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:

http://www.gsaadvantage.gov

Innovative Outcomes Consulting, Inc.
12020 Sunrise Valley Dr. Suite 100
Reston, VA 20191
Phone: 703-665-0940
Fax: 703-665-0941
www.ioci-consulting.com
Contract Administrator: Marialane Schultz
info@ioci-consulting.com

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov

Contract Number: 47QREA21D0004

Period Covered by Contract: October 26, 2020 through October 25, 2025

Business Size: Small
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1a. AWARDED SPECIAL ITEM NUMBER:

<table>
<thead>
<tr>
<th>SIN</th>
<th>DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>611430</td>
<td>Professional and Management Development Training</td>
</tr>
<tr>
<td>541612HC</td>
<td>Agency Human Capital Strategy, Policy and Operations</td>
</tr>
<tr>
<td>611430TD</td>
<td>Talent Development</td>
</tr>
</tbody>
</table>

1b. LOWEST PRICED ITEM. (Government net price based on a unit of one) See Pricelist

1c. HOURLY RATES: See Pricelist. (Includes discount and IFF)

2. MAXIMUM ORDER GUIDELINE. $1,000,000 per order

3. MINIMUM ORDER. $100 per order or negotiated at the task order level.

NOTE TO ORDERING ACTIVITIES: *If the best value selection places your order over the Maximum Order identified in this catalog/pricelist, you have an opportunity to obtain a better schedule contract price. Before placing your order, contact the aforementioned contactor for a better price. The contractor may (1) offer a new price for this requirement (2) offer the lowest price available under this contract or (3) decline the order. A delivery order that exceeds the maximum order may be placed under the schedule contract in accordance with FAR 8.404.

4. GEOGRAPHIC COVERAGE. 48 States, Washington DC

5. PRODUCTION POINT. N/A

6. DISCOUNT FROM LIST PRICES OR STATEMENT OF NET PRICE.
GSA Net Prices are shown on the attached GSA Pricelist. Negotiated discount has been applied and the IFF has been added.

7. QUANTITY DISCOUNTS. 1% on orders over $10,000

8. PROMPT PAYMENT TERMS. 1% discount on payments received within 10 days.

9a. GOVERNMENT PURCHASE CARDS.
Accepted at or below the micro-purchase threshold
9b. **GOVERNMENT PURCHASE CARDS.**
Accepted above the micro-purchase threshold

10. **FOREIGN ITEMS.**  None

11a. **TIME OF DELIVERY.**  30 days or negotiated at the task order level

11b. **EXPEDITED DELIVERY.**  15 days or negotiated at the task order level.

11c. **OVERNIGHT AND 2-DAY DELIVERY.**  As mutually agreed on between the vendor and ordering activity.

11d. **URGENT REQUIREMENTS.**  As mutually agreed on between the vendor and ordering activity.

12. **FOB POINT.**  Destination

13a. **ORDERING ADDRESS.**  12020 Sunrise Valley Dr. Suite 100, Reston, VA 20191

13b. **ORDERING PROCEDURES.**
Ordering activities shall use the ordering procedures of Federal Acquisition Regulation (FAR) 8.405 when placing an establishing BPA for services. These procedures apply to all schedules. (BPA attached)

   a. **FAR 8.405-2 Ordering procedures for services requiring a statement of work.**

14. **PAYMENT ADDRESS.**  12020 Sunrise Valley Dr. Suite 100, Reston, VA 20191

15. **WARRANTY PROVISION.**  Contractor’s standard commercial warranty.

16. **EXPORT PACKING CHARGES.**  Not applicable

17. **TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE.**  See 9a and 9b above.
18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR. Not applicable

19. TERMS AND CONDITIONS OF INSTALLATION. Not applicable.

20. TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES. Not applicable

21. LIST OF SERVICE AND DISTRIBUTION POINTS. Not applicable

22. LIST OF PARTICIPATING DEALERS. Not applicable

23. PREVENTIVE MAINTENANCE. Not applicable

24a. SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES. Not applicable

24b. INDICATE SECTION 508 COMPLIANCE INFORMATION IS AVAILABLE ON ELECTRONIC AND INFORMATION TECHNOLOGY SUPPLIES AND SERVICES. www.Section508.gov/

25. DATA UNIVERSAL NUMBER SYSTEM (DUNS) NUMBER. 831007914

26. NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM), PREVIOUSLY CENTRAL CONTRACTOR REGISTRATION (CCR) DATABASE. Registration valid
# LABOR CATEGORY DESCRIPTIONS

## Executive Consultant

<table>
<thead>
<tr>
<th>Minimum Education:</th>
<th>Master’s Degree in related field</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum Years’ Experience:</td>
<td>12 years of progressive experience (or combination of relevant education and experience). Experience includes leading large and complex projects and teams at the executive level in one or more relevant services areas including: consulting services; facilitation services; survey services; training services; and program integration and program management services.</td>
</tr>
</tbody>
</table>

**Responsibilities:**  
The Executive Consultant is an expert in the use of relevant analytical, methodological, and management tools needed to organize, perform and deliver the services being provided and understands the customer requirements, translating those requirements into plans for performing services, supervises the performance of services, performs services, provides advice and counsel, and provides quality control and oversight.

## Sr. Executive Coach

<table>
<thead>
<tr>
<th>Minimum Education:</th>
<th>Master’s Degree in related field or equivalent combination of education and experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum Years’ Experience:</td>
<td>15 years of progressive experience</td>
</tr>
</tbody>
</table>

**Responsibilities:**  
The Senior Executive Coach is considered an expert in the following: organizational behavior and organizational development devising strategy development; designing, leading, and organizing organizational surveys and focus groups; performing benchmark studies; designing and leading business process improvement efforts; conducting training sessions and pilot projects; successfully implementing methods, tools, and procedures to execute strategy or change efforts. They provide executive coaching to agency heads, directors, and C-level senior leaders on strategy development, implementation and quality improvement engagements. Executive Coaches possess extensive senior level experience, public visibility, and act in an operationally critical role, having potential significant regulatory or financial impact on the mission of the organization.
<table>
<thead>
<tr>
<th><strong>Sr. Business Analyst</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Minimum Education:</strong></td>
</tr>
<tr>
<td><strong>Minimum Years’ Experience:</strong></td>
</tr>
<tr>
<td><strong>Responsibilities:</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Technical Writer/Trainer</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Minimum Education:</strong></td>
</tr>
<tr>
<td><strong>Minimum Years’ Experience:</strong></td>
</tr>
<tr>
<td><strong>Responsibilities:</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Project Manager</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Minimum Education:</strong></td>
</tr>
<tr>
<td><strong>Minimum Years’ Experience:</strong></td>
</tr>
<tr>
<td><strong>Responsibilities:</strong></td>
</tr>
</tbody>
</table>

Due to the availability or limitation of education, occasionally substitution of experience as referenced below for a professional labor type with additional years of experience will be provided to the Federal Agency when responding to their PSS Schedule requirements and it is solely the acquiring agency’s determination, if the substitution is considered acceptable prior to an award.
Experience/Education Substitutions:

An additional four (4) years of directly related experience may be substituted for the Bachelor’s degree.

A Bachelor’s degree and an additional two (2) years of directly related experience may be substituted for the Master’s degree.

PRICING

<table>
<thead>
<tr>
<th>Vendor Name</th>
<th>SIN</th>
<th>Service</th>
<th>Hourly Rate (including IFF)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Innovative Outcomes Consulting, Inc.</td>
<td>611430TD, 611430, 541612HC</td>
<td>Executive Consultant</td>
<td>$335.72</td>
</tr>
<tr>
<td>Innovative Outcomes Consulting, Inc.</td>
<td>611430TD, 611430, 541612HC</td>
<td>Sr. Executive Coach</td>
<td>$320.91</td>
</tr>
<tr>
<td>Innovative Outcomes Consulting, Inc.</td>
<td>611430TD, 611430, 541612HC</td>
<td>Project Manager</td>
<td>$197.48</td>
</tr>
<tr>
<td>Innovative Outcomes Consulting, Inc.</td>
<td>611430TD, 611430, 541612HC</td>
<td>Technical Writer/Trainer</td>
<td>$230.07</td>
</tr>
<tr>
<td>Innovative Outcomes Consulting, Inc.</td>
<td>611430TD, 611430, 541612HC</td>
<td>Sr. Business Analyst</td>
<td>$148.11</td>
</tr>
</tbody>
</table>