GENERAL SERVICES ADMINISTRATION
FEDERAL ACQUISITION SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE CATALOG/PRICE LIST

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

SCHEDULE TITLE: Federal Supply Schedule 00CORP – The Professional Services Schedule (PSS)

SPECIAL ITEM NUMBER:
874 1 Integrated Consulting Services
874 1RC Integrated Consulting Services

CONTRACT NUMBER: 47QRAA19D004E

CONTRACT PERIOD: February 15, 2019 through February 14, 2024

For more information on ordering from Federal Supply Schedules click on the GSA Schedules link at www.gsa.gov

CONTRACTOR: The Herring Group, Inc.
12977 N 40 DR STE 300
SAINT LOUIS, MO 63141-8656
Phone: (314) 453-9002
E-Mail: LaurenHerring@impactgrouphr.com

CONTRACTOR’S ADMINISTRATION SOURCE: Lauren Herring
Phone: (314) 453-9002
E-Mail: LaurenHerring@impactgrouphr.com

BUSINESS SIZE: Other than Small
CUSTOMER INFORMATION:

1a. TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs)

<table>
<thead>
<tr>
<th>SIN</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>874 1</td>
<td>Integrated Consulting Services</td>
</tr>
<tr>
<td>874 1RC</td>
<td>Integrated Consulting Services</td>
</tr>
</tbody>
</table>

1b. LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN:
(Government net price based on a unit of one)

<table>
<thead>
<tr>
<th>SIN</th>
<th>Model</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>874 1</td>
<td>Transition Coach I</td>
<td>$170.15</td>
</tr>
</tbody>
</table>

2. MAXIMUM ORDER: 874 1 $1,000,000

3. MINIMUM ORDER: $100

4. GEOGRAPHIC COVERAGE: 50 St, DC, Territ.

5. POINT(S) OF PRODUCTION: USA

6. DISCOUNT FROM LIST PRICES: 3.5%. Prices shown on GSA Advantage are net discounted prices.

7. QUANTITY DISCOUNT(S):
Orders from $500,000 - $1,000,000 Additional .5%
Orders from $1,000,001 and over Additional 1%

8. PROMPT PAYMENT TERMS: Net 30 Days.

9a Government Purchase Cards are accepted at or below the micro-purchase threshold.

9b Government Purchase Cards are accepted above the micro-purchase threshold.

10. FOREIGN ITEMS: None

11a. TIME OF DELIVERY: 14 DARO

11b. EXPEDITED DELIVERY: None

11c. OVERNIGHT AND 2-DAY DELIVERY: None

11d. URGENT REQUIREMENTS: None

12. FOB POINT: 50 St, DC, Territ.
13a. ORDERING ADDRESS: Same as Contractor's address.

13b. ORDERING PROCEDURES: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in FAR 8.405-3.

14. PAYMENT ADDRESS: Same as Contractor's address.

15. WARRANTY PROVISION: None

15a. RETURN/RESTOCKING POLICY: None

16. EXPORT PACKING CHARGES: Not applicable.

17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE: Accepted at, below and above the micro-purchase level.

18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE): N/A

19. TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE): N/A.

20. TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE): N/A

20a. TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE): N/A

21. LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE): N/A

22. LIST OF PARTICIPATING DEALERS (IF APPLICABLE): N/A

23. PREVENTIVE MAINTENANCE (IF APPLICABLE): N/A

24a. SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants): N/A

24b. Section 508 Compliance for electronic and information technology (EIT): as applicable

25. DUNS NUMBER: 609224159

26. NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE: Contractor has an Active Registration in the SAM database. CAGE Code 1TB80
<table>
<thead>
<tr>
<th>SIN(s) Proposed</th>
<th>Service Proposed (e.g. Labor Category or Job Title/Task)</th>
<th>Minimum Education</th>
<th>Minimum Years of Experience (cannot be a range)</th>
<th>Security Clearance Required</th>
<th>Contractor or Customer Facility or Both</th>
<th>Price Offered to GSA (including IFF)</th>
</tr>
</thead>
<tbody>
<tr>
<td>874 1</td>
<td>Executive Coach I</td>
<td>Bachelors</td>
<td>1</td>
<td>No</td>
<td>Both</td>
<td>$243.07</td>
</tr>
<tr>
<td>874 1</td>
<td>Executive Coach II</td>
<td>Masters</td>
<td>10</td>
<td>No</td>
<td>Both</td>
<td>$437.53</td>
</tr>
<tr>
<td>874 1</td>
<td>Transition Coach I</td>
<td>Bachelors</td>
<td>2</td>
<td>No</td>
<td>Both</td>
<td>$170.15</td>
</tr>
<tr>
<td>874 1</td>
<td>Transition Coach II</td>
<td>Bachelors</td>
<td>3</td>
<td>No</td>
<td>Both</td>
<td>$218.77</td>
</tr>
<tr>
<td>874 1</td>
<td>Transition Coach III</td>
<td>Bachelors</td>
<td>5</td>
<td>No</td>
<td>Both</td>
<td>$291.69</td>
</tr>
<tr>
<td>874 1</td>
<td>Project Manager I</td>
<td>Bachelors</td>
<td>8</td>
<td>No</td>
<td>Both</td>
<td>$243.07</td>
</tr>
</tbody>
</table>
AWARDED LABOR CATEGORY DESCRIPTIONS

Title: Executive Coach I

- Minimum one to two years of experience coaching executives in a leadership development capacity.
- Experience with virtual coaching.
- Must have leadership experience.
- Strong coaching and communication skills with ability to ask hard questions, deliver difficult feedback, guide development, hold executives accountable and build relationships.
- Coaching certification required.
- Experience in using 360 Degree Feedback instruments including narrative 360 as part of executive coaching programs and experience with other assessments for leadership development.
- Fluency in English required; fluency in other languages highly regarded.
- General Responsibilities
  - Work with the participant, participant's manager and HR sponsor to understand purpose and context of program and set goals and objectives.
  - Administer and debrief narrative 360 assessment and other assessments to help leader gain self-awareness and understand overall effectiveness in organization.
  - Conduct coaching sessions with participant to provide ongoing feedback, support and guidance through a six month or more process.

Experience/Education: Bachelor’s degree and one year of relevant experience.

Title: Executive Coach II

- Minimum three to five years of experience coaching executives in a leadership development capacity.
- Experience with virtual coaching.
- Must have significant, high level leadership experience.
- Strong coaching and communication skills with ability to ask hard questions, deliver difficult feedback, guide development, hold executives accountable and build relationships.
- Coaching certification required.
- Experience in using 360 Degree Feedback instruments including narrative 360 as part of executive coaching programs and experience with other assessments for leadership development.
- Fluency in English required; fluency in other languages highly regarded.
- General Responsibilities
  - Work with the participant, participant's manager and HR sponsor to understand purpose and context of program and set goals and objectives.
  - Administer and debrief narrative 360 assessment and other assessments to help leader gain self-awareness and understand overall effectiveness in organization.
  - Conduct coaching sessions with participant to provide ongoing feedback, support and guidance through a six month or more process.

Experience/Education: Master’s degree and ten years relevant experience, or Bachelor’s degree with twelve years of experience.

Title: Transition Coach I

- Experience coaching individuals in job search.
- Experience with resume development, interview preparation, career exploration, LinkedIn profiles and other aspects of job search coaching.
- Very strong verbal / written communication skills.
- Experience with virtual coaching.
- Savvy with technology.
- Establishes rapport with participants and motivates them to achieve goals.
- Guides participants through coaching process and milestone completion.
- Advises and coaches participants on career development, transition issues and career options.
- Coaches participants on résumé writing, effective marketing techniques, interviewing and negotiating.
• Maintains electronic service delivery record for each candidate serviced, according to the internal guide.
• Monitors progress of participants, consults with them on specific subjects to improve their job search skills and knowledge and deals with personal issues that are affecting their careers.

Experience/Education: Bachelor’s Degree and two years of experience in delivery of career coaching to individuals.

**Title: Transition Coach II**

• Experience coaching mid-level individuals in job search.
• Experience with resume development, interview preparation, career exploration, LinkedIn profiles and other aspects of job search coaching.
• Very strong verbal / written communication skills.
• Experience with virtual coaching.
• Savvy with technology.

**General Responsibilities**
• Establishes rapport with participants and motivates them to achieve goals.
• Guides participants through coaching process and milestone completion.
• Advises and coaches participants on career development, transition issues and career options.
• Coaches participants on résumé writing, effective marketing techniques, interviewing and negotiating.
• Maintains electronic service delivery record for each candidate serviced, according to the internal guide.
• Monitors progress of participants, consults with them on specific subjects to improve their job search skills and knowledge and deals with personal issues that are affecting their careers.

Experience/Education: Bachelor’s Degree and three years of experience in delivery of career coaching to executives in various industries.

**Title: Transition Coach III**

• Experience coaching mid-level individuals in job search.
• Experience with resume development, interview preparation, career exploration, LinkedIn profiles and other aspects of job search coaching.
• Very strong verbal / written communication skills.
• Experience with virtual coaching.
• Savvy with technology.

**General Responsibilities**
• Establishes rapport with participants and motivates them to achieve goals.
• Guides participants through coaching process and milestone completion.
• Advises and coaches participants on career development, transition issues and career options.
• Coaches participants on résumé writing, effective marketing techniques, interviewing and negotiating.
• Maintains electronic service delivery record for each candidate serviced, according to the internal guide.
• Monitors progress of participants, consults with them on specific subjects to improve their job search skills and knowledge and deals with personal issues that are affecting their careers.

Experience/Education: Bachelor’s Degree and five years of relevant experience.

**Title: Project Manager I**

• Theoretical and practical project management knowledge
• Knowledge of techniques and tools
• Experience as a project manager
• Experience in strategic planning, risk management and/or change management
• Proficiency in project management software tools

**General Responsibilities**
• Plan and implement projects
• Help define project scope, goals and deliverables
• Define tasks and required resources
• Collect and manage project team
• Manage budget
• Allocate project resources
• Create schedule and project timeline
• Track deliverables
• Support and direct team

Experience/Education: Bachelor’s degree and eight years relevant experience.