On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage!™, a menu-driven database system. The INTERNET address for GSA Advantage!™ is: http://www.GSAAdvantage.gov.

Contract Number: 47QRAA18D00F8
Contract Period: September 7, 2018 through September 6, 2023
For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov.

Contractor: Rios Partners, LLC
1777 North Kent Street, Floor 4
Arlington, VA 22209-2133

Schedule Title: Multiple Award Schedule
Federal Supply Group: Professional Services

Business Size: Service Disabled Veteran Owned Small Business, SBA Certified Small Disadvantaged Business

Telephone: 703-951-3132
FAX Number: 703-682-6804
Web Site: www.riospartners.com
E-mail: zachary.osborne@riospartners.com
Contract Administrator: Zachary Osborne

Pricelist current through Modification #PA-0007, effective 03/11/2022.
CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

<table>
<thead>
<tr>
<th>SIN</th>
<th>SIN Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>541611</td>
<td>Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services</td>
</tr>
<tr>
<td>541614SVC</td>
<td>Supply and Value Chain Management</td>
</tr>
<tr>
<td>541690</td>
<td>Technical Consulting Services</td>
</tr>
<tr>
<td>OLM</td>
<td>Order Level Materials</td>
</tr>
</tbody>
</table>

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. See Pricing Page 4.

1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item. See Labor Category Descriptions Page 6.

2. Maximum Order: For SINs 541611, 541614SVC, and 541690 - $1,000,000.00
   For SIN OLM - $250,000.00

3. Minimum Order: $100.00

4. Geographic Coverage (delivery Area): Worldwide

5. Point(s) of production (city, county, and state or foreign country): Same as Company Address.

6. Discount from list prices or statement of net price: Government net prices (discounts already deducted).

7. Quantity discounts: None.

   Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions

9. Foreign items (list items by country of origin): None

10a. Time of Delivery (Contractor insert number of days): Specified on the Task Order

10b. Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor

10c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
10d. Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor

11. F.O.B Points(s): Destination

12a. Ordering Address(es): Same as Contractor

12b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. Payment address (is): Same as Company Address

14. Warranty provision: Contractor’s standard commercial warranty.

15. Export Packing Charges (if applicable): N/A

16. Terms and conditions of rental, maintenance, and repair (if applicable): N/A

17. Terms and conditions of installation (if applicable): N/A

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A

18b. Terms and conditions for any other services (if applicable): N/A

19. List of service and distribution points (if applicable): N/A

20. List of participating dealers (if applicable): N/A

21. Preventive maintenance (if applicable): N/A

22a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: N/A

22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor’s website or other location.) The EIT standards can be found at: www.Section508.gov/. N/A

23. Unique Entity Identifier (UEI) number: EP5NXCGQ86K6

24. Notification regarding registration in System for Award Management (SAM) database: Registered.
GSA Awarded Pricing for SINs 541611 and 541614SVC

The rates are inclusive of the Industrial Funding Fee (IFF) of 0.75%.

<table>
<thead>
<tr>
<th>Awarded Labor Category</th>
<th>Domestic or Overseas</th>
<th>Hourly Rate (including IFF)</th>
</tr>
</thead>
<tbody>
<tr>
<td>C-level Consultant / Coach</td>
<td>Worldwide</td>
<td>$507.82</td>
</tr>
<tr>
<td>Consultant I</td>
<td>Worldwide</td>
<td>$122.89</td>
</tr>
<tr>
<td>Consultant II</td>
<td>Worldwide</td>
<td>$142.84</td>
</tr>
<tr>
<td>Data Processor</td>
<td>Worldwide</td>
<td>$49.87</td>
</tr>
<tr>
<td>Expert</td>
<td>Worldwide</td>
<td>$448.87</td>
</tr>
<tr>
<td>Management Analyst I</td>
<td>Worldwide</td>
<td>$73.08</td>
</tr>
<tr>
<td>Management Analyst II</td>
<td>Worldwide</td>
<td>$82.19</td>
</tr>
<tr>
<td>Management Analyst III</td>
<td>Worldwide</td>
<td>$92.27</td>
</tr>
<tr>
<td>Management Analyst IV</td>
<td>Worldwide</td>
<td>$107.81</td>
</tr>
<tr>
<td>Principal</td>
<td>Worldwide</td>
<td>$250.47</td>
</tr>
<tr>
<td>Program Manager I</td>
<td>Worldwide</td>
<td>$255.47</td>
</tr>
<tr>
<td>Program Manager II</td>
<td>Worldwide</td>
<td>$278.57</td>
</tr>
<tr>
<td>Project Manager I</td>
<td>Worldwide</td>
<td>$157.60</td>
</tr>
<tr>
<td>Project Manager II</td>
<td>Worldwide</td>
<td>$174.01</td>
</tr>
<tr>
<td>Senior Manager I</td>
<td>Worldwide</td>
<td>$183.26</td>
</tr>
<tr>
<td>Senior Manager II</td>
<td>Worldwide</td>
<td>$250.32</td>
</tr>
<tr>
<td>Senior Principal</td>
<td>Worldwide</td>
<td>$295.84</td>
</tr>
<tr>
<td>Subject Matter Expert I</td>
<td>Worldwide</td>
<td>$249.37</td>
</tr>
<tr>
<td>Subject Matter Expert II</td>
<td>Worldwide</td>
<td>$309.42</td>
</tr>
<tr>
<td>Technical Expert</td>
<td>Worldwide</td>
<td>$668.72</td>
</tr>
</tbody>
</table>

**Service Contract Labor Standards:** The Service Contract Labor Standards (SCLS) are applicable to this contract as it applies to the entire Consolidated MAS Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and/or when the contractor adds SCLS labor categories/employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.
GSA Awarded Pricing for SIN 541690
The rates are inclusive of the Industrial Funding Fee (IFF) of 0.75%.

<table>
<thead>
<tr>
<th>Awarded Labor Category</th>
<th>Domestic or Overseas</th>
<th>Hourly Rate (including IFF)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Junior Associate / Technician I</td>
<td>Worldwide</td>
<td>$98.15</td>
</tr>
<tr>
<td>Senior Associate / Technician II</td>
<td>Worldwide</td>
<td>$106.90</td>
</tr>
</tbody>
</table>
C-level Consultant / Coach

**Functional Responsibilities:** A C-level Consultant / Coach is defined as an individual with a minimum of a Master’s degree and 25 years' experience specialized in the task order requirement. This individual contributes deep subject matter expertise to addressing complex, C-level human capital needs and challenges. Provides advisory, coaching, facilitation, and design services. Creates, delivers, and manages talent life cycle strategies and solutions that build C-level capability. This individual routinely advises C-level staff of large organizations ($50M+) on their strategic challenges.

**Minimum Education:** Masters  
**Minimum Experience:** 25 years

Consultant I

**Functional Responsibilities:** A Consultant I is defined as an individual with a Master's degree and no experience relevant to the task order requirement. A Consultant I owns a specific project workstream.

**Minimum Education:** Masters  
**Minimum Experience:** 0 years

Consultant II

**Functional Responsibilities:** A Consultant II is defined as an individual with a Master’s degree and 2 years' relevant experience with knowledge and skills in a multidisciplinary approach to managing change and transition within organizations, programs, and projects. A Consultant II owns a specific project workstream and can assist a Project Manager in management of the project (depending on size).

**Minimum Education:** Masters  
**Minimum Experience:** 2 years

Data Processor

**Functional Responsibilities:** A Data Processor is defined as an individual with a minimum of a High School degree and 1 year's experience specialized in the task order requirement. This individual prepares, processes, and analyzes data for multiple research projects. Tabulates data; codes responses to open-ended questions; reviews all data tables for completeness and accuracy.

**Minimum Education:** High School  
**Minimum Experience:** 1 year

Expert

**Functional Responsibilities:** An Expert is defined as an individual with a minimum of a Master’s degree and 15 years' experience specialized in the task order requirement. This individual provides enterprise-wide knowledge and experience in one or more functional and/or domain areas, provides insight and advice concerning strategic direction and applicability to up-to-date industry standard solutions, and facilitates client and group meetings/training sessions. This individual is primarily utilized on projects for specific expertise, not in a managerial capacity.

**Minimum Education:** Masters  
**Minimum Experience:** 15 years
Management Analyst I

**Functional Responsibilities:** A Management Analyst I is defined as an individual with an AA degree and no experience relevant to the task order requirement. A Management Analyst I focuses on management principles, processes, and improving overall organizational effectiveness and efficiency.

**Minimum Education:** Associates
**Minimum Experience:** 0 years

Management Analyst II

**Functional Responsibilities:** A Management Analyst II is defined as an individual with an AA degree and a minimum of 2 years' experience relevant to the task order requirement in analysis and advice to management regarding the evaluation of the effectiveness and efficiency of large scale programs and operations. This individual supports a project workstream with guidance from senior colleagues or contributes to task completion on large and complex research projects under the direction of the project manager.

**Minimum Education:** Associates
**Minimum Experience:** 2 years

Management Analyst III

**Functional Responsibilities:** A Management Analyst III is defined as an individual with a BA/BS degree and no experience relevant to the task order requirement. This individual has good technical skills and general experience as well as some area-specific expertise. A Management Analyst III can be responsible for workstream execution and deliverables (with signoff from more senior staff).

**Minimum Education:** Bachelors
**Minimum Experience:** 0 years

Management Analyst IV

**Functional Responsibilities:** A Management Analyst IV is defined as an individual with a BA/BS degree and a minimum of 2 years' experience relevant to the task order requirement. This individual has expertise and technical skills relevant to specific projects or jobs and executing tasks related to those jobs. A Management Analyst IV can oversee smaller jobs and assist Project Managers in management of projects.

**Minimum Education:** Bachelors
**Minimum Experience:** 2 years

Principal

**Functional Responsibilities:** A Principal is defined as an individual with a minimum of a Master's degree and 9 years' experience specialized in the task order requirement. This individual is responsible for overall accountability of multiple projects, including product delivery and financial management of client engagements.

**Minimum Education:** Masters
**Minimum Experience:** 9 years
**Program Manager I**

**Functional Responsibilities:** A Program Manager I is defined as an individual with a Master's Degree and 7 years' relevant experience with knowledge and skills in a multidisciplinary approach to managing change and transition within organizations, programs, and projects.

**Minimum Education:** Masters  
**Minimum Experience:** 7 years

**Program Manager II**

**Functional Responsibilities:** A Program Manager II is defined as an individual with a Master's Degree and 9 years' relevant experience with knowledge and skills in a multidisciplinary approach to managing change and transition within organizations, programs, and projects.

**Minimum Education:** Masters  
**Minimum Experience:** 9 years

**Project Manager I**

**Functional Responsibilities:** A Project Manager I is defined as a person with a Bachelor’s degree who has a minimum of 4 years' experience of successfully developing and managing large-scale projects (including IT based projects) with a total cost greater than or equal to $1M. Previous experience shall demonstrate an ability to lead and direct cross-functional teams to deliver projects (including IT based projects) within the constraints of schedule, budget and scope.

**Minimum Education:** Bachelors  
**Minimum Experience:** 4 years

**Project Manager II**

**Functional Responsibilities:** A Project Manager II is defined as a person with a Bachelor’s degree who has a minimum of 6 years' experience of successfully developing and managing large-scale projects (including IT based projects) with a total cost greater than or equal to $1M. Previous experience shall demonstrate an ability to lead and direct cross-functional teams to deliver projects (including IT based projects) within the constraints of schedule, budget and scope.

**Minimum Education:** Bachelors  
**Minimum Experience:** 6 years

**Senior Manager I**

**Functional Responsibilities:** A Senior Manager I is defined as an individual with a minimum of a Master's degree and 10 years' experience managing complex projects. Additional education or highly specialized skills may substitute for years of experience. Requires competence in project management techniques, concepts and methods. Controls quality of project in all phases.

**Minimum Education:** Masters  
**Minimum Experience:** 10 years

**Senior Manager II**

**Functional Responsibilities:** A Senior Manager II is defined as an individual with a minimum of a Master's degree and 12 years' experience specialized in the task order requirement. This individual
provides oversight and management of one or more clients or contracts (size-dependent); business management experience and specialized leadership both inside and outside the organization. Very senior technical analysts with area specialization.

**Minimum Education:** Masters  
**Minimum Experience:** 12 years

**Senior Principal**  
**Functional Responsibilities:** A Senior Principal is defined as an individual with a minimum of a Master's degree and 12 years' experience specialized in the task order requirement. This individual is responsible for overall accountability of multiple projects, including product delivery and financial management of client engagements. This individual must possess strengths in each of the major areas of consulting: client relationship management, project management, staff recruiting and development, intellectual-capital development, business development, and practice area management.

**Minimum Education:** Masters  
**Minimum Experience:** 10 years

**Subject Matter Expert I**  
**Functional Responsibilities:** A Subject Matter Expert I is defined as an individual with a minimum of a Bachelor's degree and 10 years' experience specialized in the task order requirement. This individual must be a Subject Matter Expert in a particular field or multiple fields and is considered an industry expert to provide insight, guidance and direction to complex organizations.

**Minimum Education:** Bachelors  
**Minimum Experience:** 10 years

**Subject Matter Expert II**  
**Functional Responsibilities:** A Subject Matter Expert II is defined as an individual with a minimum of a Bachelor's degree and 15 years' experience specialized in the task order requirement. This individual must be a Subject Matter Expert in a particular field or multiple fields and is considered an industry expert to provide insight, guidance and direction to complex organizations.

**Minimum Education:** Bachelors  
**Minimum Experience:** 15 years

**Technical Expert**  
**Functional Responsibilities:** A Technical Expert is defined as a highly specialized individual with a minimum of a PhD degree and 25 years' experience in the task order requirement. This individual is able to provide independent services in technical modeling of management problems, expertise on an as-needed basis to all task assignments, and advice and assistance in best practice business practices backed up by professional or academic experience developing and implementing these concepts on a large-scale with relevant organizations. This individual is well recognized in industry and a former Flag rank retired military, SES, or Secretary-level political appointee or equivalent. Maintains extensive Government and / or industry network of contacts. This individual has held several executive-level positions and brings an unmatched experience and knowledge base.

**Minimum Education:** PhD
Minimum Experience: 25 years

The following experience and educational equivalency table applies for the outlined labor categories:

<table>
<thead>
<tr>
<th>Degree</th>
<th>Related experience substitution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associates</td>
<td>H.S. Diploma + 2 years’ experience</td>
</tr>
<tr>
<td>Bachelors</td>
<td>H.S. Diploma + 4 years’ experience or Associates + 2 years’ experience</td>
</tr>
<tr>
<td>Masters</td>
<td>Bachelors + 2 years’ experience</td>
</tr>
<tr>
<td>PhD</td>
<td>Masters + 3 years’ experience or Bachelors + 5 years’ experience</td>
</tr>
</tbody>
</table>
SIN 541690 Labor Category Descriptions

**Junior Associate / Technician I**

**Functional Responsibilities:** A Junior Associate / Technician I is defined as an individual with a Bachelor’s degree and a minimum of 2 years' experience relevant to the task order requirement. This individual provides support in areas that require technical knowledge, expertise, and research. This individual will support the collection, analysis, and synthesis of complex information.

**Minimum Education:** Bachelors  
**Minimum Experience:** 2 years

**Senior Associate / Technician II**

**Functional Responsibilities:** A Senior Associate / Technician II is defined as an individual with a minimum of a Bachelor's degree and 4 years' experience specialized in the task order requirement. This individual applies leading methodologies and techniques in highly technical, design, and/or engineering-based areas. A Senior Associate / Technician II supports performance of engineering, design, and technical projects and provides technical expertise in areas including but not limited to design, logistics, strategic planning, requirements definitions, and feasibility testing.

**Minimum Education:** Bachelors  
**Minimum Experience:** 4 years

The following experience and educational equivalency table applies for the outlined labor categories:

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</thead>
<tbody>
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</tr>
<tr>
<td>Bachelors</td>
<td>H.S. Diploma + 4 years’ experience or Associates + 2 years’ experience</td>
</tr>
<tr>
<td>Masters</td>
<td>Bachelors + 2 years’ experience</td>
</tr>
<tr>
<td>PhD</td>
<td>Masters + 3 years’ experience or Bachelors + 5 years’ experience</td>
</tr>
</tbody>
</table>