

AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST

Fors Marsh Group LLC
738X Schedule No. 47QREA18D0003

Contract Period: 23 October 2017 through 22 October 2022

Contractor: Fors Marsh Group LLC
1010 N Glebe Road, Suite 510
Arlington, VA 22201

Size Status: Other than Small Business

Contract Admin.: Patrick Samsel
psamsel@forsmarshgroup.com
571-303-2895
866-468-6401 (fax)
www.forsmarshgroup.com

Min. Order Quantity: \$25,000.00

Max. Order Limit: \$1,000,000.00

Overview

Enclosed are Fors Marsh Group LLC's (FMG's) Labor Categories and rates. All prices are fully inclusive of all costs including labor (workers, management, aids, assistants, operators), overhead, general and administrative (G&A) expenses, and profit. Every rate quoted in this proposal is lower than comparable pricing offered to FMG's Most Favored Customer. All rates are based on market pricing in accordance with Clause I-FSS-969, with a fixed annual escalation rate of 3.0%. Price adjustments related to changes to prevailing wage determination rates under the Service Contract Act (SCA) will also be handled in accordance with Clause I-FSS-969. Travel costs will be proposed and invoiced at the task order level in accordance with Federal and/or Joint Travel Regulations. Proposed rates are valid as marked.

CUSTOMER INFORMATION:

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

SIN	SIN Description
595 21	Human Resource Services (Excluding EEO Services

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: \$25,000.00

4. Geographic Coverage (delivery Area): Domestic and Overseas

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 Offered

8. Prompt payment terms: Net 30 days

9a. Notification that Government purchase cards are accepted up to the micro-purchase threshold: No

- 9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold: not accepted
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 effect 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), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).
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
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: N/A
- 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: 129842667
26. Notification regarding registration in Central Contractor Registration (CCR) database: Registered
27. Final Pricing:

FMG Hourly Labor Rates

	LCAT	Domestic or Overseas	Price Offered to GSA (including IFF) 10/23/17 – 10/22/18	Price Offered to GSA (including IFF) 10/23/18 – 10/22/19	Price Offered to GSA (including IFF) 10/23/19 – 10/22/20	Price Offered to GSA (including IFF) 10/23/20 – 10/22/21	Price Offered to GSA (including IFF) 10/23/21 – 10/22/22
Customer Facility	Subject Matter Expert I	Domestic Only	\$ 236.40	\$ 243.50	\$ 250.80	\$ 258.32	\$ 266.07
	Sr. Consultant	Domestic Only	\$ 216.39	\$ 222.88	\$ 229.57	\$ 236.46	\$ 243.55
	Program Manager	Domestic Only	\$ 198.64	\$ 204.60	\$ 210.74	\$ 217.06	\$ 223.57
	Consultant	Domestic Only	\$ 176.54	\$ 181.84	\$ 187.30	\$ 192.91	\$ 198.70
	Project Manager	Domestic Only	\$ 169.39	\$ 174.47	\$ 179.71	\$ 185.10	\$ 190.65
	Research Manager	Domestic Only	\$ 147.37	\$ 151.79	\$ 156.34	\$ 161.03	\$ 165.86
	Project Leader	Domestic Only	\$ 133.61	\$ 137.62	\$ 141.75	\$ 146.00	\$ 150.38
	Project Coordinator	Domestic Only	\$ 121.55	\$ 125.20	\$ 128.95	\$ 132.82	\$ 136.81
	Senior Associate	Domestic Only	\$ 117.01	\$ 120.52	\$ 124.13	\$ 127.86	\$ 131.69
	Research Associate	Domestic Only	\$ 111.42	\$ 114.76	\$ 118.20	\$ 121.75	\$ 125.40
	Associate Programmer	Domestic Only	\$ 111.32	\$ 114.66	\$ 118.10	\$ 121.65	\$ 125.30
	Analyst	Domestic Only	\$ 105.02	\$ 108.17	\$ 111.41	\$ 114.76	\$ 118.20
	Research Assistant	Domestic Only	\$ 74.36	\$ 76.59	\$ 78.89	\$ 81.25	\$ 83.69
	Junior Survey Statistician	Domestic Only	\$ 70.41	\$ 72.52	\$ 74.70	\$ 76.94	\$ 79.24
Data Entry Clerk	Domestic Only	\$ 38.37	\$ 39.52	\$ 40.70	\$ 41.93	\$ 43.18	

	LCAT	Domestic or Overseas	Price Offered to GSA (including IFF) 10/23/17 – 10/22/18	Price Offered to GSA (including IFF) 10/23/18 – 10/22/19	Price Offered to GSA (including IFF) 10/23/19 – 10/22/20	Price Offered to GSA (including IFF) 10/23/20 – 10/22/21	Price Offered to GSA (including IFF) 10/23/21 – 10/22/22
Contractor Facility	Subject Matter Expert I	Domestic Only	\$ 179.64	\$ 185.03	\$ 190.58	\$ 196.29	\$ 202.18
	Sr. Consultant	Domestic Only	\$ 159.64	\$ 164.43	\$ 169.36	\$ 174.44	\$ 179.67
	Program Manager	Domestic Only	\$ 141.88	\$ 146.14	\$ 150.52	\$ 155.04	\$ 159.69
	Consultant	Domestic Only	\$ 126.11	\$ 129.89	\$ 133.79	\$ 137.80	\$ 141.93
	Project Manager	Domestic Only	\$ 121.01	\$ 124.64	\$ 128.38	\$ 132.23	\$ 136.20
	Research Manager	Domestic Only	\$ 105.27	\$ 108.43	\$ 111.68	\$ 115.03	\$ 118.48
	Project Leader	Domestic Only	\$ 95.45	\$ 98.31	\$ 101.26	\$ 104.30	\$ 107.43
	Project Coordinator	Domestic Only	\$ 86.82	\$ 89.43	\$ 92.11	\$ 94.87	\$ 97.72
	Senior Associate	Domestic Only	\$ 83.57	\$ 86.07	\$ 88.66	\$ 91.32	\$ 94.06
	Research Associate	Domestic Only	\$ 79.60	\$ 81.98	\$ 84.44	\$ 86.98	\$ 89.59
	Associate Programmer	Domestic Only	\$ 79.52	\$ 81.90	\$ 84.36	\$ 86.89	\$ 89.50
	Analyst	Domestic Only	\$ 75.01	\$ 77.26	\$ 79.58	\$ 81.97	\$ 84.43
	Research Assistant	Domestic Only	\$ 53.12	\$ 54.71	\$ 56.35	\$ 58.04	\$ 59.79
	Junior Survey Statistician	Domestic Only	\$ 50.29	\$ 51.80	\$ 53.35	\$ 54.95	\$ 56.60
Data Entry Clerk	Domestic Only	\$ 27.41	\$ 28.23	\$ 29.07	\$ 29.95	\$ 30.85	

	LCAT	Domestic or Overseas	Price Offered to GSA (including IFF) 10/23/17 – 10/22/18	Price Offered to GSA (including IFF) 10/23/18 – 10/22/19	Price Offered to GSA (including IFF) 10/23/19 – 10/22/20	Price Offered to GSA (including IFF) 10/23/20 – 10/22/21	Price Offered to GSA (including IFF) 10/23/21 – 10/22/22
Contractor or Customer Facility	Subject Matter Expert I	Worldwide	\$ 241.67	\$ 248.92	\$ 256.39	\$ 264.08	\$ 272.00
	Sr. Consultant	Worldwide	\$ 221.21	\$ 227.85	\$ 234.68	\$ 241.72	\$ 248.97
	Program Manager	Worldwide	\$ 203.06	\$ 209.15	\$ 215.43	\$ 221.89	\$ 228.55
	Consultant	Worldwide	\$ 180.48	\$ 185.90	\$ 191.48	\$ 197.22	\$ 203.14
	Project Manager	Worldwide	\$ 173.16	\$ 178.35	\$ 183.70	\$ 189.22	\$ 194.89
	Research Manager	Worldwide	\$ 150.65	\$ 155.17	\$ 159.82	\$ 164.62	\$ 169.56
	Project Leader	Worldwide	\$ 136.59	\$ 140.69	\$ 144.91	\$ 149.26	\$ 153.74
	Project Coordinator	Worldwide	\$ 124.26	\$ 127.99	\$ 131.83	\$ 135.78	\$ 139.86
	Senior Associate	Worldwide	\$ 119.61	\$ 123.20	\$ 126.89	\$ 130.70	\$ 134.62
	Research Associate	Worldwide	\$ 113.90	\$ 117.32	\$ 120.84	\$ 124.47	\$ 128.20
	Associate Programmer	Worldwide	\$ 110.49	\$ 113.80	\$ 117.22	\$ 120.73	\$ 124.36
	Analyst	Worldwide	\$ 107.36	\$ 110.58	\$ 113.89	\$ 117.31	\$ 120.83
	Research Assistant	Worldwide	\$ 73.87	\$ 76.09	\$ 78.37	\$ 80.72	\$ 83.15
	Junior Survey Statistician	Worldwide	\$ 71.98	\$ 74.14	\$ 76.36	\$ 78.65	\$ 81.01
	Data Entry Clerk	Worldwide	\$ 39.22	\$ 40.40	\$ 41.61	\$ 42.86	\$ 44.15

EXPERIENCE & DEGREE SUBSTITUTION

<u>Degree</u>	<u>Experience or other Equivalence</u>
Bachelors	2 years additional experience
Masters Degree	BA/BS + 3 years additional experience or Associate + 4 years relevant experience

*Years of full time college level study in relevant field will be an acceptable substitute for years of relevant experience on a one-to-one basis

Labor Category Descriptions

Title: **Subject Matter Expert I**

Responsibilities: Possesses highly specialized knowledge in areas of particular value of clients. Demonstrates mastery of scarce capability or area of expertise which dictates high compensation. Identifies areas in which theoretical research may enhance clients' performance and leads efforts to advance understanding in these areas. Provides expertise including an understanding of current best practices and appropriate implementation of the latest techniques and tools. In addition to providing specialized advice, delivers presentations, leads client meetings, and performs assessments.

Required Experience: Minimum of 3-5 years' experience as a specialist. (Advanced degree may be substituted for years of experience)

Minimum Education: Advanced degree in area of specialty.

Title: **Senior Consultant**

Responsibilities: Has mastery of and provides advice in a particular area of expertise. Provides expertise including an understanding of current best practices and appropriate implementation of the latest techniques and tools. Delivers presentations, leads client meetings, and performs assessments. Identifies areas in which theoretical research may enhance clients' performance and leads efforts to advance understanding in these areas. Provides technical direction in planning and implementation of projects including leading the efforts of technical experts and other staff to design, implement, monitor, and evaluate projects. Oversees management,

budgetary, and administrative review and oversight of technical assistance projects and sets priorities for resources. Represents organization at top level meetings with clients.

Required Experience: At least 12 years of professional research experience including at least 6 years leading research projects. (Advanced degree may be substituted for years of experience)

Minimum Education: Advanced degree in area of specialty.

Title: **Program Manager**

Responsibilities: Responsible for management and supervision of several research teams in an area of expertise and/or manages multiple projects within a single program. Directs and approves overall approaches and plans to projects and resolves elevated client issues. Creates synergies among research teams and subcontractors by synthesizing information from multiple projects and reallocating resources optimally. Delivers presentations and leads client meetings. Identifies areas in which theoretical research may enhance clients' performance and leads efforts to advance understanding in these areas.
Typically manages development of proposals and contracts, leads collaboration with outside organizations, and serves as technical expert in area of specialty.

Required Experience: At least eight years of professional research or management experience including at least 4 years successful management or technical direction of large and complex projects. (Advanced degree may be substituted for years of experience)

Minimum Education: Advanced degree in area of specialty.

Title: **Consultant**

Responsibilities: Has mastery of and provides advice in a particular area of expertise. Provides expertise including an understanding of current best practices and appropriate implementation of the latest techniques and tools. Delivers presentations, leads client meetings, and performs assessments. Applies expertise and experience to execute clients' initiatives and lead efforts toward positive change.

Required Experience: At least eight years of professional research experience including at least 4 years leading research projects. (Advanced degree may be substituted for years of experience)

Minimum Education: Advanced degree in area of specialty.

Title: **Project Manager**

Responsibilities: Responsible for management and supervision of all research teams in an area of expertise. Approves overall approach and plans to projects and resolve elevated client issues. Creates synergies among research teams by synthesizing information from multiple projects and reallocating resources optimally. Delivers presentations and leads client meetings. Identifies areas in which theoretical research may enhance clients' performance and leads efforts to advance understanding in these areas.

Required Experience: At least eight years of professional research experience including at least 4 years leading research projects and 2 as a Research Manager leading multiple projects simultaneously. (Advanced degree may be substituted for up to 2 years of experience)

Minimum Education: Masters degree

Title: **Research Manager**

Responsibilities: Responsible for management and supervision of multiple research teams. Responsible for determining the overall approach to projects and ensuring client satisfaction. Creates synergies among research teams by synthesizing information from multiple projects and reallocating resources optimally. Delivers presentations and leads client meetings.

Required Experience: Six years of professional research experience including at least two years leading various research projects. (Advanced degree may be substituted for up to 2 years of experience)

Minimum Education: Bachelor's Degree

Title: **Project Leader**

Responsibilities: Responsible for management and supervision of the research team,

quality control, review and approval of deliverables and assisting managers and directors in determining the overall approach to a project. Directs the completion of project specific tasks within time frame and budget. Leads project meetings and client presentations.

Required Experience: Five years of professional research experience and experience including at least one year leading research projects. (Advanced degree may be substituted for up to 2 years of experience)

Minimum Education: Master's Degree

Title: **Project Coordinator**

Responsibilities: Responsible for coordination of individual or multiple projects including quality control, communications and assisting managers and directors in ensuring quality and timely completion of projects within time frame and budget. Coordinators' experiences and skills allow them to manage different aspects of complex projects and effectively organize and track them for clients.

Required Experience: Five years of marketing or research project experience. (Advanced degree may be substituted for years of experience)

Minimum Education: Bachelor's Degree

Title: **Senior Associate**

Responsibilities: Provides guidance and direction for specific sub-tasks of a project. Holds specific expertise in one or more key areas and knowledgeable in others. Interfaces with the client on regular basis. Produces deliverables with minimal supervision from senior team members including presentations, reports, etc. Supports the completion of project specific tasks within estimated time frames and budget constraints. Supports presentations and client meetings.

Required Experience: Four years of professional research experience. (Advanced degree may be substituted for up to 2 years of experience)

Minimum Education: Master's Degree

Title: **Research Associate**

Responsibilities: Interfaces with the client on regular basis. Produces deliverables under supervision of senior team members including presentations, reports, etc. Supports the completion of project specific tasks within estimated time frames and budget constraints. Supports presentations and client meetings.

Required Experience: Three years of professional research experience. (Advanced degree may be substituted for up to 2 years of experience)

Minimum Education: Bachelor's Degree

Title: **Associate Programmer**

Responsibilities: Provides specialized expertise across several systems hardware, networking and/or software functions. Performs programming and technical support of systems and leads the planning and conversions for new hardware and software products. Responsible for customization, installation, maintenance, setting of standards, and optimizing performance for systems in areas of expertise.

Required Experience: Three years of systems and programming expertise.

Minimum Education: Associates Degree & Certifications in Areas of Expertise

Title: **Analyst**

Responsibilities: Performs analyst tasks with minimal supervision as directed by team leader or other senior members of team. Assists with training of junior team members and contributes to production of reports, presentations and other deliverables.

Required Experience: Two years of research experience.

Minimum Education: Bachelor's Degree

Title: **Research Assistant**

Responsibilities: Proofread documents, conduct literature searches and provide support to senior members of research teams as directed.

Required Experience: None. Must be trained in general research methods.

Minimum Education: Bachelor's Degree

Title: **Junior Survey Statistician**

Responsibilities: Conduct telephone interviews according to protocol, enter data and complete necessary forms and record-keeping.

Required Experience: None. Training is provided to new hires.

Minimum Education: Bachelor's Degree

Title: **Data Entry Clerk**

Responsibilities: Enter and manage data from surveys and other research according to established protocols, complete necessary forms and record-keeping as directed by supervisor.

Required Experience: None. Training is provided to new hires.

Minimum Education: High School Diploma