

11.11 ATTACHMENT 11 – KEY STAFF REFERENCE FORM

Instructions:

For each Key Staff role, provide two (2) Individual References from two different Projects cited in the **Attachment 10, Part 2 - Key Staff Minimum Qualification Table**, unless only one (1) project is used that meet the MQs identified in this RFP. If only one (1) cited project meets the MQs, then two references from that project are required. Each Individual Reference must clearly identify the Customer/Client Reference individual and that individual's Agency, Department, Organization or Company where Key Staff performed the experience.

The Individual references must be submitted within the Business Proposal as defined within RFP Section 6 - Proposal Structure and Submission including signature of the customer/client reference.

References:

Provide two customer/client references from customers/clients who have first-hand knowledge of the job skills, experience, and abilities cited in the résumé.

The Consortium reserves the right to contact individuals, entities, or organizations who have had contracts or relationships with the Key Staff proposed for this effort, whether or not they are identified as references, to verify that the person has successfully performed their contractual obligations on other similar projects.

Table 1 – Key Staff Reference Form

KEY STAFF REFERENCE FORM	
Key Staff Name: Avinash Sankhla	
Part 1 – Reference's Information	
This information should match the information provided in Attachment 10 – Key Staff Resumes/Qualifications .	
Customer/Client Reference Name:	Ryan Shimamura
Customer/Client Reference Title	Chief Technology Officer
Agency, Department, Organization or Company where Staff member performed:	State of Hawaii, Department of Human Services (SOH-DHS)
Project Title on which Staff member performed	Enterprise System Integration Services RFQ: DHS-GSA-RFQ-18-001
Reference Phone Number:	[REDACTED]
Reference E-mail Address:	[REDACTED]

Instruction for References: The Contractor Staff above has listed you as a reference and is requesting for you to complete this Staff Reference Form. Please provide your comments and the appropriate rating based on your experience with the proposed Staff.

Step 1: Complete Columns 1-2 in Part 2 by marking “yes” or “no” and providing an explanation if needed.

Step 2: Complete Part 3 and provide your performance ratings.

Step 3: At the bottom of the page, print your name, your company's name, then sign and date.

Step 4: Return the completed, signed Staff Reference Form to Contractor.

Part 2 – The Reference Must Complete This Table.	
COLUMN 1	COLUMN 2
Did the Contractor provide you with a copy of the completed Attachment 10 – Key Staff Resumes /Qualifications for the Contractor's Staff named at the top of this page prior to your completion of this form?	Did the Contractor's Staff named at the top of this page perform the services described in Attachment 10 – Key Staff Resumes /Qualifications , including the functions as described and the time period provided on the project(s) that lists you as a contact?
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (If "No" checked, explain here.)

Part 3 – The Reference Must Complete This Table.
The Reference shall complete performance and abilities statements for the proposed candidate and overall performance rating.
Performance and Ability Statements
<p>1. Describe the performance of the Contractor's Staff during this engagement.</p> <p>As the program manager on the engagement, Avinash was instrumental in ensuring that contractual SLA's were met. He regularly interacted with the office of the CTO and CIO and provided quarterly review updates to the state CIO and the DHS CIO.</p> <p>He provided consistent, successful project delivery throughout the program and managed the multi-vendor integration across the program. He oversaw Managed hosting services, Operational support services, middleware and application M&O services, the program PMO and technology governance teams.</p> <p>He was collaborative, strategic, innovative and consistent across all program communication & delivery.</p>
<p>2. Describe the ability of the Contractor's Staff to perform the contractually, required work in a timely manner.</p> <p>Avinash demonstrates a high level of competence and efficiency, ensuring all contractually required work is performed. He can effectively manage teams and execute tasks on the program in a timely manner. He is a responsible and collaborative communicator.</p>
<p>3. Describe the verbal and written communication skills of the Contractor's Staff.</p>

Part 3 – The Reference Must Complete This Table.

The Reference shall complete performance and abilities statements for the proposed candidate and overall performance rating.

Verbal communication – Effective and clearly able to articulate and convey messaging.

Written communication – Precise, informative, and clear.

4. Describe the ability of the Contractor's Staff to engage in positive working relationships with other coworkers.

Avinash consistently exhibits strong interpersonal skills and a cooperative attitude. He fosters a positive working relationships with coworkers and vendors. Works collaboratively and respectfully in team settings.

5. Describe the knowledge of the Contractor's Staff in the required areas of expertise.

Understand technology and also understands enterprise applications architectures. Understands product release cycles, DevOps, M&O services and application testing cycles.

6. How well did the Contractor handled engagement with end users and User input.

Avinash is a good communicator and collaboratively interacts with users.

7. Would you rehire this person?

Yes

8. Optional Comments:

Avinash is an experienced technology leader and understands the responsibility required to execute a large program. He is skilled and knowledgeable.

On a scale of 1-10, with 1 being the lowest and 10 being the highest, how would you rate this individual's overall performance?

10

Part 3 – The Reference Must Complete This Table.

The Reference shall complete performance and abilities statements for the proposed candidate and overall performance rating.

By signing this form, the Reference is certifying that all information provided on this form is correct.

Ryan Shimamura

**Hawaii State Department Human Service
Office of Information Technology**

Name of Reference (print)

Name of Company Reference (print)

Jul 9, 2024

Date