

Sl. No.	Category	RFP Page No.	RFP Clause / Section	Provision as per RFP (Reference Text)	Query / Clarification Sought	Bidder's Justification / Suggested Amendment	CMGI Response
1	A. Scope, Engagement Model & Deliverables	4-5	2.2 / Sec. 2 - Objective of the Assignment	The firm shall act as Technical Advisory, Architecture, Governance and Development Support Partner; ownership of development activities, deployment and operations shall remain with CMGI. Consultants 'shall not function as independent developers'.	The Deliverables table (Page 13) however includes 'Completion of Core Functional Modules' (30 weeks), 'Completion of All Modules & Integrations' (36 weeks), 'UAT Completion', 'UI/UX Design & Prototype' and 'Production Go-Live'. Please confirm whether the engagement is (a) pure advisory/architecture consultancy, or (b) end-to-end design-build-migrate of all 80+ modules with CMGI's team, and clarify which party is contractually accountable for delivery, code volume and quality of each module.	Effort estimation, team pyramid, delivery methodology and commercials differ by an order of magnitude between an advisory engagement (3 experts) and a full redevelopment of 80+ modules. Request explicit statement of accountability boundary and CMGI vs. Bidder RACI for build, test, deployment and go-live.	Please check the Tender Document clause No 2
2	A. Scope, Engagement Model & Deliverables	9-10	4.11 - Development Advisory & Hands-on Support	CMGI shall provide 6-7 Senior Software Engineers; consulting firm shall provide 1 Architect + 2 Microservices Development Consultants.	Please confirm whether the redevelopment of 80+ modules within 52 weeks is expected to be executed by the combined team of 3 (Bidder) + 6-7 (CMGI) resources only?		Yes
3	A. Scope, Engagement Model & Deliverables	13, 26	Deliverables Table Sl. 9 / 10.8	Sl. No. 9 'Detailed SRS Report Submission' has no timeline and no payment percentage.	Request CMGI to specify a) if the SRS preparation has to be done by SI's deputed resources b) the timeline and payment milestone for the Detailed SRS deliverable, and c) whether the SRS is to be prepared for all 80+ modules or only for the priority modules.	SRS preparation for 80+ modules is a substantial effort driver and Business Analysts are not listed in the resource requirements from the SI	Out of 80 Module 10 to 15 Modules are Transactions modules(end to end) and remaining modules are the entry level by the DDO/Establishment officer
4	A. Scope, Engagement Model & Deliverables	11	4.13	'No additional infrastructure shall be procured/installed without prior approval of CMGI.'	Please confirm that all additional hardware, software, licenses, subscriptions and cloud services identified during the engagement will be procured directly by CMGI, and that the Bidder's financial note is to exclude all such costs.	Determines whether a Bill of Materials with pricing has to be carried in the bid or submitted as an advisory recommendation only.	Infrastructure will be the responsibility of CMGI
5	B. Existing System Baseline & Discovery Inputs	5	Sec. 3 / 4.1	The consultant shall study the existing HRMS application architecture and assess performance bottlenecks.	Will read-only access to source code repository, database schema (masked), application logs, APM/monitoring dashboards and existing design documents (SRS/HLDD/LLD/test cases) be provided to the selected Bidder, and within how many days of work order?	Deliverable 1 (Current State Assessment) is due within 4 weeks of work order; access lead time directly affects feasibility of that milestone.	Not Clear
6	B. Existing System Baseline & Discovery Inputs	5	Sec. 3	Database size approximately 2.5 TB.	What proportion of the 2.5 TB is in RDBMS and how much as document/BLOB content (scanned service book pages, photographs, certificates)? Is object storage (MinIO / S3-compatible / NAS) available or to be introduced for content offload?	BLOB offload strategy has a direct bearing on database segregation, backup/restore windows and per-service data ownership design.	The total PostgreSQL database size is approximately 2.7 TB, with the majority of the storage occupied by structured relational (RDBMS) data. Analysis indicates that document/BLOB content is not stored within the database; PostgreSQL Large Objects are negligible, and only a few small BYTEA columns exist. Instead, scanned service book pages, photographs, certificates, and other documents are stored externally on NAS (Network Attached Storage), while the database maintains only the associated metadata and file references. Therefore, document content is already offloaded from the database, and NAS serves as the current content storage solution.
7	C. Target Architecture & Technology Stack	10	4.12 - Technology Stack Finalization	Proposed stack: Spring Boot, Java (Latest LTS), PostgreSQL, RESTful APIs, Docker, Kubernetes/OpenShift, API Gateway, Centralized Logging & Monitoring.	The stack does not name a front-end technology. Please confirm the expected UI technology for the redeveloped application (e.g., React / Angular / Vue with a micro-frontend or a single SPA shell) and whether the existing JSP/Spring MVC presentation layer is to be fully replaced.	Deliverable 10 requires 'UI/UX Design & Prototype Approval', implying a front-end rewrite. Front-end scope for 80+ modules is a major effort component and must be confirmed.	The RFP does not prescribe a specific front-end technology/framework for the redesigned HRMS application. The selected consultant shall assess the existing presentation layer and recommend an appropriate modern, scalable and maintainable front-end architecture considering the Microservices-based target architecture, usability, performance, security, maintainability, integration requirements and long-term sustainability.
8	C. Target Architecture & Technology Stack	10	4.12	'Kubernetes/OpenShift Platform'.	Please confirm whether CMGI intends to adopt (a) upstream/vanilla Kubernetes, (b) Red Hat OpenShift Container Platform, (c) a distribution such as SUSE Rancher / VMware Tanzu, or (d) leave the choice to the Bidder's recommendation. If OpenShift, please confirm whether subscriptions are already held by CMGI/OCAC, or will be procured by CMGI/OCAC?	This is the single largest licensing and cost variable in the target architecture and materially changes the DevSecOps, networking and storage design.	The RFP presently proposes "Kubernetes/OpenShift Platform" as the container orchestration platform. The RFP does not mandate a specific Kubernetes distribution or product at this stage.

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9	C. Target Architecture & Technology Stack	6	4.2 - Platform Architecture	Platform Architecture to include API Gateway, Service Registry & Discovery, Configuration Management, IAM, Centralized Logging, Monitoring & Observability, Audit Framework, Notification, Caching, Security Framework.	Does CMGI/OCAC already operate any shared state-level platform services (API gateway, SSO/IAM, SMS & e-mail gateway, ESB, log aggregation, SIEM) that the modernized HRMS must consume rather than deploy afresh? If yes, please share their product names, versions and integration specifications.	Reuse of existing state platform services is preferred under Clause 4.13 but can only be designed if the incumbent products and their entitlements are known.	After issue of work order
10	C. Target Architecture & Technology Stack	6-7	4.2 / 4.3	Domain-driven decomposition; event-driven architecture recommendations; illustrative domains listed.	Is there a target ceiling or expected range for the number of microservices, and does CMGI have a preferred inter-service communication pattern (synchronous REST vs. asynchronous events) or an existing message broker standard?	Service granularity and the choice of broker drive the operational footprint, infrastructure sizing and required in-house skill build-up.	The RFP does not prescribe any fixed target number or ceiling for the number of Microservices. The number of Microservices shall be determined based on the outcome of the Current State Assessment, Domain Decomposition, Service Identification and Service Boundary Definition.
11	C. Target Architecture & Technology Stack	7	4.3	Illustrative domains include Reporting Services and Master Data Services.	What is the current reporting/MIS technology (e.g., JasperReports, BIRT, Crystal, native SQL)? Is a dedicated reporting database / read replica / data warehouse expected in the target state, and is a BI tool to be recommended?	Reporting architecture and any BI tooling carry distinct licensing and sizing implications for the Technical Solution Document.	No Tool is required
12	C. Target Architecture & Technology Stack	12	4.15 - Additional Success Criteria	'The target architecture supports future scalability beyond 10 lakh employees and associated transactions.'	Please specify the target NFRs to be designed for: concurrent user target, peak TPS, page/API response-time SLA, availability SLA (e.g., 99.5% / 99.9%), and the payroll batch completion window.	Quantified NFRs are mandatory inputs to capacity planning, autoscaling design and the performance test acceptance criteria.	Further details will be provided after receiving the work order
13	C. Target Architecture & Technology Stack	8	4.6 - Technology Stack Recommendation	The consultant shall recommend Programming Frameworks, Container Platforms, API Management, Messaging, Database, Security Platforms, Monitoring and Testing Frameworks.	Will CMGI accept a recommendation that introduces polyglot persistence (e.g., Redis for caching, Elasticsearch/OpenSearch for search, a document store for e-Service Book content), or must all persistence remain on PostgreSQL?	Data store choice affects licensing (see Section D), operational skill requirements and the database segregation strategy under Clause 4.4.	Yes
14	C. Target Architecture & Technology Stack	10	4.12	'The consulting firm shall review the proposed technology stack and recommend suitable improvements, if required... Final approval of any technology change shall rest with CMGI.'	For the purpose of the Technical Presentation and the Technical Solution Document, should the Bidder present the solution strictly on the CMGI-proposed stack, or may an alternative/augmented stack (like .Net Core) be proposed with justification without adverse impact on technical scoring?	Evaluation clarity is required so that all bidders present comparable solutions.	Already mentioned in the Tender document
15	D. Licensing - FOSS / OSS / COTS & Enterprise Support	10-11	4.12 / 4.13	Technology stack finalization and infrastructure reuse; licensing implications to be submitted with recommendations.	Please confirm the overall licensing philosophy for the target solution: (a) 100% FOSS/OSS with community support only, (b) FOSS/OSS with paid enterprise subscriptions/support, (c) COTS products permitted, or (d) Bidder to recommend with CMGI approval. Is there a mandate to prefer Open Source per the GoI Policy on Adoption of Open Source Software for Government of India?	This is the foundational assumption of the entire Technical Solution Document; every platform component (container platform, gateway, IAM, broker, observability, security tooling) is affected.	The proposed technology stack includes Java, Spring Boot, PostgreSQL, RESTful APIs, Docker, Kubernetes/OpenShift, API Gateway and centralized logging/monitoring. The RFP also provides that the consultant shall review the proposed technology stack and recommend suitable improvements, wherever required.
16	D. Licensing - FOSS / OSS / COTS & Enterprise Support	11	4.13	Consultant shall review Existing Software Licenses and maximize reuse of available Government software assets.	Request CMGI to share the existing software license inventory / Bill of Materials with quantities, edition, metric (core/socket/node/user), validity and AMC status - specifically for Red Hat Enterprise Linux, JBoss EAP 7.4, the enterprise load balancer, firewall, SAN management, backup, virtualization/hypervisors and any monitoring tools.	Clause 4.13 mandates reuse of existing investments; a reuse strategy cannot be proposed without the entitlement inventory.	After issue of work order
17	D. Licensing - FOSS / OSS / COTS & Enterprise Support	11	4.13	Where additional infrastructure is required, the consultant shall provide Licensing Requirements.	Please confirm whether the supply, procurement and delivery of any software licenses/subscriptions is within the Bidder's scope of supply, or whether the Bidder is only to specify and justify them for CMGI's independent procurement (through OCAC / GeM / NICSI / DGSD rate contract).	The Financial Bid format (Page 37) has a single lump-sum line with no licence/BoM line item, indicating licences are excluded; explicit confirmation is required to avoid non-comparable bids.	CMGI will provide all licence
18	D. Licensing - FOSS / OSS / COTS & Enterprise Support	10	4.12	'Kubernetes/OpenShift Platform'.	If Red Hat OpenShift is selected, please confirm: (i) whether CMGI/OCAC holds an existing Red Hat Enterprise Agreement that can be extended, (ii) the number of cores/sockets to be entitled, (iii) the edition required (Kubernetes Engine / Container Platform / Platform Plus), and (iv) who bears the subscription cost.	OpenShift subscriptions are core-based and recurring; the answer determines both the architecture and whether any cost sits in the Bidder's quote.	OpenShift subscription will be provided by CMGI
19	D. Licensing - FOSS / OSS / COTS & Enterprise Support	10	4.12	'Kubernetes/OpenShift Platform'.	If vanilla/upstream Kubernetes is adopted, will CMGI accept community-supported Kubernetes (with the Bidder providing architecture and operational runbooks), or is a vendor-backed distribution with 24x7 OEM enterprise support mandatory for this mission-critical G2E platform?	For a mission-critical payroll platform serving 7 lakh employees, the absence of OEM back-line support is a material risk that must be knowingly accepted or funded.	No Kubernetes support
20	D. Licensing - FOSS / OSS / COTS & Enterprise Support	10	4.12 - PostgreSQL Database	Existing database is PostgreSQL 13 (community).	Is the target state to remain on community PostgreSQL, or is an enterprise-supported distribution envisaged? Note that PostgreSQL 13 reached community end-of-life in November 2025 - is the version upgrade in scope of this engagement and who executes it?	Running a 2.5 TB mission-critical database on an EOL major version is an audit and security exposure; the upgrade path and support model must be settled in the Database Modernization Strategy.	The selected consultant shall assess the existing PostgreSQL environment and recommend an appropriate supported PostgreSQL version and deployment model, considering performance, scalability, security, high availability, compatibility with the modernized Microservices architecture, existing Government infrastructure and long-term support requirements.

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38	F. Security, Audit & Compliance	13, 26	Deliverables Sl. 14 / 10.8	'Security Audit Completion - Within 45 Weeks' with 5% payment linked.	Please confirm who engages and bears the cost of the third-party CERT-In empanelled security auditor, whether STQC certification is additionally required, and whether the Bidder's obligation is limited to remediation support and audit closure.	Audit fees, re-audit cycles and remediation turnaround are distinct commercial and schedule items that must be allocated between parties.	Please check the Tender Document
39	F. Security, Audit & Compliance	8	4.7 - Security Architecture Review	Zero Trust Security Principles, API Security, RBAC, Encryption Standards, Audit Logging, Vulnerability Management, Security Monitoring, Compliance Requirements.	Please specify the compliance frameworks the target architecture must demonstrably satisfy - e.g., CERT-In guidelines, MIT/NIC security policy, ISO 27001, GIGW 3.0, OWASP ASVS level, and the Digital Personal Data Protection Act 2023 obligations for employee PII.	The Security Architecture Framework deliverable must be mapped to a named control set; the applicable frameworks determine control depth and tooling.	CMGI
40	F. Security, Audit & Compliance	12, 38	4.15 / Sec. 16 - NDA	'The security of the application is mandatory'; NDA covers employee/agent related personal or sensitive data.	Will the Bidder's consultants be granted access to production data? If yes, what data-masking/anonymization mechanism will be used for non-production environments, and is data anonymization tooling in the Bidder's scope?	Migration testing at 2.5 TB scale requires production-like data; PII handling must be governed before test strategy can be finalized.	Further details will be provided after receiving the work order
41	F. Security, Audit & Compliance	8	4.7 - Encryption Standards	Encryption Standards to be designed.	Are Transparent Data Encryption at rest, column-level encryption of PII (PAN, Aadhaar, bank account, salary), and TLS 1.3 mutual TLS between services mandatory requirements? Note that TDE is not available in community PostgreSQL and requires an enterprise distribution or filesystem/LUKS-level encryption.	This directly determines whether an enterprise PostgreSQL distribution must be licensed - a key input to Section D above.	CMGI is used PostgreSQL Standard Version Subscription
42	F. Security, Audit & Compliance	12	4.15 / 4.7	Security of the application is mandatory.	Is integration with Aadhaar-based authentication / eKYC, DigiLocker, or eSign required in the target state, and if so, does CMGI hold the requisite AUA/KUA/ASA licences and empanelment?	These integrations carry statutory licensing and audit obligations with long lead times.	CMGI is already implemented Aadhaar-based authentication in the Existing HRMS
43	G. Data, Database & Migration Strategy	7	4.4 - Database Modernization Strategy	Analyze existing database architecture; recommend database segregation strategy; define ownership principles; design data consistency mechanisms; recommend migration approach.	Is physical data migration/ETL execution (as distinct from strategy and design) within the Bidder's scope, or will CMGI's in-house team execute the migration scripts under the Bidder's guidance?	Migration execution for 800 tables / 2.5 TB is a large, separately estimable effort that must be explicitly allocated.	Physical data migration/ETL execution shall be carried out jointly by CMGI's in-house technical team and the selected consultant.
44	G. Data, Database & Migration Strategy	7	4.5 - Migration Strategy & Roadmap	Strangler Pattern implementation strategy; Legacy coexistence framework; Incremental rollout; Rollback strategy.	During coexistence, will the legacy monolith and new microservices operate on the same database, or is dual-write / CDC-based synchronization (e.g., Debezium) expected? Please confirm the acceptable data-consistency model (strong vs. eventual) for payroll-critical transactions.	Coexistence data strategy is the highest technical risk in a strangler migration and determines the CDC tooling and its licensing.	Further details will be provided after receiving the work order
45	H. Application Development, UI/UX & Testing	13, 20-21	Deliverables Sl. 10 / 8.8 Sl. 6	Eligibility requires e-Governance experience including Mobile Application Development; deliverables include UI/UX Design & Prototype Approval.	Please confirm whether development of a mobile application (Android/iOS) for HRMS is within the scope of this engagement. If yes, please specify platforms, native vs. cross-platform expectation, the modules to be exposed on mobile, and app-store publication responsibility.	Mobile development is referenced in the eligibility criteria but does not appear in the Scope of Work or the Deliverables table; scope confirmation is essential for effort and cost.	No Mobile development is the existing Scope
46	H. Application Development, UI/UX & Testing	13	Deliverables Sl. 10	UI/UX Design & Prototype Approval within 20 weeks.	Are UI/UX design services (user research, wireframes, design system, prototypes) in the Bidder's scope for all 80+ modules? Is compliance with GIGW 3.0 and WCAG 2.1 AA accessibility mandatory, and is a bilingual (English + Odia) interface required?	Accessibility and bilingual support are significant effort multipliers across every screen and must be confirmed before sizing the front-end work.	Only English
47	I. Team, Deployment & Ways of Working	12, 15	Sec. 5 / 7.4(e)(v)	Team: 1 Senior Architect + 2 Microservices Developer Consultants; Clause 7.4(e)(v) states 'The selected agency shall depute three technical persons... at CMGI'.	Please confirm whether the Senior Enterprise/Microservices Architect is required to be deployed full-time onsite at Bhubaneswar for the entire contract period, or on a part-time/periodic basis (e.g., 25-50% with monthly onsite reviews), as is customary for an architecture advisory role.	Clause 4.11 requires only the two Development Consultants to be present at CMGI premises; the Architect's engagement model must be confirmed as it is a material cost driver.	Please go through the Tender document. Deployed full-time onsite at Bhubaneswar for the entire contract period
48	I. Team, Deployment & Ways of Working	10	4.11	'The two Microservices Development Consultants shall be available at CMGI premises during official working hours.'	Will CMGI provide seating, workstations/laptops, internet, VPN and access to the development environment for the deployed consultants? Are the consultants permitted secure remote access outside office hours for build/release activities?	Facilities and remote-access policy affect both the delivery model and the cost assumptions.	CMGI will provide the Seating, Internet, VPN and access to the development environment for the deployed consultants as per the CMGI Norms.
49	I. Team, Deployment & Ways of Working	13	Sec. 5 - Please Note	'While deploying the above technical persons, the selected agency has to consult with CMGI technical team to establish/justify their efficiency in Microservices of the technical persons.'	Please describe the resource evaluation process (CV screening / technical interview / assessment) and the turnaround time for CMGI's approval, and confirm the notice period and approval process for substitution in case of attrition or leave.	Resource onboarding lead time is a critical-path item against the 4-week first deliverable.	The selected agency shall deploy the prescribed technical resources as specified in the RFP, namely one (01) Senior Enterprise/Microservices Architect and two (02) Microservices Development Consultants. While deploying these technical persons, the selected agency shall consult with the CMGI technical team to establish/justify their technical competency and suitability for the Microservices modernization assignment.
50	I. Team, Deployment & Ways of Working	15	7.4(e)(v)	'In case of attrition/leave/absence of the technical person(s), the selected agency shall depute the substitute(s). In case of non-compliance, penalty as deemed fit by CMGI authority shall be levied.'	Please define the permissible replacement period (e.g., 15-30 days), the acceptable overlap/handover period, and the quantum and ceiling of the penalty, so that it is objective and can be priced.	An open-ended, unilaterally determined penalty cannot be risk-priced and is not consistent with standard GFR practice.	After issue of work order
51	I. Team, Deployment & Ways of Working	9	4.10 - Capacity Building & Knowledge Transfer	Architecture Workshops, Microservices Design Training, Kubernetes Training, DevSecOps Training, API Design Workshops, Database Modernization Workshops, Security Awareness Sessions.	Please specify the number of participants, number of batches, duration in person-days for each training track, whether formal OEM-certified training/certification vouchers (e.g., CKA/CKAD, Red Hat) are expected, and whether training is classroom at Bhubaneswar or virtual.	Certification vouchers and OEM-delivered training are separately chargeable items that must be either included or explicitly excluded.	Further details will be provided after receiving the work order
52	I. Team, Deployment & Ways of Working	27	10.10 - Conflict Resolution	Fortnightly joint review between technical persons of CMGI and the selected agency under the chairmanship of the Executive Director.	Please confirm whether the fortnightly review is to be attended onsite by the Bidder's Architect and Project Manager, and whether a named Project Manager/Engagement Manager (over and above the 3 technical persons) is expected.	Governance participation by a Project/Engagement Manager is not listed in the team composition but is implied by the governance model.	The bidder may, however, nominate an appropriate person from its organization for project coordination and management activities, if considered necessary, without affecting the prescribed deployment of the three technical resources.

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21	D. Licensing - FOSS / OSS / COTS & Enterprise Support	8	4.6 / 4.2 - Messaging Platforms	Consultant to recommend Messaging Platforms; event-driven architecture recommended.	For the event backbone, is Apache Kafka / RabbitMQ / Apache Pulsar (community editions) acceptable, or does CMGI require a commercially supported distribution (Confluent Platform, Red Hat AMQ Streams, VMware RabbitMQ)? Please confirm who supplies the subscription if commercial.	Broker licensing model (per-broker, per-core, per-node) and support tier are significant recurring-cost and architecture decisions.	After issue of work order
22	D. Licensing - FOSS / OSS / COTS & Enterprise Support	6, 8	4.2 / 4.6 - API Management	API Gateway Architecture and API Management Solutions to be recommended.	Is an OSS API gateway (Kong Gateway OSS, Apache APISIX, Spring Cloud Gateway, Envoy/Emissary) acceptable, or is an enterprise API management product (Kong Enterprise, WSO2 API Manager Enterprise, Apigee, IBM/Red Hat 3scale) required for features such as developer portal, monetization-grade analytics, and OEM runtime?	Enterprise API management features (portal, advanced rate-limit, WAF integration) are not available in the OSS editions and must be scoped deliberately.	After issue of work order
23	D. Licensing - FOSS / OSS / COTS & Enterprise Support	6, 8	4.2 / 4.7 - Identity & Access Management	Identity and Access Management and Zero Trust Security Principles to be designed.	Is Keycloak (OSS) acceptable as the IAM/SSO platform, or is Red Hat build of Keycloak / RH-SSO, WSO2 Identity Server or a commercial IAM product required? Additionally, must the solution federate with an existing State SSO (e.g., Odisha One / e-Pramaan / Parichay) or Aadhaar-based authentication?	IAM product choice, federation standards (SAML 2.0 / OIDC) and licensing must be fixed before the security architecture can be finalized.	Further details will be provided after receiving the work order
24	D. Licensing - FOSS / OSS / COTS & Enterprise Support	6, 8	4.2 / 4.6 - Monitoring & Observability	Centralized Logging, Monitoring and Observability, and Monitoring Tools to be recommended.	Is the OSS observability stack (Prometheus, Grafana OSS, Loki, OpenTelemetry, Jaeger, OpenSearch) acceptable, or does CMGI require a commercial APM (Dynatrace, AppDynamics, Datadog, New Relic, Elastic Observability, Grafana Enterprise)? Please note Grafana Enterprise and Elastic have non-OSS licences for certain features?	APM licensing is typically host/agent-based and recurring; it must be confirmed as CMGI-procured or excluded.	already in OpenShift
25	D. Licensing - FOSS / OSS / COTS & Enterprise Support	8-9	4.8 - Source Control / CI-CD	Source Control Strategy, Branching Model, CI/CD Pipeline Standards, Deployment Standards.	Does CMGI have an existing SCM/CI-CD platform (GitLab CE/EE, GitHub Enterprise, Bitbucket, Jenkins, Azure DevOps) and artifact repository (Nexus OSS/Pro, Jfrog Artifactory OSS/Pro)? If not, is the Bidder to recommend one, and are Community editions acceptable?	GitLab EE, Artifactory Pro and similar require per-user or per-node subscriptions; the DevSecOps design must be built on a confirmed baseline.	already in OpenShift
26	D. Licensing - FOSS / OSS / COTS & Enterprise Support	10-11	4.12 / 4.13	Recommendations for change of technology stack to include licensing implications and cost-benefit analysis.	Where an OSS component is available under a non-OSS / source-available licence (e.g., Redis under RSALV2-SSPL, MongoDB SSPL, Elasticsearch ELV2, Grafana AGPLV3, Terraform BUSL), will such components be acceptable to CMGI, or must the solution be restricted to OSI-approved permissive/copyleft licences (Apache-2.0, MIT, BSD, EPL, LGPL)?	Several Government departments restrict SSPL/BUSL/source-available components. This determines whether Valkey/OpenSearch/OpenTofu style forks must be selected instead.	
27	D. Licensing - FOSS / OSS / COTS & Enterprise Support	5, 11	Sec. 3 / 4.13 - Existing OS and Middleware	Operating System: Red Hat Enterprise Linux 7; Application Server: JBoss EAP 7.4.	RHEL 7 has reached end of maintenance support (June 2024). Is the OS upgrade/migration to RHEL 9 (or an alternative such as Rocky/Alma/Ubuntu LTS) within the scope of this engagement, and does CMGI hold valid RHEL subscriptions and ELS coverage? Will JBoss EAP entitlements be retired or repurposed once Spring Boot is adopted?	Container host OS entitlement and the fate of existing JBoss subscriptions are direct inputs to the infrastructure reuse and cost-benefit analysis under Clause 4.13.	CMGI will provide all licence/Subscription
28	D. Licensing - FOSS / OSS / COTS & Enterprise Support	11	4.13 - Infrastructure Optimization	Consultant shall review Existing Data Centre Infrastructure, Application Servers, Storage, Network and Security Infrastructure.	What virtualization/hypervisor platform is in use at SDC (VMware vSphere, Nutanix, KVM/virt, Proxmox), what is its licensing status post the recent VMware licensing changes, and is the Kubernetes platform expected to run on VMs or bare metal?	Hypervisor licensing and the VM-vs-bare-metal decision drive both node sizing and the total licence footprint of the container platform.	KVM
29	D. Licensing - FOSS / OSS / COTS & Enterprise Support	6, 8	4.2 / 4.6 - Caching Strategy	Caching Strategy to be designed.	For distributed caching, is Redis OSS / Valkey / Hazelcast Community acceptable, or is Redis Enterprise / Hazelcast Enterprise required for features such as active-active geo-replication across SDC and RCP?	Cross-site cache replication for the DC-BCP topology is an enterprise-edition feature in most products and must be confirmed.	Redis
30	D. Licensing - FOSS / OSS / COTS & Enterprise Support	8	4.7 - Encryption Standards	Encryption Standards, API Security and Compliance Requirements to be designed.	Does CMGI have an existing HSM / Key Management Solution, SSL certificate source (e.g., CCA-licensed CA, NICCA) and an eSign/DSC service for e-Service Book and PAR workflows? Are additional HSM partitions or KMS licences to be recommended?	Key management and digital signature infrastructure are licensed, procurement-lead-time items that must be identified early in the Security Architecture Framework.	CMGI Have the SSL and eSign/DSC service. Yes the Bidder may be recommended the KMS Licences
31	D. Licensing - FOSS / OSS / COTS & Enterprise Support	11-12	4.13 / 4.15	Existing infrastructure utilization is to be optimized 'without significant additional capital expenditure'.	Is there an indicative budget ceiling or an in-principle approval for incremental software subscriptions and hardware? If the Bidder's assessment concludes that additional nodes/subscriptions are unavoidable, what is the approval and procurement lead time to be assumed in the migration roadmap?	Procurement lead time for licences and hardware is a critical-path dependency against the 52-week go-live commitment.	CMGI Will procurement id the authority is approved
32	D. Licensing - FOSS / OSS / COTS & Enterprise Support	8	4.7 - Compliance Requirements	Compliance Requirements to be covered in the Security Framework.	Are AI-assisted / GenAI coding assistants (e.g., GitHub Copilot, Claude Code, Amazon Q) permitted for use by the joint team on this engagement? If permitted, please confirm any restrictions on transmitting CMGI source code to external model providers, and whether an enterprise/zero-data-retention tier is mandatory.	Modern refactoring productivity depends on such tooling, but the NDA at Clause 16 and PII sensitivity require an explicit ruling before it can be assumed in the delivery approach.	Further details will be provided after receiving the work order
33	E. Infrastructure, Environments & Hosting	5	Sec. 3 - Existing Infrastructure	SDC: 6 application servers (HA), 2 physical DB servers, 128 CPU cores app tier, 128 cores per DB server; BCP at STPI Gothapatna.	Will the existing application servers be repurposed as Kubernetes worker nodes, or will fresh nodes be provisioned? Please confirm the make/model/generation, RAM, local storage and network (1G/10G/25G) of the existing servers.	Node specification determines pod density, control-plane sizing and whether the existing estate can carry the target architecture without capital expenditure.	New Infra will be provided by CMGI
34	E. Infrastructure, Environments & Hosting	5, 11	Sec. 3 / 4.13	Data Centre (SDC) and Business Continuity Site (BCP).	Please confirm whether the modernized HRMS will be hosted strictly on-premises at Odisha SDC + BCP, or whether NIC Cloud / MeghRaj / OSDC / an empanelled MeitY cloud service provider is a permitted target, given the RFP's reference to a 'cloud-ready' architecture.	Clause 2.2 requires a 'cloud-ready, enterprise-grade' architecture; the hosting target governs the entire infrastructure architecture and DR design.	On premises
35	E. Infrastructure, Environments & Hosting	6-8	4.2 / 4.8	DevSecOps Architecture, CI/CD Pipeline Framework, Deployment Standards.	How many environments will be provisioned (Dev, SIT, UAT, Pre-Prod, Prod, DR), who provisions and owns them, and what is the expected availability date of the Dev and Kubernetes platform environments relative to the work order date?	Deliverable 11 (Core Functional Modules within 30 weeks) is only achievable if environments are available in the early sprints; this is a critical CMGI-side dependency.	Production, Staging, UAT
36	E. Infrastructure, Environments & Hosting	5	Sec. 3 - Existing Infrastructure	SAN Storage Infrastructure; Enterprise Load Balancer; Firewall Infrastructure.	For Kubernetes, is a CSI-compatible storage class available on the existing SAN, and what are the makes/models of the load balancer and firewall/WAF? Is a container-native ingress/service-mesh permitted alongside the existing appliance-based load balancer?	Persistent storage via CSI and north-south traffic design are prerequisites for the container platform architecture.	LB-Array APV 2800, Firewall-Sophos XGS 5500
37	E. Infrastructure, Environments & Hosting	5	Sec. 3	Master-Slave Database Architecture with PgBouncer connection pooling.	In the target state, is a database-per-service model with physically separate PostgreSQL clusters acceptable, or must all service schemas remain on the existing consolidated cluster? Are additional database server nodes/licences available if segregation is recommended?	Clause 4.4 requires a database segregation strategy and service-specific data ownership, which typically implies additional clusters and infrastructure.	per service model

Sl. No.	Category	RFP Page No.	RFP Clause / Section	Provision as per RFP (Reference Text)	Query / Clarification Sought	Bidder's Justification / Suggested Amendment	CMGI Response
53	J. Deliverables, Timeline, Payment & Penalty	13, 26	Deliverables Table / 10.8	Milestones from Current State Assessment (4 weeks) through Production Go-Live (52 weeks).	Please confirm that all milestone timelines commence from the date of issue of the work order, and that the timeline shall be extended day-for-day for delays attributable to CMGI (e.g., deputed resources, environment provisioning, access to code/data, UAT participation, decision approvals, third-party dependency).	Since deliverables depend heavily on CMGI-side inputs and a jointly executed development model, a mechanism for CMGI-caused delay is essential for the penalty regime to be equitable.	The milestone schedule shall commence from the date of issuance of the Work Order, and demonstrable delays attributable to CMGI or approved external dependencies may be considered for corresponding extension of the affected milestone on a day-for-day basis, subject to the above conditions and approval by CMGI.