
McMANIS ASSOCIATES, Inc.

(Dba: McManis & Monsalve Associates)

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McManis Associates is a management consulting firm dedicated to guiding organizations through change. For more than 30 years senior executives have turned to us for innovative strategies that effectively bring their organizations to the leading edge. Today's managers are increasingly faced with information rich environments making organizational decision-making exponentially complex. Realizing that timely decisions still have to be made, McManis Associates has developed an approach called Intelligence Led Management (ILM). ILM is a disciplined approach focused on improving the decision-making process through tailored combinations of management consulting and intelligence analysis. The ILM way of doing business gives managers the right information, at the right time, to overcome today's issues and successfully address tomorrow's challenges.

Headquartered in the Washington, D.C. area, McManis Associates consults with virtually every agency and department in the Federal Government, as well as state and local governments, not-for-profit organizations, and private sector firms. We are consistently recognized for our innovative approaches, and have successfully collaborated with more than 3,000 clients. This broad perspective allows us to share with you the very best that's being done today, and apply those practices to your organization.

A description of McManis Associates' services is outlined below. All of the products and services presented on these pages can be tailored to address the unique needs and challenges of your organization.

PLANNING

Consulting Services SIN C R499-1 (Disaster Recovery SIN C R499RC)

The planning process brings up overwhelming questions about your organization that demand even tougher answers. Where are we now, in what direction are we heading, is that where we hope to be--in terms of overall strategic direction, as well as human resources, information technology, quality, communications, and so on? Often, it helps to have an outsider's perspective, partnered with your unique insight, to make an objective assessment of the organization's internal factors and external forces. As a team, we creatively explore the boundaries of what is possible.

We stimulate breakthrough thinking linked to the requirements of the President's Management Agenda, as well as the Government Performance and Results Act and other legislative and executive mandates with a wide range of planning consulting services, including:

- Strategic Planning and Business Planning
- Organizational Diagnostic
- Quality Planning
- Capital Finance Planning
- Leadership Mentoring
- Human Resource Planning, Workforce Planning, and Succession Planning

REENGINEERING/PROCESS IMPROVEMENT

Consulting Services SIN C R499-1 (Disaster Recovery SIN C R499RC)

The natural resistance to change within an organization is often quite powerful. Yet, in today's challenging climate of increased demands on quality and customer satisfaction, the bar of excellence is being raised every single day. Leading change is essential to survival.

We work in close collaboration with federal managers facing challenging implementation issues. We help identify the key elements of these issues and work to draw out your organization's best thinking. Whether you seek to improve an existing process or redesign the entire organization, our innovative strategies help move your organization forward, creating a culture that emphasizes excellence and produces continuous, measurable improvements in mission performance.

Change is inevitable. Harness its awesome power and use it to your advantage with our reengineering and process improvement consulting services, including:

- Change Management
- Business Process Reengineering
- Performance Measurement
- Developing Customer Focus
- Value Chain Analysis
- Operations Improvement
- Technology Assessment
- Joint Application Design (JAD)

MEASUREMENT

Consulting Services SIN C R499-1 (Disaster Recovery SIN C R499RC)

There's nothing quite so rewarding as seeing your improvement efforts make a difference; a real impact on performance. But no plan is foolproof. When things aren't working as well as you'd hoped, you need to know why. And where. And how much.

There is always room for improvement, and that could be said for every organization in the world today. Yet, a critical and often overlooked ingredient for long-term success is an effective performance measurement system. Quantitative performance measures are concrete benchmarks to evaluate the organization against its mission and to track changes over time. Performance measurement is part of a systematic approach to excellence.

Our consultants work with you to identify critical success factors and develop standards and measures to cost-effectively track performance. Decision makers are then armed with relevant, meaningful data to thoughtfully manage continuous improvement efforts. We help managers establish appropriate levels for the indicators that will enable them to ensure the quality of service and productivity.

McManis Associates offers measurement consulting services tailored to your specific organization and its goals, including:

- Activity-Based Cost/Management
- Best Practices Benchmarking
- Performance Measurement Systems
- Program Evaluation
- Tracking Systems
- Managing for Total Financial Performance

HUMAN RESOURCE MANAGEMENT/ORGANIZATION DEVELOPMENT

Consulting Services SIN C R499-1 (Disaster Recovery SIN C R499RC)

Our country was founded on great ideas. Yet, it took a nation of people to bring the abstract concepts of "life, liberty and the pursuit of happiness" to fruit. Genius is born with a brilliant theory, but it draws breath through individuals putting the principles into action.

In today's dynamic environment, the fast pace of organizational change is stretching the very limits of the workforce. Managers are being challenged to produce more with less, and to do so with a greater focus on customers and quality. Whether your organization is restructuring, improving processes, or downsizing, one common denominator exists: people are at the heart of your success.

It is more important than ever to keep employees motivated, productive, and empowered. McManis Associates is dedicated to assisting organizations in the development of individually tailored programs to guide and make the most of this most critical resource. We offer a full range of human resource and organizational development consulting services including:

- Human Resource and Workforce Planning
- Succession Planning
- Competency Planning
- Recruitment
- Employee Selection and Promotion
- Performance Management Systems
- Rewards and Recognition System Design
- Executive Coaching
- Executive/Management Development
- Cultural Change and Integration
- Self-Managed Teams
- Team Building
- Employee and Labor Relations
- Outplacement Programs

HEALTHCARE MANAGEMENT

Consulting Services SIN C R499-1 (Disaster Recovery SIN C R499RC)

Healthcare is in the throes of one of its most turbulent periods in history, enduring intense scrutiny and breakneck change. Leaders face unprecedented challenges as they seek to carve out new roles and partnerships to bring success to their organizations.

For more than a decade, McManis Associates has provided strategic consulting to hundreds of healthcare organizations, including hospitals and healthcare systems, physician organizations and medical group practices, and academic medical centers. Our understanding of the healthcare landscape and the underlying factors driving change gives us a unique perspective in helping clients forge innovative new paths to deliver quality, cost-effective care.

Recognized thought leaders on the future of healthcare, our consulting teams have extensive experience with and insights into the complexities of healthcare management today. Our firm is one of the leading interpreters, planners and implementers of change in the nation's healthcare delivery system. We offer tailored consulting services to help clients take a proactive stance toward the increasing challenges and complex issues of today's dynamic healthcare environment, including:

- Clinical and Administrative Operations Integration and Improvement
- Clinical Product and Service Development
- Data Integrity and Reporting With an Emphasis on Clinical Quality
- Healthcare Quality Management
- Managed Care and Physician Integration Strategies
- Risk Management Programs
- Centralized Credentialing Services

CORPORATE WELLNESS SERVICES

Consulting Services SIN C R499-1 (Disaster Recovery SIN C R499RC)

McManis & Monsalve Associates has a diverse professional staff, degreed and certified in Exercise Physiology, Health Education, Nutrition, Fitness and Research Design & Methods. Our consultants specialize in designing and delivering customized, results-oriented wellness programs for organizations of any size.

Corporate wellness programs are an innovative and cost-effective management tool for attracting, retaining, and maintaining the health of high-quality employees. Research has shown that corporate wellness programs produce a significant return on investment (typically returning between \$2 and \$5 for each dollar invested). Benefits include:

- Improved Employee Retention and Morale
- Enhanced Recruitment
- Reduced Absenteeism and Increased Productivity
- Healthcare Cost Containment; Reduced Insurance Rates
- Greater Job Satisfaction

Our wellness programs are tailored to meet the unique needs of your organization and to address the aggregate health risk factors of your employee group. Services include:

- Comprehensive Health Screenings
- Fitness Assessment & Counseling
- Nutrition Assessment & Counseling
- Lifestyle Coaching & Stress Management
- Custom Seminars And Workshops
- Research Partnerships
- Facility Design & Set-Up
- Statistical Analysis Of Employee Health Risk Data

FACILITATION SERVICES

Facilitation Services SIN C R499-2 (Disaster Recovery SIN C R499RC)

Sometimes the answer is right under your nose. Maybe you can even see it, but no one else can. Or you have some great ideas, and just need to figure out how they all fit together. McManis Associates can provide professional facilitation with subject matter and process experts to help you work through your organization's unique issues and objectives. As impartial outsiders, we lead meetings, inspire innovative thinking, focus discussions, encourage brainstorming, manage conflict into opportunity, build consensus, and create an environment for healthy discovery. Individuals are motivated to contribute, and empowered to make a difference.

Our facilitation services are a cost-efficient, highly effective approach to addressing your management, organizational, and business improvement issues. Laying the groundwork to a productive meeting of the minds, we do our homework through interviews and focus groups to identify core issues, establish expectations, and identify potential roadblocks. We utilize innovative techniques and state-of-the-art technologies to achieve breakthrough strides in communication and collaboration.

WORKPLACE LEARNING & PERFORMANCE WORKSHOPS

Facilitation Services SIN C R499-2 (Disaster Recovery SIN C R499RC)

We design and facilitate custom workshops to create enduring improvements in organizations. When aligned with your strategic plan and operating goals, a targeted investment in learning and performance significantly increases your ability to achieve desired organizational results. To that end, we develop innovative programs and facilitate desired outcomes that are timely and targeted to our clients' needs. In today's challenging environment effective training, learning, and facilitation become strategic imperatives. The key differentiators of the McManis & Monsalve Associates' workplace learning and performance approach is both our focused attention on up-front analysis and our ability to customize solutions that fit your explicit needs, make sense in your environment, and support your key business performance measures and customer requirements.

WEB BASED MARKETING

AIMS sub-SIN 541-3

Every business needs to invest in a Professional Web Presence. It's an indispensable part of marketing strategy and every bit as important as having a phone number and printed collateral. **newline Creations**, a McManis company, is an award-winning Web development company that connects business processes with extensive Internet technology operations that support the overall strategic direction of our clients' organizations. Services include:

- Website development
- Web design
- Simplified maintenance
- Hosting services
- Internet marketing
- Information Architecture Improvement (prototyping)
- Search engine optimization
- E-Commerce solutions

GENERAL SERVICES ADMINISTRATION

Federal Supply Service *Authorized Federal Supply Schedule Price List*

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>.

Schedule for - Consolidated (Corporate) Contract

Federal Supply Group: CORP **Class:** CORP

Contract Number: GS-00F-0039M

For more information on ordering from Federal Supply Schedules
click on the FSS Schedules button at <http://www.fss.gsa.gov>

Contract Period: 4-1-2002 through 9-30-2012

Pricelist Effective October 1, 2007

Contractor: MCMANIS ASSOCIATES INC
Dbas: McManis & Monsalve Associates
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Business Size: Small Business

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Web Site: www.mcmanis-monsalve.com

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CUSTOMER INFORMATION:

- 1a. **Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:** C R499, and, AIMS sub-SIN 541-3
- 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:** 999999
3. **Minimum Order:** 100
4. **Geographic Coverage (delivery Area):** FOB Domestic only

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). See prices attached
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:** Yes
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** Contact Contractor
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):** McManis & Monsalve Associates, 100 State Street, Suite 103, Erie, PA 16507
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. Special attributes such as 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. contactor's website or other location.) The EIT standards can be found at: www.Section508.gov/.
25. Data Universal Numbering System (DUNS) number: 07-2637457
26. Notification regarding registration in Central Contractor Registration (CCR) database: McManis Associates has a current account in the Central Contractor Registration (CCR) Database

SUMMARY OF PRICES, TERMS AND CONDITIONS

Effective October 1, 2007

Special Item Number C R499-1, Consulting Services, and Special Item Number C R499-2, Facilitation Services

Labor Category	Hourly Rate	Daily Rate
Vice President/Subject Matter Expert	\$ 271.81	\$ 2,174.48
Principal	\$ 237.99	\$ 1,903.92
Managing Associate	\$ 192.31	\$ 1,538.48
Senior Associate II	\$ 162.18	\$ 1,297.44
Senior Associate I	\$ 134.62	\$ 1,076.96
Associate II	\$ 115.38	\$ 923.04
Associate I	\$ 96.16	\$ 769.28
Administrative Specialist	\$ 51.29	\$ 410.32

AIMS sub-SIN 541-3, Web Based Marketing Services

Labor Category	Hourly Rate	Daily Rate
Sr. Tech Consultant	\$110.00	\$880.00
Sr. Project Manager	\$98.18	\$785.44
Web Developer III	\$81.82	\$654.56
Web Developer II	\$68.18	\$545.44