance or availability.

- **Compliance and Legal Considerations**: EITACIES stays updated with employment laws, regulations, and industry standards to ensure compliance and minimize legal risks during contingencies.
- **Plan Testing and Review**: EITACIES conducts regular tests and drills to evaluate the effectiveness of the contingency plan and identify areas for improvement, ensuring our preparedness for various scenarios.

Our contingency plans are tailored to our specific needs and circumstances and are regularly reviewed and updated to reflect changes in the industry, technology, and business environment.

Employee Leave Policies & Practices

Since unplanned staff leaves have a negative impact on contractual requirements on direct client services, EITACIES has a policy of

- Utilizing optimum resources for its projects
- Creating a backup plan for all critical tasks
- Keeping a buffer during capacity planning

To minimize absenteeism at workplace, EITACIES does the following:

- Has formulated a clear attendance policy for its employees;
- Invests in physical and mental wellness program;
- Avoids micromanagement of staff and encourages autonomy;
- Offers flexible work policies, depending upon job roles, and industries; and
- Has the right infrastructure that offers a better work environment.

EITACIES provides staffing solutions for various establishments and so does not maintain a Leave Policy of its own. Since our employees are serving our clients, they are supposed to follow the policies that are framed by our customers for their organization. So, for the ongoing project, we are willing to adapt to your Leave Policies and holiday calendar, that exists and is applicable for your internal staff resources.

Organization Information

About EITACIES

EITACIES INC. was established in 2008 as an IT services provider with a wide range of capabilities in custom software development, data analytics, cybersecurity, project management, HR services, and IT solutions. We have a global presence and a leadership team backed by seasoned professionals from PAN, Oracle, HP, Informatica, IBM & Microsoft. EITACIES is an SBE, MBE and WBE enterprise located in Santa Clara, California.

Our unique solution methodology sets us apart from other solution providers, and our solution offerings include strategy and landscaping, solution designing, turnkey implementation and steady-state support and maintenance in various areas including software development, maintenance, Cloud Integrations, Cloud-based Applications and solutions, Cyber Security, SOA and Middleware, Business Intelligence, and Master Data Management.

We are preferred vendors to big consulting companies like Palo Alto Networks, HCL, Infosys, Autodesk, and several others. We are also technology partners to startups and preferred vendors to Fortune 500 companies, providing a range of IT services and solutions including custom software development, data analytics, cybersecurity, project management, and HR services.

Our team comprises highly skilled and experienced professionals who are committed to delivering the best possible solutions for our clients. We take a collaborative approach to all of our projects, working closely with our clients to understand their unique needs and challenges.

Capabilities & Experience

EITACIES offers Design, Development and Support Services to companies of all sizes. At EITACIES, cloud services are not simply about resources, but about the management of full-fledged IT systems according to the end-users and their business needs. With our cloud solutions we can transform IT services for organizations, making them more agile, cost-effective while minimizing their business risks. Our core competencies include:

- **IT Staff Augmentation** - EITACIES is a leading name in the IT Staff Augmentation industry. We have helped multiple customers, including some Fortune 500 companies, achieve their business objectives by offering high quality IT talent globally. As an organization, EITACIES has more than a decade of strong IT experience in creating a robust network of best-in-class IT professionals in the market. EITACIES has a proven expertise with technology domain in critical and niche skills such as Machine Learning, Artificial Intelligence, Big Data, Blockchain and many more. EITACIES has been offering its services in IT staff augmentation for the past 14 years and currently serves 20+ clients across multiple states in America. Please refer to the Staffing Client section that follows, for a short list of our customers.

- **Cloud Solutions** - With our Cloud Data Analytics, Cloud Migrations and Cloud Solutions, we transform IT services for organizations, making them more agile and cost-effective while minimizing their business risks. We increase the overall performance, security and reliability.

- **Database Management Solutions** - Organizations in their growth stages are not usually prepared to manage the complexities of an enterprise-class database. With our cloud solutions, you can migrate and manage

enterprise data with enhanced security and scalability while being cost-effective. We also offer Database Architecture Design and Development, Managed Database Services and Heterogeneous Database Migrations to our customers.

- **Application Development Solutions** - We are tied to a hyperactive digital ecosystem that demands intuitive apps. EITACIES is the leader in customized agile application development for futuristic customer needs.

Some of our clients include:

- **Palo Alto Networks, Santa Clara, CA**
- **Woodcloud** (merged with **Palo Alto Networks**)**, Santa Clara, CA**
- **Clerisy Inc, Burbank, CA**
- **Centriq, Cincinnati, OH**

Please get back to us to know more about our other customers.

Key Differentiators

- **Niche Expertise**: EITACIES differentiates itself in specific IT domains including cybersecurity, cloud computing, healthcare IT, IT staffing, application development, cloud migrations. This allows us to understand client requirements deeply and source candidates with the right skills and experience.
- **Extensive Talent Network**: We have a vast network of skilled IT professionals that is crucial for IT staffing. By constantly engaging and nurturing relationships with candidates, we can quickly match client requirements with suitable candidates, reducing time-to-fill and ensuring high-quality placements.
- **Rapid Scalability**: IT projects often require a flexible and scalable workforce. We have the capability to quickly scale up or down the number of resources based on client needs. This ensures that our clients have access to the right talent at the right time, optimizing project execution and cost-efficiency.
- **Talent Screening and Assessment**: Effective screening and assessment processes are vital to ensure the quality of candidates. We can implement robust evaluation techniques like technical assessments, behavioral interviews, and reference checks. This ensures that our candidates possess the necessary skills, cultural fit, and potential for success.
- **Proactive Talent Acquisition**: Instead of relying solely on job postings and candidate applications, EITACIES follows a proactive approach to talent acquisition. This involves actively sourcing and engaging passive candidates through various channels, including social media, professional networks, and referrals, to identify top talent and present opportunities to them.
- **Customized Staffing Solutions**: EITACIES appreciates the fact that every client has unique staffing requirements. We offer tailored solutions that align with our clients' specific needs. We provide dedicated teams, on-site resources, or specialized hiring models, such as contract-to-hire or direct placement, to address specific workforce challenges.
- **Strong Client Relationships**: EITACIES believes in building long-term partnerships with clients, which is crucial for success in the IT staffing industry. We foster strong relationships by consistently delivering exceptional service, understanding client goals and challenges, and proactively provide value-added solutions. We are capable to be your trusted advisor in your talent acquisition strategy.

- **Continuous Learning and Innovation**: We are aware of the fact that the IT industry is constantly evolving, and as an IT staffing firm we must stay ahead of the curve. We are committed to continuous learning and innovation. This includes staying updated on the latest technology trends, investing in training and upskilling programs for candidates, and leveraging cutting-edge tools and technologies to streamline recruitment processes and enhance service delivery.

These have collectively contributed to our ability to attract top talent, meet client expectations, and deliver successful staffing solutions in a highly competitive market.

Office Locations & Size

Total Staff Strength - 83+

USA Headquarters:
Great America Technology Park 4701 Patrick Henry Dr, Bldg 23 Santa Clara, CA 95054

Other Office Locations:
- **Chicago, USA**
- **Mississauga, Canada**
- **Hyderabad, India**

Innovative Concepts:

We recognize that true differentiation lies in our ability to innovate and address our clients' needs in unique ways. In response to your query about innovative concepts, we present the following novel approaches that set us apart from other firms and underline our commitment to delivering exceptional value:

Talent Fusion Synergy: Our approach extends beyond conventional staffing solutions. We propose a Talent Fusion Synergy model, where we seamlessly integrate our skilled professionals with your existing teams. This creates a collaborative ecosystem that leverages our expertise while fostering knowledge exchange and dynamic skill enhancement.

Agile Upskilling Pathways: In an ever-evolving tech landscape, we offer Agile Upskilling Pathways that proactively address skill gaps. Our proprietary platform recommends personalized upskilling journeys, enabling your workforce to stay relevant and thrive amidst technological shifts.

Cultural Alignment Profiling: Recognizing the significance of cultural fit, we employ advanced profiling techniques to assess candidates' compatibility with your organizational values. This meticulous approach enhances team cohesion, boosts engagement, and augments overall productivity.

Virtual Team Synergy Toolkit: Our Virtual Team Synergy Toolkit is tailored for remote collaboration excellence. It combines cutting-edge communication tools, performance tracking mechanisms, and virtual team-building strategies to ensure seamless productivity regardless of geographical boundaries.

Ethical AI Sourcing Framework: Powered by an Ethical AI Sourcing Framework, our candidate selection process champions diversity and inclusivity. Our algorithms are designed to avoid biases, ensuring that each candidate recommendation aligns with your commitment to fairness and equal opportunity.

Blockchain-Certified Credentials: Addressing concerns about candidate credibility, we introduce a Blockchain-Certified Credentials system. This technology guarantees the authenticity of candidates' qualifications, providing an immutable record of their skills and certifications.

Predictive Skill Analytics: Our Predictive Skill Analytics employ data-driven insights to anticipate future skill demands. By aligning our offerings with upcoming industry trends, we position you to proactively address talent requirements and stay ahead of the curve.

Resource Scalability Agility: Our Resource Scalability Agility model caters to the dynamic nature of projects. It grants you the flexibility to swiftly scale your IT resources up or down based on project fluctuations, ensuring optimal resource utilization and budget management.

Project Schedule

Detailed methodology/approach to project management:

Project Initiation:

- Defining the project scope, objectives, and deliverables.
- Identifying stakeholders and their roles.
- Creating a project charter or initiation document.
- Conducting initial risk assessment and mitigation planning.

Planning:

- Developing a detailed project plan outlining tasks, timelines, and dependencies.
- Identifying required resources (human, financial, technological).
- Creating a communication plan to ensure stakeholders are informed.
- Setting up project tracking and reporting mechanisms.
- Defining key performance indicators (KPIs) to measure project success.
- Identifying and address potential risks, establishing risk response strategies.
- Establishing a change management process to handle scope changes.

Execution:

- Coordinating and assigning tasks to team members based on the project plan.
- Regular team meetings to track progress and address issues.
- Implement quality control measures to ensure deliverables meet standards.
- Manage and control resources to optimize efficiency.
- Address any scope changes through the change management process.
- Continuously communicate with stakeholders and provide updates.

Monitoring and Controlling:

- Monitoring project progress against the plan and KPIs.
- Identifying and manage deviations from the plan promptly.
- Address and mitigate risks as they arise.
- Ensuring that the project remains within budget and timeline.
- Collecting and analyze data to make informed decisions.
- Regularly update stakeholders on project status.

Risk Management:

- Continuously assess and update the risk register.
- Implementing risk response strategies as needed.
- Anticipating potential risks and take proactive measures to mitigate them.

Communication:

- Maintaining open and transparent communication channels.
- Providing regular status updates to stakeholders.
- Address concerns and issues promptly.
- Facilitate collaboration among team members.

Closure:

- Ensure all project deliverables are completed and meet requirements.
- Conduct a project review to evaluate successes and areas for improvement.
- Document lessons learned from current project for future projects.
- Obtain formal acceptance from stakeholders.
- Hand off any relevant documentation or assets to the appropriate parties.

Post-Project Review:

- Conduct a post-project will be conducted review with stakeholders to evaluate the projects overall success.

- Analyze the project's performance against KPIs and objectives.
- Identify areas for improvement and capture lessons learned for future projects.

Transition Phases	Start Date	End Date
Planning	10/03/2023	10/14/2023
Knowledge Transfer	10/17/2023	11/11/2023
Pilot & Guided Support	11/14/2023	11/25/2023
Steady State	11/28/2023	10/02/2024

Financial Profile

EITACIES INC

Balance Sheet

As of December 31, 2022

	JAN - DEC 2020	JAN - DEC 2021	JAN - DEC 2022
ASSETS			
Current Assets			
Bank Accounts	**$266,539.39**	**$521,497.60**	**$468,343.20**
Accounts Receivable			
Accounts Receivable	94,270.24	411,948.54	835,640.99
Total Accounts Receivable	**$94,270.24**	**$411,948.54**	**$835,640.99**
Other Current Assets	**$301,763.60**	**$323,742.70**	**$391,742.70**
Total Current Assets	**$662,573.23**	**$1,257,188.84**	**$1,695,726.89**
Fixed Assets			
Honda Vehicle	0.00	0.00	0.00
Office Equipment & Furniture	**0.00**	**0.00**	**0.00**
Other fixed assets			**49,668.09**
Total Fixed Assets	**$0.00**	**$0.00**	**$49,668.09**
TOTAL ASSETS	**$662,573.23**	**$1,257,188.84**	**$1,745,394.98**
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable	**$71,124.00**	**$222,729.00**	**$218,713.30**
Credit Cards	**$5,968.74**	**$0.00**	**$13,189.44**
Other Current Liabilities			
Accrued Expenses	**0.00**	**0.00**	**390,000.00**
Management Service			41,708.80
Payroll Tax Liabilities	0.00	0.00	0.00
Project working progress	0.00	0.00	0.00
Wage Garnishment		0.00	0.00
Total Other Current Liabilities	**$0.00**	**$0.00**	**$431,708.80**
Total Current Liabilities	**$77,092.74**	**$222,729.00**	**$663,611.54**
Long-Term Liabilities	**$636,356.68**	**$1,054,860.00**	**$537,163.75**
Total Liabilities	**$713,449.42**	**$1,277,589.00**	**$1,200,775.29**
Equity	**$ -50,876.19**	**$ -20,400.16**	**$544,619.69**
TOTAL LIABILITIES AND EQUITY	**$662,573.23**	**$1,257,188.84**	**$1,745,394.98**

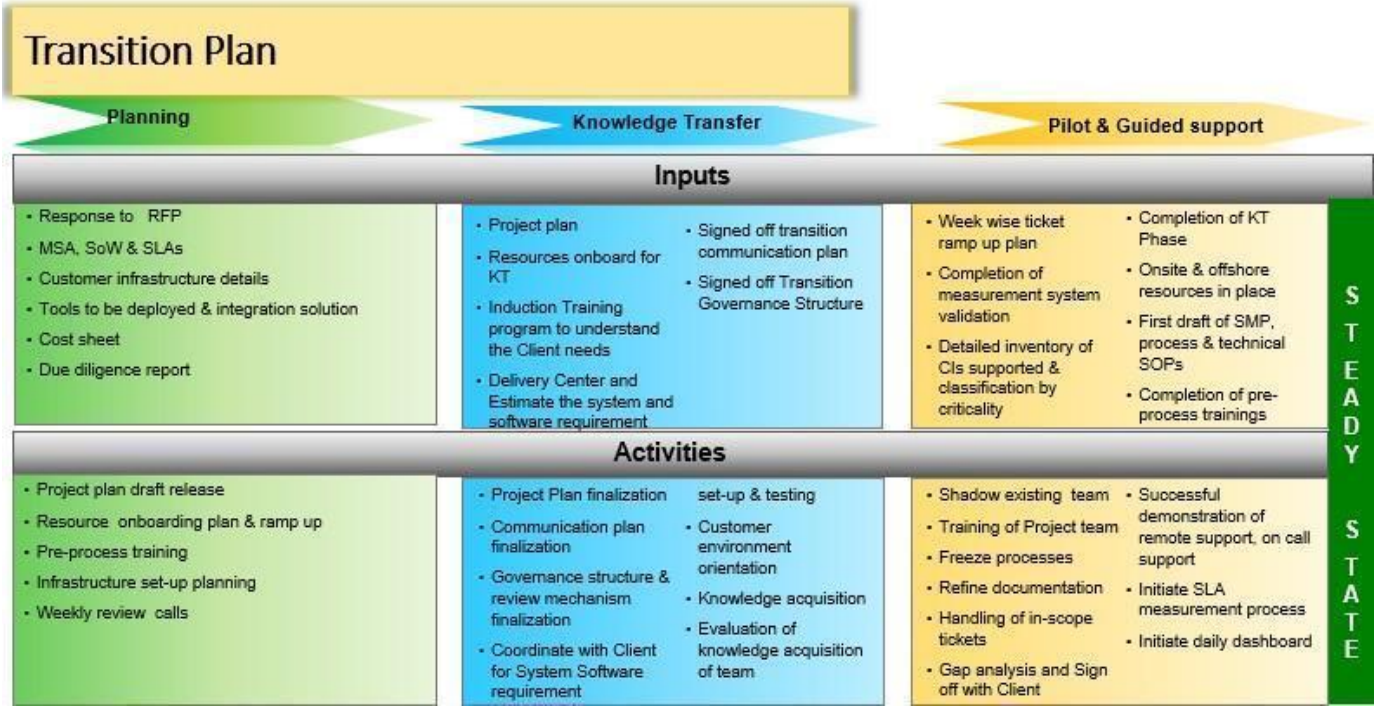
EITACIES INC

Profit and Loss

January 2020 - December 2022

	JAN - DEC 2020	JAN - DEC 2021	JAN - DEC 2022	TOTAL
Income				
Sales of Product Income	46,683.00	29,222.44	33,435.00	$109,340.44
Software Development	187,400.00	839,319.94	901,134.19	$1,927,854.13
Software Training	43,985.95			$43,985.95
Solution	1,273,393.53	1,921,825.18	3,759,064.57	$6,954,283.28
Total Income	**$1,551,462.48**	**$2,790,367.56**	**$4,693,633.76**	**$9,035,463.80**
Cost of Goods Sold				
Cost of Goods Sold	1,331,011.82	1,966,236.99	3,650,799.21	$6,948,048.02
Total Cost of Goods Sold	**$1,331,011.82**	**$1,966,236.99**	**$3,650,799.21**	**$6,948,048.02**
GROSS PROFIT	**$220,450.66**	**$824,130.57**	**$1,042,834.55**	**$2,087,415.78**
Expenses				
General and Administrative	179,520.73	367,689.20	177,680.02	$724,889.95
Sales and Marketing	140,097.22	369,560.31	850,084.32	$1,359,741.85
Total Expenses	**$319,617.95**	**$737,249.51**	**$1,027,764.34**	**$2,084,631.80**
NET OPERATING INCOME	**$ -99,167.29**	**$86,881.06**	**$15,070.21**	**$2,783.98**
Other Income				
Interest Income	175.07			$175.07
Total Other Income	**$175.07**	**$0.00**	**$0.00**	**$175.07**
Other Expenses				
Loan Interest	2,647.67	53,164.03	3,275.79	$59,087.49
Taxes - Corporate	2,485.37	3,241.00	1,734.57	$7,460.94
Total Other Expenses	**$5,133.04**	**$56,405.03**	**$5,010.36**	**$66,548.43**
NET OTHER INCOME	**$ -4,957.97**	**$ -56,405.03**	**$ -5,010.36**	**$ -66,373.36**
NET INCOME	**$ -104,125.26**	**$30,476.03**	**$10,059.85**	**$ -63,589.38**

Transition Plan



Qualification & Experience

Personnel & Staffing

Experience

EITACIES is a productivity-driven placement firm, serving facilities to secure the best-performing IT staff and resources. Our commitment to providing ethical, and innovative resolutions for our clients has never wavered since our inception, in 2008.

Here's a summary of our leadership team to demonstrate the expertise and experience we have in offering the best staffing solutions to various establishments.

RAJANI PENUBOTHU
Founder & CEO, EITACIES

Rajani is the President and Founder of EITACIES with 20 years of experience in the Information Technology services industry. Rajani has been a strong leader, a facilitator and builder of world-class technology management and product development teams as a start-up and as well as while working in multiple Fortune 500 companies. She leads the EITACIES team toward cutting-edge creativity with a steady business hand. Clients include Palo Alto Networks, Woodcloud (now a PaloAlto company), Clerisy, Centriq, and several more.

NIRMAL KUMAR GORLA
Vice President, EITACIES

Nirmal is the Co-founder of EITACIES with more than 20 years of experience in IT Services, Disruptive Products, Digital Solutions, and Customer success. Nirmal has worked as a Technical Manager at TIBCO & SwitchOn Networks, PMC-Sierra and several more organizations. Nirmal holds a Masters in computer science from the Indian Institute of Technology, Guwahati, and a certified CCNA.

THIRUVALLUVAN KANNIAPPAN

Director Managed Services, EITACIES

Thiru is a postgraduate (Masters) in computer science from the Indian Institute of Technology, Guwahati, with more than 21 years experience in IT Infrastructure Management, Database Management, System Administration, Service Desk and Vendor coordination, Performance engineering, ETL & Testing projects. Thiru is an Oracle Certified Professional and Certified ITIL. He has worked as a Delivery Director in Cognizant Technology Solutions for more than 15 years where he successfully managed IT Infrastructures for customers across the globe.

DEEPU REDDY

Account Manager & Recruitment Manager, EITACIES

Deepu is the Account Manager at EITACIES. She is a workforce specialist with over 17 years of experience. Deepu has a Post Graduation from the MATS School of Business Studies (Jain Group), Bangalore and specialized in International Business, HR and Marketing. Deepu is experienced in IT Recruiting, Sourcing, and Client Relationship Management. She will be one of our key team members in the upcoming MC project.

RAPHAEL RAJ

Project Manager, EITACIES

Raphael is a certified and results-driven project management professional with more than 8 years experience. Raphael is a Certified PMP as well as a Certified Ethical Hacker - EC-COUNCIL. Raphael obtained his Post Graduation in IT Management from the Symbiosis Centre and a Bachelors of Computer Applications from St. Philomena's College, Mysore, India. As a Project Manager for the upcoming MC project, Raphael will be responsible for the project's strategic planning and execution.

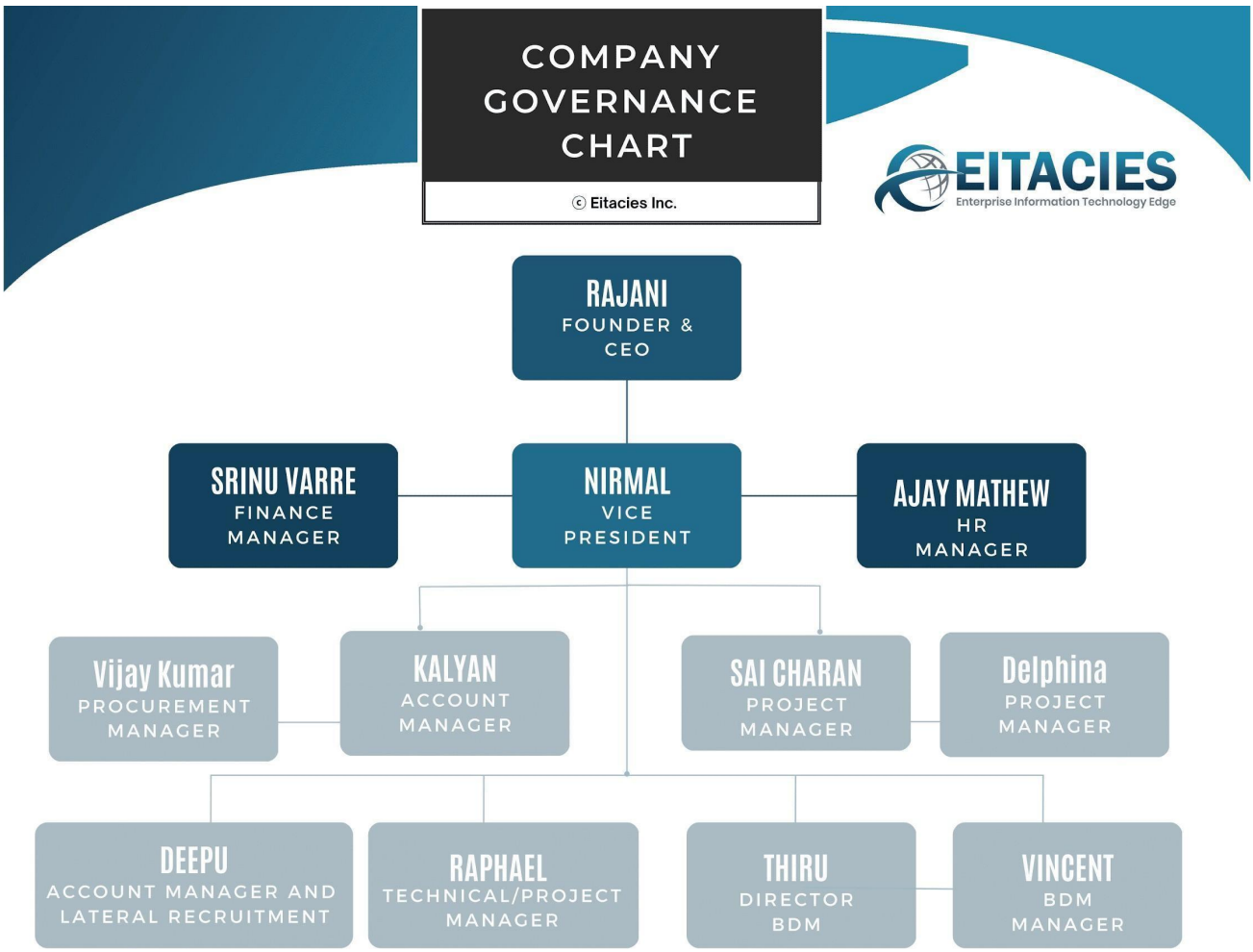
SAI CHARAN KONDURU

Project Manager, EITACIES

Saicharan has around 10 years of experience as a Product Owner, Business Systems Analysis, Project Manager and Requirements Management in industry domains including LOS, Mortgage Lending, Retail Banking and Payments, Treasury Management, Portfolio Management, Healthcare, Cybersecurity and Insurance. Saicharan has majored in Project Management, Business Analysis, Project Tools & Technology, Database Platforms and Cloud Platforms.

Please refer to the **Resumes** of some of our Key Personnel (full-time employees) in the **Appendix**.

Project Organization



EITACIES Organization Chart

This team has cohesively worked together on several projects.

Key members of the EITACIES team will be available for the duration of the project. No person determined as Key Personnel shall be removed or replaced without the prior written agreement of the client.

For references, please refer to the customer references shared in the **Prior Work Examples** section. **JPSOL** can use the phone numbers to explore more about the EITACIES team's skills, performance and credibility.

Subcontractors

Eitacies does not plan to engage subcontractors for the **JPSOL** project. All project activities will be executed utilizing our internal manpower resources.

Prior Work Experience

The following clients are familiar with EITACIES' staffing processes and work methodologies.

Client Name	WOOTCLOUD
Address	3031 Tisch Way, Suite# 308, San Jose, CA 95128
Project Description	IT Staffing project in Network Security
Date(s) of Services	11/18/2020 - Till Date
Contact Name & Title	Srinivas Akella, Manager
Phone No.	**408 348 9762**
Email address	sakella@wootcloud.com

Client Name	Leading Cyber Security Company[1]
Address	3000 Tannery Way Santa Clara, CA 95054 United States
Project Description	Development for SaaS Security
Date(s) of Services	July 2021 - Nov 2022
Contact Name & Title	Manish Mradul, Director of Engineering
Phone No.	6502820485
Email address	mmradul@paloaltonetworks.com

Client Name	CLERISY INC
Address	427, Stanford Rd Burbank, CA, 95054-2949, United States
Project Description	IT Staff Augmentation & Professional Services for Application Maintenance, Server Maintenance, Database Administration, IoT Security.
Date(s) of Services	11/18/2020 - Till Date
Contact Name & Title	VISH KUMAR, Director
Phone No.	**818 922 4590**
Email address	vish@clerisy-inc.com

Client Name	CENTRIQE
Address	Santa Clara, CA-95054, USA
Project Description	IT Staffing projects in IT infrastructure and front-end and back-end development, and web development.
Date(s) of Services	10/14/2021
Contact Name & Title	Alakh Verma, Founder, CEO & Board Member
Phone No.	**650 868 9029**
Email address	alakh.verma@centriqe.com

Appendix

Forms

Completed **Attachment X JPSOL's Best and Good Faith Efforts** document

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 08/24/2023

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 INSURERS(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy (ies) must 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	CONTACT NAME: Ajay Mathew	
Multiple Insurance Companies	PHONE (A/C, No, Ext): 805-500-4366	FAX (A/C, No):
	E-MAIL ADDRESS:	

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A : BIZ Insure	37540
INSURER B : Hartford Insurance	11000
INSURER C : Philadelphia	23850
INSURER D :	
INSURER E :	
INSURER F :	

INSURED

Eitacies, Inc
4701 Patrick Henry Dr.
BLDG25, Santa Clara, CA
95054

COVERAGES **CERTIFICATE NUMBER:** **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 INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
B	**GENERAL LIABILITY** [X] COMMERCIAL GENERAL LIABILITY [ ] CLAIMS-MADE [X] OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: [X] POLICY [ ] PRO-JECT [ ] LOC			57 SBA BM4842	12/26/22	12/26/23	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG $	$1,000,000 $1,000,000 $10,000 $1,000,000 $2,000,000 $2,000,000 $
B	**AUTOMOBILE LIABILITY** [ ] ANY AUTO [ ] ALL OWNED AUTOS [ ] SCHEDULED AUTOS [X] HIRED AUTOS [X] NON-OWNED AUTOS [X] HIRED NON-OWNED			57 SBA BM4842	12/26/22	12/26/23	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident) $	$1,000,000 $1,000,000 $1,000,000 $1,000,000 $
B	[X] **UMBRELLA LIAB** [X] OCCUR [ ] **EXCESS LIAB** [ ] CLAIMS-MADE [ ] DED [ ] RETENTION $			57 SBA BM4842	12/26/22	12/26/23	EACH OCCURRENCE AGGREGATE $	$5,000,000 $5,000,000 $
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? Y/N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N / A		79WEGPH2916	03/12/23	03/12/24	[ ] [ ] [ ] OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	 $1,000,000 $1,000,000 $1,000,000
A	Professional Liability Insurance(E/O)			V1646Y23PNPM	08/12/23	08/12/24		$4,000,000
C	EPLI [Employer Practice Liability Insurance]			PH9SD135007	12/26/22	12/26/23		$500k

Jefferson Parish Department of Purchasing and all its related affiliated are additionally Insured on the above policies.

CERTIFICATE HOLDER

Jefferson Parish
Department of Purchasing
200 Derbigny Street, Suite 4400
Gretna, LA 70053

CANCELLATION

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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Request for Proposals #0464

To Provide Information Technology Support Services and Supplemental Staffing for the Departments for Electronic Information Systems (EIS) and Telecommunications

SIGNATURE PAGE

The Jefferson Parish Department of Purchasing is soliciting Request for Proposals (RFP'S) from qualified proposers who are interested in providing Information Technology Support Services and Supplemental Staffing for the for the Jefferson Parish Electronic Information Systems (EIS) and Telecommunications Department.

Request for Proposals will be received until 3:30 p.m. Local Time on: August 25**, 2023.**

Acknowledge Receipt of Addenda: Number:
Number:
ADDENDUM # 1
Number: _____
Number: _____
Number: _____
Number: _____

Name of Proposer: EITACIES INC.

Address: Great America Technology Park, 4701 Patrick Henry Drive, Building 25,
Santa Clara, CA - 95054

Phone Number: 6615936711 Fax Number 805.500.7031

Type Name of Person Authorized to Sign: Thiruvalluvan Kanniappan

Title of Person Authorized to Sign: Director Managed Services

Signature of Person Authorized to Sign:

Email Address of Person Authorized to Sign: bdm@eitacies.com

Date: 25/08/2023

This RFP signature page must be signed by an authorized Representative of the Company/Firm for proposal to be valid. Signing indicates you have read and comply with the Instructions and Conditions.

CORPORATE RESOLUTION

EXCERPT FROM MINUTES OF MEETING OF THE BOARD OF DIRECTORS OF GITACIES INC INCORPORATED.

AT THE MEETING OF DIRECTORS OF GITACIES INC INCORPORATED, DULY NOTICED AND HELD ON 08/22/23, A QUORUM BEING THERE PRESENT, ON MOTION DULY MADE AND SECONDED. IT WAS:

RESOLVED THAT NIRMAL GORLA, BE AND IS HEREBY APPOINTED, CONSTITUTED AND DESIGNATED AS AGENT AND ATTORNEY-IN-FACT OF THE CORPORATION WITH FULL POWER AND AUTHORITY TO ACT ON BEHALF OF THIS CORPORATION IN ALL NEGOTIATIONS, BIDDING, CONCERNS AND TRANSACTIONS WITH THE PARISH OF JEFFERSON OR ANY OF ITS AGENCIES, DEPARTMENTS, EMPLOYEES OR AGENTS, INCLUDING BUT NOT LIMITED TO, THE EXECUTION OF ALL PROPOSALS, PAPERS, DOCUMENTS, AFFIDAVITS, BONDS, SURETIES, CONTRACTS AND ACTS AND TO RECEIVE ALL PURCHASE ORDERS AND NOTICES ISSUED PURSUANT TO THE PROVISIONS OF ANY SUCH PROPOSAL OR CONTRACT, THIS CORPORATION HEREBY RATIFYING, APPROVING, CONFIRMING, AND ACCEPTING EACH AND EVERY SUCH ACT PERFORMED BY SAID AGENT AND ATTORNEY-IN-FACT.

I HEREBY CERTIFY THE FOREGOING TO BE A TRUE AND CORRECT COPY OF AN EXCERPT OF THE MINUTES OF THE ABOVE DATED MEETING OF THE BOARD OF DIRECTORS OF SAID CORPORATION, AND THE SAME HAS NOT BEEN REVOKED OR RESCINDED.

Rajani-P
SECRETARY-TREASURER

08/22/23
DATE

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Request for Proposal

AFFIDAVIT

STATE OF California

PARISH/COUNTY OF Santa Clara

BEFORE ME, the undersigned authority, personally came and appeared: NIRMAL GORLA, (Affiant) who after being by me duly sworn, deposed and said that he/she is the fully authorized vice president of EITACIES INC (Entity), the party who submitted a proposal in response to RFP Number 0464, to the Parish of Jefferson.

Affiant further said:

Campaign Contribution Disclosures

(Choose A or B, if option A is indicated please include the required attachment):

Choice A _____ Attached hereto is a list of all campaign contributions, including the date and amount of each contribution, made to current or former elected officials of the Parish of Jefferson by Entity, Affiant, and/or officers, directors and owners, including employees, owning 25% or more of the Entity during the two-year period immediately preceding the date of this affidavit or the current term of the elected official, whichever is greater. Further, Entity, Affiant, and/or Entity Owners have not made any contributions to or in support of current or former members of the Jefferson Parish Council or the Jefferson Parish President through or in the name of another person or legal entity, either directly or indirectly.

Choice B X there are **NO** campaign contributions made which would require disclosure under Choice A of this section.

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Affiant further said:

Debt Disclosures

(Choose A or B, if option A is indicated please include the required attachment):

Choice A _____ Attached hereto is a list of all debts owed by the affiant to any elected or appointed official of the Parish of Jefferson, and any and all debts owed by any elected or appointed official of the Parish to the Affiant.

Choice B X There are **NO** debts which would require disclosure under Choice A of this section.

Affiant further said:

Solicitation of Campaign Contribution Disclosures

(Choose A or B, if option A is indicated please include the required attachment):

Choice A _____ Attached hereto is a list of all elected officials of the Parish of Jefferson, whether still holding office at the time of the affidavit or not, where the elected official, individually, either by **telephone or by personal contact,** solicited a campaign contribution or other monetary consideration from the Entity, including the Entity's officers, directors and owners, and employees owning twenty-five percent (25%) or more of the Entity, during the two-year period immediately preceding the date the affidavit is signed. Further, to the extent known to the Affiant, the date of any such solicitation is included on the attached list.

Choice B X there are **NO** solicitations for campaign contributions which would require disclosure under Choice A of this section.

Affiant further said:

That Affiant has employed no person, corporation, firm, association, or other organization, either directly or indirectly, to secure the public contract under which he received payment, other than persons regularly employed by the Affiant whose services in connection with the construction, alteration or demolition of the public building or project or in securing the public contract were in the regular course of their duties for Affiant; and

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