GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST

MULTIPLE AWARD SCHEDULE
FSC GROUP: HUMAN CAPITAL

HumanCapitalWorks LLC
5 South Montague St.
Arlington, VA 22204-1007
Phone: 505-795-0186
Fax: 419-794-8992

Contract Number: 47QREA20D000N
Contract Period: March 23, 2020 – March 22, 2025
Business Size: Small Disadvantaged Business
Contract Administrator: Edward Bitzer
Email: ebitzer@humancapitalworks.com

Price List is current through Mod PO-0002, Effective May 4, 2020

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: GSAAvantage.gov.
Customer Information

1a. Table of Awarded Special Item Number(s):

<table>
<thead>
<tr>
<th>SIN</th>
<th>SIN Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>611430TD*</td>
<td>Talent Development</td>
</tr>
<tr>
<td>541612EPM*</td>
<td>Employee Performance Management</td>
</tr>
<tr>
<td>541611W*</td>
<td>Workforce Analytics and Employee Records</td>
</tr>
<tr>
<td>54161*</td>
<td>Agency Human Capital Evaluation</td>
</tr>
<tr>
<td>541612HC*</td>
<td>Agency Human Capital Strategy, Policy and Operations</td>
</tr>
<tr>
<td>OLM*</td>
<td>Order-Level Materials (OLMs)</td>
</tr>
</tbody>
</table>

*Subject to Disaster Recovery

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 Page 5

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: See Page 6

2. Maximum Order: $1,000,000

3. Minimum Order: $100

4. Geographic Coverage (delivery Area): Domestic

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

6. Discount from list prices or statement of net price: GSA prices are Net

7. Quantity discounts: 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

10a. Time of Delivery: 30 Days ARO

10b. Expedited Delivery: Contact Contractor

10c. Overnight and 2-day delivery: Contact Contractor
10d. **Urgent Requirements:** When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged, if time permits, to contact the Contractor for the purpose of obtaining accelerated delivery. The Contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering agency, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract. Contact Contractor.

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

12a. **Ordering Address:**
5 South Montague St.
Arlington, VA 22204-1007
Phone: 505-795-0186
Email: ebitzer@humancapitalworks.com

12b. **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).

13. **Payment address:**
5 South Montague St.
Arlington, VA 22204-1007
Phone: 505-795-0186

14. **Warranty provision:** Standard Commercial Warranty

15. **Export Packing Charges:** Not Applicable

16. **Terms and conditions of rental, maintenance, and repair:** Not Applicable

17. **Terms and conditions of installation:** Not Applicable

18a. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:** Not Applicable

18b. **Terms and conditions for any other services:** Not Applicable

19. **List of service and distribution points:** Not Applicable

20. **List of participating dealers:** Not Applicable

21. **Preventive maintenance:** Not Applicable
22a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: Not Applicable

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/. Not Applicable

23. Data Universal Numbering System (DUNS) number: 08050424

24. Notification regarding registration in System for Award Management (SAM): Cage Code: 7S8K5
<table>
<thead>
<tr>
<th>SIN</th>
<th>Product Name</th>
<th>Product Description</th>
<th>GSA Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>541612HC</td>
<td>Custom Development and Analysis</td>
<td>Personalized consultation on qualitative data gathering and custom analysis of collected data to provide insight on critical topics for your organization. Can be used for organizational assessments, succession planning, job analysis, development, etc. Includes one deployment of survey to an unlimited population and one detailed report. Final analysis to include voice transcription, thematic analysis, and sentiment analysis.</td>
<td>$54,914.36</td>
</tr>
<tr>
<td>541612HC</td>
<td>Application Licensing Up to 3 Video Surveys</td>
<td>Deploy up to 3 video surveys. Self-serve video data gathering app for your organizational use. Deploy independent sets of interview or focus group questions of your own design and choice as needed. 1 year use agreement, Self-serve access to captured data for 2 years. Up to 400 hours of collected video response. Single survey or multi-deployment use.</td>
<td>$22,496.22</td>
</tr>
<tr>
<td>541612HC</td>
<td>Application Licensing Up to 3 Video Surveys - Additional Fee Per User, Per Survey</td>
<td>Per user, per survey fee for application licensing up to 3 video surveys.</td>
<td>$1.96</td>
</tr>
<tr>
<td>541612HC</td>
<td>Application Licensing Up to 5 Video Surveys</td>
<td>Deploy up to 5 video surveys. Self-serve video data gathering app for your organizational use. Deploy independent sets of interview or focus group questions of your own design and choice as needed. 1 year use agreement, Self-serve access to captured data for 2 years. Up to 400 hours of collected video response. Single survey or multi-deployment use.</td>
<td>$29,372.80</td>
</tr>
<tr>
<td>541612HC</td>
<td>Application Licensing Up to 5 Video Surveys - Additional Fee Per User, Per Survey</td>
<td>Per user, per survey fee for application licensing up to 5 video surveys.</td>
<td>$1.47</td>
</tr>
<tr>
<td>541612HC</td>
<td>Application Licensing Up to 10 Video Surveys</td>
<td>Deploy up to 10 video surveys. Self-serve video data gathering app for your organizational use. Deploy independent sets of interview or focus group questions of your own design and choice as needed. 1 year use agreement, Self-serve access to captured data for 2 years. Up to 400 hours of collected video response. Single survey or multi-deployment use.</td>
<td>$38,214.11</td>
</tr>
<tr>
<td>541612HC</td>
<td>Application Licensing Up to 10 Video Surveys - Additional Fee Per User, Per Survey</td>
<td>Per user, per survey fee for application licensing up to 10 video surveys.</td>
<td>$0.98</td>
</tr>
</tbody>
</table>
## GSA Labor Pricing

<table>
<thead>
<tr>
<th>SIN</th>
<th>Labor Category</th>
<th>UOI</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>541612HC</td>
<td>Specialist Level 3/SME III</td>
<td></td>
<td>$362.72</td>
<td>$370.70</td>
<td>$378.86</td>
<td>$387.19</td>
<td>$395.71</td>
</tr>
<tr>
<td>54161</td>
<td>Director</td>
<td></td>
<td>$294.71</td>
<td>$301.19</td>
<td>$307.82</td>
<td>$314.59</td>
<td>$321.51</td>
</tr>
<tr>
<td>611430TD</td>
<td>Specialist Level 2/Sr. Principal Consultant</td>
<td></td>
<td>$240.30</td>
<td>$245.59</td>
<td>$250.99</td>
<td>$256.51</td>
<td>$262.16</td>
</tr>
<tr>
<td>611430TD</td>
<td>Specialist Level 1/Principal Consultant</td>
<td></td>
<td>$213.10</td>
<td>$217.79</td>
<td>$222.58</td>
<td>$227.47</td>
<td>$232.48</td>
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<tr>
<td>541612EP</td>
<td>Sr. Consultant</td>
<td></td>
<td>$181.36</td>
<td>$185.35</td>
<td>$189.43</td>
<td>$193.60</td>
<td>$197.85</td>
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<tr>
<td>541611W</td>
<td>Consultant</td>
<td></td>
<td>$128.00</td>
<td>$130.82</td>
<td>$133.69</td>
<td>$136.64</td>
<td>$139.64</td>
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<tr>
<td>541611W</td>
<td>Analyst</td>
<td></td>
<td>$92.00</td>
<td>$94.02</td>
<td>$96.09</td>
<td>$98.21</td>
<td>$100.37</td>
</tr>
</tbody>
</table>

**Labor Category Descriptions**

**Acceptable Equivalencies:** 4 years of related experience can be substituted for a Bachelor’s Degree. A Master’s Degree can be substituted for 4 years of related experience. A PhD can be substituted for 8 years of related experience.

**Specialist Level 3/SME**  
**Functional Responsibility:** Maintains exceptional expertise and/or highly unique capability and recognized as an industry leader for a given area of expertise. Initiates, supervises, and develops requirements from a projects’ inception to conclusion in support of extremely complex programs. Provides strategic counsel to senior clients and advises all levels; supervises studies and leads the activities of more junior Specialists.  
**Minimum Education/Experience:** Masters/20

**Director**  
**Functional Responsibility:** Responsible for overall direction of client engagement and providing senior leadership to teams. Senior executive responsible for providing strategic direction, vision, leadership, and program management to the team. Contributes to organizational direction through regular involvement with senior-level client leadership and teams. Maintains productive and effective client relationships with the most senior levels of the client organization.  
**Minimum Education/Experience:** Masters/15
Specialist Level 2/Sr. Principal Consultant

Functional Responsibility: Responsible for overall accountability of multiple projects, including product delivery and financial management of client engagements. Possesses 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. Guides the work of Principals, Sr. Consultants and below. May have specialized expertise in a functional or domain area and can provide insights on methodological approaches.

Minimum Education/Experience: Bachelors/10

Specialist Level 1/Principal Consultant

Responsible for overall direction of client engagements and providing leadership to project teams. Communicates with client executive management to address critical issues and provides guidance to projects in industry and functional areas. May have training, education and/or experience that provides a baseline for entry into a highly specialized functional or domain area.

Minimum Education/Experience: Bachelors/8

Sr. Consultant

Functional Responsibility: Provides leadership through managing and planning components of projects and serving as a liaison among clients and other support groups to identify business processes, conduct benchmarking and best-practice analyses, create survey materials, and produce quality client deliverables. Manages or multiple work streams within a larger program.

Minimum Education/Experience: Bachelors/5

Consultant

Functional Responsibility: Supports teams in gathering and analyzing data to identify, study, and solve business problems across a wide range of industries. Demonstrates superior organizational, oral, and writing skills. Assists teams in developing models, performing analyses, and working on survey and research assignments.

Minimum Education/Experience: Bachelors/3

Analyst

Functional Responsibility: Conducts administrative tasks, coordinates meetings, and may lead training and course administrative activities (e.g., registration, attendance, facilities). Identifies projects risks and issues and escalates them to higher management as needed.

Minimum Education/Experience: Bachelors/0