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.

Multiple Award Schedule
Federal Supply Group: MAS  Class: R408
Contract Number:  47QRAA20D003X
For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at http://www.gsa.gov/schedules-ordering
Contract Period:  December 31, 2019 thru December 30, 2024

Contractor: KOA KONSULTING GLOBAL VENTURE MANAGEMENT, LLC
106 MACY DR
HENDERSONVILLE, TN 37075 8633
Business Size: Small, Veteran Owned, Service-Disabled Business
Telephone: (706) 575-2376
Extension:
FAX Number: www.koakonsulting.com
E-mail: JHoch@KoaKonsulting.com
Contract Administration: James Hochstetler

CUSTOMER INFORMATION:

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

<table>
<thead>
<tr>
<th>SIN</th>
<th>Recovery</th>
<th>SIN Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>541611</td>
<td>541611RC</td>
<td>Integrated Consulting Services</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. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.

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.

2. Maximum Order: $1,000,000.00

3. Minimum Order: $100.00
4. **Geographic Coverage (delivery Area):** Domestic delivery that includes all U.S. Territories.

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:** 5% for orders $50,000 - $99,999; 10% for orders $100,000 and greater.

8. **Prompt payment terms:** NET 30 days.

9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes

9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** Yes

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

11a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order

11b. **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

11c. **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

11d. **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 affect a faster delivery: Contact Contractor

12. **F.O.B Points(s):** Destination

13a. **Ordering Address(es):** Same as Contractor

13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. **Payment address(es):** Same as company address

15. **Warranty provision:** Contractor’s standard commercial warranty.

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

17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
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 applicable): 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

24. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants).

24b. 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.

25. Data Universal Numbering System (DUNS) number: 079929914

26. Notification regarding registration in the System for Award Management (SAM) database: Registered

27. Final Pricing:
The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

<table>
<thead>
<tr>
<th>SIN</th>
<th>Awarded Service</th>
<th>Site</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
<th>Year 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>541611</td>
<td>Senior Entrepreneurship &amp; Early Business Advisor</td>
<td>Both</td>
<td>$244.33</td>
<td>$249.46</td>
<td>$254.70</td>
<td>$260.05</td>
<td>$265.51</td>
</tr>
<tr>
<td>541611</td>
<td>Senior Program Development &amp; Management Advisor</td>
<td>Both</td>
<td>$244.33</td>
<td>$249.46</td>
<td>$254.70</td>
<td>$260.05</td>
<td>$265.51</td>
</tr>
<tr>
<td>541611</td>
<td>Principle Strategy &amp; Executive Advisor</td>
<td>Both</td>
<td>$244.33</td>
<td>$249.46</td>
<td>$254.70</td>
<td>$260.05</td>
<td>$265.51</td>
</tr>
<tr>
<td>541611</td>
<td>Project Development Advisor I</td>
<td>Both</td>
<td>$157.93</td>
<td>$161.25</td>
<td>$164.63</td>
<td>$168.09</td>
<td>$171.62</td>
</tr>
<tr>
<td>541611</td>
<td>Project Development Advisor II</td>
<td>Both</td>
<td>$192.92</td>
<td>$196.97</td>
<td>$201.11</td>
<td>$205.33</td>
<td>$209.64</td>
</tr>
<tr>
<td>541611</td>
<td>Due Diligence Advisor</td>
<td>Both</td>
<td>$171.03</td>
<td>$174.62</td>
<td>$178.29</td>
<td>$182.03</td>
<td>$185.86</td>
</tr>
<tr>
<td>541611</td>
<td>Proposal Consultant I</td>
<td>Both</td>
<td>$146.60</td>
<td>$149.68</td>
<td>$152.82</td>
<td>$156.03</td>
<td>$159.31</td>
</tr>
<tr>
<td>541611</td>
<td>Proposal Consultant II</td>
<td>Both</td>
<td>$161.26</td>
<td>$164.65</td>
<td>$168.10</td>
<td>$171.63</td>
<td>$175.24</td>
</tr>
</tbody>
</table>

Note: Labor categories are escalated annually by 2.1%
Note: The “ShadowMatch Analysis Study” is a fixed price service and is not escalated annually by 2.1%

**Service Contract Labor Standards:** The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Professional Services Schedule (PSS) Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS/SCA 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/SCA eligible labor categories. If and/or when the contractor adds SCLS/SCA labor categories to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS/SCA matrix identifying the GSA labor category titles, the occupational code, SCLS/SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.
<table>
<thead>
<tr>
<th>Labor Category &amp; Early Business Advisor</th>
<th>Detailed Position Description and functional responsibilities</th>
<th>Min Education Level</th>
<th>Min Years Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Specialty Experience &amp; Technical Skills: The candidate will have experience managing two or more successful startup companies, and the concurrent management of multiple complex Projects, with emphasis on Early Stage Companies, Business Logic and Design, Business Staging, Capital Structuring and Raising, and Communications. Key Responsibilities: Serves as the Senior Advisor to a Early Stage Company, or a company in Pre-Formation stage, bringing experience from a wide spectrum of disciplines for the planning, analysis, design, staging and support for the company. Brings critical experience and external networks and influences. Advises on Business Plan &amp; Presentations, Positioning and Oversees development of analytical and computational techniques and methodologies for developing solutions for the early stage company. Advises in the establishment of company communications, enterprise wide strategic systems planning, business information planning, business plan development and analysis. As applicable, advises and directs company team in growth and evolving responsibilities. Reports any changes or suggestions accordingly to the Senior Company Leadership.</td>
<td>MBA/ Masters</td>
<td>10</td>
</tr>
<tr>
<td>Senior Program Development &amp; Management Advisor</td>
<td>Specialty Experience &amp; Technical Skills: The candidate will have experience managing two or more large Programs or concurrent management of multiple complex Projects, from inception to deployment with particular distinction in Business Logic and Architecture, Systems Process Design, and Communications.</td>
<td>Key Responsibilities: Serves as the Senior Advisor and Program Manager of a large multi-task effort, applying a wide spectrum of disciplines for the planning, analysis, design, implementation and support of assigned tasks, to include the recommendation of external enablers and alliances to strengthen the project. Oversees development of analytical and computational techniques and methodology for problem solutions. Directs enterprise wide strategic systems planning, business information planning, business and analysis. Manages process and data modeling in support of the planning and analysis efforts using both manual and automated tools; such as Integrated Computer-Aided Software Engineering (I-CASE) tools. As applicable, directs team in the application of reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports any changes or suggestions accordingly to the client and/or corporate Senior Management.</td>
<td>MBA/ Masters</td>
</tr>
<tr>
<td>Principal Strategy &amp; Executive Advisor</td>
<td>Specialty Experience &amp; Technical Skills: The candidate will have experience running two or more companies or large Programs or concurrent management of multiple complex Projects, from inception to deployment with particular distinction on business strategy, competition, positioning and staging, preferably global. Key Responsibilities: Serves as the Advisor and Mentor/Coach to senior executives managing large multi-task efforts for a company. Applies a wide spectrum of disciplines and experience for the planning, analysis, design, implementation and support for short- and long-term company strategic vision, to include Organizational Change management and the integration of LEAN and other management techniques. As applicable, directs team in the application of reverse engineering and re-engineering disciplines to develop migration strategic and planning documents.</td>
<td>MBA/ Masters</td>
<td>10</td>
</tr>
<tr>
<td>Project Development Advisor I</td>
<td>Specialty Experience &amp; Technical Skills: The candidate will have experience in the technical analysis, understanding and management of at least one major Project or multiple concurrent small to medium Projects. Candidate will be technically proficient in interpreting and understanding the geology, scoping, assay and feasibility analysis of natural resource projects, from inception to deployment with particular distinction in Technical and Engineering Analysis, the Systems Process Design and the Staging and Logistics of large, complex natural resource projects. Key Responsibilities: Serves as the Project Manager of a large multi-task effort, applying a wide spectrum of disciplines for the technical and engineering analysis, interpretation, design, implementation and support of assigned tasks. Oversees analysis of the technical aspects of the project and the development of the analytical and computational techniques and methodology for problem solutions. Directs project centric systems planning, logistics planning, project staging and critical analysis for contingency preparedness. Manages processes and data modeling in support of the planning and analysis efforts using both manual and automated tools; such as Integrated Computer-Aided Software Engineering (I-CASE) tools. As applicable, directs team in the application of to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports any changes or suggestions accordingly to the client and/or corporate Senior Management.</td>
<td>BA/BS</td>
<td>5</td>
</tr>
<tr>
<td>Project Development Advisor II</td>
<td>Specialty Experience &amp; Technical Skills: The candidate will have experience in integrated analysis and management of one or more large complex Projects or the concurrent management of multiple medium Projects, from inception to deployment with particular distinction in the Integrated Analysis of the multiple facets of the project, with specific focus on the Business Logic and Communications. Key Responsibilities: Serves as a Project Manager of a large multi-task effort, applying a wide spectrum of disciplines for the analysis, planning, design, implementation and support of assigned tasks. Oversees entirety of the project and the development of analytical and computational techniques and methodology for problem solutions. Directs project centric systems planning, business information planning, logistics planning, project staging and critical analysis for contingency preparedness. Manages processes and data modeling in support of the planning and analysis efforts using both manual and automated tools; such as Integrated Computer-Aided Software Engineering (I-CASE) tools. As applicable, directs team in the application to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports any changes or suggestions accordingly to the client and/or corporate Senior Management.</td>
<td>BA/BS</td>
<td>10</td>
</tr>
<tr>
<td>Due Diligence Advisor</td>
<td>Specialty Experience &amp; Technical Skills: The candidate will have experience in the technical analysis, understanding and management of a major complex Program, or multiple concurrent small to medium Projects, specifically in the understanding and interpretation of the larger execution of the project with respect to local, regional and global governmental and cultural complexities. Candidate will have experience working with the various levels of local populace, local governance and federal and state organizations and agencies in the evaluation of and business design of a particular project. Key Responsibilities: Serves as an Advisor on the staging and approach of the Project, rather than specific focus on the technical and engineering analysis of the Project, The Due Diligence Advisors focuses on the outside project influences, and how to interact with, and influence them in favor of the project if possible, or if not, advises as such. Candidate will be technically proficient in interpreting and understanding the scoping, and feasibility analysis of projects, from inception to deployment with particular distinction in Analysis of Outside Influences and Governance Impacts, on Contingencies and the Staging of the project. Communicates and reports any changes or suggestions accordingly to the client and/or corporate Senior Management.</td>
<td>BA/BS</td>
<td>5</td>
</tr>
<tr>
<td>Proposal Consultant</td>
<td>Specialty Experience &amp; Technical Skills: The candidate will have experience in Proposal Writing and Advisory from one more large Proposals, or multiple complex smaller Proposals, with particular distinction in Government Proposals, Business Logic and Communications.</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Key Responsibilities: Serves as an Advisor to the client, in the writing, editing, revision and communication of the clients Project or Program proposal. Oversees the development and advancement of the Proposal, in line with the client’s direction, oversight and management. Identifies task responsibilities for the writing of the proposal and reports any changes or suggestions accordingly to the client and/or corporate Senior Management.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proposal Consultant II</td>
<td>Specialty Experience &amp; Technical Skills: The candidate will have experience in Proposal Writing and Advisory from one more large Proposals, or multiple complex smaller Proposals, with particular distinction in Government Proposals and Compliance, Systems Process Design, and Communications.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Key Responsibilities: Serves as an Advisor to the client, in the writing, editing, revision and communication of the clients Technical Project or Program proposal. Oversees the development and advancement of the Technical Proposal, in line with the client’s direction, oversight and management. Identifies task responsibilities for the writing of the proposal and reports any changes or suggestions accordingly to the client and/or corporate Senior Management.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Service</td>
<td>Detailed Description</td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ShadowMatch Analysis</td>
<td>The ShadowMatch and SkillsGrid Analysis is an integrated analysis by both a scientific Behavioral Analysis software tool and a Specialty Consultant, which enables optimization of the individual, the team, the project and job specific workforce skills and architecture as it relates to Project Efficiency and other aspects. This service is a specialty online platform and Specialty Consultant that enables detailed and in-depth analysis, and the generation of reports for the use in workforce and project optimization. This is based on the performance of both the individual and the teams involved and include both skills and performance metrics. It is an important aspect of project feasibility studies based on the interaction of human performance with project specific milestones and performance metrics, by matching project requirements with workforce performance. This analysis is an enabler, along with other scientific, engineering and business analytics. For example, the development architecture of the project teams, whether as part of a Project Development or Due Diligence Advisory, in the Integrated Business Development dynamics of Early Business, with Senior Executives, or in individual analysis for workforce and project fit. It also plays a very important part of HR interfacing of the human aspect of a project. It includes personal and team guidance, in terms of selecting the right candidates for the right positions, based on habits and skills, as reflected in the data-based metrics of that specific work environment.</td>
<td>None</td>
<td>0</td>
</tr>
</tbody>
</table>
| ShadowMatch/ SkillsGrid Analysis Consultant | The ShadowMatch & SkillsGrid Consultant & Process  
Specialty Experience & Technical Skills: The Consultant candidate will have experience in conducting the ShadowMatch and SkillsGrid Program of workforce and team performance analysis and consulting on a minimum of one more large Proposals, or multiple complex smaller Proposals, with particular distinction in Government Proposals and Compliance, Systems and Team Process Design, and Communications.  
Key Responsibilities: Serves as the Advisor and Mentor/Coach to senior executives managing large multi-task efforts for a company, from Group/Project workforce dynamic consulting to Individual workforce analysis. Consultant applies the ShadowMatch and SkillsGrid (As Required) to conduct a detailed scientific analysis of behavioral traits and team interaction dynamics to create efficiency and performance at individual or team levels. Consultant will draw from a wide spectrum of disciplines and experience regarding the implementation and support for short- and long-term company, team or individual vision, to include Organizational Change management and the integration of LEAN and other management techniques. Executes the ShadowMatch/SkillsGrid Program of analysis and consults on the individual, team and/or company level of workforce efficiency.  
**Implementation**  
We offer a step by step service to train, guide and assist the company to implement the ShadowMatch program.  
**Recruitment**  
We assist and advise companies, teams and individuals to best place people in a specific working or project environment based on (amongst other criteria) the alinement between the habits of an individual and that of the top performers in a specific job, or field of study, as well as the dynamics required for a certain team, or project. We also specialize in analyzing current teams and providing advisory counseling on how to best achieve greater performance and efficiency. |
Leadership Identification
Not any person in a leadership position can lead any team indiscriminately. We assist and consult not only in identifying leaders but provide intelligence to ensure a good match between a leader and a team. We also work with and consult current established teams to maximize performance through behavior and organizational modifications.

Team Analysis
Teams are complex collective entities and the dynamics are very challenging to comprehend. Behavioral diversity is a term that describes the difference or similarity of the individuals within a team.

We provide a powerful team analysis and team development function that will not only optimize the success of the team but also the success of each individual team member. The team results and consult with our experts will precisely show the level of behavioral diversity in your specific team, but it is important to understand that any level of diversity has its own pros and cons that can impact team performance.

Personal Development Programs
Our consultants provide clients with experience-based mentorship programs to help employees develop critical habits necessary for success in a job/field of study or team they are a member of.
Every job/study is an environment with unique demands. We provide each individual with a Development Program unique to the habits of that individual Business/Student/Sport or Team.

**Career/SucceSSION Planning and Redeployment**
Finding the best people in your business to fill senior positions and to start with specific development programs for such individuals, is one of our core services.

Many companies and company teams go through restructuring from time to time. Our consultants provide a scientific framework to do this with minimal negative effects on the performance of the employees and on the team.

Our Consultants assist clients to redeploy employees to a department most fitting to their habits and by doing so optimize employee performance.

**ShadowMatch Reports**
Personal Feedback Report: The Personal Feedback Report is not a comparative report but an individual report, providing a full outline of all an individual’s habits, what they mean, how they integrate with other habits and how to read and understand the graph displaying the relative intensity of the behavioral patterns / habits of the individual.
**Matching Report:** ShadowMatch generates this report by comparing the habits of the individual to that of the top performers to determine the anticipated propensity for the individual to succeed in doing the same job under the same working conditions as the top performers. This report informs the user of the challenges the individual will face when doing the same job as the top performers and assists in understanding why some people find it difficult to deliver their best performance in doing a specific job.

**WorkMatch Report:** ShadowMatch generates a report for the individual highlighting how the individual matches the top performers doing the same job or studying the same course. This report assists the individual in understanding where he/she has habits that are different to that of the benchmark. It also suggests areas for development.

**Team Analysis Report:** This is a comprehensive report outlining the habits of the team as an entity. It highlights how the habits of each individual in the team compare to the habits of the team. The report lists the various individuals in each of the subgroups and shows the strength of each of the sub groups

**Relationship Reports:** The ShadowMatch system has the capability to help people manage their relationships. This is done by means of the
Relationship Reports. By comparing the habits of two people in a relationship, we can learn what might frustrate us, which areas we can use to develop the relationship and which behavior areas can lead to relationship disconnectedness. The system offers 8 different Relationship Reports: Work, family, friends, love, marriage, parent-child, teacher-student, staying together (cohabitation).

**Personal Development Programs:** In order to move a new or an existing employee to closer match the behavioral habits of the benchmark group, ShadowMatch provides 20 Personal Development Programs (PDPs). All the ShadowMatch PDP’s are interactive, and outcomes based. These PDP’s require an individual to actively engage with the development program in order to successfully grow in the behavioral focus area of the PDP. An individual can choose any of the 20 development programs for either business, sport or an academic environment.

**Interview Pack:** ShadowMatch provides the user with a full interview pack. The interview pack consists of 10 outcome-based questions against which the candidate can be assessed in a structured interview process. The questions are uniquely selected against the shadow / benchmark and allow the user to interview all candidates for a specific position against the behavioral habits of
Recruitment Specification: Once a benchmark has been created, ShadowMatch allows the user to generate a recruitment specification. This specification outlines the behavioral habits necessary for doing that job in that specific area in the business. This specification can be e-mailed to the recruiter / placement agency in order to guide him / her / them in forwarding the correct candidates for the selection pool.

Further Technical & Security Information
ShadowMatch is an online workforce optimization tool, it is cloud based and can be accessed from any device anywhere.

The ShadowMatch system is GDPR (General Data Protection Regulation) compliant. This is the highest compliant level a system can obtain.

ShadowMatch is hosted with AWS and operates under their security measurements. The ShadowMatch database and URL are hosted with Amazon. ShadowMatch is hosted on a M3 large server with the following features:

1. It provides a balance of compute, memory and network resources.
2. High Frequency Intel Xeon E5-2670 v2 (Ivy Bridge) Processors
3. (the M3 instances may also launch as an Intel XeonE5-2670 (Sandy Bridge) Processor running at 2.6GHz) SSD-based instance storage for fast I/O performance