Beaufort County School District

Response to Request for Proposal- 20-008

Temporary Information Technology (IT) Professional Services

TECHNICAL PROPOSAL

RFP DUE DATE: September 6, 2019| OPENING: 02:00 PM

PREPARED FOR:

Beaufort County School District
Procurement Office
Attn: Kaylee Yinger
2900 Mink Point Blvd
Beaufort, SC 29902
Email: Kaylee.yinger@beaufort.k12.sc.us

POINT OF CONTACT
Monika Anand
President
1 Eves Dr, Suite 145,
Marlton, NJ 08053
Phone: 1866-237-0101 Xtn-101
Email: monika.anand@crystaldatasystems.net

PREPARED BY
Crystal Data LLC
1 Eves Dr, Suite 145,
Marlton, NJ 08053
Phone: 1866-237-0101 Xtn-7
Fax: 773-409-3875
http://www.crystaldatasystems.net

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COVER LETTER

Date: September 06, 2019.

Beaufort County School District
Procurement Office
2900 Mink Point Blvd
Beaufort, SC 29902

Attention: Kaylee Yinger
Subject: Response to Solicitation 20-008
Temporary Information Technology (IT) Professional Services

Dear Kaylee,

Crystal Data LLC (Crystal Data) is pleased to respond to Temporary Information Technology (IT) Professional Services issued by Beaufort County School District.

Crystal Data LLC has been providing Temporary Information Technology (IT) Professional Services in various State governments since 2008.

- Crystal Data LLC is a State certified Small and Diverse Business. (certification number 410194-2014-05-SB-W, State of PA)
- Crystal Data LLC is also certified as a Minority Women Owned Business (certification number 111644, City of Philadelphia).

Our involvement in the project significantly increase the likelihood of an on-time, high quality, in-budget implementation with consistent and dependable outcome with measurable metrics. We focus on our client's need, cultivate teamwork, then employ innovation and creativity to a solution framework that will achieve your goals and realize your vision. In addition, we have relevant large-scale credentials in the commercial and federal space. With the required technical experience, relevant past performance, effective knowledge of business processes with State and Federal organizations, we are fully confident and committed to Temporary Information Technology (IT) Professional Services for to The Beaufort County School District in order to meet its Services and associated deliverables.

Name of Business Entity	Crystal Data LLC
Full Address	1 Eves Dr, Suite 145, Marlton, NJ 08053
CAGE Code	6UQN7
DUNS No.	033422160
Federal Tax ID	26-2704773
Point of Contact	Monika Anand
Authorized Representative	[redacted]

As instructed, we have provided One (1) Original Signed Copy and One (1) Electronic Copy – Redacted of our Proposal response. Also Business and Technical proposal are kept on separate USB Drives with labels mentioned in section 2.1.3 ELECTRONIC COPIES -- REQUIRED MEDIA AND FORMAT.

Crystal Data makes the following certifications and guarantees regarding this proposal:

- Crystal Data will comply with all contract terms and conditions as indicated in this RFP
- Crystal Data Understands the services to be performed under this contract and will successfully provide all the services
- Crystal Data's proposal is predicated upon:
  - ✓ The RFP published on August 15, 2019;
  - ✓ Addendum 1 issued on August 22, 2019;
  - ✓ Addendum 2 issued on August 29, 2019;
  - ✓ Crystal Data acknowledges and accept all terms and conditions stated in the RFP

It is our objective to provide cost effective Temporary Information Technology (IT) Professional Services for Information Services to Beaufort County School District. We take no exception to the solicitation terms and conditions and have included no terms, conditions, or assumptions in our response.

Our team stands ready to move forward with your mission critical objectives and look forward to establishing a tenured relationship with the Beaufort County School District. Should you have any questions regarding our offer, please contact us via phone 1866-237-0101 Xtn-7 or via email rfp@crystaldatasystems.net.

Sincerely,

Monika Anand

Monika Anand (President)
Phone: 1866-237-0101 Xtn-101
Email: monika.anand@crystaldatasystems.net

1. Cover Page

Beaufort County School District

Solicitation Number:	20-008
Date Printed:	August 15, 2019
Date Issued:	August 15, 2019
Procurement Officer:	Kaylee Yinger
Phone:	843-322-2349
Email:	Kaylee.yinger@beaufort.k12.sc.us

Invitation for Bid

DESCRIPTION: **Temporary Information Technology (IT) Professional Services**
SUBMIT OFFER BY (Opening Date & Time): **September 6, 2019; 2:00 PM**
QUESTIONS MUST BE RECEIVED BY: **August 30, 2019**
NUMBER OF COPIES TO BE SUBMITTED: **One (1) Original Signed Copy and One (1) Electronic Copy - Redacted**

Offers must be submitted in a sealed package. Solicitation Number & Opening Date must appear on package exterior.

SUBMIT YOUR SEALED OFFER TO EITHER OF THE FOLLOWING ADDRESSES:

MAILING ADDRESS:
Beaufort County School District
Procurement Office
P.O. Drawer 309
Beaufort, SC 29901-0309

PHYSICAL ADDRESS:
Beaufort County School District
Procurement Office
2900 Mink Point Blvd
Beaufort, SC 29902

CONFERENCE TYPE: LOCATION:

DATE & TIME:

AWARDS & AMENDMENTS:
Award will be posted at the Physical Address stated above on or after September 6, 2019. The award, this solicitation, and any amendments will be posted at the following web address: http://beaufortschools.net.

You must submit a signed copy of this form with Your Offer. By submitting a proposal or bid, You agree to be bound by the terms of the Solicitation. You agree to hold Your Offer open for a minimum of ninety (90) calendar days after the Opening Date.

NAME OF OFFEROR: (Full legal name of business submitting the offer) ENTITY TYPE:

Crystal Data LLC. **Limited Liability Corporation**

Monika Anand

AUTHORIZED SIGNATURE (Person signing must be authorized to submit binding offer to enter contract on behalf of Offeror named above)

Monika Anand **President**

PRINTED NAME TITLE

Instructions regarding Offeror's name: Any award issued will be issued to, and the contract will be formed with, the entity identified as the Offeror above. An offer may be submitted by only one legal entity. The entity named as the Offeror must be a single and distinct legal entity. Do not use the name of a branch office or a division of a larger entity if the branch or division is not a separate legal entity, i.e., a separate corporation, partnership, sole proprietorship, etc.

PAGE TWO

(Return Page Two with Your Offer)

HOME OFFICE ADDRESS (Address for Offeror's home office/ Principal place of business):	NOTICE ADDRESS (Address to which all procurement and contract related notices should be sent):
1 Eves Dr, Suite 145, 1 Eves Dr, Suite 145, Marlton, NJ 08053Marlton, NJ 08053	
PHONE NUMBER: **1866-237-0101 Xtn-7**	
EMAIL ADDRESS: **rfp@crystaldatasystems.net**	

PAYMENT ADDRESS (Address to which payments will be sent):	ORDER ADDRESS (Address to which all purchase orders will be sent):
[X] Payment Address Same as Home Office Address [ ] Payment Address Same as Home Notice Address (check one only)	[X] Payment Address Same as Home Office Address [ ] Payment Address Same as Notice Address (check one only)

ACKNOWLEDGEMENT OF AMENDMENTS:	Amendment Number	Amendment Issue Date
	1	**8/22/2019**
Offeror acknowledges receipt of amendments by indicating amendment number and its date of issue.	**2**	**8/29/2019**

MINORITY PARTICIPATION- Are you a Minority Business Enterprise: Yes [X] No [ ]
If yes, please include a copy of your certification.

Copy of MBE Certification

CITY OF PHILADELPHIA

COMMERCE DEPARTMENT
1515 Arch Street, 12th Floor
Philadelphia, PA 19102
P: 215-683-2000
F: 215-683-2085

IOLA HARPER
Deputy Commerce Director
Office of Economic Opportunity

April 25, 2019

Monika Anand
Crystal Data LLC
1 Eves Drive
Suite 145
Marlton, NJ 08053

RE: CERTIFICATION DATE: April 23, 2019
EXPIRATION DATE: April 30, 2020
CERTIFICATION STATUS: Minority/Women Business Enterprise (MWBE)
REGISTRATION NUMBER: 111644

Dear Monika Anand:

This letter is to inform you that **Crystal Data LLC** has been placed in the City of Philadelphia Office of Economic Opportunity (OEO) Registry. **Crystal Data LLC** will remain on the City's Registry as long as you remain certified by one of the approved agencies listed on our website.

Your placement in the OEO Registry offers you the following competitive advantages:

1. Free Advertisement 365 days a year, your company's business profile information is listed in OEO's Registry, which is utilized by the City departments, for profit, nonprofit and public industries.
2. The Office of Business Services (OBS) is the City's one-stop-shop for all business related services. OBS can assist you with a wide range of issues, from navigating the permit process to identifying loan programs for which you may qualify. Please call 215-683-2100 for more information on how OBS may be of service.
3. Your firm's participation on City contracts can be counted towards MBE/ WBE participation ranges.
4. Contractors and professionals seeking vibrant MBE/WBE as joint venture partners and sub-contractors view the OEO Registry.

Please inform us if there are any material changes to your certification. These changes may include but are not limited to:

1. your company name;
2. contact information;
3. NAICS Codes/services that you are certified to provide; and/or
4. loss of certification

Your company will be located in our OEO Registry under the following North American Industry Classification System (NAICS) Codes:

NAICS 541511: APPLICATIONS SOFTWARE PROGRAMMING SERVICES, CUSTOM COMPUTER
NAICS 541511: COMPUTER PROGRAMMING SERVICES, CUSTOM
NAICS 541511: PROGRAMMING SERVICES, CUSTOM COMPUTER
NAICS 541512: COMPUTER HARDWARE CONSULTING SERVICES OR CONSULTANTS
NAICS 541512: COMPUTER SOFTWARE CONSULTING SERVICES OR CONSULTANTS
NAICS 541512: COMPUTER SYSTEMS INTEGRATOR SERVICES
NAICS 541512: LOCAL AREA NETWORK (LAN) COMPUTER SYSTEMS INTEGRATION DESIGN SERVICES
NAICS 541519: OTHER COMPUTER RELATED SERVICES
NAICS 541519: SOFTWARE INSTALLATION SERVICES, COMPUTER
NAICS 561320: CONTRACT STAFFING SERVICES

For more information about what OEO and OBS can do for you, please visit our website at www.phila.gov/business. In addition, visit Procurement at https://www.phlcontracts.phila.gov/bso/ and Finance at https://secure.phila.gov/eContract/ for current City opportunities.

If you have any questions, feel free to give us a call at 215-683-2071.

Sincerely,

Alice A Dungee-James

Alice Dungee-James, MCA
Director of Registration and Outreach

C: Nazaarah Sabree, Director of Field Operations, Office of Business Services (OBS)
LaShawnda Tompkins, Director of Administration, Procurement Department
Marla Hamilton, Vice President, Philadelphia Industrial Development Corporation (PIDC)

2.0. INSTRUCTIONS TO OFFERORS – A. GENERAL INSTRUCTIONS

2.0.9 Certificate of Independent Price Determination (May 2008)

By submitting an offer, Crystal Data LLC. certifies that –

1) The prices in this offer have been arrived at independently, without, for the purpose of restricting competition, any consultation, communication or agreement with any other offeror or competitor relating to –
(i) Those prices
(ii) The intention to submit an offer; or
(iii)The methods or factors used to calculate the prices offered.

2) The prices in this offer have not been and will not be knowingly disclosed by the offeror, directly or indirectly, to any other offeror or competitor before bid opening (in the case of a sealed bid solicitation) or contract award (in case of a negotiated solicitation) unless otherwise required by law; and

3) No attempt has been made or will be made by the offeror to induce any other concern to submit or not to submit an offer for the purpose of restricting competition.

b) Each signature on the offer is considered to be a certification by the signatory that the signatory-

1) Is the person in the offeror's organization responsible for determining the prices being offered in this bid or proposal, and that the signatory has not participated and will not participate in any action contrary to paragraphs (a)(1) through (a)(3) of this certification; or

2)

(i) Has been authorized, in writing, to act as agent for the offeror's principals in certifying that those principals have not participated, and will not participate in any action contrary to paragraphs (a)(1) through (a)(3) of this certification [As used in this subdivision (b)(2)(i), the term "principals" means the person(s) in the offeror's organization responsible for determining the prices offered in this bid or proposal];

(ii) As an authorized agent, does certify that the principals referenced in subdivision (b)(2)(i) of this certification have not participated, and will not participate, in any action contrary to paragraphs (a)(1) through (a)(3) of this certification; and

(iii) As an agent, has not personally participated, and will not participate, in any action contrary to paragraph(s) (a)(1) through (a)(3) of this certification.

2.0.10 Certification Regarding Debarment and Other Responsibility Matters (Jan 2004)

a) By submitting on Offer, Crystal Data LLC certifies, to the best of its knowledge and belief, that-

1) Crystal Data and/or any of its Principals

   (i) Are not presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any state or federal agency;
   (ii) Have not, within a three-year period preceding this offer, been convicted of or had a civil judgment rendered against them for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, state or local) contract or subcontract; violation of Federal or state antitrust statutes relating to the submission of offer; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, tax evasion, or receiving stolen property; and
   (iii) Are not presently indicted for, or otherwise criminally or civilly charged by a governmental entity with, commission of any of the offenses enumerated in the paragraph a) 1) ii) of this provision.

2) Offeror has not, within a three-year period preceding this offer, had one or more contracts terminated for default by any public (Federal, state, or local)entity.

2.0.14 Drug Free Work Place Certification (Jan 2004)

By submitting an Offer, Crystal Data LLC certifies that, if awarded a contract, Contractor will comply with all applicable provisions of The Drug-free Workplace Act, Title 44, Chapter107 of the South Carolina Code of Laws, as amended.

2.0.15 Duty To Inquire (Feb 2015)

Crystal Data LLC, by submitting an Offer, represents that it has read and understands the Solicitation and that its Offer is made in compliance with the Solicitation. Crystal Data LLC has examined the Solicitation thoroughly.

2.0.16 Ethics Certificate (May 2008)

By submitting an Offer, Crystal Data LLC. certifies that we comply with, and has not, and will not, induce a person to violate Title 8, Chapter 13 of the South Carolina Code of Laws, as amended (ethics act).

2.0.17 Omit Taxes from Price (Jan 2004)

Crystal Data LLC. has not included any sales or taxes in our price.

2.1. SPECIAL INSTRUCTIONS

2.1.1. Board Approval Required

Crystal Data Response:

Crystal Data acknowledges that any award is subject to prior approval by the BCSD Board.

2.1.2. Clarification

Crystal Data Response:

Crystal Data acknowledges that he Procurement Officer may elect to communicate with us after opening for the purpose of clarifying either our offer or the requirements of this solicitation. We understand that such communications may be conducted only with offerors who have submitted an offer which obviously conforms in all material aspects to the solicitation. Clarification of an offer must be documented in writing and included with the offer. Clarifications may not be used to revise an offer or the solicitation.

2.1.3. Electronic Copies -- Required Media and Format

Crystal Data Response:

We are submitting 1 redacted electronic copy of proposal response in Adobe Acrobat equivalent Portable Document Format (.pdf) viewer. The Procurement Officer will able to view, search, copy and print electronic documents without a password.

2.1.4. Mail Pick-Up

Crystal Data Response:

Crystal Data acknowledges that we are responsible to be sure for our proposal arrives at the Procurement Department – District Office at the specified date and time.

2.1.5. Opening Proposals – Information Not Divulged

Crystal Data Response:
Crystal Data acknowledges that in competitive sealed proposals, neither the number nor identity of offerors nor prices will be divulged at opening.

2.1.6. Protest

Crystal Data Response:

Crystal Data acknowledges that any protest will be addressed to the Chief Procurement Officer, Procurement Office, and submitted in writing
a) by email to: Kaylee.yinger@beaufort.k12.sc.us
b) by facsimile at 843-322-0748
c) by post or delivery to: P.O. Drawer 309, Beaufort, SC 29901-0309 OR 2900 Mink Point Boulevard, Beaufort, SC 2990

3. SCOPE OF WORK

3.0.1. Performance Location:

Crystal Data Response:

After award, we will provide all deliveries at Beaufort County School District, 2900 Mink Point Blvd, Beaufort, SC 29901-0309.

3.0.2. General Information:

Crystal Data Response:

Crystal Data understands that BCSD is seeking qualified vendors to provide IT Professional Support Services on as needed basis and this is a competitive fixed price solicitation.

3.0.3. Scope of Work/Specifications:

Crystal Data Response:

1) **Fixed Rates for Service Categories and Category Descriptions:** We have provided hourly rates for each service category in **Exhibit A** and correspond to stated levels for each job description. We will not charge any extra costs for IT temporary professional services to BCSD.

2) **Price Adjustment**: We acknowledge that BCSD can adjust the fixed rates during the term of the contract to accommodate changing market conditions.

3) **IT Professional Service Request**: We will provide a minimum, qualifications/resume of the available individual who meets the BCSD's requested requirements and an hourly bill rate for the services not to exceed the maximum rate for the position category and commensurate with the level of expertise, experience, and education within the job position description. We will follow the below mentioned candidate screening process to ensure the candidate qualification.

Ensuring the proper qualifications of prospective support team members is paramount. Crystal Data employs a meticulous screening process, combining our understanding of the environment,

customer, and requirements with our relevant experience in staffing federal organizations. Our recruiting team has ample experience supporting Government operations, ensuring we staff the requirements with personnel who meet the clearance requirements, bring the right experience, and qualification requirements. Crystal Data utilizes a rigorous screening approach to ensure prospective employees have the proper qualifications.

Prescreening

- Execute a comprehensive prescreen that confirms motivation, salary, skill level, clearance, and potential
- Team fit for client culture
- Provide overview and explain benefits
- Evaluate general aptitude

Technical Skills Evaluation

- Tech Check (Technical Proficiency Profile Testing) / Online Technical Test.
- Interview - Conduct detail technical interviews based upon client's requirement.
- Check effective communication, creativity, analytical thinking, and problem solving and leadership skills.
- Prepare the feedback form by filling results of the interview.

Target Interview Objectives - Our key objectives of the interview process are to find resources which match the District's requirements and have the following competencies:

- The ability to quickly grasp the mission and culture
- Technical expertise with matching or exceeding 100% of required skill
- Cultural fit
- Good analytical and proven success in career
- Energy agency experience including knowledge of sustainable alternative energy initiatives and Energy association memberships

4) **Time Requirement**: If requested by BCSD, we will process a request and provide an IT professional available within 72 hours of making a professional services request. BCSD can interview the applicant before making a selection. Crystal Data's Staffing Capacity Model ensures that we have visibility for IT Staff Augmentation Services at the market in case some of our resources become unavailable. This Model serves as a tool for effective Resource Management. Crystal Data would employ this tool to ensure a steady source of candidates for the authority. Crystal Data revisits this model quarterly and the model attached below is based on requirements similar to the District.

Skillset	Market Availability	Turnaround Time (Hours)	Average Capacity (Per Day)	Average Weekly Capacity
Analyst	6	8	2	15
Architect	5	8	2	20
Database Administrator/ Developer	3	8	2	11.25
Deskside Services	2	8	2	10
Developer/Programmer	3	2	2	15
Network Architect	4	2	2	10
IT Procurement Specialist	5	8	2	10
Technical Recruiter	5	8	1	5
Product Engineer	5	8	1	5
Program/Project Manager	4	8	1	5
Security	3	8	2	10
Service Desk	4	8	2	10
Systems Analyst	3	4	1	5
Web Application Design/Developer	4	4	2	10

- **Turnaround Time (in hours)** = Time in which Resume was obtained - Time at which request for resume was made
- **Market Availability** = Ease with which we can find a resource (1 being easiest to find)
- **Average Capacity** = Resumes in one day
- **Average Weekly Capacity** = Resumes in a week (Average Capacity*5)

5) **Activity During Each Year of the Contract**: We acknowledge that If we will fails to respond to three (3) or more requests to submit a qualified candidate, at the discretion of BCSD, we are no longer be able to participate under this solicitation.

6) **Performance Reporting**: We are capable of accessing performance comments.

7) **Double Submission**: We acknowledge that we are responsible to assure that the candidate we submit has not been submitted by another contractor. If two or more contractors offer the same candidate, both will be rejected and notified by BCSD. We will ask each candidate to fill Right to Represent form to prevent dual submission.

8) **Hours of Operation:** We acknowledge that the work hours will be established by BCSD; however, normal work hour coverage is from 7:00 a.m. to 5:00 p.m., Monday through Friday (District holidays excluded). During the summer, the District works four (4) ten (10) hour days and is closed on Fridays.

9) We acknowledge that BCSD will provide proper working facilities and consumable supplies commensurate with the task(s) to be performed. All work shall be performed at the physical locations within BCSD unless otherwise authorized by the BCSD.

10) We acknowledge that BCSD reserves the right to add or delete positions as needed during the term of the contract.

11) We acknowledge that BCSD may elect to permanently hire at no additional cost to BCSD, any individual provided by us under this IT staffing contract after at least 240 hours of service by the individual.

5. Qualifications

5.0.1 Qualifications of Offeror

(a) Capability

Crystal Data LLC (Crystal Data) is headquartered in Marlton, NJ and was incorporated in year 2008.

Crystal Data is a staffing and consulting firm providing IT and Non-IT Professional Staff Augmentation services across the nation to government as well as commercial agencies. Through market leadership, financial strength, and responsible business practices, we demonstrate our capacity and ability to serve the Public Sector as a key partner. This helps our Public Sector organizations to be more relevant to their constituents enabling them to carry out their mission with a heightened effectiveness. For the Public Sector, we build on many years of understanding agency challenges and opportunities, and we respond by designing comprehensive solutions and services.

Crystal Data has helped numerous customers in real-world situations in providing the most powerful, affordable and easy-to-use IT Infrastructure staffing support services. Crystal Data helps companies prioritize and plan initiatives to meet their objectives and goals, and successfully deliver practical solutions that drive measurable value. We have dedicated recruiting teams to focus on major technical areas. This team is responsible for searching out the right candidate according to the client requirements. The team is well versed with the most current IT methods, hardware, software and knows how to use it according to your business requirements. We at Crystal Data work onsite and offsite at our client locations, interfacing directly and indirectly with the hiring managers/internal recruiters to conduct full life-cycle recruitment process.

Staffing and Consulting Services

- Leading IT consulting and staff
- Augmentation firm across the world.
- Delivering real value to our clients by providing the highest quality IT services and resources at affordable rates.
- Most trusted partner for our clients and employees

Recruitment Staff

- Strong recruitment capability.
- Mapping of major talent resources in USA.
- Constantly growing manpower database
- Best available Administrative / Mechanical / Professional Accounting/Skilled labor talent.
- Best work environment and benefits for staff.
- Reduced cost and high quality

Staff Augmentation

- Experienced, dedicated and qualified core staffs
- Systematic and well-defined process to recruit and hire new talent
- Well planned training sessions imparted
- Project specific as well as at an individual level

Core Competencies

- PHP Programmers, IT Project
- Management, Computer System Analysis
- Network Engineer
- Project Manager
- Database Administrator
- Customer Services Technician
- Desktop Support Technician
- System Administrator
- NET Programmer/Developer
- Mobile Developer
- Programmer
- Oracle ERP, Oracle
- Forms Developer etc.

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. Information Technology staffing is our specialty - we put people to work better than anyone! We have a clear understanding of IT business environment and have the capability to complete the project/ assignment within budget and in time.

Our recruitment team especially assigned for the project recruiting, support and facilitates the recruiting objective of our customers. We excel at recruiting, screening, testing, and placing quality temporary employees at solid, reputable companies for short and long-term assignments. Benefits of temporary staffing include: real time talent, flexibility, reducing overtime, increasing productivity, improving processes, and "Twenty-Four (24)-hours fill guarantee," and much more.

We at Crystal Data work onsite and offsite at our client locations, interfacing directly and indirectly with the hiring managers/internal recruiters to conduct 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.

Crystal Data 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.

Our Account Managers are technically and functionally experienced to understand our client needs correctly and pinpoint the right candidate accurately. We have a clear understanding of temporary staffing services business environment and have the capability to complete the project/ assignment within budget and in time. Our recruitment team especially assigned for the project recruiting, support and facilitates the recruiting objective of our customers. Our company mainly aims at:

- Delivering the top available talent
- Delivering real value to our clients by providing the highest quality administrative, professional, accounting and clerical services and resources at affordable rates.
- Delivering the best work environment and benefits for staff.
- Reduced cost and high quality

- Becoming the most trusted partner for our clients and employees.

Our consultants have worked with clients in states like New York, Michigan, North Carolina, New Jersey, Connecticut, Arkansas, Iowa, Pennsylvania, Delaware, City of Columbus and possess extensive experience in providing support for small and complex projects.

With the required technical experience, relevant past performance, effective knowledge of business processes with State organizations, we are committed to fill short term IT staffing needs IT personnel to The BCSD to meet its requirements and associated deliverables. To provide administrative support of the recruited candidates, Crystal Data has a dedicated team at the Crystal Data Headquarters with specialists in - payroll, accounting, benefits management, training, taxation, IT systems, insurance, DoL and legal matters. This team is also responsible for the support functions associated with the transfer and support of current incumbent employees when they move from existing contractor to a new Crystal Data contract.

Our specialized recruiters connect our clients with the talent across all industries. Our devoted accounting and finance staffing Experts can fill any open positions anytime due to the access to the rich pool of prescreened candidates available that could fill the requisition raised by The BCSD in no time. Crystal Data provides a full spectrum of services to different federal, state and commercial clients.

Crystal Data Core Values

Integrity: Transparent in our dealings, unshakable ethics and never making promise we cannot keep. Without integrity we are nothing.

Results: Our staffing and consulting solutions create value for our clients. We listen and understand their needs and then deliver beyond their expectations.

Excellence: Our people are the foundation. We foster their creativity, show respect and value diversity and the constant pursuit of skill expansion and technical expertise.

People: Delivering results through creativity, flexibility and expertise. We continually strive for excellence in all of our endeavors.

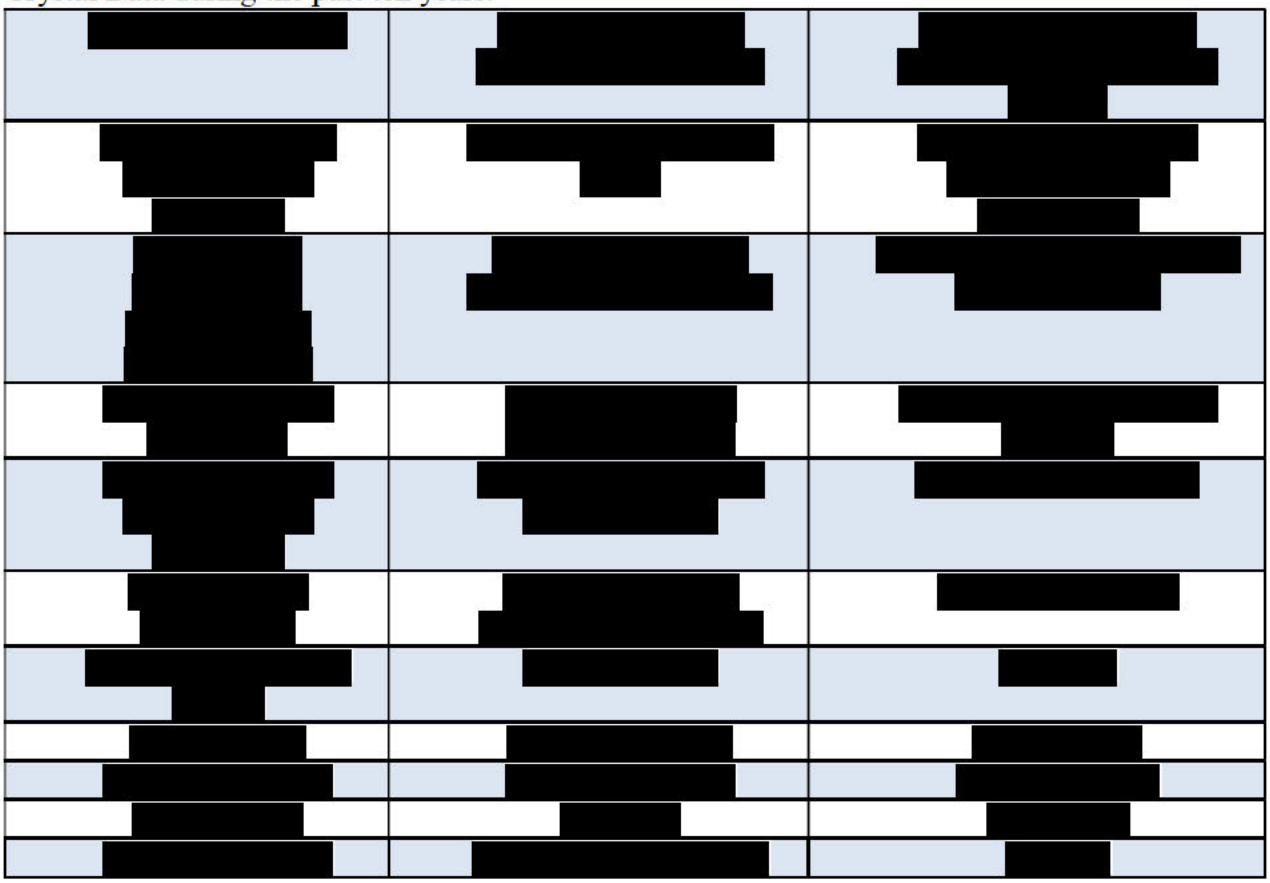
Relevant Experience

Crystal Data, over the past 10 years has developed rich expertise in providing Information Technology Staffing Support/Augmentation Services to a diverse client base whose size and scope meet those requested by The BCSD.

Crystal Data - A Heritage of Success for the Govt. Clients: Crystal Data retains the vital Government business and technical institutional knowledge which we have amassed, during its l0-year history of excellent performance in support of government client's goals.

Crystal Data is specialized in the listed labor categories mentioned in the Scope of Work/Pricing Sheet of this RFP. With the required technical experience, relevant past performance, effective knowledge of business processes with commercial and government organizations, we are confident and committed to provide IT Staffing Support Services to The BCSD to meet its requirements and associated deliverables. Please refer to the table below to see our relevant past placements in various states where Crystal Data has meet contract requirements and associated deliverables for staff augmentation services in Information Technology. Crystal Data's own experience with providing wide variety of IT consultants in different labor categories on diverse technological platforms to both Commercial and Government agencies make it a highly capable prime contractor for The BCSD contract.

Crystal Data has provided various IT Temporary Staff Augmentation Services to various Government and Commercial clients. Following is the list of some of the services provided by Crystal Data during the past ten years:



IT Staffing State Government Experience

Below table shows our similar Temporary IT Professional services experience with various government agencies across the United States:

Project Name	Scope of the Project
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]

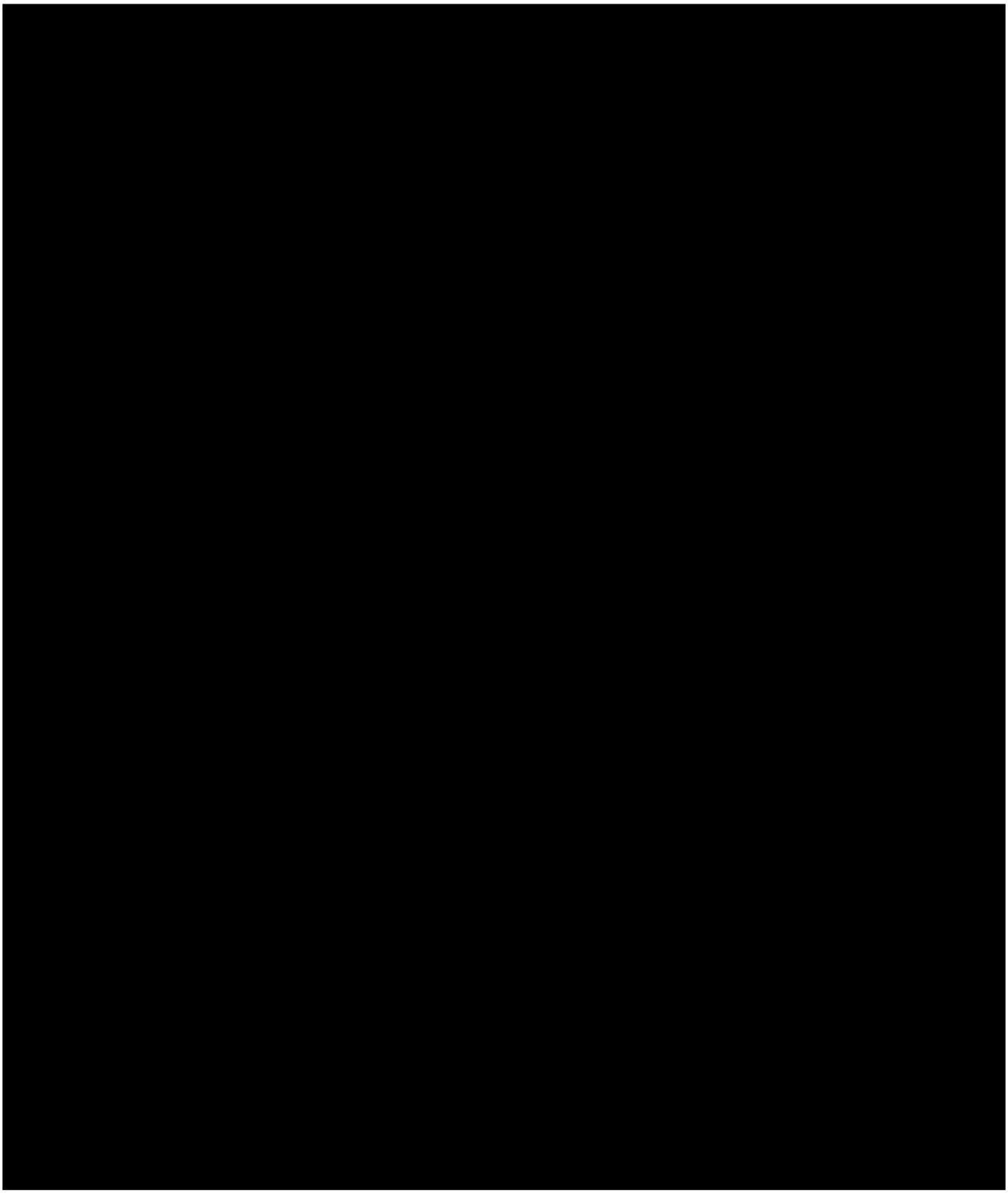
Documented Commitment from

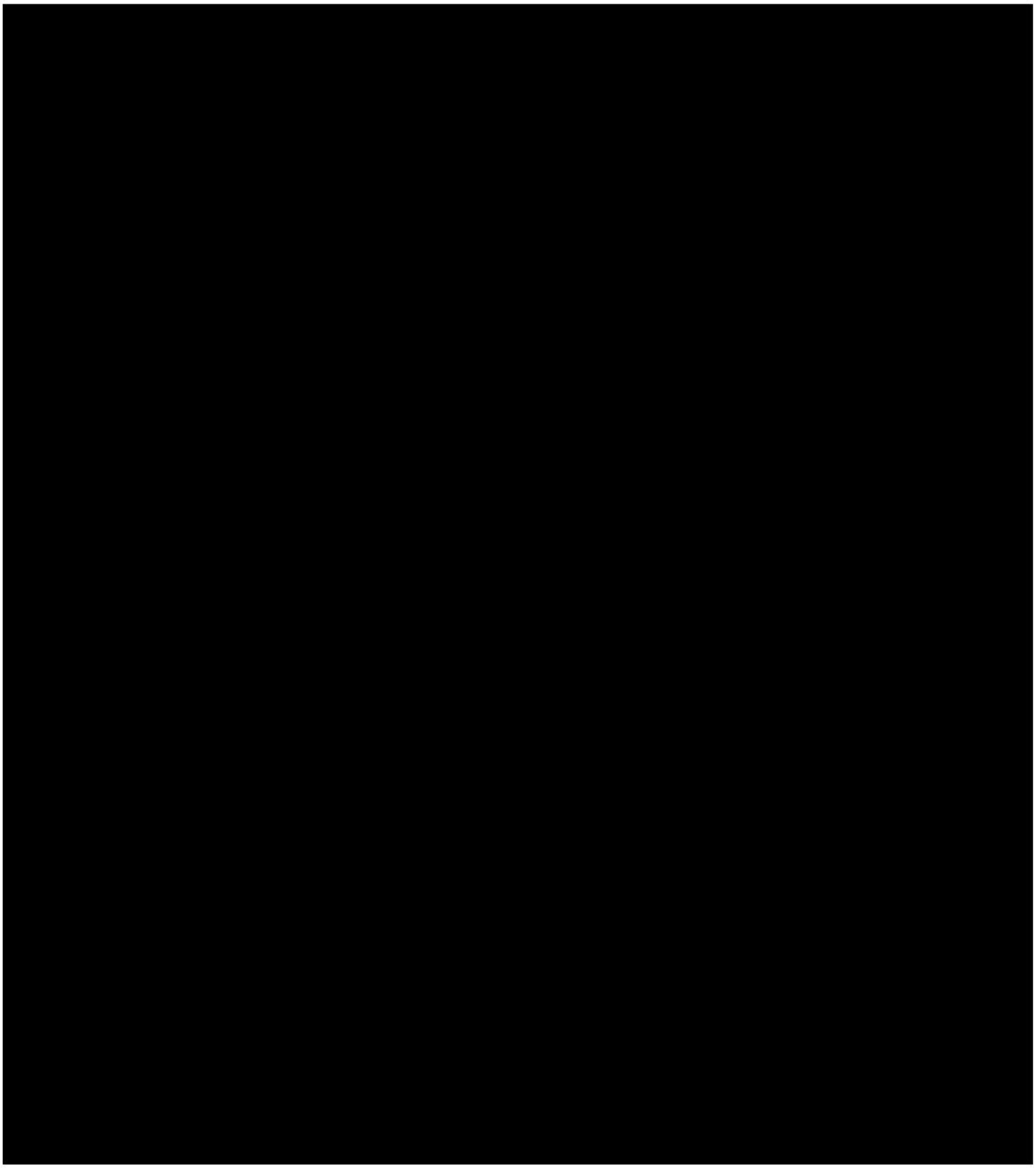
(i) key personnel, any predecessor business, and any key personnel of any predecessor business, including any facts arising prior to the date a business was **established, and/or**

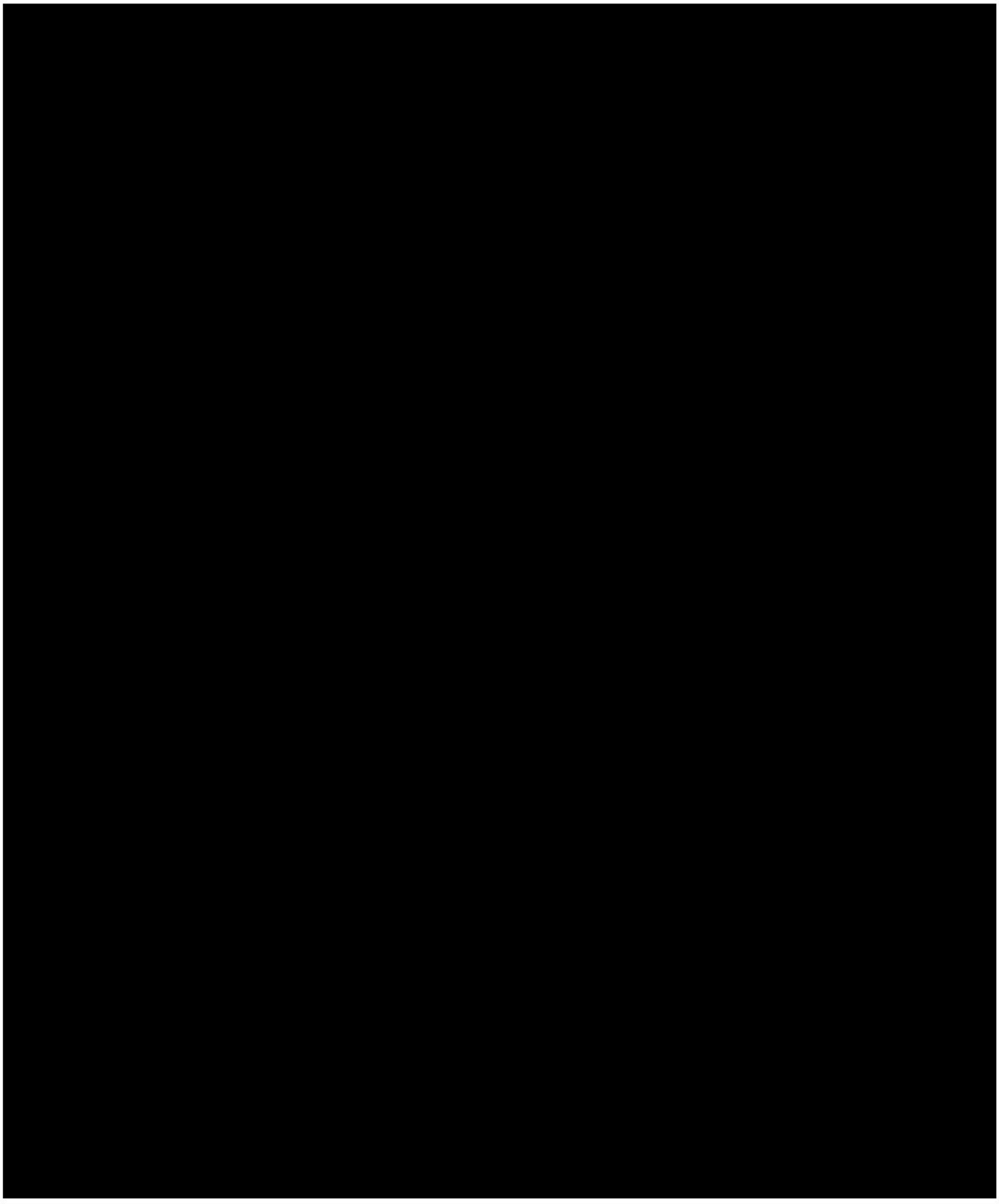
(ii) Any subcontractor you identify.

Crystal Data LLC reviews from glassdoor (social media website are provided below). These are some of the resources who have provided review and feedback from Crystal Data LLC.

May 16, 2019





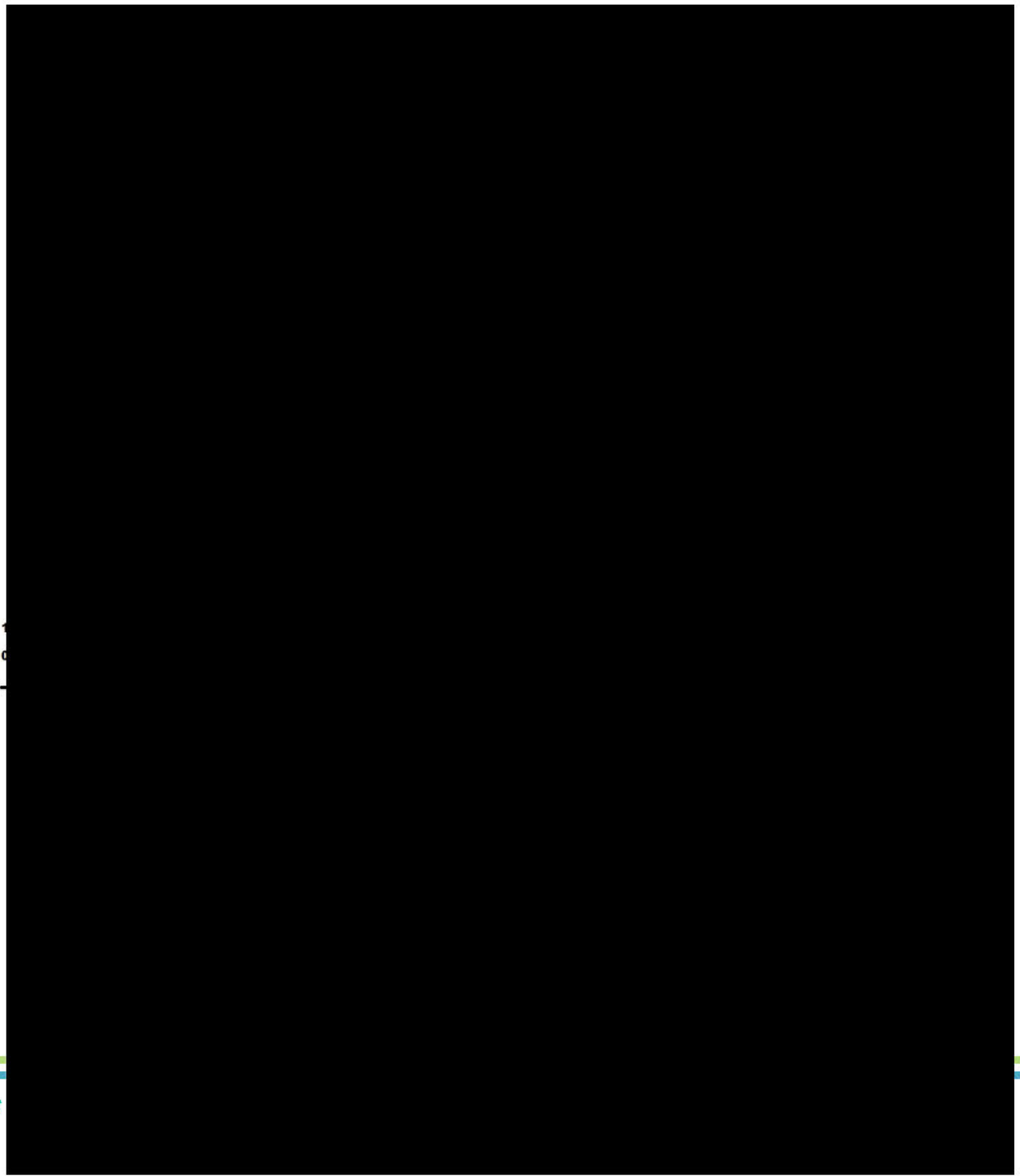


(b) You must promptly furnish satisfactory evidence of responsibility upon request. Unreasonable failure to supply requested information is grounds for rejection.

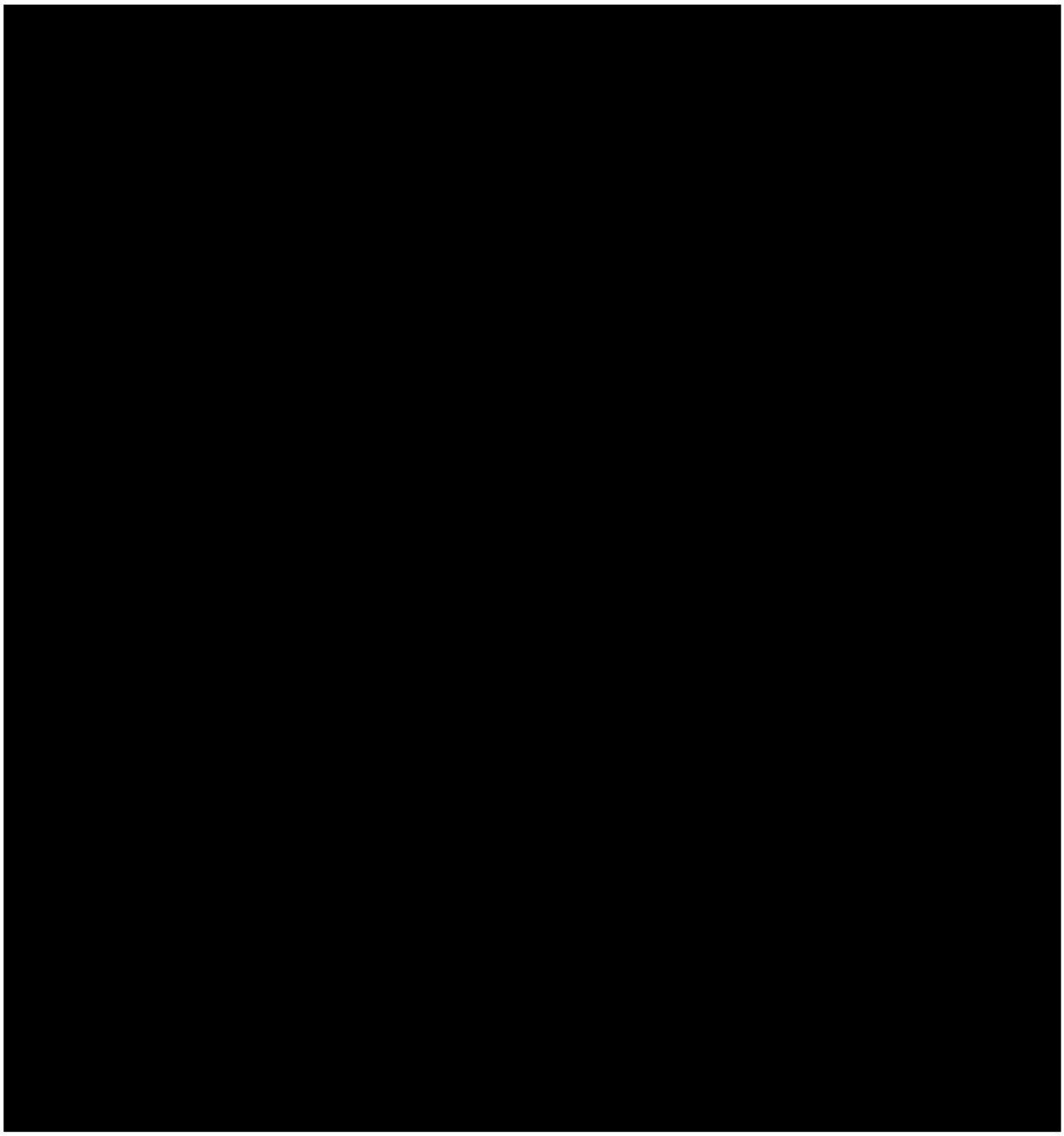
We acknowledge that we will promptly furnish satisfactory evidence of responsibility upon request

(c) Financial Capability

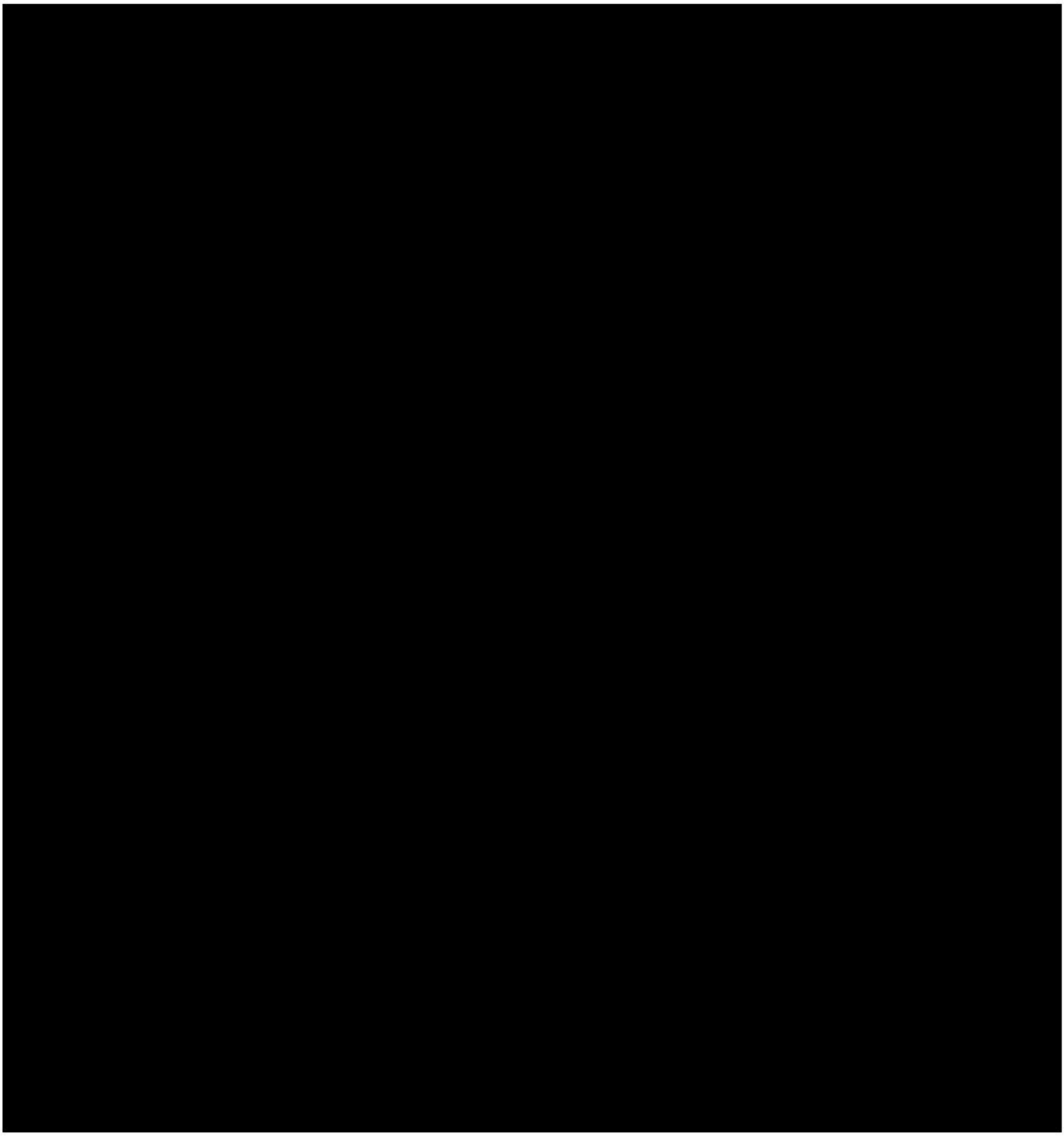
Financial Statement 2016



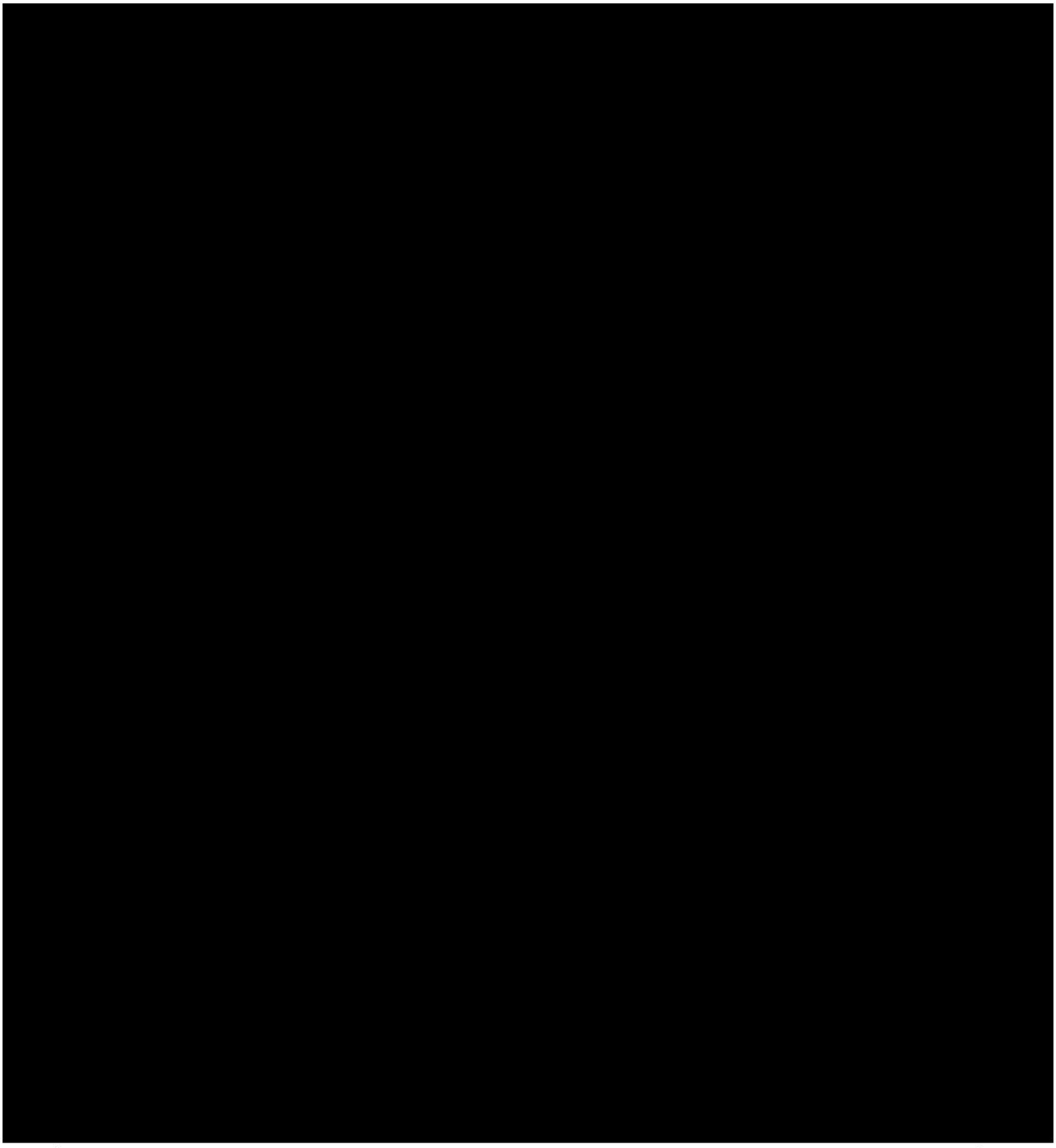
Profit and Loss 2016



Balance Sheet 2017



Profit and Loss 2017

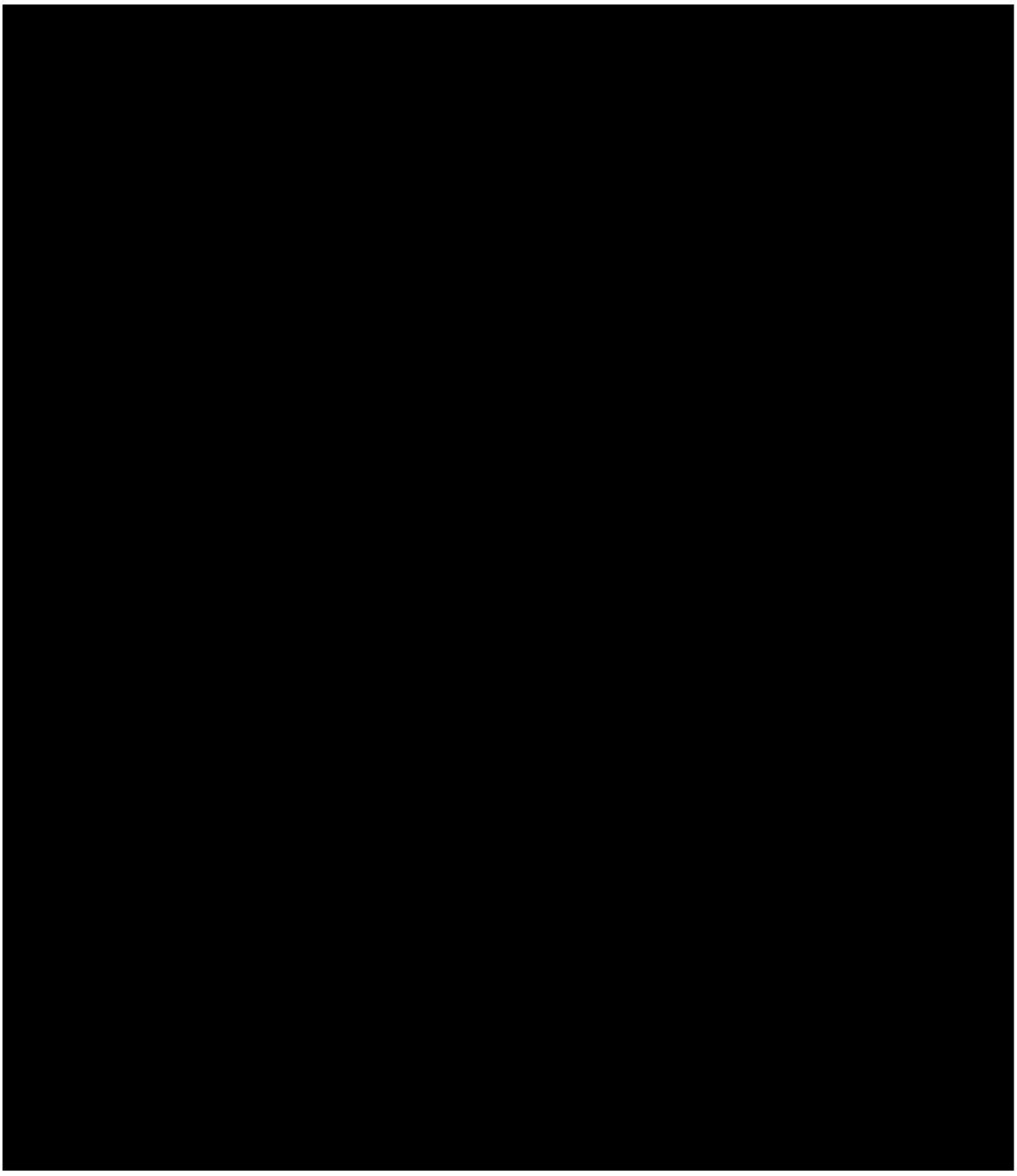


10:47 AM
05/17/19
Cash Basis

Crystal Data LLC
Profit & Loss
January through December 2017

[redacted]

Balance Sheet 2018



Profit and Loss 2018



5.0.2 Subcontractor Identification

We are not utilizing any subcontractor for this project.

Part 9. Attachments to Solicitations

EXHIBIT B

BID FORM
TEMPORARY IT PROFESSIONAL SERVICES

Please provide not less than three reference accounts including: Company Name, Address, City, State & Zip Code, Contact Name, Contact Telephone Number, Contact E-mail Address. Provide a brief description of the work performed and indicate the length of time for the engagement. Please use additional pages – if necessary.

[redacted]

Crystal Data LLC. **09/04/2019**
Firm's Name Date

1 Eves Dr, Suite 145, Marlton, NJ 08053
Mailing Address

1866-237-0101 Xtn-7 /
Phone

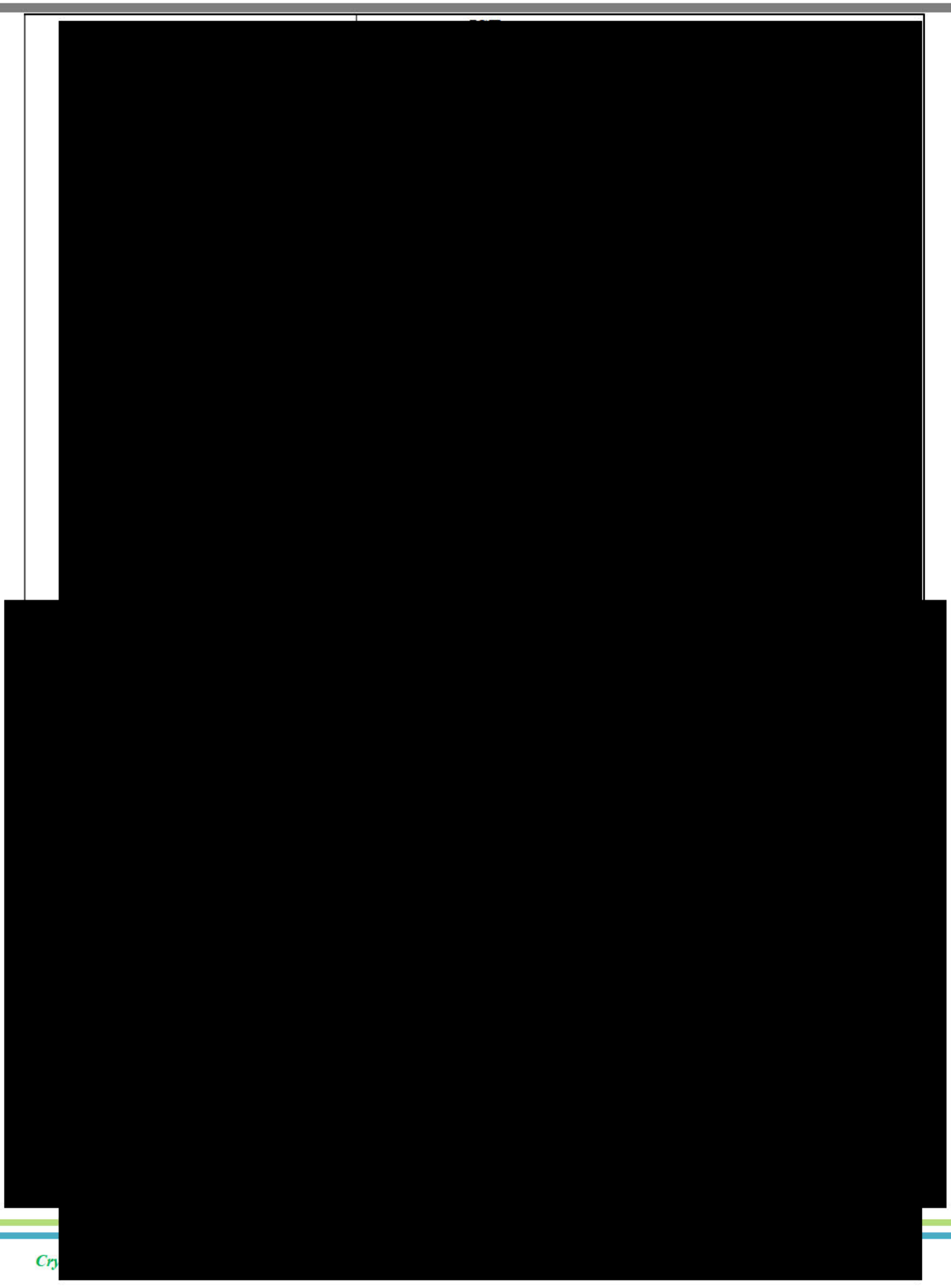
Authorized Signature: Monika Anand

Printed Name: **Monika Anand**

IFB # 20-008 47
Temporary Information Technology (IT)
Professional Services

B.1. State of PA

IT STAFF AUGMENTATION PROJECT REFERENCE 1
[redacted]



B.3. State of CT

