

References:

Provide two customer/client references from customers/clients who have first-hand knowledge of the job skills, experience, and abilities sited 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 33: Key Staff Reference Form

KEY STAFF REFERENCE FORM	
KEY STAFF NAME:	
PART 1 – REFERENCE'S INFORMATION	
THIS INFORMATION SHOULD MATCH THE INFORMATION PROVIDED IN ATTACHMENT 10 – KEY STAFF QUALIFICATIONS .	
Customer/Client Reference Name:	Rob Rodocker
Customer/Client Reference Title:	Section Chief, SOS II, Information Technology Management Branch (ITMB)
Agency, Department, Organization or Company where staff member performed:	Department of Healthcare Services, State of CA
Project Title on which staff member performed:	Testing Services - CA-MMIS (California Medicaid Management Information System)
Reference Phone Number:	707-685-1164
Reference E-mail Address:	Rob.Rodocker@dhcs.ca.gov

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 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 Qualifications , including the functions as described and the time period provided on the project(s) that lists you as a contact?
☒ Yes ☐ No	☐ Yes ☐ 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	
1. Describe the performance of the Contractor's staff during this engagement. Sandeep Midha is a program leader with executive presence and an exceptional track record delivering the Testing Services ensuring Quality Assurance and Quality Control managing a team responsible for conducting independent testing of the policies and projects (SDN). Throughout the CA MMIS engagement, he successfully directed cross functional teams responsible for testing of M&O for OILs (Operating Instruction Letters) and Problem Statements and projects up to an annual volume of 54,000 hours of enhancements. He successfully led the team responsible for ensuring the verification of requirements against the policies, test design, test execution, test	

automation, system testing, user acceptance testing support, adherence to coding standards, Identification and remediation of security vulnerabilities, architectural impact assessment, security impact assessment, end to end requirements traceability and post-release implementation reviews.

Known for his proactive governance, strong stakeholder alignment, and disciplined delivery practices ensuring quality assurance and quality control, Sandeep Midha consistently ensured system stability, and compliance in a highly complex, multi-vendor environment. He demonstrated decisive issue resolution, rigorous quality assurance, and transparent communication with DHCS Branch Chiefs, managers, and IT analysts.

2. Describe the ability of the Contractor's staff to perform the contractually, required Work in a timely manner.

Sandeep Midha consistently demonstrated strong capability in completing contractually required work on time by applying structured planning, clear prioritization, and disciplined management across complex CA-MMIS programs. Using Agile and SAFe delivery practices, he coordinated development and QA teams, managed cross-project dependencies, and ensured that test cycles, validation activities, and release milestones were completed as scheduled.

Operating in a fast-moving public-sector environment with shifting priorities and multi-vendor involvement, Sandeep maintained a firm focus on meeting deadlines and contractual expectations. He proactively adjusted testing plans, aligned resources, and removed barriers to keep both development and quality assurance efforts on track. His ability to balance competing workstreams, manage test environment constraints, and apply rigorous progress tracking enabled him to consistently meet DHCS schedules and delivery requirements.

By making timeline adherence and QA discipline central to his leadership approach, Sandeep ensured predictable, timely, and high-quality outcomes across modernization initiatives, major SDNs, and recurring enhancement releases, while maintaining the reliability and integrity of system testing processes.

3. Describe the verbal and written communication skills of the Contractor's staff.

Sandeep Midha consistently demonstrated strong verbal and written communication skills throughout the engagement. He conveyed complex technical, operational, and policy-driven information in a way that was easy for both business and technical stakeholders to understand. His documentation, status reports, and written updates were always clear, organized, and helpful in outlining the progress and impacts of CA-MMIS modernization activities.

In meetings and collaborative sessions, Sandeep communicated confidently and effectively, ensuring discussions stayed focused and productive. He routinely translated detailed system issues and proposed solutions into actionable guidance, which greatly supported decision-making for DHCS teams. His communication style promoted transparency, kept stakeholders aligned, and contributed to a positive and well-coordinated working environment.

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

Throughout his involvement in the CA-MMIS, Sandeep Midha demonstrated a strong ability to build positive and productive working relationships across QA, development, business, and infrastructure teams. He engaged with coworkers and stakeholders with professionalism and openness, enabling effective collaboration across testing teams, DHCS program staff, and vendor partners.

Sandeep's approachable demeanor and clear communication style created an environment where QA analysts, test leads, and cross-functional team members felt comfortable sharing ideas, raising issues, and working together toward common goals. He actively listened to concerns, supported team members through complex testing cycles, and helped resolve blockers that affected test planning, execution, and defect management.

His consistent efforts to foster trust, cooperation, and mutual respect directly contributed to a well-coordinated and high-performing QA organization. This collaborative approach strengthened alignment across workstreams and played an important role in the successful delivery of CA-MMIS modernization activities and policy-driven projects.

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

As a Program Manager supporting the CA-MMIS program, Sandeep Midha demonstrated deep domain, technical, and QA expertise essential for delivering complex modernization and policy-driven initiatives. He has a strong understanding of Medicaid and Medi-Cal program requirements and extensive experience implementing system changes across presumptive eligibility, affordable care act, and other key program areas—knowledge that directly informed the accuracy and completeness of test planning and validation activities.

Sandeep has significant experience with cloud modernization and hybrid infrastructure, and with

quality assurance toolset consisting of Enterprise Lifecycle Management (ELM) tool. This technical background enabled him to guide QA teams in designing effective test strategies, validating integrations, adherence to coding standards, and ensuring thorough coverage across data migration, ETL updates, containerized applications, and CI/CD-enabled deployments. He also applied strong expertise in Agile and SAFe methodologies, helping QA teams align test cycles with PI planning, manage cross-team dependencies, and perform continuous testing throughout iterative releases. His blend of technical insight, domain knowledge, and structured QA leadership ensured that CA-MMIS enhancements met required performance, scalability, and compliance standards while supporting DHCS's business and operational objectives.
6. How well did the Contractor handled engagement with end users and User input. As a Program and Project Manager for CA-MMIS, Sandeep Midha consistently demonstrated strong capability in engaging end users and incorporating their input into modernization efforts, policy updates, and QA activities. He ensured that DHCS program staff, analysts, and operational users were involved throughout the delivery lifecycle by coordinating requirement walkthroughs, design discussions, System testing, UAT planning, and validation sessions for initiatives such as ACA changes, Presumptive Eligibility, APR-DRG updates, and cloud migration work. Sandeep used a structured approach to collect, evaluate, and prioritize user feedback, enabling QA and development teams to translate operational needs into accurate test scenarios, improved workflows, and system enhancements that reflected real-world Medi-Cal processes. His involvement helped ensure that test plans, acceptance criteria, and validation steps aligned with user expectations and functional goals. As a key interface between business users and technical/test teams, Sandeep promoted clear communication, ensured alignment on requirements, and supported collaborative problem-solving. His focus on incorporating end-user insights into Agile and SAFe cycles contributed to more effective UAT outcomes, better system usability, and smoother adoption of enhancements across CA-MMIS modernization projects.
7. Would you rehire this person? Yes
8. Optional Comments:

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

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

Rob Rodocker

Department of Healthcare Services, State of CA

Name of Reference (print)
(print)

Name of Company Reference



3-12-26

Signature of Reference

Date