GSA MAS Contract Number: 47QRAA22D00BG
Schedule Title: Multiple Award Schedule
Federal Supply Group: Professional Services
Contract Period: June 21, 2022 to June 20, 2027
Price list current as of Modification PA-0002 effective June 23, 2022
On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!, a menu-driven database system. The INTERNET address GSA Advantage! Is: GSA Advantage.gov.

TurnAround Factor, Inc.
7847 Riverside Dr.
Richmond, Virginia 23225
Tel: 804-424-1624
https://www.turnaroundfactor.com

Business Size: Small, Service Disabled Veteran Owned Small Business (SDVOSB)

The TurnAround Factor (TAF) GSA MAS contract provides engineering, management, organizational and business improvement services and products to facilitate government agencies to increase performance, quality, response time and productivity. The MAS services are available to any federal government agency through GSA e-buy.

See “Keyword” section below for additional services that fall under TAF’s areas of expertise.

If you need any assistance or clarification please contact Matthew Roy at the TAF Contract Office: contracting@turnaroundfactor.com 804-424-1624 For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov.
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1a. Awarded Special Item Numbers (SINs)

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## 1b. GS-10F-0031N Labor Rates

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1c. Labor Category Descriptions

1. PMSRV Program Manager

Description: The Program Manager directs and controls a technical, engineering or logistics oriented effort. Employs a wide spectrum of disciplines for the planning, analysis, design, implementation and support of assigned tasks. Leads source selection efforts. Oversees development of analytical, computational techniques and methodology for problem solutions. Directs enterprise wide strategic systems planning, business and analysis. Identifies all task responsibilities; reports changes or suggestions to the client and/or corporate Senior Management.

Education and experience requirements: A Master’s degree in management, logistics, business, engineering, education, human resources, organization development, or another related scientific or technical discipline. This position requires a minimum of ten years experience, with a minimum of 4 years specialized experience. Specialized experience includes progressive project related experience. Requires complete project development from inception to deployment, demonstrated ability to provide guidance and direction in multiple tasks across several functional areas including the use of different technologies. Proven expertise in understanding program requirements of the types of tasks to be performed, ability to review and evaluate all work performed, management and control of funds and resources, and direction to ensure compliance with all management policies.

General experience may include facilitation, training, methodology development and evaluation, process reengineering across all phases, identifying best practices, change management, business management techniques, organization development, activity and data modeling, or information system development methods and practices and supervision of business process reengineering personnel. In lieu of a Master’s degree, a Bachelor’s degree in management, logistics, business, engineering, education, human resources, organization management, or another related scientific or technical discipline and twelve years experience, with a minimum of seven years specialized experience as described above.

2. ASTPM Asst Program Manager

Description: The Asst. Program Manager directs and controls a technical, engineering or logistics oriented effort. Employs a wide spectrum of disciplines for the planning, analysis, design, implementation and support of assigned tasks. Leads source selection efforts. Oversees development of analytical, computational techniques and methodology for problem solutions.
Directs enterprise wide strategic systems planning, business and analysis. Identifies all task responsibilities; reports changes or suggestions to the client and/or Program Manager

**Education and experience requirements:** A Master’s degree in management, logistics, business, engineering, education, human resources, organization development, or another related scientific or technical discipline. This position requires a minimum of seven years experience, with a minimum of 3 years specialized experience. Specialized experience includes progressive project related experience. Requires complete project development from inception to deployment, demonstrated ability to provide guidance and direction in multiple tasks across several functional areas including the use of different technologies. Proven expertise in understanding program requirements of the types of tasks to be performed, ability to review and evaluate all work performed, management and control of funds and resources, and direction to ensure compliance with all management policies.

General experience may include facilitation, training, methodology development and evaluation, process reengineering across all phases, identifying best practices, change management, business management techniques, organization development, activity and data modeling, or information system development methods and practices and supervision of business process reengineering personnel. In lieu of a Master’s degree, Bachelor’s degree in management, logistics, business, engineering, education, human resources, organization management, or another related scientific or technical discipline and twelve years experience, with a minimum of seven years specialized experience as described above.

### 3. **TMLD Team Lead**

**Description:** The Team Lead directs and control a technical, engineering or logistics oriented effort. Employs a wide spectrum of disciplines for the planning, analysis, design, implementation and support of assigned tasks. Leads source selection efforts. Oversees development of analytical and computational techniques and methodology for problem solutions. Directs enterprise wide strategic systems planning, business and analysis. Identifies all task responsibilities; reports changes or suggestions to the client and/or Program Manager.

**Education and experience requirements:** A Master’s degree in management, logistics, business, engineering, education, human resources, organization development, or another related scientific or technical discipline. This position requires a minimum of seven years experience, with a minimum of 3 years specialized experience. Specialized experience includes progressive project related experience. Requires complete project development from inception to deployment, demonstrated ability to provide guidance and direction in multiple tasks across several functional areas including the use of different technologies. Proven expertise in understanding program requirements of the types of tasks to be performed, ability to review and
evaluate all work performed, management and control of funds and resources, and direction to ensure compliance with all management policies.

General experience may include facilitation, training, methodology development and evaluation, process reengineering across all phases, identifying best practices, change management, business management techniques, organization development, activity and data modeling, or information system development methods and practices and supervision of business process reengineering personnel. In lieu of a Master’s degree, a Bachelor’s degree in management, logistics, business, engineering, education, human resources, organization management, or another related scientific or technical discipline and twelve years experience, with a minimum of seven years specialized experience as described above.

4. **STAT Statistician**

**Description:** Conduct statistical analysis of surveys and results. Applies standard sampling techniques to results to determine statistical significance. Creates and validates reports.

**Education and experience requirements:** A Bachelor of Arts or Bachelor of Science degree in mathematics or statistical analysis. A minimum of seven years experience, with five years being specialized, is required. Specialized experience includes experience using various statistical analysis software applications. Exhibited ability to communicate both orally and in writing is required. Ability to work independently or under only general direction is essential. With a Master’s degree in the fields described above, six years experience is required, with at least four years being specialized as described above, is required.

5. **CON4 Consultant IV**

**Description:** Implements process improvement and reengineering methodologies and principles to conduct process modernization projects. Responsible for effective transitioning of existing project teams, and the facilitation of project teams in the accomplishment of project activities and objectives. Provides group facilitation, interviewing, training, and provides additional forms of knowledge transfer. Key facilitator between multiple project teams; makes certain the reengineering efforts are integrated enterprise-wide. Manages and directs the business process reengineering personnel.

**Education and experience requirements:** A Master’s degree in computer science, information systems, management, logistics, business, engineering, education, human resources, organization development, or another related scientific or technical discipline. This position requires a minimum of ten years experience, with a minimum of seven years specialized experience. Specialized experience may include facilitation, training, methodology development
and evaluation, process reengineering across all phases, identifying best practices, change management, business management techniques, organization development, activity and data modeling, or information system development methods and practices and supervision of business process reengineering personnel. A Bachelor’s degree in computer science, information systems, management sciences, logistics, business, engineering, education, human resources, organization management, or another related scientific or technical discipline and twelve years experience, with a minimum of seven years specialized experience as described above. A Master’s degree is preferred but not required.

6. CON3 Consultant III

Description: Implements process improvement and reengineering methodologies and principles to conduct process modernization projects. Duties include activity and data modeling, developing modern business methods, identifying best practices, and creating and assessing performance measurements. Provides group facilitation, interviewing, training, and additional forms of knowledge transfer. May be under the direction of a Consultant IV, or may work independently.

Education and experience requirements: A Bachelor’s degree in computer science, information systems, management, logistics, business, engineering, education, human resources, organization development, or another related scientific or technical discipline. A minimum of ten years experience is required, with seven years specialized experience as described above. Specialized experience may include facilitation, training, methodology development and evaluation, process reengineering across all phases, identifying best practices, change management, business management techniques, organization development, activity and data modeling, or information system development methods and practices and supervision of business process reengineering personnel. With a Master’s degree in the fields described above, eight years experience is required, of which at least six years must be specialized as described above. Without a degree, thirteen years experience with eleven years being specialized as described above is required.

7. CON2 Consultant II

Description: Implements process improvement and reengineering methodologies and principles to conduct process modernization projects. Duties include activity and data modeling, developing modern business methods, identifying best practices, and creating and assessing performance measurements. Provides group facilitation, interviewing, training, and provides additional forms of knowledge transfer. May be under the supervision of the Consultant IV or III, or may work independently.
Education and experience requirements: A Bachelor’s degree in computer science, information systems, management, logistics, business, engineering, education, human resources, organization development, or another related scientific or technical discipline. A minimum of six years experience, including education, with four years being specialized is required. Specialized experience may include facilitation, training, methodology development and evaluation, process reengineering across all phases, identifying best practices, change management, business management techniques, organizational development, activity and data modeling, or information system development methods and practices and supervision of business process reengineering personnel. With a Master’s degree in the fields described above, four years experience, including education, is required, with two years being specialized as described above is required. Without a degree, nine years specialized experience with five years being specialized as described above is required.

8. CON1 Consultant I

Description: Implements process improvement and reengineering methodologies and principles to conduct process modernization projects. Duties include activity and data modeling, developing modern business methods, identifying best practices, and creating and assessing performance measurements. Provides group facilitation, interviewing, training, and provides additional forms of knowledge transfer. May be under the supervision of the Consultant IV, III, or II, or may work independently.

Education and experience requirements: A Bachelor’s degree in computer science, information systems, management, logistics, business, engineering, education, human resources, organization development, or another related scientific or technical discipline. Without a degree, a minimum of six years experience, with four years being specialized, is required. Specialized experience may include facilitation, training, methodology development and evaluation, process reengineering across all phases, identifying best practices, change management, business management techniques, organization development, activity and data modeling, or information system development methods and practices and supervision of business process reengineering personnel.

9. ADMS Administrative Support

Description: Use progressive experience in office automation tools and supporting project work to improve administrative support of deliverables. Knowledgeable in computer based documentation and media presentation techniques to include document image processing, technical typing and word processing. Also is able to integrate inputs from various sources to create a cohesive product. Prepares both graphical and narrative presentation materials.
Education and experience requirements: Education and experience requirements: Must possess a minimum of a high school diploma and demonstrated experience of at least 2 years in the administrative field.

10. ENGT1 Engineering Technician I

Description: This technician performs simple routine tasks under close supervision or from detailed procedures. Work is checked in progress or on completion. This person performs one or a combination of such typical duties as:

1. Assembling or installing equipment or parts requiring simple wiring, soldering, or connecting.
2. Performing simple or routine tasks or tests such as tensile or hardness tests; operating and adjusting simple test equipment; records test data.
3. Gathering and maintaining specified records of engineering data such as tests, drawings, etc.; performing computations by substituting numbers in specified formulas; plotting data and draws simple curves and graphs.

Education and experience requirements: High school diploma or GED, or 2 years work in a related field.

11. ENGT2 Engineering Technician II

Description: The Engineering Technician II performs standardized or prescribed assignments involving a sequence of related operations, follows standard work methods on recurring assignments but receives explicit instructions on unfamiliar assignments. Technical adequacy of routine work is reviewed on completion; non-routine work may be reviewed in progress. This technician performs at this level, one or a combination of such typical duties as:

1. Following specific instructions, assembles or constructs simple or standard equipment or parts, servicing or repairing simple instruments or equipment;
2. Conducting a variety of tests using established methods, preparing test specimens, adjusting and operating equipment, recording test data, and pointing out deviations resulting from equipment malfunction or observational errors;
3. Extracting engineering data from various prescribed but non-standardized sources, processing the data following well-defined methods including elementary algebra and geometry, and presenting the data in prescribed form.

Education and experience requirements: High school diploma or GED and 2 years of experience working in a related field, or 4 years work in a related field.
12. ENGT3 Engineering Technician III

Description: The Engineering Technician III performs assignments that are not completely standardized or prescribed, selects or adapts standard procedures or equipment, using fully applicable precedents, receives initial instructions, equipment requirements, and advice from supervisor or engineer as needed, performs recurring work independently. Work is reviewed for technical adequacy or conformity with instructions. This technician performs at this level one or a combination of such typical duties as:

1. Constructing components, subunits, or simple models or adapts standard equipment; may troubleshoot and correct malfunctions;
2. Following specific layout and scientific diagrams to construct and package simple devices and subunits of equipment.
3. Conducting various tests or experiments which may require minor modifications in test setups or procedures as well as subjective judgments in measurement, selecting, preparing, and operating standard test equipment and records test data;
4. Extracting and compiling a variety of engineering data from field notes, manuals, lab reports, etc., processing data, identifying errors or inconsistencies, selecting methods of data presentation.
5. Assisting in design modification by compiling data related to design, specifications, and materials that are pertinent to specific items of equipment or component parts; developing information concerning previous operational failures and modifications, and using judgment and initiative to recognize inconsistencies or gaps in data and seek sources to clarify information.

Education and experience requirements: An Associate Degree or 2 years of college pursuing a degree in engineering, science, mathematics, or a related technical field, or 6 years work in a related field.

13. ENGR1 Engineering Consultant I

Description: This technical staff member performs research, analysis, development, and design tasks on product development requirements, customer requirements, marketing requirements, and system requirements. The engineer will determine feasibility of designs, develop systems, perform simulations, conduct modeling, builds prototypes, and creates drawings for manufacturing under the guidance of senior engineers (II, III, IV, and V).
Education and experience requirements: An Associate Degree or 2 years of college pursuing a degree in engineering, science, mathematics, or a related technical field, or 4 years work in a related field.

14. ENGR2       Engineering Consultant II

**Description:** This technical staff member performs research, analysis, development, and design tasks on product development requirements, customer requirements, marketing requirements, and system requirements. The engineer will determine feasibility of designs, develop systems, perform simulations, conduct modeling, builds prototypes, and creates drawings for manufacturing under the guidance of senior engineers (III, IV, and V). An Engineering Consultant II is expected to be self-sufficient for basic engineering tasks and collaborate effectively to provide strong individual contributions to collaborative design efforts.

Education and experience requirements: 3 years of related experience in a technical field, including education, and a Bachelor’s degree in engineering, science, mathematics, or a related technical field, or 6 years work in a related field.

15. ENGR3       Engineering Consultant III

**Description:** This technical staff member performs research, analysis, development, and design tasks on product development requirements, customer requirements, marketing requirements, and system requirements. The engineer will determine feasibility of designs, develop systems, perform simulations, conduct modeling, builds prototypes, and creates drawings for manufacturing under the guidance of senior engineers (IV and V). An Engineering Consultant III is expected to be self-sufficient for managing small projects and provide effective management to Engineering Consultant I and II’s to produce high quality products for subsystems within large products under the guidance of an Engineering Consultant IV and V.

Education and experience requirements: 8 years of related experience in a technical field and a Bachelor’s degree in engineering, science, mathematics, or a related technical field.

16. ENGR4       Engineering Consultant IV

**Description:** This senior technical staff member performs research, analysis, development, and design tasks on product development requirements, customer requirements, marketing requirements, and system requirements. The engineer will determine feasibility of designs, develop systems, perform simulations, conduct modeling, builds prototypes, and conduct basic and applied research and development. An Engineering Consultant IV is expected to make key
contributions to operationalize emerging basic research and solve complex technical problems.
An Engineering Consultant IV provides technical leadership to Engineering Consultant I, II, and III for large and complex technical projects.

**Education and experience requirements:** 10 years of related experience in a technical field and a Master’s degree in engineering, science, mathematics, or a related technical field or 12 years of experience and a Bachelor’s degree in engineering, science, mathematics, or a related technical field.

17. ENGR5  Engineering Consultant V

**Description:** This senior technical staff member performs research, analysis, development, and design tasks on product development requirements, customer requirements, marketing requirements, and system requirements. The engineer will determine feasibility of designs, develop systems, perform simulations, conduct modeling, builds prototypes, and conduct basic and applied research and development. An Engineering Consultant V is expected to make key contributions to operationalize emerging basic research and solve complex technical problems. An Engineering Consultant V provides technical leadership to Engineering Consultant I, II, III, and IV for large and complex technical projects.

**Education and experience requirements:** 12 years of related experience in a technical field and a PhD in engineering, science, mathematics, or a related technical field or 15 years of experience and a Master’s degree in engineering, science, mathematics, or a related technical field or 20 years of experience and a Bachelor’s degree in engineering, science, mathematics, or a related technical field.

18. ENGX1  Engineering Expert I

**Description:** Senior technical/engineering professional who acts as an adviser in complex and critical client projects. Provides expert scholarly advice to projects. Performs highly specialized and technical tasks associated with most current and cutting edge technologies; May serve as a technical consultant to a project or to a number of projects dealing with areas of engineering and technical expertise maintains current knowledge of relevant hardware systems, subsystems, components and parts and associated technologies; and/or possesses advanced knowledge of the principles, methods, and techniques used in the area of technical expertise.

**Education and experience requirements:** BA/BS in engineering, scientific or related technical – 12+ years of directly related experience.
19. ENGX2  Engineering Expert II

**Description:** Senior technical/engineering professional who acts as an adviser in complex and critical client projects. Provides expert scholarly advice to projects. Generally has attained highest levels within military, government and/or industry.

**Education and experience requirements:** BA/BS in engineering, scientific or related technical – 15+ years of directly related experience.
Additional Information

2. Maximum Order: $1,000,000
3. Minimum Order: $100
4. Geographic coverage (delivery area): Domestic Only
5. Points(s) of Production: 7847 Riverside Dr. \ Richmond, VA 23225
6. Discount from list prices or statement of net price: Listed prices are net federal government prices.
7. Quantity Discount: None
8. Prompt Payment Terms: Net 30 Days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
9. Foreign Items: None
10. Delivery
   a. Time of Delivery: As negotiated with ordering Agency
   b. Expedited Delivery: As negotiated with ordering Agency
   c. Overnight Delivery: As negotiated with ordering Agency
   d. Urgent Requirements Delivery: As negotiated with ordering Agency
11. F.O.B. Point(s): Destination
12. Ordering
   a. Ordering Address: Attn: Contract Office \ 7847 Riverside Dr. \ Richmond, VA 23225
   b. Ordering Procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) are found in the Federal acquisition regulation (FAR) 8.405-3.
13. Payment Address: Attn: Accounts \ 7847 Riverside Dr. \ Richmond, VA 23225
14. Warranty Provision: N/A
15. Export Packaging Charges: N/A
16. Terms and Conditions of Rental, Maintenance, and Repair: N/A
17. Terms and Conditions of Installations: 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: N/A
19. List of service and distribution points: N/A
20. List of participating dealers: N/A
21. Preventive Maintenance: N/A
22. Special Compliance
   a. Environmental Attributes: N/A
   b. Section 508 compliance: N/A
23. Unique Entity Identifier (UEI) number: HVYMKMSL4V68
24. Notification regarding registration in System for Award Management (SAM) database:
   Contractor registered and active in SAM
The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (**) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).

**Keyword List**

- ACTD Advanced Capability Technology Demonstration
- Administrative Management & General Management Consulting Services
- Alternative Energy
- Functional requirements analysis
- Analyze functional requirements
- Automatic Identification Technology
- AVN Log
- Benchmarking
- BMS/EBS
- Budgeting and Projections
- Business Case Analysis
- Business Process Reengineering
- Change Management
- Congressional studies
- CONOPS
- Contingency Plans Analysis
- Contingency Support
- Customer Partnering Initiatives
- Data harvesting
- Decision Support
- Defense Energy Support
- Deployable Depot
- Deployment Planning
- Disaster Relief
- Distributed Modular Supply Networks
- Distribution Analysis and Research
- Distribution and Deployment Flow
- Distribution center
- DoD logistics
- DRMS Defense Reutilization and Marketing Services
- Dynamic Continuous Planning
- Economic Analysis
- End to End Solutions
- Expertise Management
- Forward Stock Positioning
- Global Distribution Pipeline Analysis
- HADR Humanitarian Assistance Disaster Relief
- Identify and capture baseline and test metrics
- Individual & Enterprise Training
- Integrated Distribution Lane
- Integrated Process Team
- Integrated Progress Review
- Intermodal Distribution
- Inventory control
- Inventory Management
- JCTD Joint Capability Technology Demonstration
- Joint Logistics Support
- Joint Capability Integration and Development System
- Knowledge Management
- Lessons Learned
- Linear Programming & Optimization
- Loadout
- Logistics Consulting Services
- Logistics Transformation
- Logistics War Game Support
- Materiel movement
- Materiel visibility and materiel handling procedures
- Metrics Development and Analysis
- Modeling and Simulation
- Node Management
- OPERATIONS RESEARCH
- Physical Distribution
- pRFID Passive Radio Frequency Identification
- Process Analysis and Reengineering
- Process Assessment
- Process Modeling
- Process Reengineering
- Productivity Improvement
- Productivity Workload Assessment
- Professional and Management Development Training
- Program Implementation and Deployment
- PROGRAM MANAGEMENT
- Property Disposal
- Quality Assurance
- R & D Project Management
- Retrograde
- RFID technology
- Service Disabled Veteran Owned Small Business (SDVOSB)
- Statistical Analysis
- Statistics and Sampling
- Strategic Planning
- SME Subject matter experts
- Supply
- SUPPLY CHAIN MANAGEMENT
- Supply chain system analysis
- Theater Distribution
- THEATER LOGISTICS
- Trade Study
- Transportation Management
- Warehousing
- Weapons Systems Support Management
- Wind and solar energy