

Attachment 11 – Key Staff Reference Form

Reference 1

KEY STAFF REFERENCE FORM	
KEY STAFF NAME: HARINATH BABU SAKAMURI	
PART 1 – REFERENCE'S INFORMATION	
THIS INFORMATION SHOULD MATCH THE INFORMATION PROVIDED IN ATTACHMENT 10 – KEY STAFF QUALIFICATIONS.	
Customer/Client Reference Name:	Michael Tu
Customer/Client Reference Title:	IT Manager - Principal
Agency, Department, Organization or Company where staff member performed:	King County IT
Project Title on which staff member performed:	Department of Public Health, Department of Community and Human Services (DCHS) & Public Health Data Integration, Records Management System (KCRMS), Surface Water Management System (SWM), Digital Payments
Reference Phone Number:	(206)263-2557 (Work)
Reference E-mail Address:	michael.tu@kingcounty.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.

Harinath performed exceptionally as a Senior QA Lead, consistently exceeding expectations in both technical and leadership capacities. He successfully developed and executed detailed **test management plans, work schedules, and QA strategies** aligned with project goals in addition to end-end QA activities. His strong analytical approach, combined with practical implementation, ensured comprehensive test coverage and timely delivery. Harinath's performance directly contributed to achieving a high-quality product for the Department of Public Health's modernization effort. His attention to detail and proactive defect management were instrumental in maintaining release quality and on-time delivery. He best utilizes AI tools to improve productivity

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

Harinath effectively managed QA timelines, deliverables, and dependencies across multiple modules. His ability to plan and track testing activities, prioritize tasks, and allocate resources allowed the team to meet critical milestones without compromising quality. He consistently delivered on or ahead of schedule, even under tight deadlines and complex system integrations.

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

Harinath possesses excellent communication skills. His written documentation, including test plans, test cases, and summary reports, was clear, precise, and compliant with project standards. He effectively presented QA status, risks, and recommendations to both technical and non-technical audiences, including business sponsors and program managers. His communication helped ensure alignment between QA and broader project objectives.

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

He established and maintained strong, professional relationships with project stakeholders, including developers, analysts, and management teams. Harinath's collaborative nature and proactive engagement fostered trust and teamwork across departments. His mentorship of junior QA members was instrumental in building a skilled, cohesive testing team.

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

Harinath has extensive knowledge of test methodologies, automation frameworks, and data migration validation. He is skilled in functional, regression, Performance and integration testing

and has deep experience in projects involving Health and Human Services (HHS) systems, where compliance, data accuracy, and security are paramount. His technical expertise in tools such as C#, Playwright, Informatica, and Dataverse, combined with his understanding of QA lifecycle management, made him a key technical leader in the project. He best utilizes AI tools like cursor and Co-pilot in the execution of QA activities

6. How well did the Contractor handled engagement with end users and User input.
Harinath handled UAT coordination and user interactions exceptionally well. He proactively gathered feedback, translated user concerns into actionable test scenarios, and ensured smooth validation cycles. His responsiveness to user input and his clear communication style helped the team meet end-user expectations effectively.

7. Would you rehire this person?
Yes, absolutely.

8. Optional Comments:

Harinath is a highly capable Senior QA Lead with a rare balance of technical expertise and project management acumen. His ability to design QA strategies, execute structured test plans, and coordinate across multiple workstreams makes him an invaluable asset to any Health and Human Services-related project or enterprise system modernization effort. Harinath consistently keeps himself updated with the latest advancements in software testing and automation. He explores and applies AI-driven tools for test case generation, defect prediction, and data comparison, which have significantly enhanced QA productivity and reduced manual effort. His ability to blend traditional QA methods with innovative technologies demonstrates his forward-thinking approach

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.

Michael Tu
Name of Reference (print)

King County
Name of Company Reference (print)


Signature of Reference (print)

10/16/2025
Date

Reference 2

KEY STAFF REFERENCE FORM	
KEY STAFF NAME: HARINATH BABU SAKAMURI	
PART 1 – REFERENCE'S INFORMATION	
THIS INFORMATION SHOULD MATCH THE INFORMATION PROVIDED IN ATTACHMENT 10 – KEY STAFF QUALIFICATIONS .	
Customer/Client Reference Name:	Barry Swanberg
Customer/Client Reference Title:	Functional Analyst
Agency, Department, Organization or Company where staff member performed:	King County
Project Title on which staff member performed:	Main Frame rehost , Department of judicial administration, Jail Management System .
Reference Phone Number:	(206)477-3072(work)
Reference E-mail Address:	barry.swanberg@kingcounty.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.

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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.
Harinath consistently demonstrated strong leadership and accountability in managing quality assurance activities across multiple projects. He established clear testing processes, defined quality objectives, and ensured alignment with project and business priorities. His ability to plan and oversee the testing lifecycle—from strategy creation through closure—ensured high-quality deliverables and risk-free releases. He continuously drove improvements to optimize coverage, efficiency, and defect detection.
2. Describe the ability of the Contractor's staff to perform the contractually, required Work in a timely manner.
Harinath effectively organized and monitored testing efforts to meet demanding schedules. He maintained detailed execution plans, identified dependencies early, and coordinated with cross-functional teams to ensure deadlines were consistently achieved. His disciplined approach to time management and tracking allowed testing to stay synchronized with delivery milestones, even in high-pressure release environments.
3. Describe the verbal and written communication skills of the Contractor's staff.
Harinath communicates technical information clearly and professionally. He provided regular, concise status updates supported by meaningful metrics and visuals that gave stakeholders full transparency into progress and risks. His reports, test summaries, and defect analyses were well-structured and data-driven, enabling informed decisions by both business and technical leaders. He demonstrated strong facilitation skills during issue triage and release readiness meetings.
4. Describe the ability of the Contractor's staff to engage in positive working relationships with other coworkers.
Harinath promoted collaboration across diverse teams, creating an atmosphere of trust and accountability. He engaged openly with developers, business analysts, and project leads to ensure shared understanding of requirements and quality goals. He guided team members in improving testing techniques and motivated them to maintain standards of excellence. His leadership style emphasized inclusion, respect, and shared ownership of success.
5. Describe the knowledge of the Contractor's staff in the required areas of expertise.
6.
Harinath possesses a deep understanding of modern testing practices, including automation frameworks, integration testing, and regression management. His expertise in tools such as Playwright, Azure DevOps, and Copilot enhanced test efficiency and maintainability. He also incorporated AI-assisted test optimization and risk-based testing approaches that improved speed and reliability. His background in data-intensive systems and compliance-based solutions added significant value to complex implementations.

7. How well did the Contractor handled engagement with end users and User input. Harinath worked closely with business users during acceptance testing, ensuring user scenarios were thoroughly validated in real-world conditions. He provided structured guidance, monitored outcomes, and promptly addressed feedback to support smooth releases. His responsiveness to user concerns and attention to usability details contributed significantly to stakeholder satisfaction and confidence in product readiness.
8. Would you rehire this person? Yes. Harinath is a dedicated, dependable professional who consistently delivers measurable results. His strategic thinking, leadership qualities, and technical proficiency make him a valuable asset to any organization. He is strongly recommended for any future assignments where quality assurance and delivery excellence are priorities.
9. Optional Comments: Harinath demonstrates a rare blend of strategic focus and hands-on technical execution. He approaches challenges with analytical reasoning and a results-oriented mindset. His influence extends beyond testing—he helps refine delivery processes, strengthen collaboration, and raise the overall quality culture within teams.
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.

<u>Barry Swanberg</u>	<u>King County</u>
Name of Reference (print)	Name of Company Reference (print)
<u>Barry Swanberg</u>	<u>10/15/2025</u>
Signature of Reference (print)	Date