



Artificial Intelligence (AI) Solutions for Public Sector Entities

**Agency: North Central Texas Council of
Governments (NCTCOG)**

RFP No.: 2025-018

Due Date: January 24, 2025

Proposal Response



**North Central Texas
Council of Governments**

Submit to:

Lisa Littrell
Purchasing Division
616 Six Flags Drive
Arlington, TX 76011

Email: elittrell@nctcog.org
Phone: (817) 704-5674



Synkriom Digital
Think Unlimited

Submit by:

Komal Dangi
Chief Executive Officer
30 Knightsbridge Rd Suit 525
Piscataway, NJ 08854

Email: komal@synkriom.com
Phone: 732-961-5233

Letter of Submittal

01/24/2025

Subject: Proposal Response for RFP 2025-018- Artificial Intelligence (AI) Solutions for Public Sector Entities



Dear Lisa,

On behalf of Synkriom Synergize IT. (Synkriom), I would like to thank the North Central Texas Council of Governments (NCTCOG) for the opportunity to respond to the Artificial Intelligence (AI) Solutions for Public Sector Entities, Solicitation Number RFP 2025-018.

Synkriom, established in 2015 and drawing on over two decades of practical experience, specializes in offering comprehensive end-to-end solutions within the realm of Artificial Intelligence (AI) consulting. Synkriom is a certified MBE, SBE, and WBE that actively delivers cost-effective, innovative AI strategies and solutions for organizations worldwide. Through adept insight into complex organizational ecosystems and cutting-edge AI technologies, our company has developed advanced solutions that drive innovation, enhance decision-making, and optimize operational efficiency.

With a strong focus on efficiency, ethics, and compliance, Synkriom has positioned itself as a leading player in the industry, continually reshaping the landscape of AI consulting through a unique combination of expertise, professionalism, and strategic foresight.

Synkriom complies with all applicable federal, state and local regulations concerning equal opportunity requirements, and takes affirmative action to ensure employment opportunity.

Offeror's Name	Synkriom, Inc.
Mailing Address	30 Knightsbridge Rd #525, Piscataway, NJ 08854
Point of Contact	Amy Malecki/ Client Relationship Mgr. 732-961-5233 amy@synkriom.com
Website	www.synkriom.com
Duns	80421953



Synkriom acknowledges addendum #1 and agrees to the rules, procedures, terms, and conditions specified in this RFP. We affirm that our proposal will remain firm for one hundred twenty (120) days following the bid opening. If you have any questions or requests for clarification of our response, please feel free to contact me via email at komal@synkriom.com.

Sincerely,



Komal Dangi, Chief Executive Officer



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1. Certificate of Offeror and Statement of Understanding

TXShare

Your Public Sector Solutions Center

REQUEST FOR PROPOSALS
For
Artificial Intelligence (AI) Solutions for Public Sector Entities
RFP # 2025-018

Sealed proposals will be accepted until 2:00 PM CT, **January 17, 2025**, and then publicly opened and read aloud thereafter.

Synkriom Inc

Legal Name of Proposing Firm

Komal Dangi

President

Contact Person for This Proposal

Title

732-961-5233

komal@synkriom.com

Contact Person Telephone Number

Contact Person E-Mail Address

30 Knightsbridge Rd Suit 525

Piscataway NJ

08854

Street Address of Principal Place of Business

City/State

Zip

30 Knightsbridge Rd Suit 525

Piscataway NJ

08854

Mailing Address of Principal Place of Business

City/State

Zip

Komal Dangi

President

Point of Contact for Contract Negotiations

Title

732-961-5233

komal@synkriom.com

Point of Contact Telephone Number

Point of Contact Person E-Mail Address

Acknowledgment of Addenda (initial): #1 Yes #2 #3 #4 #5

NOTE: Any confidential/proprietary information must be clearly labeled as "confidential/proprietary". All proposals are subject to the Texas Public Information Act.

COVER SHEET

2. Company Profile

Synkriom Inc., established in 2015, is a distinguished leader in the artificial intelligence (AI) and IT solutions arena, certified as a Minority Business Enterprise (MBE), Small Business Enterprise (SBE), and Women's Business Enterprise (WBE). With headquarters in Piscataway, NJ, Synkriom leverages over two decades of industry experience to deliver cutting-edge, cost-effective services globally. The company excels in developing advanced AI technologies, including natural language understanding (NLU), natural language processing (NLP), and machine learning, tailored to enhance customer interactions and operational efficiencies across various sectors. Synkriom's robust AI capabilities are underpinned by a strong commitment to ethical AI practices and a sophisticated research and development infrastructure that enables rapid prototyping and deployment of innovative AI solutions.



Renowned for its technical expertise and industry experience, Synkriom continues to be a trusted partner for organizations aiming to harness the transformative power of AI. Our commitment to integrating cutting-edge technology with user-centric designs enables us to deliver superior solutions that meet the contemporary needs of our clients.


Our Awards and Accomplishments

- 2021 - NJBIZ DIGI-TECH Innovation Award
- 2019 - NJ Digi-Tech Innovators Award
- 2019 - EY Entrepreneurial Winning Women Program Finalist
- 2018 - NJBIZ 50 Fastest Growing Companies Award

Name	Synkriom, LLC.
Founded	2015
Headquarters	30 Knightsbridge Rd #525, Piscataway, NJ 08854, USA
# of Employees	Over 250 dedicated professionals globally, encompassing software developers, AI specialists, project managers, HR, and support staff committed to delivering excellence and innovation.
Certifications	Certified MBE, SBE, and WBE
Global Presence	Operations across the United States with project and support centers in international locations including India and Canada.
Range of Activities	Synkriom Inc. specializes in the development of AI solutions, IT staffing, project management, and customized technology implementations across various sectors. We are dedicated to creating platforms that leverage artificial intelligence to enhance interaction and operational dynamics within organizations.
Overall Experience in AI Development	Synkriom boasts a robust portfolio in AI tool development, including the design of conversational AI platforms, predictive analytics platforms, and AI-driven workforce management systems. Our solutions are tailored to the unique needs of our clients, ensuring seamless integration and operational efficacy.

Representative AI Clients	Our clients (as shown in Section 2.1 , but not limited to) have greatly benefited from our AI solutions, utilizing them for enhanced customer service interactions through AI conversational agents and optimizing internal operations with AI-driven analytics and forecasting tools.
Operational Policies	Synkriom adheres to rigorous standards and policies ensuring compliance with federal, state, and international regulations concerning technology development and deployment. Our policies are designed to promote sustainability, ethical practices in AI, and the highest levels of data privacy and security.

Recognition and Awards

 <p>Komal Dangi Founder & CEO</p> <p>Over 15 years of experience in the IT realm, MSc Computer Science and MBA from NJIT</p> <p>Using top-notch recruitment, strategic planning, and budgeting, helped firms increase revenues through HR management</p> <p>Active member of the NJ Lions Club promoting STEM to the younger generation.</p>	2024	<ul style="list-style-type: none"> ROI Influencers: Women in Business 2024
	2022	<ul style="list-style-type: none"> Leader in Digital Technology Best 50 Women In NJ
	2021	<ul style="list-style-type: none"> NJBIZ - Digi-Tech Awards Honoree
	2020	<ul style="list-style-type: none"> NJBIZ - Business of the Year Finalist NJ Digi-Tech Innovators Award Lions International President's Award
	2019	<ul style="list-style-type: none"> State of New York- Outstanding Individual Award EY Entrepreneurial Winning Women Program Finalist New Jersey Lions – Recognition of Distinguished Achievements
	2018	<ul style="list-style-type: none"> NJBIZ 50 Fastest Growing Companies Award Appreciation Certificate for the Youth Leadership Conference conducted by the New Jersey Lions on behalf of The Special Olympics Women Leader in Women Forum organized by AAPI in Ohio Award



Synkriom's DE&I

At Synkriom, diversity and inclusion are at the heart of our mission, shaping the way we recruit, engage, and support our workforce. Under the leadership of our founder and CEO, Komal, who

Diversity & Inclusion Metrics

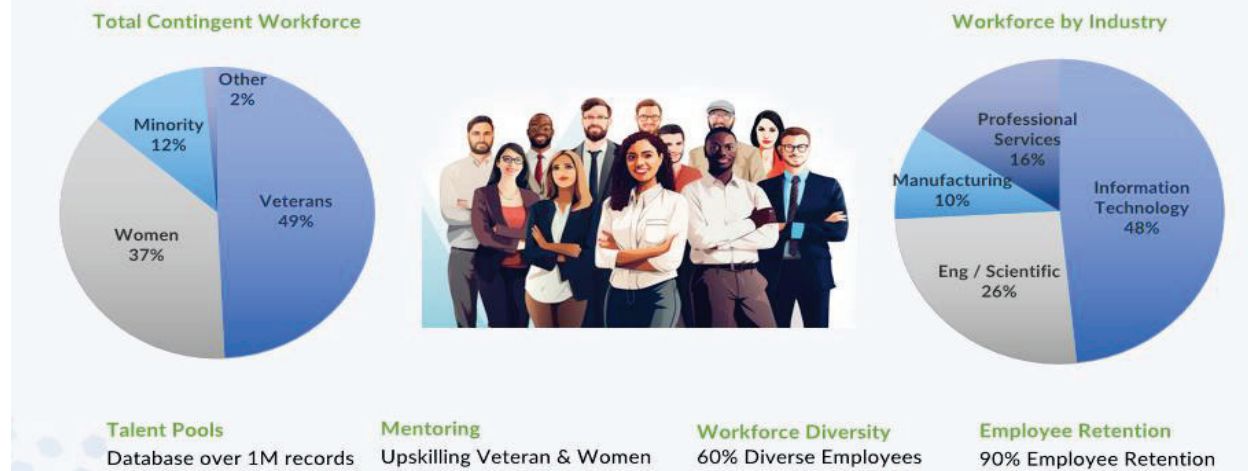


Figure 2: Diversity & Inclusion Metrics

also serves as the Vice President of Diversity at the Asian Indian Chamber of Commerce (AICC) and is a board member for the New Jersey Department of Labor, we are deeply committed to advancing DE&I initiatives. Our approach emphasizes diverse networking and recruitment strategies, leveraging a database of over 1 million skilled candidates to create talent pools that prioritize veterans, women, and other underrepresented groups. These efforts ensure that we not only meet but exceed the diversity goals of our partners while fostering an inclusive environment where all individuals can thrive.

Currently, more than 60% of Synkriom's employees come from diverse backgrounds, with a remarkable 90% retention rate that speaks to our commitment to employee satisfaction and engagement. This diverse workforce is strategically categorized by industry, allowing us to align talent with the specific needs of our clients across sectors. By integrating DE&I principles into every aspect of our operations, Synkriom is proud to help our clients achieve their own diversity goals, delivering workforce solutions that reflect the richness of the communities we serve while driving innovation and success.

D&I Metrics	
• Veterans	29%
• Women	17%
• Minority	12%
• Others	42%

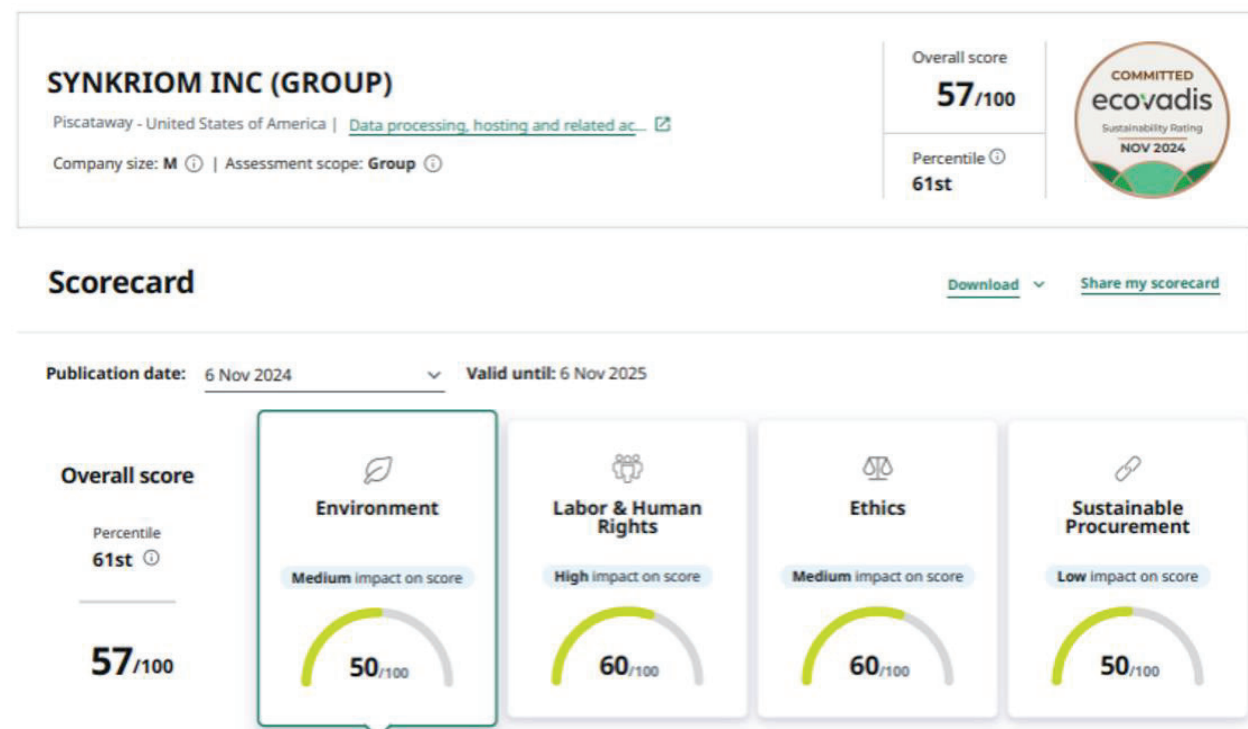
Sustainable Growth

Synkriom offers a robust framework that prioritizes Environmental, Social, and Governance factors. With a heartfelt commitment to stakeholder engagement and strategic integration, we strive to empower our team to lead with compassion in driving sustainability within our delivery efforts.

At Synkriom, our commitment to ESG provides us with a distinct competitive advantage:



- **Attracting Top Talent:** We prioritize ESG principles to attract the best talent who align with our purpose-driven culture and values
- **Enhancing Brand Reputation:** Our strong ESG practices elevate our brand reputation, making us an appealing choice for clients seeking socially responsible partners
- **Mitigating Risk:** By addressing ESG issues proactively, we reduce operational risks and ensure business continuity for both ourselves and our clients
- **Remote Work Policies:** Encouraging remote work whenever feasible reduces commuting-related emissions, lowers energy consumption in office spaces, and promotes work-life balance
- **Energy-Efficient Practices:** Implementing energy-saving measures such as turning off lights and equipment when not in use, using energy-efficient appliances, and optimizing heating and cooling systems can significantly reduce energy consumption
- **Green Procurement:** Prioritizing the purchase of eco-friendly office supplies, such as recycled paper, non-toxic cleaning products, and energy-efficient electronics, supports sustainability initiatives.



Our unwavering commitment to ESG differentiates us but also positions us as a compassionate ally for clients who are deeply invested in making a positive difference in their industries and communities.

Synkriom's Hire Veterans Program

Our multifaceted approach and directly engaging with veterans and their families in the workforce, allows Synkriom to make a lasting and positive impact on our talent and their communities, all while helping them thrive in their personal and professional lives.



Industries we serve.

Synkriom has taken gradual steps as a steadfast team with state-of-the-art infrastructure and best practices, [ensuring the timely delivery of our AI solutions to our client's satisfaction.](#) Synkriom has a blend of technical and managerial resources with niche skills available, to provide clients with high-quality solutions. Our technical manpower has experience in working on a variety of projects of varying levels of intricacy and is constantly trained to maintain excellence. For over 9+ years, we have extensively worked and consistently met the needs of several demanding market verticals including but not limited to:

- Information Technology
- Telecom
- Education
- Automotive
- Manufacturing
- BFSI & Financial
- Healthcare, Clinical, Life Sciences & Pharmaceutical
- eCommerce & Retail
- Oil & Gas
- Manufacturing
- Consumer Products & Goods
- Utilities
- Travel





2.1 Synkriom's AI Expertise

Synkriom's extensive expertise in developing advanced AI-driven platforms, including Veriklick and Intelizen, positions us uniquely to support the North Central Texas Council of Governments (NCTCOG) in achieving its objectives. These proprietary platforms are designed to enhance operational efficiency, ensure compliance, and automate key workflows, providing transformative solutions for public sector needs.

AI-Driven Candidate Shortlisting with Veriklick

Veriklick is Synkriom's innovative AI-powered recruitment and verification platform, designed to streamline and optimize the hiring process for public sector roles. By utilizing advanced AI capabilities, Veriklick automates resume screening, conducts tailored skill assessments, and ensures candidate authenticity through comprehensive verification processes.



Key Features of Veriklick:

- **AI-Powered Screening:** Utilizes natural language processing (NLP) to analyze resumes and match candidate profiles to job requirements. Automatically identifies key skills, experience, and qualifications that align with specific roles.
- **Skill Assessment and Benchmarking:** Conducts AI-driven evaluations tailored to job requirements and benchmarks candidate performance against industry standards to identify top performers.
- **Multi-Factor Authentication:** Enhances candidate verification through biometric authentication and live interview assessments to ensure authenticity and reliability.
- **Real-Time Collaboration:** Enables seamless interaction between hiring managers and recruiters to review shortlisted candidates, enhancing decision-making and efficiency.

Intelizen's Core Functionalities

While Veriklick focuses on optimizing recruitment processes, Intelizen applies AI principles to streamline and enhance operational workflows. Intelizen's functionalities align seamlessly with NCTCOG's goals by automating workflows, ensuring regulatory compliance, and providing secure, centralized data management.



Similarities Between Veriklick and Intelizen:

- **Automated Workflow Optimization:** Veriklick automates candidate screening, while Intelizen automates contract approvals, routing, and compliance checks. Both platforms ensure tasks are completed efficiently with minimal manual intervention.
- **Natural Language Processing (NLP):** Veriklick uses NLP for analyzing resumes, whereas Intelizen applies NLP to review documents, identify inconsistencies, and suggest compliant alternatives, ensuring alignment with legal and organizational standards.
- **Compliance Assurance:** Veriklick ensures hiring protocols are followed through rigorous candidate verification. Similarly, Intelizen integrates compliance checks into workflows, ensuring adherence to regulations and minimizing risks.
- **Centralized Data Management:** Veriklick provides a secure repository for managing candidate records, while Intelizen offers a centralized, searchable database for managing operational data and workflows securely.

- **Scalability and Customization:** Both platforms are designed to scale according to organizational needs and are fully customizable to meet the specific technical and functional requirements of public sector entities.

2.2 Empowering Clients with AI-Powered Solutions

At Synkriom, we specialize in delivering cutting-edge AI-powered solutions that revolutionize how public sector organizations manage their operations. Our flagship platforms, Intelizen and Veriklick, have become cornerstones of success for clients across industries and are uniquely positioned to address NCTCOG's operational and talent management needs. Designed to optimize workflows, enhance compliance, and provide actionable insights, these platforms empower organizations to improve efficiency, ensure regulatory adherence, and make data-driven decisions.

Intelizen's Workflow Optimization Services and Veriklick's Recruitment Solutions provide clients with seamless end-to-end solutions for handling complex workflows and talent acquisition processes. From document analysis to compliance monitoring, and from resume screening to candidate verification, these platforms simplify operations through AI-driven automation, real-time analytics, and robust compliance tools. Global leaders like Virtusa and Tech Mahindra have leveraged Intelizen and Veriklick to enhance operational standardization and automate approval workflows, enabling them to scale their operations efficiently.

For organizations like Advance Auto Parts, Inc. and STP Investment Services Pvt. Ltd., Intelizen's centralized data repository and predictive analytics have provided actionable insights into workflow performance, allowing for better resource allocation, risk management, and cost optimization. Similarly, Veriklick's multi-factor authentication and real-time collaboration tools have enabled clients like Nailbiter, Inc. and EdXeno, Inc. to enhance the accuracy and integrity of their hiring processes. These capabilities ensure that both operational workflows and recruitment efforts are efficient, compliant, and secure.

Intelizen and Veriklick's adaptability have made them vital tools for managing diverse organizational needs, including workflow optimization, predictive insights, data-driven decision-making, and talent acquisition. Their robust security measures, hosted on AWS infrastructure, and advanced AI capabilities ensure that operations are managed with precision, confidentiality, and compliance. These features make Intelizen and Veriklick the ideal choices for public sector organizations seeking to streamline their operations and recruitment processes while maintaining transparency and accountability.

Our partnerships underscore Synkriom's commitment to delivering high-performance AI solutions tailored to the unique needs of each client. Through Intelizen's innovative workflow optimization capabilities and Veriklick's AI-driven recruitment solutions, we continue to empower organizations to navigate complexities, reduce inefficiencies, and achieve transformative outcomes. Synkriom stands as a trusted partner, ensuring NCTCOG remains at the forefront of public sector innovation with scalable, future-ready solutions.





2.3 Synkriom's AI & Technology Clientele

Virtusa	
Tech Mahindra	
PWC Procom	
Government Systems Technologies Inc.	
STP Investment Services Pvt. LTD	
Intuify, Inc.	
Advance Auto Parts, Inc.	
Nailbiter, Inc.	
EdXeno, Inc.	
The Pharmacy, Inc.	
Gwinnett County	



3. Key Personnel

3.1 Komal Dangi - Project Director

Ms. Komal Dangi is a highly accomplished leader in staff augmentation and talent acquisition, uniquely suited to contribute to the objectives outlined in the Artificial Intelligence (AI) Solutions for Public Sector Entities RFP issued by NCTCOG. Holding a Master's in Computer Science and an MBA from NJIT, Komal has extensive experience managing complex recruitment lifecycles across various sectors, ensuring operational excellence and regulatory compliance.

Her expertise in workforce administration, resource planning, and vendor management positions her to deliver tailored solutions that align with the strategic goals of public sector entities. Komal has a proven track record of implementing effective strategies to support diverse roles, including IT, administrative, and project management positions, while meeting stringent compliance standards. Recognized for driving quality outcomes and fostering stakeholder confidence, her strategic approach ensures seamless operations and continuity, making her a valuable contributor to advancing AI-driven initiatives and enhancing operational efficiency across governmental organizations.

Representative Clients

- VeriClick LLC
- Synkriom INC
- Auritas LLC
- Financial Technologies Ltd
- Go Air Lines India Pvt Ltd
- Air Deccan
- Flames International Pvt. Ltd. Iran (GSA)
- ELCINA (Electronic Component Industries Association)

Education

- MBA (Sales & Marketing) International Management Center Delhi
- MS (Computer Science) University of Virginia
- MBA (IS AND Sales) NJIT Newark, NJ

Specialized Training:

- **E-Commerce Certification from NIIT**
 - Skills covered: SQL, JavaScript, VB Script, HTML, DHTML, UML, ASP, COM/DCOM, XML, WAP, Site Server 3.0
- **Operating Systems**
 - Proficient in MS-DOS, Windows 95/98, Windows NT4

Executive Summary

Extensive Staffing Expertise

- Over 15 years of experience in staffing, project management, and staff augmentation, with comprehensive knowledge of all phases of the software/system lifecycle.

Advanced Education

- MS in Computer Science from the University of Virginia.
- MBA from NJIT, specializing in Information Systems and Sales & Marketing.

Proven Leadership

- Successfully managed operations across North and South America, demonstrating excellence in workforce administration, resource planning, and vendor management.

Recruitment Mastery

- Expert in managing the full recruitment lifecycle, adept at high-volume, time-sensitive hiring.
- Proficient in sourcing top talent, negotiating terms, and closing candidates effectively.

Project Management Excellence

- Proven track record of aligning project objectives with organizational goals, developing comprehensive project plans, and ensuring timely delivery within budget constraints.
- Skilled in identifying potential risks and implementing proactive mitigation strategies.

Stakeholder Engagement

- Exceptional ability to manage stakeholder expectations, address concerns, and provide regular project updates, fostering confidence and support throughout the project lifecycle.



<ul style="list-style-type: none"> • RDBMS <ul style="list-style-type: none"> ◦ Expertise in SQL 	<p>Quality Assurance</p> <ul style="list-style-type: none"> • Expertise in implementing rigorous quality assurance processes to ensure deliverables meet or exceed the highest standards. • Dedicated to continuous process improvement through post-implementation reviews and refinements. <p>Award-Winning Professional</p> <ul style="list-style-type: none"> • Recognized by esteemed organizations such as AAPI Women's Leader, NJ Lions State of NY Citation, NJBiz, and DigiTech for her contributions to the field. • Actively promotes STEM education through involvement with the NJ Lions Club. <p>Diverse Client Experience</p> <ul style="list-style-type: none"> • Represented prominent clients including VeriKlick LLC, Synkriom INC, and Auritas LLC, with significant experience in managing diverse client requirements and VMS systems.
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3.2 Amy Malecki - Account Manager

Ms. Amy Malecki is a seasoned professional with over 20 years of expertise in client relationship management, talent acquisition, and workforce solutions, making her a strong contributor to the goals outlined in the Artificial Intelligence (AI) Solutions for Public Sector Entities RFP issued by NCTCOG. As a strategic and results-driven leader, Amy has a proven history of building lasting client partnerships and delivering tailored workforce solutions to address complex staffing and operational challenges.

Her extensive experience in sourcing and placing top talent across diverse roles, including IT, administrative, and project management positions, ensures alignment with organizational objectives and compliance with public sector standards. Amy's expertise in recruitment operations, workforce planning, and team leadership enables her to address staffing needs with precision and efficiency. Known for her innovative hiring strategies and unwavering commitment to operational excellence, Amy is dedicated to supporting public sector organizations in achieving their mission of delivering efficient, high-quality services to communities and stakeholders.

<p>Representative Clients</p> <ul style="list-style-type: none"> • SYNKRIOM INC. • Boeing • The Walt Disney Company • State Farm • AT&T • Caterpillar <p>Education</p> <ul style="list-style-type: none"> • Bachelor's Degree in Human Resources Management from Roosevelt University <p>Special Skills:</p>	<p>Executive Summary</p> <p>Extensive Experience</p> <ul style="list-style-type: none"> • Over 20 years of experience in client relationship management, talent acquisition, and workforce solutions. <p>Client Partnership Excellence</p> <ul style="list-style-type: none"> • Proven ability to build and maintain strong client relationships, driving long-term business success. • Consistently achieved high client retention rates through exceptional service and strategic partnerships. <p>Tailored Solutions Delivery</p> <ul style="list-style-type: none"> • Skilled in understanding client needs and delivering customized staffing solutions. • Successfully fulfilled numerous IT staffing contracts, placing hundreds of qualified candidates.
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<ul style="list-style-type: none"> • Client Relationship Management • Talent Acquisition Strategy • Workforce Planning • Contract Negotiation • Vendor Management • Performance Metrics and ROI Analysis • Issue Resolution Strategies • Project Management • Team Collaboration • Client Feedback Implementation • Presentation and Communication Skills • Innovation and Process Improvement 	<p>Technical Proficiency</p> <ul style="list-style-type: none"> • Deep technical knowledge and understanding of IT project hierarchies and roles. • Effectively aligns staffing solutions with project requirements. <p>Revenue Growth and Retention</p> <ul style="list-style-type: none"> • Secured high-value contract renewals, contributing to significant revenue growth. • Successfully implemented process improvements that enhanced client satisfaction scores and increased ROI. <p>Strategic Negotiation and Collaboration</p> <ul style="list-style-type: none"> • Expertise in negotiating multi-year contract renewals, enhancing contract value by 25%. • Extensive experience in leading quarterly business reviews, presenting performance metrics, ROI analysis, and strategic recommendations. <p>Internal Collaboration</p> <ul style="list-style-type: none"> • Collaborated closely with internal teams, including sales, operations, and product development, ensuring seamless execution of client projects. • Contributed to the development of new features addressing client pain points, enhancing user experience and commitment to services.
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3.3 Gagandeep Assal - Delivery Head

Gagandeep Assal is a seasoned professional with over a decade of expertise in talent acquisition, bringing skills and experience closely aligned with the requirements of the Artificial Intelligence (AI) Solutions for Public Sector Entities RFP issued by NCTCOG. As the Recruitment Delivery Head, she has a proven track record of sourcing and recruiting IT consultants across industries such as pharmaceuticals, finance, engineering, and retail. Gagandeep's CCNA certification highlights her in-depth understanding of IT infrastructure and technologies, enabling her to identify and mentor top-tier talent effectively.

Her expertise in team management, client relations, and recruitment process optimization ensures the timely fulfillment of complex IT requirements. Skilled in navigating high-pressure environments, Gagandeep leverages her technical knowledge and proficiency with platforms such as Dice, Monster, and Job Diva to deliver customized recruitment solutions. Her comprehensive understanding of visa regulations and ability to strategically manage recruitment processes position her to contribute effectively to advancing AI initiatives and addressing the talent needs of government entities.

<p>Representative Clients</p> <ul style="list-style-type: none"> • Synkriom Inc. Aug 2017- Present • Auritas LLC. April 2011 - Feb 2017 • Orchid Info Systems Inc March 2008 – April 2009 • SAB infotech June 2003- Dec 2003 	<p>Executive Summary</p> <p>Extensive Talent Acquisition Experience</p> <ul style="list-style-type: none"> • Over 10 years of experience in talent acquisition, specializing in IT recruitment. <p>Leadership Role:</p> <ul style="list-style-type: none"> • Currently serving as Recruitment Delivery Head at Synkriom Inc. since August 2017. <p>Proven Track Record</p> <ul style="list-style-type: none"> • Successfully sourced and recruited IT consultants across various sectors including pharmaceuticals, finance, engineering, and retail.
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<p>Education</p> <ul style="list-style-type: none"> Bachelor of Technology in Computer Science, India, 2004 <p>Certifications:</p> <ul style="list-style-type: none"> CCNA (Cisco certified network associate), 2003 <p>Core Strengths</p> <ul style="list-style-type: none"> Team Management Recruitment Process Outsourcing Client Relations Coordination and training Proposal Support Technology Profiling and Management <p>Software/Hardware Expertise:</p> <ul style="list-style-type: none"> Operating Systems: Windows 98, Windows 2000, Linux, and UNIX. Programming Languages: C/C++, Perl, Visual Basic, SQL, PL/SQL, HTML, and Java. 	<ul style="list-style-type: none"> Delivered on challenging IT requirements within client deadlines. <p>Technical Expertise</p> <ul style="list-style-type: none"> Certified Cisco Certified Network Associate (CCNA), providing a deep understanding of IT infrastructure and technologies. Skilled in using recruitment platforms such as Dice, Monster, and Job Diva. <p>Comprehensive Recruitment Skills</p> <ul style="list-style-type: none"> Expertise in managing the full recruitment lifecycle for various employment models (H1B, C2C, W2). Extensive experience in sourcing and fulfilling full-time positions in all major technology areas. <p>Client Relations and Team Management</p> <ul style="list-style-type: none"> Strong client relationship management skills, with a focus on aligning recruitment strategies with client needs. Proven ability to lead and optimize recruitment teams and processes. <p>Legal and Compliance Knowledge</p> <ul style="list-style-type: none"> Extensive working knowledge of various visa statuses (USC, GC, EAD, H1B, TN, CPT, OPT, F1, L1, L2, B1, B2, H4). Ensured compliance with immigration and labor laws throughout the recruitment process. <p>Process Optimization and Performance Metrics</p> <ul style="list-style-type: none"> Implemented recruitment best practices, resulting in reduced time-to-fill and improved candidate experience. Conducted performance metrics and ROI analysis to optimize recruitment strategies. <p>Exceptional Organizational Skills</p> <ul style="list-style-type: none"> Demonstrated self-motivation, creativity, and initiative in achieving both personal and corporate goals. <p>Successfully managed contract negotiations, client collaborations, and process improvements.</p>
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3.4 Raxit Jani - Chief Technology Officer

Raxit Jani is an accomplished IT professional with 12 years of experience in cybersecurity, bringing expertise that aligns seamlessly with the objectives outlined in the Artificial Intelligence (AI) Solutions for Public Sector Entities RFP issued by NCTCOG. Specializing in securing critical IT infrastructure and managing risk, Raxit has led cross-functional teams to deliver complex IT security initiatives across industries, including healthcare and pharmaceuticals. His proficiency in vulnerability assessments, penetration testing, cloud security, and regulatory compliance ensures the development of secure and efficient systems tailored to organizational needs.

Raxit's proven track record in designing and implementing robust IT frameworks, along with automating compliance processes, has driven measurable improvements in operational efficiency and security posture. His ability to align strategic IT solutions with organizational goals and regulatory standards positions him as a key asset in advancing AI-driven initiatives, ensuring secure, compliant, and innovative outcomes for government entities and public sector organizations.

Representative Clients

- Synkriom Inc.
- Intone Networks Pvt. Ltd
- Infinite Computer Solutions
- NALGAN USA INC.

Education

- Bachelor of Engineering (BE) in Computer Engineering (CCET University)

Special Skills:

- Regulatory Compliance Auditing
- IT Project Management
- Vulnerability Assessment & Penetration Testing (VAPT)
- Regulatory Compliance Management
- Cloud Security & Migration
- Security Architecture Design
- Risk Management & Incident Response
- Cross-Functional Team Leadership
- SIEM & Threat Detection Implementation
- Stakeholder Communication & Reporting
- Security Awareness Training
- Regulatory Compliance Auditing

Executive Summary

Project Management Expertise in IT and Cyber Security

- **12 Years of Experience**
A seasoned Project Manager with a strong background in leading and delivering IT and Cyber Security projects across various industries, including healthcare and pharmaceuticals.
- **Vulnerability Management & Security Audits**
Directed teams in conducting vulnerability assessments, penetration testing, and implementing security frameworks aligned with industry best practices.
- **Regulatory Compliance Leadership**
Successfully managed projects ensuring compliance with industry regulations (HIPAA, GDPR, SOC2, PCI DSS) through automated solutions and comprehensive audits.

Leadership & Team Management

- **Led Cross-Functional Teams**
Managed and mentored teams of security professionals, developers, and IT staff to execute projects on time and within scope.
- **Stakeholder Engagement & Communication**
Fostered strong collaboration across departments, ensuring stakeholder needs are met and delivering detailed project updates and risk assessments.

IT Infrastructure & Security Architecture

- **Project Planning & Execution**
Developed and executed project plans to implement security architectures, IT frameworks, and cloud security initiatives, enhancing organizational security and efficiency.
- **Cloud Security & Migration Projects**
Led secure cloud migration projects, ensuring



	<p>continuity, compliance, and the integration of best security practices.</p> <p>Key Projects</p> <ul style="list-style-type: none"> • Healthcare IT Security Projects Managed projects to protect sensitive healthcare data, secure clinical trials, and implement telehealth platforms, ensuring compliance with healthcare regulations. • Pharmaceutical Supply Chain Security Directed cross-functional teams in securing pharmaceutical supply chains, ensuring the integrity of drug distribution networks and data security. • SIEM Implementation Spearheaded the deployment of Security Information and Event Management (SIEM) solutions, improving incident detection and response times by 30%. • Enterprise Security Overhaul Revamped enterprise security systems, achieving a 40% improvement in threat detection and incident response speed. <p>Strategic Contributions</p> <ul style="list-style-type: none"> • Risk-Based Project Management Delivered projects with a focus on minimizing security risks, improving regulatory compliance, and enhancing organizational IT resilience. • Security Culture Development Implemented security awareness programs to reduce human error, cultivating a security-first culture within organizations.
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3.5 Sazia Rahman - Human Resources Manager

Sazia Rahman is a seasoned HR leader with over 18 years of experience in human resources management, bringing expertise directly aligned with the objectives outlined in Artificial Intelligence (AI) Solutions for Public Sector Entities RFP issued by NCTCOG. As the Head of Human Resources at Synkriom Inc. since 2016, she has driven large-scale talent acquisition, workforce optimization, and compliance initiatives that cater to the diverse needs of public sector clients. Sazia's proficiency in vendor management, contract negotiations, and adherence to complex labor and immigration regulations underscores her ability to support multifaceted projects with precision. Her extensive experience managing teams across the US and India, coupled with her focus on fostering innovation and operational efficiency, positions her to contribute significantly to the success of strategic AI initiatives and the delivery of high-impact results to government entities.

<p>Representative Clients</p> <ul style="list-style-type: none"> • Synkriom Inc. • Let's Talk • Prime Soft Technologies • HD Dimension 	<p>Executive Summary</p> <p>Extensive HR Experience</p> <ul style="list-style-type: none"> • Over 18 years of comprehensive experience in human resources management. <p>Leadership Role</p>
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<p>Education</p> <ul style="list-style-type: none"> • University of Calcutta <ul style="list-style-type: none"> ◦ Bachelor of Arts <p>Key Expertise:</p> <ul style="list-style-type: none"> • Onboarding • Performance Appraisals • Payroll Administration • Compliance Management • Employee Relations • Legal Compliance • Vendor Management • Contract Negotiation • Time Management • Billing and Invoicing • Recruitment Strategies • Employee Orientation • Training and Development • HR Policy Development 	<ul style="list-style-type: none"> • Currently Head of Human Resources at Synkriom Inc. since March 2016. <p>Recruitment Expertise</p> <ul style="list-style-type: none"> • Managed end-to-end recruitment for various employment models, including H1B, C2C, and W2. • Skilled in conducting background checks and ensuring compliance with immigration and labor laws. <p>Onboarding and Compliance</p> <ul style="list-style-type: none"> • Facilitated onboarding processes, including orientation sessions and compliance with I-9 and E-Verify requirements. • Ensured legal compliance throughout the hiring process, mitigating potential risks. <p>Vendor and Contract Management</p> <ul style="list-style-type: none"> • Managed vendor relationships, negotiated contracts, and ensured quality and delivery standards. • Oversaw contract projects, ensuring successful outcomes within timelines and budgets. <p>HR Functions Management</p> <ul style="list-style-type: none"> • Administered payroll processes, invoicing, and billing procedures. • Developed efficient timesheet management systems and managed all HR functions for both US and India locations. <p>Performance and Employee Relations</p> <ul style="list-style-type: none"> • Conducted comprehensive performance appraisals and provided constructive feedback. • Handled employee relations issues, resolving conflicts and grievances effectively. <p>Client Collaboration</p> <ul style="list-style-type: none"> • Collaborated with clients to onboard staffing projects, ensuring alignment with client needs and objectives.
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4. References

4.1 Reference #1: 9Series Solutions

Timeline	May 23 – Ongoing
Project Value	>\$200K Approx.
Contact Person	Name: Rajnikant Joshi Phone: +1 425-386-8827 Email: rajnikant@9spl.com
Description of Engagement	Synkriom partnered with 9series and developed Omnihub, an innovative AI-driven platform designed to address these challenges head-on. Omnihub integrates multiple data sources in real-time, leveraging advanced AI algorithms for seamless data synthesis, contextual analysis, and automated data retrieval. The platform is built on a scalable cloud infrastructure that ensures optimal performance, even under heavy data loads, while maintaining the highest standards of data security through encryption and compliance with global regulations.

4.2 Reference #2: Sanofi

Timeline	2022 – Ongoing
Project Value	\$200,000 Per Annum.
Contact Person	Name: Rakhi Agarwal Phone: 609-363-0513 Email: rakhi.agarwal@sanofi.com
Description of Engagement	Synkriom Inc. partnered with Sanofi to enhance risk management processes and optimize contingent labor strategies, ensuring compliance and operational efficiency. Our AI tailored solutions improved risk mitigation and streamlined workforce management.

4.3 Reference #3: Innova Solutions

Timeline	June 2022- March 2024
Project Value	\$500K Approx.
Contact Person	Name: Anjali Sidhu Phone: 508-686-0440 Email: anjali.sidhu@innovasolutions.com
Description of Engagement	Synkriom provided Innova Solutions with advanced AI-driven analytics frameworks and actionable insights, enabling seamless digital transformation, operational optimization, and data-driven decision-making.

4.4 Reference #4: Teamware Solutions

Timeline	2018 – Ongoing
Project Value	\$400,000
Contact Person	Name: R Partha

	Phone: 832-363-9276 Email: partha.r@twsol.com
Description of Engagement	Synkriom Inc. was engaged by Teamware Solutions to conduct a comprehensive assessment of their AI capabilities and infrastructure. The goal of this engagement was to evaluate the current state of AI implementation, identify areas for improvement, and provide strategic recommendations to enhance AI-driven processes and outcomes.

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5. Project-Related Experience and Qualifications

5.1 Technical Expertise

Synkriom specializes in delivering innovative, state-of-the-art Artificial Intelligence (AI) solutions that address complex challenges and drive operational transformation for government entities and organizations. By leveraging a comprehensive suite of AI technologies, proprietary platforms, and advanced methodologies, Synkriom ensures scalable, secure, and efficient implementations tailored to client needs.

5.1.1 AI Technologies

Synkriom harnesses a diverse array of AI technologies, enabling comprehensive solutions across multiple domains. These technologies empower organizations to achieve automation, efficiency, and enhanced decision-making.

Technology	Description	Applications
Natural Language Processing (NLP)	Advanced NLP models designed to understand, interpret, and generate natural language, providing conversational and context-aware AI capabilities.	<ul style="list-style-type: none"> AI-powered chatbots for seamless citizen engagement and query resolution. Automated document summarization for legal, administrative, and policy documents.
Machine Learning (ML)	Algorithms capable of learning from data to make predictions and decisions with minimal human intervention.	<ul style="list-style-type: none"> Predictive analytics for resource optimization and cost forecasting. Fraud detection and risk assessment in financial systems
Computer Vision	AI systems equipped to process and analyze visual data, including images and videos, enabling real-time recognition and monitoring.	<ul style="list-style-type: none"> Infrastructure monitoring through drone feeds or security cameras. Automated document scanning for high-volume validation tasks.
Deep Learning	Neural network-based solutions that excel at complex data pattern recognition and high-accuracy predictions.	<ul style="list-style-type: none"> Advanced anomaly detection for cybersecurity. Real-time image classification and object detection for operational efficiency
Robotic Process Automation (RPA)	Automation of repetitive, rules-based tasks to enhance operational workflows and minimize manual intervention.	<ul style="list-style-type: none"> Automated permit and application processing in public services. Efficient data entry and high-volume report generation
AI-Powered Analytics	Real-time analytics platforms providing predictive and prescriptive insights for actionable decision-making.	<ul style="list-style-type: none"> Budget forecasting and optimization for financial planning. Real-time performance tracking and KPI analysis for operational excellence



5.1.2 Proprietary Platforms

Synkriom's proprietary platforms, Veriklick and Intelizen, are at the forefront of AI innovation, offering tailored solutions that combine automation, intelligence, and actionable insights.

Platform	Description	Unique Capabilities
Veriklick	A versatile AI-powered platform designed for workflow automation and interactive user engagement.	<ul style="list-style-type: none"> Advanced NLP-driven chat and voice-based interview evaluations. Multi-factor authentication (MFA) and biometric verification for secure, real-time interactions.
Intelizen	A powerful analytics and data processing platform for real-time insights and advanced decision-making.	<ul style="list-style-type: none"> Predictive and prescriptive analytics tailored to operational goals. Customizable dashboards with role-specific visualizations and KPI tracking

5.1.3 AI Methodologies

Synkriom employs advanced AI methodologies, ensuring its solutions are scalable, adaptive, and ethically aligned. These methodologies are designed to optimize workflows, enhance decision-making, and deliver measurable outcomes.

Methodology	Description	Applications
Supervised Learning	Models trained on labeled datasets to provide accurate predictions and insights.	<ul style="list-style-type: none"> Predictive maintenance for utilities and infrastructure. Fraud detection and anomaly recognition.
Unsupervised Learning	Techniques used to identify hidden patterns and relationships in unlabeled datasets.	<ul style="list-style-type: none"> Cluster analysis for personalized citizen services. Identifying emerging trends in operational data.
Reinforcement Learning	Algorithms that improve decision-making through trial and error.	<ul style="list-style-type: none"> Resource optimization in public works and utilities. Dynamic scheduling for infrastructure projects.
Transfer Learning	Leveraging pre-trained models to reduce development time and enhance efficiency.	<ul style="list-style-type: none"> Adapting general NLP models for domain-specific tasks such as legal documentation processing.
Ethical AI Practices	Frameworks to ensure fairness, transparency, and compliance in AI solutions.	<ul style="list-style-type: none"> Bias mitigation in recruitment algorithms. Decision transparency in financial forecasting and budget allocation

5.1.4 Integration Expertise

Synkriom excels in seamlessly integrating AI technologies into existing infrastructures, ensuring minimal disruption, operational continuity, and compliance with regulatory standards.



System Integration:

- Robust API-driven architecture ensures real-time data exchange across platforms such as HR systems, utility billing tools, and case management software.
- Development of middleware to bridge compatibility gaps with legacy systems.

Security Integration:

- Implementation of multi-factor authentication (MFA) and role-based access controls (RBAC) to safeguard sensitive data.
- Alignment with industry standards, including GDPR, HIPAA, and CCPA, for comprehensive regulatory compliance.

Scalability and Interoperability:

- Cloud-native solutions that adapt to increasing workloads and operational demands.
- Use of open standards to ensure compatibility with future systems and upgrades.

5.1.5 Domain-Specific Expertise

Synkriom's AI solutions are tailored to specific domains, ensuring precise alignment with operational objectives and stakeholder expectations.

Domain	AI Applications
Public Administration	<ul style="list-style-type: none"> • Policy analysis and strategic planning dashboards. • Automated citizen engagement through NLP-driven chatbots
Finance and Budgeting	<ul style="list-style-type: none"> • Budget forecasting, anomaly detection, and optimization. • Streamlined financial reporting and resource allocation.
Public Works and Utilities	<ul style="list-style-type: none"> • Predictive maintenance and resource scheduling. • Real-time utility usage monitoring and automated billing systems.
Human Resources (HR)	<ul style="list-style-type: none"> • AI-powered recruitment and candidate evaluation using Veriklick. • Automated onboarding processes and employee engagement tracking.
Library and Recreation Services	<ul style="list-style-type: none"> • Personalized resource recommendations using NLP-driven systems. • Automated event scheduling and personalized activity suggestions

Synkriom's technical expertise, spanning advanced AI technologies, proprietary platforms, and tailored methodologies, positions us as a leader in delivering innovative solutions. By leveraging platforms like Veriklick and Intelizen, Synkriom ensures that government entities and organizations can meet their operational objectives with enhanced efficiency, transparency, and long-term scalability.

5.2 Project Management Approach

Our approach combines industry-leading practices in governance, resource management, and transparent reporting to align seamlessly with the strategic goals of the North Central Texas Council of Governments (NCTCOG).



Project Management Framework

Component	Description
Project Leadership	A dedicated Project Manager will oversee all activities, acting as the primary liaison with NCTCOG, ensuring scope, timeline, and budget adherence.
Agile Methodology	An adaptive and iterative approach enabling responsive adjustments to stakeholder feedback while maintaining focus on deliverables and milestones.
Specialized Team Allocation	A multidisciplinary team of AI strategists, data analysts, and compliance specialists, each with clearly defined roles and responsibilities.

Reporting and Communication Plan

Activity	Frequency	Description
Status Reports	<ul style="list-style-type: none"> Weekly/Bi-Weekly 	Concise summaries highlighting progress, achieved milestones, identified risks, and mitigation strategies.
Real-Time Dashboards	<ul style="list-style-type: none"> Continuous 	A shared platform providing stakeholders with up-to-date visibility into timelines, resource utilization, and key deliverables.
Stakeholder Meetings	<ul style="list-style-type: none"> Monthly/As Needed 	Structured sessions to gather feedback, discuss progress, and ensure alignment with departmental objectives.

Deliverable Management

Deliverable	Description
Quality Assurance	Rigorous quality checks ensure all deliverables meet or exceed the defined standards and expectations.
Comprehensive Documentation	Includes all interim reports, stakeholder communications, meeting minutes, and a complete project evaluation.
Final Project Report	A detailed summary of outcomes, insights, and recommendations to guide future initiatives and ensure sustained success.

Risk and Issue Management

Activity	Description
Proactive Risk Assessment	Identifying potential risks at the project initiation stage, with mitigation plans incorporated into the project plan.
Issue Escalation Protocol	A structured framework ensuring timely resolution of critical issues, minimizing disruptions to project timelines and deliverables.

Alignment with NCTCOG Objectives

Key Feature	Value to NCTCOG
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Integrated Governance	Ensures alignment of project goals with NCTCOG's strategic vision through structured oversight.
Transparent Reporting	Facilitates informed decision-making with access to real-time data and clear progress updates.
Sustainability-Focused Deliverables	Supports long-term operational excellence through high-quality outputs and knowledge transfer.

Synkriom's professional project management and reporting framework guarantees precision, transparency, and accountability throughout the project lifecycle. This structured approach not only drives the successful delivery of objectives but also establishes a strong foundation for sustainable AI adoption and operational efficiency for NCTCOG.

5.3 Team Qualifications

Synkriom's core team consists of accomplished professionals with extensive experience and impressive qualifications, ensuring the successful delivery of AI solutions tailored to the needs of public sector entities. Below is a summary of their roles, experience, and educational qualifications:

Name & Role	Experience	Qualifications
Komal Dangi – Project Director	<ul style="list-style-type: none"> Over 15 years in staffing, project management, and staff augmentation. Extensive leadership in workforce administration and vendor management. Proven expertise in resource planning, recruitment lifecycle management, and operational excellence. 	<ul style="list-style-type: none"> MS in Computer Science (University of Virginia). MBA in IS & Sales (NJIT, Newark, NJ). Recognized with awards including AAPI Women's Leader and NJ Lions State of NY Citation. Represented notable clients such as VeriClick LLC, Auritas LLC, and Go Airlines India Pvt Ltd.
Amy Malecki – Account Manager	<ul style="list-style-type: none"> Over 20 years in client relationship management, talent acquisition, and workforce solutions. Specialized in workforce planning, contract negotiation, and performance metrics analysis. Proven track record of high-value contract renewals and exceptional client retention rates. 	<ul style="list-style-type: none"> Bachelor's in Human Resources Management (Roosevelt University). Secured multi-year contracts increasing contract values by 25%. Delivered IT staffing solutions for high-profile clients, including Boeing, Disney, and State Farm. Consistently achieved high ROI and client satisfaction scores.
Gagandeep Assal – Delivery Head	<ul style="list-style-type: none"> Over 10 years in IT recruitment and talent acquisition across 	<ul style="list-style-type: none"> Bachelor of Technology in Computer Science.



	<ul style="list-style-type: none"> industries like pharmaceuticals, finance, and engineering. Expertise in managing full recruitment lifecycles, compliance with visa regulations, and recruitment process optimization. Skilled in leveraging advanced recruitment platforms and techniques. 	<ul style="list-style-type: none"> Certified Cisco Certified Network Associate (CCNA). Successfully delivered on complex IT recruitment requirements under strict deadlines. Implemented recruitment best practices, reducing time-to-fill and improving candidate experiences. Proficient in platforms such as Dice, Monster, and Job Diva.
Raxit Jani – Chief Technology Officer	<ul style="list-style-type: none"> 12 years of experience in cybersecurity and IT project management. Specialized in vulnerability assessments, penetration testing, and cloud security. Extensive expertise in regulatory compliance, risk management, and secure IT framework development. 	<ul style="list-style-type: none"> Bachelor of Engineering in Computer Engineering (CCET University). Certifications in cloud security and compliance (HIPAA, GDPR, SOC2). Achieved a 40% improvement in threat detection and reduced incident response times by 30%. Successfully led secure cloud migration projects and SIEM implementations.
Sazia Rahman – Human Resources Manager	<ul style="list-style-type: none"> Over 18 years in human resources management with expertise in talent acquisition, compliance, and vendor management. Skilled in contract negotiation, workforce optimization, and onboarding processes for large-scale public sector projects. 	<ul style="list-style-type: none"> Bachelor of Arts (University of Calcutta). Successfully managed HR functions for US and India operations. Ensured compliance with I-9, E-Verify, and immigration laws. Implemented efficient HR policies, resulting in workforce optimization and reduced operational risks.

5.4 Relevant Past Projects

5.4.1 Case Study #1 – Virtusa

virtusa **Virtusa**

Project Requirement	Virtusa engaged Synkriom to develop and implement an AI strategy tailored to enhance service delivery and achieve sustainability goals for a similarly sized organization. The project required a comprehensive AI readiness assessment to benchmark existing capabilities, identify high-priority use cases, and deliver a strategic roadmap for responsible AI adoption. Additionally, the project demanded a robust governance framework to address data security, ethical considerations, and multi-stakeholder engagement, ensuring the AI initiatives were aligned with both operational needs and stakeholder expectations.
Synkriom's Solution	Synkriom applied its proprietary AI strategy framework to deliver a customized solution that met Virtusa's requirements. Our consultants conducted a thorough AI readiness assessment, identifying key areas for optimization and high-impact use cases. We developed a strategic roadmap emphasizing ethical AI adoption and long-term sustainability, while also designing a governance framework to ensure data security and stakeholder alignment. Leveraging our expertise in large-scale transformation, Synkriom successfully guided the organization through the adoption of AI technologies, resulting in improved operational efficiency and enhanced stakeholder engagement.

5.4.2 Case Study #2 - Innova Solutions

 **innova**
An ACS Solutions Company

Innova Solutions

Project Requirement	Innova Solutions engaged Synkriom to support the development of a robust AI-driven analytics framework for a large enterprise seeking to improve decision-making and operational efficiency. The project required integrating advanced data analytics tools with existing infrastructure, identifying actionable insights from vast datasets, and ensuring compliance with industry standards for data security and ethical AI practices. Additionally, the client needed a scalable solution to accommodate future growth and evolving business requirements.
Synkriom's Solution	Synkriom deployed its proprietary AI strategy framework to design and implement a customized analytics platform for Innova Solutions. Our team conducted a detailed assessment of the client's data architecture, identifying gaps and opportunities for enhancement. Leveraging cutting-edge AI and machine learning tools, we developed a scalable analytics framework that seamlessly integrated with the client's existing infrastructure. The solution included tailored dashboards and reporting tools, enabling real-time insights while maintaining strict compliance with data security and ethical AI standards. Synkriom's expertise resulted in enhanced decision-making capabilities, streamlined operations, and a future-proof analytics infrastructure.

5.4.3 Case Study#3 - Intuify, Inc.

 **intuify**

Intuify, Inc.



Project Requirement	Intuify, a market research startup, aimed to disrupt the market research industry by enhancing its data analytics capabilities to drive innovation and operational efficiency. The company, working with major brands like PepsiCo and Microsoft, faced intense competitive pressure and struggled to extract actionable insights from its existing research processes. Intuify required a solution to automate data workflows, improve the quality of market insights, and deliver added value to clients through cutting-edge technology. The objective was to implement AI and machine learning solutions that could streamline operations, increase revenue, and position Intuify as a leader in market research innovation.
Synkriom's Solution	Synkriom partnered with Intuify to revolutionize its market research capabilities through the integration of advanced AI and machine learning technologies. Leveraging tools like ChatGPT and Azure NLP, Synkriom developed automated workflows to streamline data collection, processing, and analysis. These enhancements enabled Intuify to derive actionable insights with greater speed and accuracy, improving the value of its offerings to clients such as PepsiCo and Microsoft. Through several proof-of-concept projects, Synkriom demonstrated how AI could enhance operational efficiency and client satisfaction. The solution resulted in a 25% increase in sales and a 45% rise in revenue, positioning Intuify as an innovator in the market research industry and equipping them to navigate the complexities of a competitive landscape with confidence.

5.4.4 Case Study #4 – Advance Auto Parts, Inc.



Advance Auto Parts, Inc.

Project Requirement	Advance Auto Parts, Inc. sought to revolutionize its platform by integrating advanced AI-driven solutions to optimize auto parts selection and enhance user experiences. Key requirements included developing seamless compatibility with systems like Apple CarPlay and Android Auto, managing high-volume real-time data for improved operational efficiency, and ensuring the scalability of the solution to handle peak loads effectively. The client aimed to create a more intuitive, personalized shopping experience while maintaining robust performance and reliability across its platform.
Synkriom's Solution	To meet these requirements, Synkriom's expert team engineered advanced generative AI models to personalize the shopping experience, enabling users to make more informed decisions. The solution also featured real-time reporting on vehicle health, improving customer support and operational efficiency. Synkriom further developed a robust, scalable infrastructure and executed seamless integrations with leading automotive systems, creating an intuitive and cohesive user interface. This transformative approach not only improved platform performance and customer satisfaction but also bridged the gap between traditional automotive processes and modern digital innovations.

5.5 Synkriom's Background

History and Years in Business

Synkriom has built a reputation as a trusted leader in technology solutions and talent management. For a detailed overview of our organizational history and the number of years we have been in operation, please refer to the "[Company Profile](#)" section above, which outlines our evolution and key milestones.



Core Values

Synkriom's mission, vision, and core values serve as the cornerstone of our commitment to excellence, innovation, and client success:

- **Mission:** To empower organizations with cutting-edge technology and exceptional talent, driving transformative solutions that enhance operational efficiency, foster innovation, and deliver measurable value.
- **Vision:** To be a globally trusted leader in technology solutions and talent management, enabling organizations to thrive in an increasingly digital and interconnected world.
- **Core Values:**
 - **Excellence:** Pursuing the highest standards in all aspects of our work, ensuring the delivery of impactful and measurable results.
 - **Integrity:** Acting with honesty, transparency, and accountability to build trust and long-term relationships with clients and stakeholders.
 - **Innovation:** Harnessing emerging technologies and forward-thinking strategies to deliver tailored and transformative solutions.
 - **Collaboration:** Partnering closely with clients to ensure alignment with their objectives and values, fostering seamless cooperation.
 - **Client-Centricity:** Keeping clients at the forefront of our efforts, providing customized solutions that address their unique challenges and goals.
 - **Diversity and Inclusion:** Promoting an inclusive environment that values varied perspectives, encouraging creativity and excellence.
 - **Sustainability:** Committing to sustainable practices and solutions that contribute to a more resilient, equitable, and innovative future.



6. Technical Proposal

Synkriom is proud to present a comprehensive and professional response to the RFP, aligning our advanced AI solutions, Veriklick and Intelizen, with the deliverables outlined in Section 5.1 and the specifications, objectives, and technical requirements in Section 5.0. Our approach integrates cutting-edge AI capabilities with best practices in automation, analytics, and data governance to address the challenges and achieve the goals of NCTCOG and its member entities.

6.1 Project Deliverables

Synkriom's AI solutions address all project deliverables outlined in Section 5.1, ensuring optimal functionality, scalability, and sustainability for government operations.

Deliverable	Proposed Solution	Capabilities and Features
5.1.1: Strategic Planning and Policy Analysis	Synkriom's Intelizen platform provides advanced analytics for data-driven policy evaluation and long-term strategic planning.	<ul style="list-style-type: none"> Dynamic dashboards visualize trends, governance metrics, and operational KPIs for informed decision-making. Predictive models simulate the outcomes of policy scenarios to evaluate potential impacts and risks.
5.1.2: Workflow Automation	Veriklick streamlines repetitive workflows, including permit applications, inspection scheduling, and document management.	<ul style="list-style-type: none"> RPA-powered systems reduce manual errors and accelerate task execution. AI ensures task prioritization and optimized resource allocation for workflow efficiency.
5.1.3: Citizen Engagement	Veriklick employs conversational AI to facilitate 24/7 multilingual communication between citizens and government entities.	<ul style="list-style-type: none"> AI-powered chatbots respond to citizen inquiries related to utilities, permits, and events. NLP capabilities ensure accurate intent recognition and personalized assistance.
5.1.4: Resource Optimization	Intelizen optimizes resource allocation across departments by leveraging predictive analytics and real-time data insights.	<ul style="list-style-type: none"> Live monitoring of resource utilization helps identify inefficiencies and optimize allocation. Scalable solutions adapt to changing operational demands, ensuring consistent performance.
5.1.5: Real-Time Analytics and Reporting	Intelizen provides actionable insights through real-time analytics, enabling proactive decision-making and compliance tracking.	<ul style="list-style-type: none"> Automated anomaly detection identifies irregularities in data patterns, improving operational transparency.



		<ul style="list-style-type: none"> Stakeholder-specific dashboards offer customizable views to monitor progress and KPIs.
5.1.6: Training and Knowledge Transfer	Synkriom delivers role-specific training and structured workshops to ensure smooth adoption and long-term usability of solutions.	<ul style="list-style-type: none"> Training materials, interactive sessions, and user guides empower staff to operate AI systems confidently. Knowledge transfer plans facilitate independent system maintenance post-implementation
5.1.7: Compliance and Ethical AI Adoption	Governance frameworks integrated into the solution ensure adherence to regulatory standards and ethical AI practices.	<ul style="list-style-type: none"> GDPR, HIPAA, and CCPA compliance is embedded in all workflows and processes. Continuous monitoring ensures algorithm fairness and mitigates potential biases

6.2 Alignment with Objectives

Our solution is designed to address the specific operational objectives outlined in Section 5.0 with precision and innovation.

Objective	Proposed Solution	Capabilities and Features
Administration	Intelizen delivers real-time data aggregation and performance analysis to support administrative decision-making.	<ul style="list-style-type: none"> Policy modeling tools predict the impact of decisions. Real-time dashboards monitor administrative KPIs and alignment with organizational goals.
Development Services	Veriklick automates key development workflows such as permitting and inspection scheduling, and reducing processing time.	<ul style="list-style-type: none"> Citizens receive automated updates on application status. Task prioritization ensures timely service delivery.
Event Centers	Veriklick enhances event planning with AI-driven resource scheduling and personalized attendee engagement tools.	<ul style="list-style-type: none"> Ticketing workflows and resource allocation are optimized to streamline event execution.
Economic Development	Intelizen employs predictive analytics to attract investments and prioritize resources for economic growth.	<ul style="list-style-type: none"> Analyzes market trends and economic indicators to identify high-growth opportunities.
Finance and Budget	Intelizen ensures real-time tracking of budget utilization and provides anomaly	<ul style="list-style-type: none"> Predictive models identify potential cost overruns and inefficiencies.

	detection to prevent financial risks.	<ul style="list-style-type: none"> • Dynamic reporting tools support long-term financial planning.
Human Resources (HR)	Veriklick automates recruitment workflows, improving efficiency and accuracy in candidate evaluation.	<ul style="list-style-type: none"> • AI-driven interviews and sentiment analysis enhance hiring decisions. • Automated onboarding ensures seamless integration of new hires.
Information Technology and Cybersecurity (IT)	Veriklick automates IT support workflows, while Intelizen assists with proactive cybersecurity threat detection and response.	<ul style="list-style-type: none"> • AI automates common IT helpdesk issues and escalates complex cases efficiently. • Real-time threat monitoring reduces the risk of security breaches
Library Services	Veriklick enhances user interaction with AI-powered catalog searches and personalized resource recommendations.	<ul style="list-style-type: none"> • Chatbots assist users in finding library materials quickly and accurately.
Municipal Courts	Veriklick streamlines case management and automates routine administrative processes for efficiency.	<ul style="list-style-type: none"> • Automates legal document management and citizen notifications.
Parks and Recreation	Intelizen optimizes scheduling and program management for recreational activities and facility use.	<ul style="list-style-type: none"> • Analyzes trends in activity participation to tailor offerings to community needs.
Public Works	Intelizen improves project scheduling and resource allocation for infrastructure management.	<ul style="list-style-type: none"> • Real-time dashboards track project timelines, resource utilization, and citizen notifications.
Utility Billing	Veriklick automates billing inquiries and provides citizens with real-time updates on consumption and payments.	<ul style="list-style-type: none"> • AI chatbots handle common billing questions, while anomaly detection flags unusual usage patterns.
Visitors Bureau	Veriklick enhances visitor engagement with AI-driven recommendations and itinerary planning.	<ul style="list-style-type: none"> • Analyzes visitor preferences to optimize tourism management.

6.3 Alignment with Criteria

Synkriom's AI solutions align with all technical and operational criteria outlined in the RFP.

Criterion	How Synkriom Addresses It
Challenge-Specific Functionality	Tailored workflows and AI tools designed for each deliverable, including predictive maintenance, citizen engagement, and financial optimization.
Scalability	Cloud-native architecture ensures solutions scale efficiently with increasing data volumes and operational demands.
Integration	API-driven architecture and middleware ensure seamless integration with legacy systems and security frameworks.
Real-Time Analytics	Intelizen provides dynamic dashboards, real-time anomaly detection, and actionable insights for continuous improvement.
Data Security and Privacy	Multi-layered encryption, MFA, and GDPR/HIPAA/CCPA compliance safeguard sensitive data.
NLP Capabilities	Veriklick's AI chatbots provide multilingual, conversational AI to enhance citizen interaction and system efficiency.
Accuracy	Rigorous model validation, including cross-validation and real-world testing, ensures high accuracy and reliability.
Algorithm Transparency	Algorithms are bias-audited, documented, and validated for ethical and transparent usage.
Continuous Improvement	Feedback loops, adaptive algorithms, and iterative updates drive ongoing enhancements and optimization.
Interoperability	Open standards and future-ready architecture ensure compatibility with existing and evolving systems.
Quality Control	Comprehensive testing, real-time monitoring, and robust validation frameworks maintain consistent and reliable performance.

Powered by Veriklick and Intelizen, our solutions integrate advanced automation, analytics, and compliance frameworks to transform operations, enhance decision-making, and improve citizen engagement for NCTCOG and its member entities.

6.4 Technical Approach

Synkriom, Inc. presents a detailed technical approach that leverages Veriklick and Intelizen to deliver scalable, secure, and user-friendly AI solutions. This approach incorporates robust methodologies, seamless integration strategies, and comprehensive accessibility features to ensure a transformative impact across NCTCOG and its entities.

6.4.1 Methodologies for Design and Development

Synkriom's design methodology combines iterative development with a user-centric focus. Veriklick enhances task automation and user interaction through its AI-powered natural language processing (NLP) capabilities, while Intelizen provides advanced analytics for operational decision-making. Our approach ensures each entity's workflows are optimized and scalable for future needs.



Aspect	Details
Human-Centered Design	<ul style="list-style-type: none"> • Focused on creating intuitive interfaces tailored to user workflows. • Utilize Veriklick to streamline user interaction through AI-powered conversational capabilities. • Leverage Intelizen for actionable insights and real-time data visualization.
Data-Driven Development	<ul style="list-style-type: none"> • Intelizen preprocesses, cleanses, and validates datasets for high-quality AI model inputs. • Develop predictive and prescriptive analytics tailored to operational goals (e.g., forecasting, anomaly detection).
Agile Framework	<ul style="list-style-type: none"> • Iterative Sprints for delivering incremental features and collecting continuous feedback. • Functional prototypes to validate designs, refine workflows, and reduce implementation risks.
AI Model Training	<ul style="list-style-type: none"> • Domain-specific AI models for tasks like predictive maintenance, fraud detection, and natural language understanding. • Rigorous validation through A/B testing and cross-validation techniques to ensure performance and accuracy.
Testing and Quality Assurance	<ul style="list-style-type: none"> • Conduct end-to-end testing, including unit, integration, and user acceptance testing (UAT). • Simulate high-load environments to ensure reliability and scalability.

6.4.2 Integration Strategies with Existing Government Systems

Synkriom's integration strategy leverages Veriklick to automate workflows and enhance user interactions across systems, while Intelizen ensures that analytics and reporting are seamlessly integrated with existing IT infrastructure. For instance, public works management systems can benefit from Intelizen's dynamic dashboards, while utility billing systems can adopt Veriklick for automated customer support.

Integration Aspect	Details
API-Driven Architecture	<ul style="list-style-type: none"> • Use RESTful and GraphQL APIs for real-time data exchange between Veriklick, Intelizen, and existing platforms (e.g., HR, case management, billing systems).
Middleware for Legacy Systems	<ul style="list-style-type: none"> • Adapt existing security frameworks like Mobile Device Management (MDM), Identity and Access Management (IAM), and Security Information and Event Management (SIEM).
Data Synchronization	<ul style="list-style-type: none"> • Enable real-time synchronization of data across systems via Intelizen to maintain consistency and accuracy. • Use secure ETL pipelines for seamless migration of historical data.
Data Synchronization	<ul style="list-style-type: none"> • Enable real-time synchronization of data across systems via Intelizen to maintain consistency and accuracy.



	<ul style="list-style-type: none"> • Use secure ETL pipelines for seamless migration of historical data.
Security Integration	<ul style="list-style-type: none"> • Implement multi-factor authentication (MFA) and role-based access control (RBAC) for all integrated systems. • Comply with GDPR, HIPAA, and public sector security standards.
Interoperability Testing	<ul style="list-style-type: none"> • Conduct rigorous interoperability testing to validate compatibility with existing systems and adherence to open standards. • Ensure seamless data sharing and functionality across platforms.

6.4.3 User-Friendliness and Accessibility Considerations

The solution's user-centric design ensures ease of use for all stakeholders, from administrators to citizens. Veriklick enables interactive user engagement via AI chatbots, providing immediate assistance for tasks like permit applications or event registrations. Meanwhile, Intelizen delivers actionable insights through user-friendly dashboards, enhancing operational transparency.

Aspect	Details
Intuitive Interfaces	<ul style="list-style-type: none"> • Veriklick offers AI-powered conversational interfaces that simplify complex workflows for both administrators and end-users. • Intelizen provides customizable dashboards with real-time insights tailored to user roles.
Accessibility Standards	<ul style="list-style-type: none"> • Complies with WCAG 2.1 guidelines to ensure usability for individuals with disabilities: <ul style="list-style-type: none"> ◦ High-contrast visual designs for visually impaired users. ◦ Keyboard navigation for users with mobility challenges. ◦ Multilingual support for diverse populations.
Training Programs	<ul style="list-style-type: none"> • - Conduct workshops to train users on Veriklick's AI capabilities and Intelizen's analytics tools. • Provide guided tutorials, video demonstrations, and self-paced learning resources.
Helpdesk and Feedback	<ul style="list-style-type: none"> • Use Veriklick-powered chatbots to provide real-time support and resolve user queries efficiently. • Gather user feedback through Intelizen's embedded tools to refine and improve functionalities

Synkriom's technical approach, powered by Veriklick and Intelizen, is designed to address the unique requirements of NCTCOG and its member entities. By combining robust methodologies, seamless integration strategies, and accessibility-focused design, this approach ensures transformative efficiency, compliance, and long-term sustainability. Let us know if further details or refinements are needed!



6.4.4 Performance Metrics

Synkriom, Inc. is committed to delivering AI solutions that align with the strategic goals of NCTCOG and its entities. To ensure success, we establish a robust performance measurement framework, including clearly defined Key Performance Indicators (KPIs), accuracy validation mechanisms, and continuous improvement strategies

Key Performance Indicators (KPIs)

Deliverable	Key Performance Indicators (KPIs)
Discovery and Needs Assessment	<ul style="list-style-type: none"> Stakeholder engagement satisfaction rate (target: 90% or higher). Timely delivery of comprehensive needs assessment reports.
Feasibility Study and Use Case Prioritization	<ul style="list-style-type: none"> Alignment of prioritized use cases with strategic goals (target: 100%). Compliance review pass rate for all identified use cases.
AI Strategy and Roadmap Development	<ul style="list-style-type: none"> Timely completion of the 5-Year AI Roadmap (target: 100%). Stakeholder approval rate for proposed governance frameworks (target: 95%).
Pilot Implementation and Support	<ul style="list-style-type: none"> Success rate of pilot projects achieving predefined objectives (target: 90%). Scalability readiness of pilot solutions (target: 95%).
Training and Capacity Building	<ul style="list-style-type: none"> Participant satisfaction in training programs (target: 90% or higher). Adoption rate of AI tools among end-users (target: 85%).
Final Project Evaluation	<ul style="list-style-type: none"> Positive impact on operational efficiency (target: 20% improvement or higher). Stakeholder satisfaction rate with final project outcomes (target: 95%).
Deliverable	<ul style="list-style-type: none"> Key Performance Indicators (KPIs)
Discovery and Needs Assessment	<ul style="list-style-type: none"> Stakeholder engagement satisfaction rate (target: 90% or higher). Timely delivery of comprehensive needs assessment reports.

Ensuring Accuracy and Reliability

Synkriom employs advanced methodologies to maintain the accuracy and reliability of the AI solutions throughout their lifecycle.

- Validation Framework:** Use k-fold cross-validation during AI model development to ensure high accuracy and prevent overfitting. Implement A/B testing to compare new features or enhancements against baseline performance.
- Real-Time Monitoring:** Continuously monitor the accuracy of predictions, recommendations, and system outputs using Intelizen's real-time analytics. Flag and address anomalies through automated alerts powered by Veriklick's monitoring capabilities.



- **Performance Audits:** Conduct periodic system audits to evaluate model performance against benchmarks and KPIs. Validate data integrity and model outcomes against real-world scenarios.
- **Data Quality Management:** Ensure the AI models are trained on high-quality, anonymized datasets to minimize bias and enhance reliability. Regularly update training datasets to reflect changing operational trends.

Approaches to Continuous Improvement

Synkriom adopts a systematic approach to ensure the continuous improvement of its AI solutions, prioritizing adaptability and sustained performance. Feedback is a critical component of this process, with Veriklick incorporating dynamic mechanisms to collect real-time user input directly from interactions. Intelizen complements this by analyzing operational and interaction data to identify trends, gaps, and opportunities for optimization. Regular stakeholder workshops further refine the solution, incorporating qualitative feedback to align improvements with user expectations.

AI model maintenance is central to this strategy. Models are regularly retrained with updated datasets to maintain accuracy and relevance. Synkriom leverages adaptive learning algorithms, enabling the system to evolve based on user behavior and interaction patterns. This ensures that the AI remains effective as operational conditions and data environments change.

Additionally, Synkriom continuously monitors automated workflows and refines them to optimize performance. Historical performance data informs enhancements, particularly for critical use cases such as predictive maintenance, anomaly detection, and workflow automation. Governance frameworks are reviewed periodically to align with new regulations, such as **GDPR** and **HIPAA**, ensuring compliance with data security and ethical standards.

To benchmark performance, Synkriom compares its solutions against industry standards, conducting peer reviews and engaging external audits to validate the quality of its offerings. This commitment to iterative improvement ensures the AI solutions remain robust, reliable, and aligned with organizational goals.

Reporting and Transparency Framework

Reporting Aspect	Details
Real-Time Dashboards	<ul style="list-style-type: none"> Intelizen generates live dashboards displaying key metrics such as accuracy, operational efficiency, and system utilization.
Monthly Performance Updates	<ul style="list-style-type: none"> Summary of detected anomalies, corrective actions, and the overall status of AI system performance provided to stakeholders.
Quarterly Reports	<ul style="list-style-type: none"> Comprehensive updates on progress against KPIs, new feature implementations, system upgrades, and alignment with organizational goals.
Annual Impact Assessments	<ul style="list-style-type: none"> Quantifies improvements in efficiency, cost savings, and user engagement. Includes metrics like task completion time reductions and increased adoption rates.
Algorithm Transparency	<ul style="list-style-type: none"> Detailed documentation of AI models, including training datasets, validation results, and steps taken to mitigate bias and ensure fairness.



Stakeholder Presentations

- Scheduled presentations to review impact assessments, performance metrics, and future recommendations for sustained improvements.

Synkriom's robust frameworks for continuous improvement and transparent reporting ensure that stakeholders are engaged, informed, and confident in the performance of the AI solutions. These approaches foster trust, drive innovation, and align outcomes with organizational goals.

6.4.5 Risk Management

Synkriom recognizes the importance of proactively identifying, assessing, and addressing potential risks associated with the proposed AI solutions. Below is a detailed outline of potential risks and our strategies for mitigating them.

Potential Risks and Mitigation Strategies

Risk	Description	Mitigation Strategy
Data Security Breaches	<ul style="list-style-type: none"> • Unauthorized access to sensitive data during processing, storage, or transmission. 	<ul style="list-style-type: none"> • Implement end-to-end encryption (AES-256) for data at rest and in transit. • Use multi-factor authentication (MFA) and role-based access control (RBAC) to restrict data access.
Data Quality Issues	<ul style="list-style-type: none"> • Inaccurate, incomplete, or inconsistent data leading to unreliable AI outputs. 	<ul style="list-style-type: none"> • Conduct data quality checks and validation using Intelizen. • Preprocess and clean data during initial setup and maintain continuous data integrity monitoring
Bias in AI Models	<ul style="list-style-type: none"> • AI outputs reflecting unintended biases due to biased training datasets. 	<ul style="list-style-type: none"> • Use diverse and representative datasets during model training. • Regularly audit AI models for bias and fairness using established validation frameworks
Integration Challenges	<ul style="list-style-type: none"> • Compatibility issues with legacy systems or operational disruptions during integration. 	<ul style="list-style-type: none"> • Develop middleware to bridge gaps between legacy systems and modern AI tools. • Conduct comprehensive interoperability testing prior to deployment.
Operational Downtime	<ul style="list-style-type: none"> • Downtime during system implementation or updates affecting productivity. 	<ul style="list-style-type: none"> • Plan phased rollouts to minimize disruptions. • Maintain a robust disaster recovery plan (DRP) for quick resolution of system failures
User Adoption and Resistance	<ul style="list-style-type: none"> • Resistance from staff or stakeholders to adopting new AI solutions. 	<ul style="list-style-type: none"> • Conduct tailored training programs to ensure comfort and proficiency with the solution.



		<ul style="list-style-type: none"> Incorporate user feedback to refine interfaces and improve usability
Regulatory Non-Compliance	<ul style="list-style-type: none"> Failure to meet regulations such as GDPR, HIPAA, or CCPA, resulting in fines or reputational damage. 	<ul style="list-style-type: none"> Align development and operations with data privacy and security standards. Maintain audit trails and compliance documentation for regulatory reviews.
Overfitting or Model Drift	<ul style="list-style-type: none"> AI models losing accuracy over time due to changing data patterns or operational environments. 	<ul style="list-style-type: none"> Implement periodic model retraining using fresh datasets. Monitor model performance continuously and apply updates as needed.
Scalability Limitations	<ul style="list-style-type: none"> Challenges in scaling the solution as data volumes and user interactions grow. 	<ul style="list-style-type: none"> Design the system with cloud-native architecture for scalability. Regularly monitor performance under high-load conditions and optimize resource allocation

Risk Monitoring and Mitigation Framework

Synkriom employs a structured framework to monitor and mitigate risks throughout the lifecycle of the proposed AI solutions. This framework emphasizes proactive identification, continuous assessment, and timely resolution of potential risks, ensuring uninterrupted operations and compliance with regulatory standards.

Risk Identification

The first step involves identifying potential risks through collaborative workshops and detailed analyses:

- **Stakeholder Workshops:** Engage cross-functional teams to identify operational, technical, and data-related risks.
- **Scenario Analysis:** Simulate potential failure scenarios to uncover vulnerabilities in integration, data management, and scalability.
- **Historical Data Review:** Leverage historical data to identify recurring challenges and areas of concern.

Risk Assessment

Once identified, risks are assessed for their impact and likelihood using a structured prioritization matrix.

Risk Priority	Impact	Likelihood	Examples
Critical	Significant operational disruption	High	Data breaches, system downtime during rollout.
Moderate	Moderate impact on operations	Medium	Model drift, user adoption challenges.
Low	Minor disruption with limited impact	Low	Non-critical bugs, minor integration delays.

Risk Categorization

- **Critical Risks:** Addressed immediately with robust mitigation plans.
- **Moderate Risks:** Monitored closely with contingency plans in place.
- **Low Risks:** Documented and managed as part of routine operations.

Risk Logs

Synkriom maintains detailed logs for all identified risks, tracking mitigation actions, progress, and outcomes. Each log entry includes:

- Risk description.
- Impact and likelihood assessment.
- Assigned risk owner for accountability.
- Mitigation measures and timelines for resolution.

Stakeholder Communication

Regular communication ensures stakeholders are informed about risk status and mitigation efforts.

Report Type	Content	Frequency
Monthly Risk Updates	Summary of identified risks, ongoing mitigation efforts, and resolved issues.	Monthly
Quarterly Risk Reviews	In-depth analysis of risk trends, effectiveness of mitigation strategies, and updates to the risk management plan.	Quarterly
Incident Reports	Detailed reports on critical incidents, including root-cause analysis, resolution steps, and preventive measures.	As needed (post-event)

Audit and Review

- **External Audits:** Independent reviews validate the effectiveness of risk management practices and ensure adherence to compliance standards.
- **Continuous Monitoring:** Intelizen dashboards provide real-time monitoring of key risk indicators, enabling rapid identification and resolution of emerging threats.
- **Lessons Learned:** Synkriom conducts retrospective analyses to incorporate lessons from past incidents into future mitigation strategies.

6.5 Compliance Statement

Synkriom is fully committed to adhering to all applicable data privacy regulations, security standards, and ethical guidelines. Our solutions align with global and local frameworks, including GDPR, HIPAA, NIST Cybersecurity Framework, and SOC 2. By embedding compliance into every phase of our operations, we ensure the secure, ethical, and lawful processing of data, meeting the rigorous standards expected by public sector entities.



Maintaining Compliance

1) Data Governance

- Implement clear policies for data encryption, anonymization, and retention to safeguard sensitive information.
- Conduct regular audits and reviews to ensure adherence to regulatory requirements and organizational policies.

2) Secure Solution Design

- Adopt "Privacy by Design" principles, embedding data protection and security into the architecture and development of all solutions.
- Use secure coding practices and perform static and dynamic code analysis to identify and mitigate vulnerabilities.

3) Access Control and Authorization

- Employ role-based access controls (RBAC) to restrict access based on user roles and responsibilities.
- Implement multi-factor authentication (MFA) and advanced identity management solutions for secure system access.

4) Continuous Monitoring and Risk Management

- Utilize automated tools and SIEM (Security Information and Event Management) systems for real-time monitoring of threats and vulnerabilities.
- Proactively identify and mitigate risks with continuous compliance tracking and reporting mechanisms.

5) Workforce Training and Awareness

- Provide regular training sessions to ensure all personnel understand data privacy regulations, security standards, and compliance protocols.
- Foster a culture of security awareness to minimize risks associated with human error.

6) Documentation and Reporting

- Maintain comprehensive compliance documentation, including risk assessments, incident response plans, and data flow diagrams.
- Ensure audit readiness through detailed record-keeping and transparent reporting to regulatory authorities.

7. Pricing

Synkriom, Inc. has provided detailed pricing information in **Exhibit 1**, which includes cost breakdowns for our proprietary tools, Veriklick and Intelizen. Please note that these prices are indicative and subject to change based on the specific requirements and customizations necessary for each proposed solution.

Our pricing structure is designed to remain flexible and scalable, ensuring alignment with the unique needs and operational objectives of NCTCOG and its member entities.



8. Proposed Value-Add – 5 additional points.

8.1 Value Proposition

Synkriom delivers unparalleled value to public sector organizations through its cutting-edge AI-driven platform VeriKlick and our solution Intelizen. These transformative solutions extend beyond the primary scope of the RFP, enhancing efficiency, ensuring compliance, and enabling data-driven decision-making, making them indispensable tools for modern governance.

Intelizen: Advanced Workflow Optimization and Compliance Management

Intelizen is a sophisticated AI solution designed to optimize and streamline complex workflows for public sector entities. By leveraging advanced AI technologies, Intelizen addresses administrative challenges with precision, scalability, and security.

Key Features and Benefits:

- **Efficiency Through Automation:** Streamlines critical workflows, including approval processes and compliance checks, reducing manual intervention and operational bottlenecks.
- **Natural Language Processing (NLP):** Analyzes and interprets complex documents, ensuring accuracy, identifying inconsistencies, and recommending compliant alternatives.
- **Comprehensive Compliance Management:** Ensures adherence to legal, regulatory, and organizational standards, mitigating risks and enhancing accountability.
- **Centralized Data Repository:** Provides a secure, centralized, and searchable repository for managing critical documents and data, improving accessibility and collaboration.
- **Customizable and Scalable:** Tailors features to meet the unique and evolving requirements of public sector operations, ensuring long-term adaptability.
- **Actionable Analytics:** Offers real-time insights and performance metrics to support data-driven decisions and optimize operational outcomes.

VeriKlick: Revolutionizing Public Sector Recruitment with AI

VeriKlick is Synkriom's innovative AI-powered recruitment platform, purpose-built to streamline and enhance the talent acquisition process for public sector entities.

Key Features and Benefits:

- **AI-Powered Resume Screening:** Employs NLP to analyze resumes and match candidates with specific job requirements, ensuring that the most qualified individuals are shortlisted.
- **Skill Assessment and Benchmarking:** Conducts tailored AI-driven assessments, benchmarking candidates' skills against industry standards to ensure excellence.
- **Candidate Verification:** Enhances hiring integrity through multi-factor authentication, including biometric verification and live interviews.
- **Real-Time Collaboration:** Enables seamless interaction between hiring managers and recruiters, fostering alignment and decision-making efficiency.

How Intelizen and VeriKlick Drive Public Sector Success

- **Operational Excellence:** Intelizen automates workflow processes, while VeriKlick streamlines recruitment, significantly reducing administrative overhead and enhancing efficiency.

- **Regulatory Compliance:** Both platforms integrate robust compliance mechanisms—Intelizen for operational workflows and Veriklick for hiring protocols—ensuring alignment with stringent regulatory standards.
- **Scalability and Customization:** Fully adaptable to the unique and evolving demands of public sector organizations, both platforms are built for scalability and tailored solutions.
- **Enhanced Decision-Making:** Intelizen's advanced analytics drive informed policy and operational decisions, while Veriklick's AI-powered assessments optimize talent acquisition outcomes.
- **Cost and Time Optimization:** By automating manual, time-intensive tasks and improving process accuracy, both platforms deliver significant cost savings and expedited results.

Why Choose Synkriom?

Synkriom stands out as a trusted partner for public sector organizations, offering solutions that combine technological innovation with deep expertise in operational excellence.

- Intelizen delivers advanced workflow optimization and compliance management, enabling public sector entities to operate more efficiently and effectively.
- Veriklick enhances talent acquisition processes with AI-driven precision, ensuring organizations recruit the most qualified professionals for their needs.



9. Diversity Certificate

WBENC
WOMEN'S BUSINESS ENTERPRISE
NATIONAL COUNCIL
JOIN FORCES. SUCCEED TOGETHER.

hereby grants

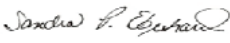
National Women's Business Enterprise Certification

to

SYNKRIOM INC.










who has successfully met WBENC's standards as a Women's Business Enterprise (WBE).
This certification affirms the business is woman-owned, operated and controlled and is valid through the date herein.

Certification Granted: April 8, 2022
Expiration Date: April 8, 2025
WBENC National Certification Number: WBE2200809


Sandra Eberhard, President & CEO Women's
Business Enterprise Council Metro NY

WBECMETRONY
WOMEN'S BUSINESS ENTERPRISE CENTER
JOIN FORCES. SUCCEED TOGETHER.

NAICS: 541690, 541511, 541614, 561320
UNSPSC: 80101511, 80111604, 80111605, 80111607, 80111708, 80111710, 80111716



10. Required Attachments

REQUIRED ATTACHMENT CHECKLIST

Please utilize this checklist to ensure that all required attachments are included with your proposal. IF AN ATTACHMENT DOES NOT APPLY, PLEASE MARK AS “**NOT APPLICABLE**” AND SUBMIT WITH THE PROPOSAL. FAILURE TO SUBMIT **ALL REQUIRED DOCUMENTS** MAY NEGATIVELY IMPACT YOUR EVALUATION SCORE.

- ☒ Page 1 - Cover Sheet
- ☒ Page 21 - Attachment I: Instructions for Proposals Compliance and Submittal
- ☒ Page 22 - Attachment II: Certification of Offeror
- ☒ Page 23 - Attachment III: Certification Regarding Debarment
- ☒ Page 24 - Attachment IV: Restrictions on Lobbying
- ☒ Page 26 - Attachment V: Drug-Free Workplace Certification
- ☒ Page 27 - Attachment VI: Certification Regarding Disclosure of Conflict of Interest
- ☒ Page 30 - Attachment VII: Certification of Fair Business Practices
- ☒ Page 31 - Attachment VIII: Certification of Good Standing Texas Corporate Franchise Tax Certification
- ☒ Page 32 - Attachment IX: Historically Underutilized Businesses
- ☒ Page 33 - Attachment X: Federal and State of Texas Required Procurement Provisions
- ☒ Page 36 - Exhibit 1: Description of Desired Product Categories for Proposed Pricing
- ☒ Page 37 - Exhibit 2: Sample Market Basket Form
- ☒ Page 38 – Exhibit 3: Service Area Designation Forms

Respondent recognizes that all proposals must be submitted electronically through [Public Purchase](#) by the RFP due date and time. All other forms of submission will be deemed non-responsive and will not be opened or considered.



10.1 ATTACHMENT I

ATTACHMENT I: INSTRUCTIONS FOR PROPOSALS COMPLIANCE AND SUBMITTAL

Compliance with the Solicitation

Submissions must be in strict compliance with this solicitation. Failure to comply with all provisions of the solicitation may result in disqualification.

Compliance with the NCTCOG Standard Terms and Conditions

By signing its submission, Offeror acknowledges that it has read, understands and agrees to comply with the NCTCOG standard terms and conditions.

Acknowledgment of Insurance Requirements

By signing its submission, Offeror acknowledges that it has read and understands the insurance requirements for the submission. Offeror also understands that the evidence of required insurance must be submitted within ten (10) working days following notification of its offer being accepted; otherwise, NCTCOG may rescind its acceptance of the Offeror's proposals. The insurance requirements are outlined in Section 2.2 - General Terms and Conditions.

Name of Organization/Contractor(s):

Synkriom Inc

Signature of Authorized Representative:



Date: 2025.01.21 05:43:21 -05'00'

Date: 1/21/25



10.2 ATTACHMENT II

ATTACHMENT II: CERTIFICATIONS OF OFFEROR

I hereby certify that the information contained in this proposal and any attachments is true and correct and may be viewed as an accurate representation of proposed services to be provided by this organization. I certify that no employee, board member, or agent of the North Central Texas Council of Governments has assisted in the preparation of this proposal. I acknowledge that I have read and understand the requirements and provisions of the solicitation and that the organization will comply with the regulations and other applicable local, state, and federal regulations and directives in the implementation of this contract.

I also certify that I have read and understood all sections of this solicitation and will comply with all the terms and conditions as stated; and furthermore that I, Komal Dangi (typed or printed name) certify that I am the President (title) of the corporation, partnership, or sole proprietorship, or other eligible entity named as offeror and respondent herein and that I am legally authorized to sign this offer and to submit it to the North Central Texas Council of Governments, on behalf of said offeror by authority of its governing body.

Name of Organization/Contractor(s):

Synkriom Inc

Signature of Authorized Representative:

 Date: 2025.01.21 05:43:08 -05'00'

Date: 1/21/25

10.3 ATTACHMENT III

ATTACHMENT III: CERTIFICATION REGARDING DEBARMENT, SUSPENSION AND OTHER RESPONSIBILITY MATTERS

This certification is required by the Federal Regulations Implementing Executive Order 12549, Debarment and Suspension, 45 CFR Part 93, Government-wide Debarment and Suspension, for the Department of Agriculture (7 CFR Part 3017), Department of Labor (29 CFR Part 98), Department of Education (34 CFR Parts 85, 668, 682), Department of Health and Human Services (45 CFR Part 76).

The undersigned certifies, to the best of his or her knowledge and belief, that both it and its principals:

1. Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department or agency;
2. Have not within a three-year period preceding this contract 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) transaction or contract under a public transaction, violation of federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification, or destruction of records, making false Proposals, or receiving stolen property;
3. Are not presently indicated for or otherwise criminally or civilly charged by a government entity with commission of any of the offense enumerated in Paragraph (2) of this certification; and,
4. Have not within a three-year period preceding this contract had one or more public transactions terminated for cause or default.

Where the prospective recipient of federal assistance funds is unable to certify to any of the qualifications in this certification, such prospective recipient shall attach an explanation to this certification form.

Name of Organization/Contractor(s):

Synkriom Inc

Signature of Authorized Representative:



Date: 2025.01.21 05:42:53 -05'00'

Date: 1/21/25



10.4 ATTACHMENT IV

ATTACHMENT IV: RESTRICTIONS ON LOBBYING

Section 319 of Public Law 101-121 prohibits recipients of federal contracts, grants, and loans exceeding \$100,000 at any tier under a federal contract from using appropriated funds for lobbying the Executive or Legislative Branches of the federal government in connection with a specific contract, grant, or loan. Section 319 also requires each person who requests or receives a federal contract or grant in excess of \$100,000 to disclose lobbying.

No appropriated funds may be expended by the recipient of a federal contract, loan, or cooperative agreement to pay any person for influencing or attempting to influence an officer or employee of any federal executive department or agency as well as any independent regulatory commission or government corporation, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with any of the following covered federal actions: the awarding of any federal contract, the making of any federal grant, the making of any federal loan the entering into of any cooperative agreement and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.

As a recipient of a federal grant exceeding \$100,000, NCTCOG requires its subcontractors of that grant to file a certification, set forth in Appendix B.1, that neither the agency nor its employees have made, or will make, any payment prohibited by the preceding paragraph.

Subcontractors are also required to file with NCTCOG a disclosure form, set forth in Appendix B.2, if the subcontractor or its employees have made or have agreed to make any payment using nonappropriated funds (to include profits from any federal action), which would be prohibited if paid for with appropriated funds.



**LOBBYING CERTIFICATION
FOR CONTRACTS, GRANTS, LOANS, AND COOPERATIVE AGREEMENTS**

The undersigned certifies, to the best of his or her knowledge or belief, that:

1. No federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an officer or employee of a Member of Congress in connection with the awarding of any federal contract, the making of any federal loan, the entering into of any cooperative Contract, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative contract; and
2. If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this federal contract, grant, loan, and or cooperative contract, the undersigned shall complete and submit Standard Form – LLL, “Disclosure Form to Report Lobbying”, in accordance with the instructions.
3. The undersigned shall require that the language of this certification be included in the award documents for all sub-awards at all tiers and that all sub-recipients shall certify accordingly.

Name of Organization/Contractor(s):

Synkriom Inc

Signature of Authorized Representative:



Date: 2025.01.21 05:42:37 -05'00'

Date: 1/21/25



10.5 ATTACHMENT V

ATTACHMENT V: DRUG-FREE WORKPLACE CERTIFICATION

The Synkriom Inc (company name) will provide a Drug Free Work Place in compliance with the Drug Free Work Place Act of 1988. The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited on the premises of the Synkriom Inc (company name) or any of its facilities. Any employee who violates this prohibition will be subject to disciplinary action up to and including termination. All employees, as a condition of employment, will comply with this policy.

CERTIFICATION REGARDING DRUG-FREE WORKPLACE

This certification is required by the Federal Regulations Implementing Sections 5151-5160 of the Drug-Free Workplace Act, 41 U.S.C. 701, for the Department of Agriculture (7 CFR Part 3017), Department of Labor (29 CFR Part 98), Department of Education (34 CFR Parts 85, 668 and 682), Department of Health and Human Services (45 CFR Part 76).

The undersigned subcontractor certifies it will provide a drug-free workplace by:

Publishing a policy Proposal notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace and specifying the consequences of any such action by an employee;

Establishing an ongoing drug-free awareness program to inform employees of the dangers of drug abuse in the workplace, the subcontractor's policy of maintaining a drug-free workplace, the availability of counseling, rehabilitation and employee assistance programs, and the penalties that may be imposed on employees for drug violations in the workplace;

Providing each employee with a copy of the subcontractor's policy Proposal;

Notifying the employees in the subcontractor's policy Proposal that as a condition of employment under this subcontract, employees shall abide by the terms of the policy Proposal and notifying the subcontractor in writing within five days after any conviction for a violation by the employee of a criminal drug abuse statute in the workplace;

Notifying the Board within ten (10) days of the subcontractor's receipt of a notice of a conviction of any employee; and,

Taking appropriate personnel action against an employee convicted of violating a criminal drug statute or requires such employee to participate in a drug abuse assistance or rehabilitation program.

Name of Organization/Contractor(s):

Synkriom Inc

Signature of Authorized Representative:

 Date: 2025.01.21 05:42:21 -05'00'

Date: 1/21/25



10.6 ATTACHMENT VI

ATTACHMENT VI: DISCLOSURE OF CONFLICT OF INTEREST CERTIFICATION REGARDING DISCLOSURE OF CONFLICT OF INTEREST

The undersigned certifies that, to the best of his or her knowledge or belief, that:

"No employee of the contractor, no member of the contractor's governing board or body, and no person who exercises any functions or responsibilities in the review or approval of the undertaking or carrying out of this contract shall participate in any decision relating to this contract which affects his/her personal pecuniary interest.

Executives and employees of contractor shall be particularly aware of the varying degrees of influence that can be exerted by personal friends and associates and, in administering the contract, shall exercise due diligence to avoid situations which give rise to an assertion that favorable treatment is being granted to friends and associates. When it is in the public interest for the contractor to conduct business with a friend or associate of an executive or employee of the contractor, an elected official in the area or a member of the North Central Texas Council of Governments, a permanent record of the transaction shall be retained.

Any executive or employee of the contractor, an elected official in the area or a member of the NCTCOG, shall not solicit or accept money or any other consideration from a third person, for the performance of an act reimbursed in whole or part by contractor or Department. Supplies, tools, materials, equipment or services purchased with contract funds shall be used solely for purposes allowed under this contract. No member of the NCTCOG shall cast a vote on the provision of services by that member (or any organization which that member represents) or vote on any matter which would provide a direct or indirect financial benefit to the member or any business or organization which the member directly represents".

No officer, employee or paid consultant of the contractor is a member of the NCTCOG.

No officer, manager or paid consultant of the contractor is married to a member of the NCTCOG.

No member of NCTCOG directly owns, controls or has interest in the contractor.

The contractor has disclosed any interest, fact, or circumstance that does or may present a potential conflict of interest.

No member of the NCTCOG receives compensation from the contractor for lobbying activities as defined in Chapter 305 of the Texas Government Code.

Should the contractor fail to abide by the foregoing covenants and affirmations regarding conflict of interest, the contractor shall not be entitled to the recovery of any costs or expenses incurred in relation to the contract and shall immediately refund to the North Central Texas Council of Governments any fees or expenses that may have been paid under this contract and shall further be liable for any other costs incurred or damages sustained by the NCTCOG as it relates to this contract.

Name of Organization/Contractor(s):

Synkriom Inc

Signature of Authorized Representative:



Date: 2025.01.10 15:07:26 -05'00'

Date: 1/10/2025

CONFLICT OF INTEREST QUESTIONNAIRE For vendor doing business with local governmental entity		FORM CIQ
<p>This questionnaire reflects changes made to the law by H.B. 23, 84th Leg., Regular Session.</p> <p>This questionnaire is being filed in accordance with Chapter 176, Local Government Code, by a vendor who has a business relationship as defined by Section 176.001(1-a) with a local governmental entity and the vendor meets requirements under Section 176.006(a).</p> <p>By law this questionnaire must be filed with the records administrator of the local governmental entity not later than the 7th business day after the date the vendor becomes aware of facts that require the statement to be filed. See Section 176.006(a-1), Local Government Code.</p> <p>A vendor commits an offense if the vendor knowingly violates Section 176.006, Local Government Code. An offense under this section is a misdemeanor.</p>	<div style="border: 1px solid black; padding: 2px; text-align: center; font-weight: bold;">OFFICE USE ONLY</div> <div style="border: 1px solid black; padding: 2px;">Date Received</div>	
<p>1 Name of vendor who has a business relationship with local governmental entity.</p> <p style="margin-left: 40px;">None</p>		
<p>2 <input type="checkbox"/> Check this box if you are filing an update to a previously filed questionnaire. (The law requires that you file an updated completed questionnaire with the appropriate filing authority not later than the 7th business day after the date on which you became aware that the originally filed questionnaire was incomplete or inaccurate.)</p>		
<p>3 Name of local government officer about whom the information is being disclosed.</p> <p style="text-align: center; margin-left: 100px;">N/A</p> <hr style="width: 30%; margin: 0 auto;"/> <p style="text-align: center; font-size: small;">Name of Officer</p>		
<p>4 Describe each employment or other business relationship with the local government officer, or a family member of the officer, as described by Section 176.003(a)(2)(A). Also describe any family relationship with the local government officer. Complete subparts A and B for each employment or business relationship described. Attach additional pages to this Form CIQ as necessary.</p> <div style="margin-top: 20px;"> <p>A. Is the local government officer or a family member of the officer receiving or likely to receive taxable income, other than investment income, from the vendor?</p> <p style="text-align: center;"> <input type="checkbox"/> Yes <input type="checkbox"/> No </p> <p>B. Is the vendor receiving or likely to receive taxable income, other than investment income, from or at the direction of the local government officer or a family member of the officer AND the taxable income is not received from the local governmental entity?</p> <p style="text-align: center;"> <input type="checkbox"/> Yes <input type="checkbox"/> No </p> </div>		
<p>5 Describe each employment or business relationship that the vendor named in Section 1 maintains with a corporation or other business entity with respect to which the local government officer serves as an officer or director, or holds an ownership interest of one percent or more.</p>		
<p>6 <input type="checkbox"/> Check this box if the vendor has given the local government officer or a family member of the officer one or more gifts as described in Section 176.003(a)(2)(B), excluding gifts described in Section 176.003(a-1).</p>		
<p>7</p> <div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div style="width: 40%;"> <p style="text-align: center; margin-bottom: 5px;"><i>Kensley</i></p> <p style="font-size: small;">Signature of vendor doing business with the governmental entity</p> </div> <div style="width: 20%;"> <p>Date: 2025.01.10 15:07:40 -05'00'</p> </div> <div style="width: 30%;"> <p style="text-align: center;">1/10/25</p> <p style="font-size: small; text-align: center;">Date</p> </div> </div>		

CONFLICT OF INTEREST QUESTIONNAIRE

For vendor doing business with local governmental entity

A complete copy of Chapter 176 of the Local Government Code may be found at <http://www.statutes.legis.state.tx.us/Docs/LG/htm/LG.176.htm>. For easy reference, below are some of the sections cited on this form.

Local Government Code § 176.001(1-a): "Business relationship" means a connection between two or more parties based on commercial activity of one of the parties. The term does not include a connection based on:

- (A) a transaction that is subject to rate or fee regulation by a federal, state, or local governmental entity or an agency of a federal, state, or local governmental entity;
- (B) a transaction conducted at a price and subject to terms available to the public; or
- (C) a purchase or lease of goods or services from a person that is chartered by a state or federal agency and that is subject to regular examination by, and reporting to, that agency.

Local Government Code § 176.003(a)(2)(A) and (B):

(a) A local government officer shall file a conflicts disclosure statement with respect to a vendor if:

(2) the vendor:

(A) has an employment or other business relationship with the local government officer or a family member of the officer that results in the officer or family member receiving taxable income, other than investment income, that exceeds \$2,500 during the 12-month period preceding the date that the officer becomes aware that

(i) a contract between the local governmental entity and vendor has been executed;

or

(ii) the local governmental entity is considering entering into a contract with the vendor;

(B) has given to the local government officer or a family member of the officer one or more gifts that have an aggregate value of more than \$100 in the 12-month period preceding the date the officer becomes aware that:

(i) a contract between the local governmental entity and vendor has been executed; or

(ii) the local governmental entity is considering entering into a contract with the vendor.

Local Government Code § 176.006(a) and (a-1)

(a) A vendor shall file a completed conflict of interest questionnaire if the vendor has a business relationship with a local governmental entity and:

(1) has an employment or other business relationship with a local government officer of that local governmental entity, or a family member of the officer, described by Section 176.003(a)(2)(A);

(2) has given a local government officer of that local governmental entity, or a family member of the officer, one or more gifts with the aggregate value specified by Section 176.003(a)(2)(B), excluding any gift described by Section 176.003(a-1); or

(3) has a family relationship with a local government officer of that local governmental entity.

(a-1) The completed conflict of interest questionnaire must be filed with the appropriate records administrator not later than the seventh business day after the later of:

(1) the date that the vendor:

(A) begins discussions or negotiations to enter into a contract with the local governmental entity; or

(B) submits to the local governmental entity an application, response to a request for proposals or bids, correspondence, or another writing related to a potential contract with the local governmental entity; or

(2) the date the vendor becomes aware:

(A) of an employment or other business relationship with a local government officer, or a family member of the officer, described by Subsection (a);

(B) that the vendor has given one or more gifts described by Subsection (a); or

(C) of a family relationship with a local government officer.



10.7 ATTACHMENT VII

ATTACHMENT VII: CERTIFICATION OF FAIR BUSINESS PRACTICES

That the submitter has not been found guilty of unfair business practices in a judicial or state agency administrative proceeding during the preceding year. The submitter further affirms that no officer of the submitter has served as an officer of any company found guilty of unfair business practices in a judicial or state agency administrative during the preceding year.

Name of Organization/Contractor(s):

Synkriom Inc

Signature of Authorized Representative:



Date: 2025.01.21 05:41:29 -05'00'

Date: 1/21/25



10.8 ATTACHMENT VIII

ATTACHMENT VIII: CERTIFICATION OF GOOD STANDING TEXAS CORPORATE FRANCHISE TAX CERTIFICATION

Pursuant to Article 2.45, Texas Business Corporation Act, state agencies may not contract with for profit corporations that are delinquent in making state franchise tax payments. The following certification that the corporation entering into this offer is current in its franchise taxes must be signed by the individual authorized on Form 2031, Corporate Board of Directors Resolution, to sign the contract for the corporation.

The undersigned authorized representative of the corporation making the offer herein certified that the following indicated Proposal is true and correct and that the undersigned understands that making a false Proposal is a material breach of contract and is grounds for contract cancellation.

Indicate the certification that applies to your corporation:

☒ The Corporation is a for-profit corporation and certifies that it is not delinquent in its franchise tax payments to the State of Texas.

☐ The Corporation is a non-profit corporation or is otherwise not subject to payment of franchise taxes to the State of Texas.

Type of Business (if not corporation):

☐ Sole Proprietor


☐ Partnership

☐ Other

Pursuant to Article 2.45, Texas Business Corporation Act, the North Central Texas Council of Governments reserves the right to request information regarding state franchise tax payments.

Komal Dangi President

(Printed/Typed Name and Title of Authorized Representative)

 Date: 2025.01.21 05:41:11
-05'00'

Signature

Date: 1/21/25



10.9 ATTACHMENT IX

ATTACHMENT IX: HISTORICALLY UNDERUTILIZED BUSINESSES, MINORITY OR WOMEN-OWNED OR DISADVANTAGED BUSINESS ENTERPRISES

Historically Underutilized Businesses (HUBs), minority or women-owned or disadvantaged businesses enterprises (M/W/DBE) are encouraged to participate in the solicitation process.

NCTCOG recognizes the certifications of most agencies. HUB vendors must submit a copy of their certification for consideration during the evaluation of their proposal. Please attach the copy to this form. This applies only to the Offeror and not a subcontractor.

Texas vendors who are not currently certified are encouraged to contact either the Texas United Certification Program, State of Texas HUB Program, or the North Central Texas Regional Certification Agency, among others. Contact:

State of Texas HUB Program
Texas Comptroller of Public Accounts
Lyndon B. Johnson State Office Building
111 East 17th Street
Austin, Texas 78774
(512) 463-6958
<http://www.window.state.tx.us/procurement/prog/hub/>

North Central Texas Regional Certification Agency
624 Six Flags Drive, Suite 100
Arlington, TX 76011
(817) 640-0606
<http://www.nctrca.org/certification.html>

Texas United Certification Program
USDOT website at
<https://www.transportation.gov/DBE>

You must include a copy of your certification document as part of this solicitation to receive points in the evaluation.

Vendor to Sign Below to Attest to Validity of Certification:

Vendor Name

Authorized Signature

Typed Name

Date

☒ **Not applicable.**

10.10 ATTACHMENT X

ATTACHMENT X: NCTCOG FEDERAL AND STATE OF TEXAS REQUIRED PROCUREMENT PROVISIONS

The following provisions are mandated by Federal and/or State of Texas law. Failure to certify to the following will result in disqualification of consideration for contract. Entities or agencies that are not able to comply with the following will be ineligible for consideration of contract award.

PROHIBITED TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT CERTIFICATION

This Contract is subject to the Public Law 115-232, Section 889, and 2 Code of Federal Regulations (CFR) Part 200, including §200.216 and §200.471, for prohibition on certain telecommunications and video surveillance or equipment. Public Law 115-232, Section 889, identifies that restricted telecommunications and video surveillance equipment or services (e.g., phones, internet, video surveillance, cloud servers) include the following:

- A) Telecommunications equipment that is produced by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliates of such entities).
- B) Video surveillance and telecommunications equipment produced by Hytera Communications Corporations, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliates of such entities).
- C) Telecommunications or video surveillance services used by such entities or using such equipment.
- D) Telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, Director of the National Intelligence, or the Director of the Federal Bureau of Investigation reasonably believes to be an entity owned or controlled by the government of a covered foreign country. The entity identified below, through its authorized representative, hereby certifies that no funds under this Contract will be obligated or expended to procure or obtain telecommunication or video surveillance services or equipment or systems that use covered telecommunications equipment or services as a substantial or essential component of any system, or as a critical technology as part of any system prohibited by 2 CFR §200.216 and §200.471, or applicable provisions in Public Law 115-232 Section 889.

☒ The Contractor or Subrecipient hereby certifies that it does comply with the requirements of 2 CFR §200.216 and §200.471, or applicable regulations in Public Law 115-232 Section 889.

SIGNATURE OF AUTHORIZED PERSON:



Date: 2025.01.21 05:40:54 -05'00'

NAME OF AUTHORIZED PERSON:

Komal Dangi

NAME OF COMPANY:

Synkriom Inc

DATE:

1/21/25

-OR-

☐ The Contractor or Subrecipient hereby certifies that it cannot comply with the requirements of 2 CFR §200.216 and §200.471, or applicable regulations in Public Law 115-232 Section 889.

SIGNATURE OF AUTHORIZED PERSON:

NAME OF AUTHORIZED PERSON:

NAME OF COMPANY:

DATE:

DISCRIMINATION AGAINST FIREARMS ENTITIES OR FIREARMS TRADE ASSOCIATIONS


This contract is subject to the Texas Local Government Code chapter 2274, Subtitle F, Title 10, prohibiting contracts with companies who discriminate against firearm and ammunition industries.

TLGC chapter 2274, Subtitle F, Title 10, identifies that “discrimination against a firearm entity or firearm trade association” includes the following:

- A) means, with respect to the entity or association, to:
- I. refuse to engage in the trade of any goods or services with the entity or association based solely on its status as a firearm entity or firearm trade association; and
 - II. refrain from continuing an existing business relationship with the entity or association based solely on its status as a firearm entity or firearm trade association; or
 - III. terminate an existing business relationship with the entity or association based solely on its status as a firearm entity or firearm trade association.
- B) An exception to this provision excludes the following:
- I. contracts with a sole-source provider; or
 - II. the government entity does not receive bids from companies who can provide written verification.

The entity identified below, through its authorized representative, hereby certifies that they have no practice, policy, guidance, or directive that discriminates against a firearm entity or firearm trade association; and that they will not discriminate during the term of the contract against a firearm entity or firearm trade association as prohibited by Chapter 2274, Subtitle F, Title 10 of the Texas Local Government Code.

☒ **The Contractor or Subrecipient hereby certifies that it does comply with the requirements of Chapter 2274, Subtitle F, Title 10.**

SIGNATURE OF AUTHORIZED PERSON:	 _____	Date: 2025.01.21 05:40:37 -05'00'
NAME OF AUTHORIZED PERSON:	Komal Dangi _____	
NAME OF COMPANY:	Synkriom Inc _____	
DATE:	1/21/25 _____	

-OR-

☐ **The Contractor or Subrecipient hereby certifies that it cannot comply with the requirements of Chapter 2274, Subtitle F, Title 10.**

SIGNATURE OF AUTHORIZED PERSON:	_____
NAME OF AUTHORIZED PERSON:	_____
NAME OF COMPANY:	_____
DATE:	_____

BOYCOTTING OF CERTAIN ENERGY COMPANIES

This contract is subject to the Texas Local Government Code chapter 809, Subtitle A, Title 8, prohibiting contracts with companies who boycott certain energy companies.

TLGC chapter Code chapter 809, Subtitle A, Title 8, identifies that "boycott energy company" means, without an ordinary business purpose, refusing to deal with, terminating business activities with, or otherwise taking any action that is intended to penalize, inflict economic harm on, or limit commercial relations with a company because the company:

- I. engages in the exploration, production, utilization, transportation, sale, or manufacturing of fossil fuel-based energy and does not commit or pledge to meet environmental standards beyond applicable federal and state law; and
- II. does business with a company described by paragraph (I).

The entity identified below, through its authorized representative, hereby certifies that they do not boycott energy companies, and that they will not boycott energy companies during the term of the contract as prohibited by Chapter 809, Subtitle A, Title 8 of the Texas Local Government Code.

☒ The Contractor or Subrecipient hereby certifies that it does comply with the requirements of Chapter 809, Subtitle A, Title 8.

SIGNATURE OF AUTHORIZED PERSON:



Date: 2025.01.21
05:40:22 -05'00'

NAME OF AUTHORIZED PERSON:

Komal Dangi

NAME OF COMPANY:

Synkriom Inc

DATE:

1/21/25

-OR-

☐ The Contractor or Subrecipient hereby certifies that it cannot comply with the requirements of Chapter 809, Subtitle A, Title 8.

SIGNATURE OF AUTHORIZED PERSON:

NAME OF AUTHORIZED PERSON:

NAME OF COMPANY:

DATE:



10.11 EXHIBIT 1

EXHIBIT 1: CATEGORIES OFFERED AND PRICING PROPOSAL

Place a checkmark next to each category you are offering in your proposal:

☒ **Service Category #1: Artificial Intelligence (AI) Solutions for Public Sector Entities**

☐ **Service Category #2: Other Ancillary Goods or Services (List Below)**

The Respondent shall furnish a comprehensive cost pricing model for this RFP, pursuant to the guidance provided in Section 5.13. Please delineate pricing based on **Service Category 1**, **Service Category 2**, or a combined pricing model for both categories. Label your pricing proposal as "Exhibit 1 – Pricing," and use as many pages as necessary to provide detailed information.

Important Note: This RFP is not tied to any specific project at this time. The purpose is to secure pricing for potential future use of AI solutions by public sector entities. Respondents are encouraged to provide pricing models that are as descriptive and flexible as possible to accommodate the varied needs of potential users.

In addition to the requested pricing, Respondents are encouraged to include a retainage rate based on the hourly rate of each staff member for any future projects that may arise but are not currently anticipated by this RFP.

Refer to Exhibit 1 –Pricing Proposal Worksheet Attachment.



10.12 EXHIBIT 2

EXHIBIT 2: SAMPLE MARKET BASKET FORM

This Exhibit is not applicable for this solicitation.



10.13 EXHIBIT 3

EXHIBIT 3: SERVICE DESIGNATION AREAS

Texas Service Area Designation or Identification			
Proposing Firm Name:	Synkriom Inc		
Notes:	Indicate in the appropriate box whether you are proposing to service the entire state of Texas <div> <div>Will service the entire state of Texas</div> <div>Will not service the entire state of Texas</div> </div> <div> <div><input checked="" type="checkbox"/></div> <div><input type="checkbox"/></div> </div>		
	If you are not proposing to service the entire state of Texas, designate on the form below the regions that you are proposing to provide goods and/or services to. By designating a region or regions, you are certifying that you are willing and able to provide the proposed goods and services.		
Item	Region	Metropolitan Statistical Areas	Designated Service Area
1.	North Central Texas	16 counties in the Dallas-Fort Worth Metropolitan area	
2.	High Plains	Amarillo Lubbock	
3.	Northwest	Abilene Wichita Falls	
4.	Upper East	Longview Texarkana, TX-AR Metro Area Tyler	
5.	Southeast	Beaumont-Port Arthur	
6.	Gulf Coast	Houston-The Woodlands-Sugar Land	
7.	Central Texas	College Station-Bryan Killeen-Temple Waco	
8.	Capital Texas	Austin-Round Rock	
9.	Alamo	San Antonio-New Braunfels Victoria	
10.	South Texas	Brownsville-Harlingen Corpus Christi Laredo McAllen-Edinburg-Mission	
11.	West Texas	Midland Odessa San Angelo	
12.	Upper Rio Grande	El Paso	

(Exhibit 3 continued on next page)

(Exhibit 3 continued)

Nationwide Service Area Designation or Identification Form			
Proposing Firm Name:	Synkriom Inc		
Notes:	<p>Indicate in the appropriate box whether you are proposing to provide service to all Fifty (50) States.</p> <p>Will service all fifty (50) states <input checked="" type="checkbox"/> Will not service fifty (50) states <input type="checkbox"/></p> <p>If you are not proposing to service to all fifty (50) states, then designate on the form below the states that you will provide service to. By designating a state or states, you are certifying that you are willing and able to provide the proposed goods and services in those states.</p> <p>If you are only proposing to service a specific region, metropolitan statistical area (MSA), or City in a State, then indicate as such in the appropriate column box.</p>		
Item	State	Region/MSA/City (write "ALL" if proposing to service entire state)	Designated as a Service Area
1.	Alabama		
2.	Alaska		
3.	Arizona		
4.	Arkansas		
5.	California		
6.	Colorado		
7.	Connecticut		
8.	Delaware		
9.	Florida		
10.	Georgia		
11.	Hawaii		
12.	Idaho		
13.	Illinois		
14.	Indiana		
15.	Iowa		
16.	Kansas		
17.	Kentucky		
18.	Louisiana		
19.	Maine		
20.	Maryland		

21.	Massachusetts		
22.	Michigan		
23.	Minnesota		
24.	Mississippi		
25.	Missouri		
26.	Montana		
27.	Nebraska		
28.	Nevada		
29.	New Hampshire		
30.	New Jersey		
31.	New Mexico		
32.	New York		
33.	North Carolina		
34.	North Dakota		
35.	Ohio		
36.	Oregon		
37.	Oklahoma		
38.	Pennsylvania		
39.	Rhode Island		
40.	South Carolina		
41.	South Dakota		
42.	Tennessee		
43.	Texas		
44.	Utah		
45.	Vermont		
46.	Virginia		
47.	Washington		
48.	West Virginia		
49.	Wisconsin		
50.	Wyoming		

End of Exhibit 3

[-----End of Document-----]