

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!**TM, a menu-driven database system. The INTERNET address for **GSA Advantage!**TM is: <http://www.GSAAdvantage.gov>.

Multiple Award Schedule (MAS)

Contract Number: GS-00F-008GA

Contract Period: October 01, 2016- September 30, 2021

Contractor: **ZEPHYR ENVIRONMENTAL CORP**
2600 Via Fortuna Suite 450
Austin, TX 78746 6579

Business Size: Small Business

In accordance with 13 C.F.R. 121.404, the Contractor is ineligible to participate in any RFQ that is set aside for small business where the subject contract's awarded size status for the preponderance NAICS designated in the RFQ is "other than small".

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Contract Administration: Jennifer Junker

Modification Number: PS-A812, Effective February 4, 2020

CUSTOMER INFORMATION:

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

SIN	SIN Description
541370GIS	Geographic Information Systems (GIS) Services
541620	Environmental Consulting Services
611430	Professional and Management Development Training
OLM	OLM Order-Level Materials (OLM)

1b. Lowest priced model number and price for each SIN: Please refer to GSA Pricelist below

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.

Please see page 4 for all services offered.

2. Maximum Order:

541370GIS: \$1,000,000.00
541620: \$1,000,000.00
611430: \$1,000,000.00
OLM \$250,000.00

3. Minimum Order: \$100.00

4. Geographic Coverage (delivery Area): 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 Attachment.

7. Quantity discounts:

- 1% discount for orders equal to or exceeding \$1,000,000;
- 5% discount for a single course with 10 or more participants;
- 7% discount for a single course with maximum participants.

8. Prompt payment terms: 1%, 15 days, Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions

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: Will not accept

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. Contact Contractor

- 11c. Overnight and 2-day delivery:** Contact Contractor
- 11d. Urgent Requirements:** Agencies can contact the Contractor's representative to affect a faster delivery. Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery.
- 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) are found at Federal Acquisition Regulation (FAR) 8.405-3
- 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. contactor's website or other location.) The EIT standards can be found at: www.Section508.gov/.**
- 25. Data Universal Numbering System (DUNS) number:** 831556675
- 26. Notification regarding registration in in System for Award Management (SAM) database:**
Registered

AWARDED LABOR CATEGORIES, TRAINING COURSES AND RATES
Rates are inclusive of IFF

SIN(s)	Labor Category	Minimum Education	Minimum Years of Experience	Contractor or Customer Facility or Both	Domestic or Overseas	Unit of Issue	GSA Price (including IFF)
541620	Principal Engineer/ Scientist	Bachelors	20	Both	Domestic Only	hour	\$206.45
541620	Senior Project Engineer/ Scientist	Bachelors	12	Both	Domestic Only	hour	\$170.53
541620	Project 3 Engineer/ Scientist	Bachelors	10	Both	Domestic Only	hour	\$153.05
541620	Project 2 Engineer/ Scientist	Bachelors	8	Both	Domestic Only	hour	\$143.17
541620	Project 1 Engineer/ Scientist	Bachelors	6	Both	Domestic Only	hour	\$133.30
541620	Staff 3 Engineer/ Scientist	Bachelors	3	Both	Domestic Only	hour	\$123.43
541370 GIS	Staff 2 Engineer/ Scientist	Bachelors	1	Both	Domestic Only	hour	\$113.55
541620	Natural Resources Specialist	Bachelors	5	Both	Domestic Only	hour	\$89.72
541620	Staff 1 Engineer/ Scientist	Bachelors	0	Both	Domestic Only	hour	\$98.69
541370 GIS	Natural Resources Scientist	Bachelors	1	Both	Domestic Only	hour	\$93.80
541620	**Senior Administrative Assistant	Associates	10	Both	Domestic Only	hour	\$64.18
541620	**Administrative Assistant	Associates	3	Both	Domestic Only	hour	\$49.37

*SCLS labor category

SIN(s)	Course Title	Course Length	Minimum Participants	Maximum Participants	Contractor or Customer Facility or Both	Unit of Issue	GSA Price (including IFF)
611430	24-hr HazMat Technician	24 Hours	6	15	Both	Per Person	\$641.81
611430	HazMat Emergency Response Refresher	8 Hours	6	15	Both	Per Person	\$246.85
611430	HazMat First Responder Operations (FRO)	8 Hours	6	25	Both	Per Person	\$246.85
611430	Incident Command	8 Hours	6	25	Both	Per Person	\$246.85
611430	HAZWOPER General Site Worker (40-hr)	40 Hours	6	15	Both	Per Person	\$839.29
611430	HAZWOPER General Site Worker Refresher: Up to 25 Students	8 Hours	5	25	Both	Per Person	\$246.85
611430	DOT HazMat Initial	12 Hours	5	25	Both	Per Person	\$444.33
611430	DOT HazMat Refresher	8 Hours	5	25	Both	Per Person	\$246.85
611430	RCRA Hazardous Waste	8 Hours	5	25	Both	Per Person	\$246.85

Service Contract Labor Standards (SCLS)

SCLS Eligible Labor Category	SCLS Equivalent Code Title	Wage Determination No
Administrative Assistant	01020 Administrative Assistant	2015-4269 Rev. 1
Senior Administrative Assistant	01020 Administrative Assistant	2015-4269 Rev. 1

The Service Contract Labor Standards (SCLS) is applicable to this contract and it includes SCLS applicable labor categories. The prices for the indicated (**) SCLS labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).

LABOR CATEGORY DESCRIPTIONS

Labor Category	Minimum Education	Minimum Years of Experience	Functional Responsibilities
Principal Engineer/ Scientist	Bachelors	20	<p>A Principal position requires:</p> <ul style="list-style-type: none"> • a Bachelor's Degree in a technical field, and; • 20 years of relevant experience <p>A Principal has a professional license or certification. This staff position assumes the highest level of responsibility for managing projects and proposals. A Principal serves as a CRA for several clients. A Principal will provide QA for junior staff for continuity on client projects and keep clients informed of significant issues that might affect them and contributes technically to projects</p>
Senior Project Engineer/ Scientist	Bachelors	12	<p>A Senior Project Engineer/Scientist position requires:</p> <ul style="list-style-type: none"> • a Bachelor's Degree in a technical field, and; • 12 years of relevant experience <p>A Senior Project Engineer/Scientist has a professional license or certification. A Senior Project Engineer/Scientist works across Zephyr groups, operations and offices, and seeks opportunities to improve client services. An individual at this level who aspires to become a Senior Project Manager manages all sizes of tasks and projects/proposals, including managing projects involving multiple technical areas. A Senior Project Engineer/Scientist supervises work performed by junior level staff. A Senior Project Engineer/Scientist is expected to serve as a CRA for at least one major client or may be expected to head a new marketing initiative.</p>
Project 3 Engineer/ Scientist	Bachelors	10	<p>A Project 3 Engineer/Scientist position typically requires:</p> <ul style="list-style-type: none"> • a Bachelor's Degree in a technical field, and; • ten years of relevant experience • an advanced degree with 8 years of experience maybe substituted for a Bachelor's degree <p>A Project 3 Engineer/Scientist has a professional license or certification. A Project 3 Engineer/Scientist has begun to be recognized as an expert in the technical community and attracts business to Zephyr based on his/her reputation and recognized level of expertise. A Project 3 Engineer/Scientist has a comprehensive understanding of Zephyr's business</p>

Project 2 Engineer/ Scientist	Bachelors	8	<p>A Project 2 Engineer/Scientist position typically requires:</p> <ul style="list-style-type: none"> • a Bachelor's Degree in a technical field • at least eight years of relevant experience is required foran individual with a Bachelor’s Degree, • at least six years of relevant experience is required foran individual with an advanced degree. <p>A Project 2 Engineer/Scientist should work towards obtaining a professional license or certification, if applicable.</p> <p>A Project 2 Engineer/Scientist uses project management skills to meet project demands within commitments of time and budget. This staff level is expected to develop and implement process improvements that reduce time or cost and improve quality of service. A Project 2 Engineer/Scientist has a solid understanding of Zephyr’s business and is able to cross-sell Zephyr services.</p>
Project 1 Engineer/ Scientist	Bachelors	6	<p>A Project 1 Engineer/Scientist position requires:</p> <ul style="list-style-type: none"> • a Bachelor's Degree in a technical field, and; • six years of relevant experience is required for an individual with a Bachelor’s Degree • an advanced degree with four years of relevant experience may be substituted for a Bachelor's degree <p>A Project 1 Engineer/Scientist should work towards obtaining a professional license or certification.</p> <p>A Project 1 Engineer/Scientist should develop good project management skills and follow best project management practices related to client and budget management. This staff level should complete project management training. A Project 1 Engineer/Scientist should have a solid understanding of EHS consulting and Zephyr’s services.</p>
Staff 3 Engineer/ Scientist	Bachelors	3	<p>A Staff 3 Engineer/Scientist position requires:</p> <ul style="list-style-type: none"> • a Bachelor's Degree in a technical field, and; • three years of relevant experience is required for an individual with a Bachelor’s Degree • an advanced degreee with two years of relevant experience maybe be substituted for a Bachelor's degree . <p>A Staff 3 Engineer/Scientist should work toward obtaining a professional certification.</p> <p>This staff position may manage small and medium tasks, and small projects, and proposals under the general oversight of senior staff. A Staff 3 Engineer/Scientist continues to perform increasingly complex project and proposal tasks in support of other larger projects and proposals. An individual at this level begins to take an active role in providing input and recommendations concerning Zephyr's marketing and business development efforts, in making presentations to clients and potential clients.</p>
Staff 2 Engineer/ Scientist	Bachelors	1	<p>A Staff 2 Engineer/Scientist position requires:</p> <ul style="list-style-type: none"> • a Bachelor's Degree in a technical field, and; • one year of relevant experience is required • no experience is required for individuals with an advanced degree. <p>A Staff 2 Engineer/Scientist should take any preliminary tests toward a professional certification (e.g., the EIT test required to obtain a PE). This staff position performs increasingly complex projects and proposal tasks with guidance and review from a project manager and other more senior staff. A Staff 2 Engineer/Scientist may also manage small tasks for projects and proposals with senior guidance.</p>

Natural Resources Specialist	Bachelor's	5	<p>A Natural Resources Specialist requires:</p> <ul style="list-style-type: none"> • BS/BA in Biology, Aquatic Science, or related Environmental Science degree, and; • 5 years' experience in natural resources services <p>This staff position performs wetlands determinations/delineations according to USACE protocol and perform field data verification and data entry; performs field surveys for threatened and endangered species habitat assessments; performs preliminary desktop reviews for linear and site developments to establish constraints to construction and permitting; performs environmental monitoring for pipeline construction activities, and perform inspections of storm water BMPs, prepares General and Individual USACE Permit submittals relating to Section 404 of the Clean Water Act; and analyzes data to determine validity, quality, & scientific significance, and to interpret correlations between human activities & environmental effects</p>
Staff 1 Engineer/ Scientist	Bachelor's	0	<p>A Staff 1 Engineer/Scientist is an entry level position, requires:</p> <ul style="list-style-type: none"> • a Bachelor's Degree in a technical field, and; • no experience. <p>An Associate's Degree in a technical field with 3 years of experience may be substituted for a Bachelor's degree.</p>
Natural Resources Scientist	Associate's	1	<p>A Natural Resources Scientist is an entry level to mid-level position, requiring:</p> <ul style="list-style-type: none"> • an Associate's Degree in a technical field, and; • 1 year of experience. This staff position typically performs clearly defined project tasks with close supervision and review by other staff members
**Senior Administrative Assistant	Associate's	10	<p>A Senior Administrative Assistant position requires:</p> <ul style="list-style-type: none"> • an associate's degree in business or related field, and; • 10 years of relevant experience <p>Proficient in the Microsoft Office Suite of products and Adobe Acrobat skills, advanced interpersonal/communications skills and a general knowledge of state/federal environmental agency policies are required at this level. A Senior Administrative Assistant will facilitate administrative programs; mentor and delegate work to administrative assistants, and perform more complex project work. This position works with senior technical staff on larger projects and ensures quality of the work product of all technical staff.</p>
**Administrative Assistant	Associate's	3	<p>An Administrative Assistant position requires:</p> <ul style="list-style-type: none"> • an associate's degree in business or related field • 3 years relevant experience in an office setting <p>This is an entry level staff position requiring intermediate Microsoft Office Suite skills and familiarity with office technology.</p> <p>This position requires a professional demeanor and strong interpersonal skills to be able to work with a variety of technical staff. Job responsibilities may include word processing, document production, and other routine administrative and project support tasks.</p> <p>An Administrative Assistant works closely under the direction of senior administrative staff to receive task assignments and to obtain appropriate quality review</p>

COURSE DESCRIPTIONS

Course title	Descriptions	Course Length	Min Participants	Max participants
24-hr HazMat Technician	This 24-hour course is designed to prepare personnel to respond aggressively and safely to chemical spills and releases in compliance with 29 CFR 1910.120(q)(6)(iii). The course also covers fundamentals of the NFPA 472 Standard including response to WMD. Personnel who are expected to respond to a hazardous material release to control, contain, and/or clean it up should attend this course to become certified as Hazardous Materials Technicians. Topics include chemistry and toxicology, assessment tools, personal protective equipment, incident management, emergency response operations, decontamination, and incident termination. The course includes numerous exercises, tabletop scenarios, and indoor/outdoor drills. The course could also be used to certify "occasional site workers" as defined in 1910.120(e)(3)(ii).	24	6	15
HazMat Emergency Response Refresher	This course satisfies the requirements for refresher training for hazardous material technicians, hazardous material specialists, incident commander, and first responder operations level, as prescribed by the HAZWOPER Standard under (q)(8). The course is designed to keep the HAZWOPER certification current and allow personnel to "brush-up" on elements such as hazmat chemistry, emergency operations, PPE selection, incident management, and decontamination.	8	6	15
HazMat First Responder Operations (FRO)	This 8-hour course qualifies First Responder Operations (FRO) Level personnel as required by OSHA's HAZWOPER Standard, 29 CFR 1910.120(q)(6)(ii). It is designed for employees that are expected to respond to a hazardous materials release in a defensive fashion without actually stopping the release, contain the release from a safe distance, keep the spill from spreading, or prevent exposures. The course covers federal regulatory requirements for hazardous materials emergencies, recognizing chemical hazards, personal protective equipment, and defensive spill response methods.	8	6	25
Incident Command	The course provides a general overview of the Incident Command System (ICS) and an opportunity to apply incident management skills to HazMat events. It is designed to provide a firm foundation of ICS skills for team members as well as enhance the skills of team leaders. Students will practice the application of ICS through tabletop scenarios and a simulation that will include elements such as coordinating with outside responders, community notification, and media relations. The course is of most benefit when attendees are already certified as HazMat Technicians.	8	6	25

HAZWOPER General Site Worker (40- hr)	This 40-hour course addresses the training requirements of the OSHA HAZWOPER Standard 29 CFR 1910.120(e) for personnel who work at contaminated sites, and 1910.120(p)(7)(i) for personnel who work at waste treatment, storage and disposal facilities. These “general site workers” should attend this course prior to working in a hazardous substance removal activity or responding to a hazardous materials release. Course topics include potential safety and health hazards, including recognition of signs and symptoms of overexposure, use of personal protective equipment, safe work practices and controls, and medical surveillance requirements. The course includes numerous exercises, tabletop scenarios, and indoor/outdoor drills.	40	6	15
HAZWOPER General Site Worker Refresher	This 8-hour course satisfies the requirements for refresher training which are prescribed in 29 CFR 1910.120(e)(8) and (p)(7) for personnel who work at contaminated sites or waste treatment, storage and disposal facilities. The course will refresh students on safety and health hazards, use of personal protective equipment, safe work practices and use of engineering controls, recognition of symptoms of overexposure, and medical surveillance requirements.	8	5	25
DOT HazMat Initial	This 12-hour course provides Function- Specific training for personnel who prepare, handle or transport shipments of hazardous materials per the Department of Transportation (DOT) requirements under Title 49 of the Code of Federal Regulations (CFR) Subpart H. Personnel who directly affect the domestic transportation of hazardous materials (including hazardous waste) must receive DOT training within 90 days of hire or job change. Recurrent training for DOT HazMat Employees is required every three years. Course topics include an overview of the federal Hazardous Materials Regulations (HMR), hazardous materials classification, use of the HMR Table, package marking and labeling requirements, packaging, placarding, shipping papers, emergency response information, and security plan awareness requirements.	12	5	25
DOT HazMat Refresher	This 8-hour course addresses the required training elements for personnel who package and ship hazardous materials by ground per the regulations found in the 49 Code of Federal Regulations (CFR) 172 subpart H. Personnel who directly affect domestic hazardous materials transportation (including hazardous waste) must receive recurrent training for DOT every three years. Course topics include a review of hazard classes, practice using the DOT Hazardous Materials Regulations (HMR) Table, package marking and labeling, review of packaging requirements, placarding, shipping papers and security plan awareness.	8	5	25
RCRA Hazardous Waste	This course is designed to assist employees in understanding the hazardous waste management requirements of RCRA. This course will cover the definition of hazardous waste, classification of hazardous wastes, labeling, waste storage, transportation and packaging of waste, hazardous waste manifests, and emergency information.	8	5	25