



**“SAY NO TO CORRUPTION”**

No.8/Security/PTA

## **INVITATION TO BID**

### **Supply and Installation of Workforce Management System**

1. **Pakistan Telecommunication Authority** a **Telecom Regulator** invites sealed bids from the **Authorized dealers/ Suppliers/ Distributors/Reputed Solution Providers** registered with Income Tax and Sales Tax Departments for supply and installation of Workforce Management System at PTA HQ and its zonal offices as per following details:

S.No.	Name of Office/Location	No. of Machines
a.	RFID & Biometric Reader at PTA Zonal Office Gilgit, Muzaffarabad, Rawalpindi, Peshawar, Lahore, Karachi, Quetta, Multan and PTA HQ Islamabad along with UPS and Battery Back up	12
b.	Customized and Centralized Attendance Software.	1
c.	Rack Mounted Server with 19" LED, antivirus and UPS	1
d.	Visitors Attendance Software integrated with CNIC Barcode device	1

2. Bidding documents, containing detailed terms and conditions, Terms of Reference, Mandatory Technical Specifications, special stipulations, bill of quantities, draft agreement, instructions for bidders, opening of bids and bid evaluation criteria etc. are available for the interested bidders at **Office of Deputy Director Admin**. Price of the bidding documents is Rs.200/-. Bidding documents can also be downloaded from [www.pta.gov.pk](http://www.pta.gov.pk) free of cost.
3. The bids, prepared in accordance with the instructions in the bidding documents, must reach at **Office of Deputy Director Admin, Pakistan Telecommunication Authority Headquarters, F-5/1, Islamabad** on or before **7<sup>th</sup> February, 2017** by **1100 Hours**. Bids will be opened the same day at **11.30 hours at PTA HQs, Islamabad**. This advertisement is also available on PPRA website at [www.ppra.org.pk](http://www.ppra.org.pk).

**Deputy Director (Admin)**

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## **Supply and Installation of Workforce Management System**

### **BIDDING DOCUMENTS**

#### **General Instructions**

1. Sealed bids are invited from well reputed and sales tax registered Authorized dealers/Suppliers/Distributors for supply and installation of Biometric Attendance System at PTA HQ and its zonal offices as per following details:

<b>S No.</b>	<b>Name of Office/Location</b>	<b>No. of Machines</b>
a.	RFID & Biometric Reader at PTA Zonal Office Gilgit, Muzaffarabad, Rawalpindi, Peshawar, Lahore, Karachi, Quetta, Multan and PTA HQ Islamabad along with UPS and Battery Back up	12
b.	Customized and Centralized Attendance Software	1
c.	Dell Power Edge T420 Rack Mounted Server E5-2407 or equivalent with 19" LED, antivirus and UPS	1
d.	Visitors Attendance Software integrated with CNIC Barcode device	1

#### **Procedure for Submission of Bids**

2. Bidding documents, containing detailed terms and conditions, Terms of Reference, Mandatory Technical Specifications, special stipulations, bill of quantities, draft agreement, instructions for bidders, opening of bids and bid evaluation criteria etc are available for the interested bidders at Office of Deputy Director Admin, Pakistan Telecommunication Authority Headquarters, F-5/1, Islamabad. Price of the bidding documents is Rs.200/-. Bidding documents can also be downloaded from [www.pta.gov.pk](http://www.pta.gov.pk) free of cost.

3. The bids, prepared in accordance with the instructions in the bidding documents, must reach at Office of Deputy Director Admin, Pakistan Telecommunication Authority Headquarters, F-5/1, Islamabad on or before 7<sup>th</sup> February, 2017 by 1100 Hours. Bids will be opened the same day at 11.30 hours at PTA HQs, Islamabad.

4. The procurement will be made according to Single stage – two envelope procedure as mentioned under rule 36(b) of PPRA Rules 2004. The procedure to be followed shall be as under:

- Bid shall comprise one single package containing two separate envelopes for Financial Proposal and Technical Proposal.
- Initially, only the envelope marked "TECHNICAL PROPOSAL" shall be opened.
- The envelope marked as "FINANCIAL PROPOSAL" shall be retained without being opened.

- iv. Technical evaluation committee shall evaluate the technical proposal in a manner prescribed in advance, without reference to the price and reject any proposal which does not conform to the specified requirements.
- v. During the technical evaluation no amendments in the technical proposal shall be permitted.
- vi. The financial proposals of bids shall be opened publicly at a time, date and venue announced and communicated to the bidders in advance.
- vii. After the evaluation and approval of the technical proposal, PTA shall at a time within the bid validity period, publicly open the financial proposals of the technically accepted bids only. The financial proposal of bids found technically nonresponsive shall be returned un-opened to the respective bidders.

**Documents to be attached:**

- 5. The firms are required to submit following documents with their bids:
  - a. Pay Order as “Earnest Money” equal to 2 % of total bid value (only with financial proposal). However, Certificate, regarding deposit of earnest money equivalent to 2% of total bid price with financial proposal, is submitted along with Technical Proposal.
  - b. Attested copies of valid GST / NTN registration certificates.
  - c. Attested copy of CNIC of the bidder.
  - d. Detail of similar works carried out with any Govt./Private organizations, during the last five(5) years.
  - e. Authorized copy of valid distributions Certificate.
  - f. Affidavit for After-sales services.
  - g. Warranty certificate of the equipment.
  - h. Affidavit on Judicial Stamp Paper to the effect that firm has neither been black listed nor any contract rescinded due to non-fulfillment of Contractual obligations in the past.

**Evaluation of Technical Proposals:**

- 6. Technical Proposals shall be evaluated by the Technical Committee against the following **mandatory requirements:**
  - a. Minimum 5 years experience (Evidence of same may be attached with Technical Proposal).
  - b. Vendor should be the authorized distributor/dealer/Supplier/Reseller of the brand offered in Pakistan and should attach its distribution/dealership certificate with Technical Proposal.
  - c. Vendor should be registered with Tax Department (Copy of NTN and GST certificate to be attached with Technical Proposal).
  - d. Quoted items strictly conform to the specifications.

- e. Provision of proof for successful completion of similar contracts (Work Orders/Successful Completion Certificates for at least five Clients shall also be attached along with Technical Proposal).
- f. An undertaking on judicial paper that the firm has not been blacklisted by PPRA or any government/private department in the past.
- g. Warranty of the equipment shall be not less than 12 months, however warranty of server shall be 3 years. Affidavit in this regard shall be furnished with Technical Proposal.
- h. Certificate, regarding deposit of earnest money equivalent to 2% of total bid price with financial proposal, is submitted along with Technical Proposal.
- i. Moreover, availability of technical teams at all stations for after-sales services shall be counted as an advantage.
- j. The bidders, fulfilling all mandatory requirements, shall be qualified for opening of financial proposal and shall be informed regarding opening of financial proposals.
- k. Employees profile/team who will be working on the project. (Deployment & Configuration, integration, Procurement etc)

#### **Evaluation of Financial Proposals:**

- 7. The vendor is required to quote bid inclusive of GST (if applicable). Financial Proposals of technically responsive bidders shall be opened and evaluated on lump sum basis.

#### **Award of Work Order:**

- 8. The work shall be awarded to the technically qualified bidder offering the lowest price.

#### **Disqualifications:**

- 9. Bid shall be disqualified if:-
  - a. The bid is not prepared and submitted by following the instructions given in tender documents.
  - b. The bid is incomplete with reference to Sr. 5 above.
  - c. Received without earnest money and /or found with less amount of earnest money than required financial extent.
  - d. Received later than the date and time fixed for tender submission.
  - e. Submitted to other than the venue specified in the terms and conditions of this tender notice/tender documents.
  - f. The tender is unsigned/ unstamped
  - g. The offer is ambiguous.
  - h. The tender is not properly covered and sealed.
  - i. The offer is conditional.
  - j. The offer is from a firm which is black listed, by any Govt./private Office.
  - k. The offer is received by telephone/telex/fax/telegram.

I. Any unsigned/ambiguous erasing, cutting/overwriting etc. is made

**Delivery Time & Validity of Prices**

10. All quoted prices should remain valid for 120 days from the submission of bids. The successful bidder should complete work within 45 days of issuance of a confirmed work order. Penalty shall be imposed for non-completion of work within stipulated time at the rate of 0.5% of the contract price per day, maximum up to the extent of 10 % of the work cost. Timelines given in the Terms of Reference.

**Mode of Payment**

11. After completion of work and satisfactory inspection by the PTA Purchase Committee, payment shall be released within 25 days subject to provision of bills. Income Tax / GST will be deducted at source as per GoP rules.

**Other Instructions**

12. Any wrong information shall make the firm liable for debarring from this work, as well as future contracts in PTA even after issuance of work order.

13. Complete solution will be the responsibility of the vendor, including the supply, cabling, installation, testing & advance training of the staff.

14. The work shall be strictly in accordance with the specifications/requirements. The use/supply of any inferior quality product is liable to rejection. In such an eventuality, neither the security will be refunded nor would the PTA be obliged for any monetary compensation to the firm concerned.

15. The potential bidders needing any clarification regarding bidding procedure and/ or terms & conditions of tender may raise their query (in written) and seek guidance prior to tenders closing date.

16. Withdrawal of bid during validity period or tender evaluation process is strictly prohibited and would result in forfeiture of earnest money.

17. The detail of work (BOQ) for which rates have to be quoted is attached. Cutting/overwriting and fluid used bids shall not be accepted.

18. Interested Authorized dealers/ Suppliers/ Distributors may forward their proposals as per above instructions to the undersigned latest by 7<sup>th</sup> February, 2017 at 1100 hours.

19. Provision of on campus training to selected PTA employees will be the responsibility of successful bidder/solution provider on the proposed system with no extra cost.

20. PTA reserves the right to accept or reject the tender as per PPRA rules.

**(Zahid Mumtaz Malik)**  
Deputy Director (Admin)  
051-2878151

## **SPECIAL STIPULATIONS**

### **Supply and Installation of Biometric Attendance System at PTA HQ and its Zonal Offices**

The stipulations outlined hereunder in the form of a table summarize certain terms & conditions and these stipulations will be an integral part of the contract:

1	Pricing and evaluation will be considered on lump sum basis.	
2	No claim on Escalation during the currency of Contract will be entertained.	
3	Arbitration	In case of any dispute or conflict between PTA and Contractor, the case will be referred to Purchase Committee-1, PTA.
4	In case of increase in quantities more than 15%, the prior approval of competent authority of PTA must be obtained otherwise no claim will be entertained on excess quantities	
5	PTA has full right to execute any portion of work or whole work or cancel the execution of whole work and full right to increase or decrease the quantum of work or quantities.	
6	Amount of Earnest Money	2% of total bid price
7	Form of Earnest Money	Either a pay order or bank draft from schedule bank in favor of Pakistan Telecommunication Authority. Earnest money of unsuccessful bidder will be returned on award of work.
8	Retention Money 8 %	Earnest Money of successful bidder will be retained as part of retention money. Remaining 6 % shall be adjusted at the time of payment of final bill.
9	Release of Retention Money	Retention Money will be released after One Year of completion of work subject to no complaint.
10	Time of commencement of work	Within 07 days of the issuance of Work Order
11	Time of completion of supply & work	45 days of commencement of work
12	Imposition of Penalty for non- completion of the work within stipulated time	0.5% of the contract price per day maximum up to the extent of 10 % of the work cost.
13	Insurance against injury to workmen	Safety of its employees from injury will be responsibility of the contractor.
14	Incomplete tender/bids will be rejected forthwith.	
15	Bid shall be valid for at least 120 days of the bid opening.	
16	Pre-bid meeting	A pre bid meeting, if required, will be held before the submission of financial bid and date and time of this will be conveyed on the request of the bidder later.
17	The equipment delivery at site will be the responsibility of the vendor.	

18	The bidder will be responsible for the provision of free at least one-year warranty / support with labor and parts, or manufacturer warranty whichever is greater and the warranty period will be considered from the completion certificate issued by PTA. Warranty period of Server will be 3 Years.		
19	The bidder will provide copies of certificates if any i.e. ISO certifications etc.		
20	Quoted rates should be inclusive of GST.		
21	Provision of copy of NTN & GST registration along with bid is mandatory.		
22	Payment of the work will be made after successful supply and issuance of completion certificate by PTA Purchase Committee.		
23	Tax will be deducted at source as per Government of Pakistan rules.		
24	An agreement will be made between the client and contractor on judicial paper of Rs. 100/-.		
25	All material will be checked and approved by the Technical Evaluation Committee before Commissioning of work. The work will be carried out under supervision of technical evaluation committee.		
<table border="1"> <tr> <td>Contractor' Sign and Seal</td><td>Employer's sign and seal</td></tr> </table>		Contractor' Sign and Seal	Employer's sign and seal
Contractor' Sign and Seal	Employer's sign and seal		

## Supply and Installation of Workforce Management System

BOQ For Supply and Installation of Workforce Management System at PTA HQ and Zonal Offices				
S.No	Items	Qty	Unit cost	Total
1.	<p>Providing &amp; Fixing Finger Print and card based reader with built in TCP/IP converter with UPS, Battery and safety boxes at following locations. Complete in all respect including cabling, ducting, installation and configuration for each location.</p> <p style="margin-left: 40px;">a. Gilgit Qty 1 b. Muzaffarabad Qty 1 c. Rawalpindi Qty 1 d. Peshawar Qty 1 e. Lahore Qty 1 f. Karachi Qty 1 g. Quetta Qty 1 h. Multan Qty 1 i. Islamabad Qty 4</p> <p><b><u>UPS Specifications</u></b></p> <ul style="list-style-type: none"> <li>• AC Input : 220±5%/50Hz</li> <li>• Regulated output of DC12V , max of 1A current ; suitable for reader</li> <li>• Low battery power cut-off to stop all operations when the power is low to prevent any malfunction of the unit.</li> <li>• Operating temperature: 0~60°C ; Humidity: 85%Rh max</li> <li>• External dry battery with auto-charging and AC power switching function when the power is cut off.</li> </ul>	<b>12</b>		
2.	Installation and Configuration at locations mentioned above.	<b>12</b>		
3.	<p><b><u>Customized and Centralized Attendance Software</u></b></p> <p>Provision, application, development, installation, commissioning and testing of Centralized Customized Web Based Work Force Management Software as per TOR attached.</p> <ul style="list-style-type: none"> <li>• Licensed Operating System, Database and antivirus</li> <li>• Web based front end which is able to run in browsers IE7.x and above, Firefox 3.6 and above, Chrome.</li> <li>• Leave Management System</li> <li>• Web based posting transfer module and overtime calculation as per overtime policy</li> <li>• Live view of Attendance data at multiple locations</li> </ul>	01		



	<ul style="list-style-type: none"> <li>Graphical Reports</li> <li>Attendance data and Summary reports</li> <li>Automatic download attendance data and processing of attendance data</li> <li>Dashboard for Authority Members</li> <li>Mobile App for Visitors/Leave Tracking/Individual attendance SMS</li> <li>Online integrated workforce management system (WMS) across the country</li> </ul>			
4.	Visitor Management Software	1		
5.	RFID readers with TCP/IP converter for visitors	2		
6.	Provision of Visitors Printed Cards compatible with above mentioned system with jacket and Ribbon as approved by PTA.	100		
7.	CNIC Barcode Reader/Scanner	1		
8.	Rack Mounted Server as per mandatory Technical Specifications at Annex A with 19 inch LED and antivirus with UPS.	1		
9.	Power and Data Cable	Approx 600 feet		
10.	UPS 3.5 KVA, 24 V, 2 x Dry Batteries 100 amp each, AC Input: 220±5%/50Hz, auto-charging and AC power switching function when the power is cut off.	1		
	<b>Total</b>			
	<b>Grand Total</b> <i>(including GST)</i>			
<b>Note:</b>	Any item, labor, cost required to complete the above mentioned work and is not covered above be considered and its cost be included in the quoted rates.			

## **AGREEMENT**

THIS AGREEMENT is made at Islamabad on the \_\_\_\_\_ between Pakistan Telecommunication Authority (hereinafter called "the Client") of one part and M/s. \_\_\_\_\_ (Hereinafter called "Contractor") of the other part.

WHEREAS the client is desirous that certain WORKS viz \_\_\_\_\_ and has accepted a Tender by the Contractor for the said works of amount equal to Rs. \_\_\_\_\_.

### **NOW THIS AGREEMENT WITNESSETH AS FOLLOWS:**

1. In this Agreement, Words and expressions shall have the same meanings as are respectively assigned to them in the conditions of Contractor hereinafter referred to.
2. The following documents shall be deemed to form, and be read and construed as, part of this Agreement:
  - a) Tender Notice.
  - b) Bill of Quantity (BoQ)
  - c) General conditions of Contract/ Special Stipulations.
  - d) Addenda and Corrigenda, if any, issue by the clients and duly accepted by the contractor at the signing of the Contract.
  - e) Earnest money/ Tender Guarantee
  - f) Notice of award by the Client
  - g) Form of Agreement/ Contract Agreement
  - h) Clients order to commence the work.
  - i) Limit of Retention Money.
  - j) Any Correspondence by the Clients/Contractor mutually accepted by the Client and the Contractor.
  - k) Terms of Reference
  - l) Mandatory Technical Specifications
3. In consideration of the payments to be made by the Client to the Contractor as given in BOQ, the contractor hereby covenants with the Client to the work in conformity in all respects with the provisions of the Contract.
4. The Clients hereby covenants to pay the Contractor in consideration of providing and installing workforce management system at PTA HQ, Islamabad and its zonal offices, the contract Price at the times and in the manner prescribed by the Contract.

IN WITNESS WHEREOF, The Client and the Contractor have executed this Agreement the day and the year first above written.

Signed and delivered by the client  
Above named in the presence of

**Contractor: (M/s. \_\_\_\_\_)**

Signature \_\_\_\_\_

Name \_\_\_\_\_

NIC No. \_\_\_\_\_

**Client: PTA \_\_\_\_\_)**

Signature \_\_\_\_\_

Name \_\_\_\_\_

NIC No. \_\_\_\_\_

**Witness 1**

Name \_\_\_\_\_

Signature \_\_\_\_\_

NIC No. \_\_\_\_\_

**Witness 2**

Name \_\_\_\_\_

Signature \_\_\_\_\_

NIC No. \_\_\_\_\_

## **Undertaking**

We have carefully read the terms and conditions mentioned in tender documents for the reference tender. We accept all these terms & conditions unconditionally.

Name of Bidder Firm/Company: \_\_\_\_\_

Name & Designation of Authorized Official: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Company Stamp: \_\_\_\_\_

## **Terms of Reference**

### **1. Introduction**

The purpose of this RFP is to select a software, hardware and professional services from reputed solution providers to provide Pakistan Telecom Authority with a computerized Workforce management system that will allow detailed & comprehensive employee duty time scheduling, processing of expense reimbursement requests (over-time), recording of their workday time. The System would include:

- HIT MP4800 or equivalent finger printand RFID Device with UPS & Battery Back up.
- Installation & Configuration Charges at different Locations as per tender documents.
- Rack-mounted Server of at least 32 GB RAM with 19 Inch LED, Licensed Operating System, Database and antivirus (Detailed specs at Annexure-A).
- Customized and centralized attendance software integrated with existing HR and leave Tracking System.
- Visitor Management System which will be integrated with Barcode CNIC Device
- HIT MS8800 or equivalent RFID Card Reader for Visitor Access with 100 Cards with Printing
- Integration with already installed RFID Machines.

### **2. Background:**

- a. Pakistan Telecom Authority (PTA) is committed to ensure a high performance working environment and quality of work life with a conducive environment by providing state of the art Workforce Management system in the building.
- b. Our motivation in seeking this solution is to reduce the cost associated with our current process, improve our current process, and support the continued growth of our organization. We are seeking a solution that will both accommodate and improve upon our business processes without requiring any custom coding for system workarounds.
- c. We are specifically looking for a web-based system that will be hosted and maintained in our own environment. We are looking for a solution that is robust and flexible enough to accommodate the needs of the Authority.

### **3. Objectives:**

- a. PTA intends requesting proposals to furnish and implement an Employee Time and Attendance system that will fully interface to in-house developed HRIS administrative data base, which is also the payroll system utilized. PTA requires a comprehensive hosted solution that will include implementation services, training and a comprehensive support program.
- b. The system must provide integration with Authorities in-house developed Leave Tracking System. The system would also keep record of Visitors visiting different officers using barcode CNIC devices.
- c. The Bidders are required to briefly analyze the present HRIS, Leave Track and Visitor system and provide the suitable solution to meet the desired target. It should be noted that during analysis/design/development of the WMS (Workforce Management Solution) there should not be any downtime or service interruption with regards to present operations.
- d. Main objectives of the re-designing the system are:
  - i. Provision and installation of biometric/RFID devices at all the zonal and regional office of the Authority.
  - ii. Integration of the system with existing RFID devices.
  - iii. Having interactive interfaces with already existing systems like HRIS and Leave Tracking System.
  - iv. A module for automation of Employees Over-times as per PTA Employee Service Regulation.
  - v. The system should have mobile responsive web-interfaces possessing multiple roles including employees, security Managers and Executives etc.
  - vi. Providing highly user friendly interfaces for e-services to employees and Managers.

### **4. Scope of Work**

- a. In the light of above objective a comprehensive Workforce management system on international practices has to be developed. The vendor will provide complete turnkey solution for Pakistan Telecom Authority.

- b. Provision of on campus training to selected PTA employees will be the responsibility of successful bidder/solution provider on the proposed system with no extra cost till the satisfaction of the client i.e. PTA.
- c. The successful vendor is also required to provide on-going support and service for at least one year which includes all system upgrades, fixes, data recovery assistance, and enhancements to the items installed. Access to an experienced customer support team should be available 24 hours per day 7 days per week.
- d. In addition, the successful vendor must also transfer the technology before completion of support period. This would include handing over all the source-code, database design and technical hand-over to IT department of Pakistan Telecom Authority.

## **5. Deliverables**

The vendor is required to submit following deliverables:

- a. WMS detailed specification document and proposed solution.
- b. Provision, installation and configuration of hardware in all the zonal and regional offices. Provision of Configuration documents and user manuals of installation and configuration.
- c. Online integrated Web Based Workforce Management System (WMS) across the company.
- d. Integration with HRIS and Other Existing Modules of PTA like Leave Management System.
- e. System would be able to calculate Overtime of Employees as per Employee Service Regulation.
- f. Secure and Explicit User Rights Management. Solution would deploy on SSL.
- g. System should provide annual calendar for Gazetted Holidays.
- h. Roster Setup Master & Auto
- i. Software WMS Source Code will be handed over to PTA.
- j. Strong reporting capabilities including
  - i. Shift wise/Employee wise/Department/Cost center wise reports generation for following:
  - ii. Time Sheet
  - iii. Attendance Register
  - iv. Monthly & Yearly reports
  - v. Daily & Monthly Attendance
  - vi. Real Time Dash Boards / Graphical Reports
  - vii. Employee Schedule v Actual hours
  - viii. Overtime hours (staff)
  - ix. Audit trail

- k. Database Tuning (Archiving Technique): Backend database will be analyzed for better performance as all the contents to be published / populated through the database.
- l. Development Platform: Web Technology, PHP / .NET; Database, MySQL/SQL Server/Oracle; Web Server, Apache / .NET Framework
- m. Training of PTA Officers on Administration Module
- n. Vendor will provide one year maintenance and support services and in critical situation, the vendor will provide immediate support

**6. Timeline of the Project**

<b>Delivery</b>	<b>Time Period</b>
Day of signing the contract	t-day
Mock-up Design of the project	t+5 working days
Integration Interfaces / GAP Analysis	t +10 working days
First Demo of the project	t+20 working days
Second Demo of the project	t+25 working days
Final Demonstration to Authority	t+30 working days
Deployment in Zonal /Regional Offices	T + 40 working days
Deployment of Final Version on Web Server	t+45 working days



**MANDATORY TECHNICAL SPECIFICATIONS FOR THE SERVER**

<b>Detailed Specifications of Servers with 32 GB RAM &amp; 4 X 2 TB HDD</b>		
<b>Quantity : 1</b>		
<b>S. No</b>	<b>Feature</b>	<b>Requirements</b>
1.	<b>PROCESSOR</b>	Intel Xeon Processor E5-2600 series 8 Core, 2.0 GHz or better, 20 MB or above cache, Turbo
2.	<b>2ND PROCESSOR</b>	Intel Xeon Processor E5-2600 series 8 Core, 2.0 GHz or better, 20 MB or above cache, Turbo
3.	<b>RAM</b>	32GB Memory (4x8GB) DDR4, 2100 MHz, Single Rank LV RDIMMs for 2 Processors, ECC Memory
4.	<b>RAID CONTROLLER</b>	Integrated RAID Controller, 512MB NV Cache or better
5.	<b>HARD DRIVE</b>	4 X 2 TB 7.2K RPM Near Line SAS, 3.5" Hard Drive – Hot Plug, Minimum 8 bays.
6.	<b>OPTICAL DRIVE</b>	16x or better Super drive
7.	<b>SERVER MANAGEMENT CARD</b>	Complete Remote management card with at least Vflash 8GB SD Card or better (Enterprise Card)
8.	<b>SLIDING RAIL</b>	Sliding rail with cable management arm
9.	<b>POWER SUPPLY</b>	<b>Redundant</b> Energy efficient Power Supply, Redundant (1+1), 750W Hot pluggable or higher.
10.	<b>SLOTS</b>	Standard USB, PCI and storage slots
11.	<b>NETWORK CARD</b>	6 (2+4) port 10/100/1000 Ethernet with TOE enabled
12.	<b>CHASIS</b>	Rack mounted
13.	<b>OPERATING SYSTEM</b>	Licensed Operating System Windows Server Standard Edition 2012 R2 (UEFI Supported) including media, which must not be pre-installed and it

		has to be installed onsite.
14.	<b>Antivirus and Data Base</b>	Licensed.
15.	<b>WARRANTY</b>	Three years onsite warranty or manufacturer warranty, whichever is greater.

Authorized Signature of bidder with seal stamp

*Any inferior Specs of Servers will be rejected*