GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE CATALOG/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 TITLE: Multiple Award Schedule - MAS
Federal Supply Group: Professional Services

CONTRACT NUMBER: GS-00F-094DA

CONTRACT PERIOD: March 25, 2016 – March 24, 2026

Price List Current as of Modification #PS-0011 effective January 21, 2021 and #PO-0010 effective March 25, 2021

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov.

CONTRACTOR: Bates Consulting LLC
440 Junction Track
Roswell, GA 30075-2858
Phone number: 602-327-6692
Fax number: 678-829-0618
E-Mail: christina.bates@cmbatesconsulting.com
Website: www.cmbatesconsulting.com

CONTRACTOR’S ADMINISTRATION SOURCE: Christina Bates
440 Junction Track
Roswell, GA 30075-2858
Phone number: 602-327-6692
Fax number: 678-829-0618

BUSINESS SIZE: Small, Disadvantaged, Woman Owned Business


CUSTOMER INFORMATION:

1. TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs)

<table>
<thead>
<tr>
<th>SIN</th>
<th>SIN DESCRIPTION</th>
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<tbody>
<tr>
<td>541611</td>
<td>Management and Financial Consulting, Acquisition and Grants</td>
</tr>
<tr>
<td></td>
<td>Management Support, and Business Program and Project Management Services</td>
</tr>
<tr>
<td>OLM</td>
<td>Order Level Materials</td>
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</table>

2. **MAXIMUM ORDER**: $1,000,000.00 per order

*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 contractor 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.

3. **MINIMUM ORDER**: $100.00

4. **GEOGRAPHIC COVERAGE**: Domestic Only

5. **POINT(S) OF PRODUCTION**: Same as Company Address


7. **QUANTITY DISCOUNT(S)**: Individual task order over $50,000 will receive a discount of 0.5% and for any individual task order over $100,000 will receive a discount of 1%

**PROMPT PAYMENT TERMS**: 1%, 14 days, Net 30 days

8. **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**: Contact Contractor

10b. ** 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

10c. **Overnight and 2-day delivery.** Contact Contractor
10d. **Urgent Requirements.** Contact Contractor

11. **FOB POINT(s):** Destination

12a. **ORDERING ADDRESS:** 440 Junction Track
     Roswell, GA 30075-2858

12b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and are found in Federal Acquisition Regulation (FAR) 8.405-3

13. **PAYMENT ADDRESS:** 440 Junction Track
    Roswell, GA 30075-2858

14. **WARRANTY PROVISION:** Standard Commercial Warranty Terms and Conditions

15. **EXPORT PACKING CHARGES:** N/A

16. **Terms and conditions of rental, maintenance, and repair:** N/A

17. **Terms and conditions of installation:** N/A

18a. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A

18b. **Terms and conditions for any other services (if applicable):** N/A

19. **List of service and distribution points (if applicable):** N/A

20. **List of participating dealers (if applicable):** N/A

21. **Preventive maintenance (if applicable):** N/A

22a. **Special Attributes such as Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A

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. contactor’s website or other location.) The EIT standards can be found at:** www.Section508.gov/. N/A

23. **DUNS NUMBER:** 079109312

24. **NOTIFICATION REGARDING REGISTRATION IN System for Award Management (SAM) database:** Contractor is registered and active in SAM.
## Labor Categories Pricing

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

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<th>Item</th>
<th>SIN</th>
<th>Awarded Labor Category</th>
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### SCLS Matrix

<table>
<thead>
<tr>
<th>Support Staff Eligible Labor Category</th>
<th>SCA Equivalent Code Title</th>
<th>Wage Determination No</th>
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<tbody>
<tr>
<td>01040-Administrative Assistant</td>
<td>2015-4472</td>
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</table>

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

ANALYST
Description: Possess knowledge of applying analytic methodologies and principles to address client’s needs. Supports analyst functions including data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project team’s objectives. Works closely with senior Analysts or Team Leads.

Experience & Education: Minimum of 1 year experience and Bachelor’s Degree

ANALYST 1
Description: Possesses demonstrated knowledge and experience applying analytic methodologies and principles to address client needs. Applies analytic techniques in the evaluation of project objectives and contributes to the implementation of strategic direction. Performs analyst functions including data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project team’s objectives. Works closely with Analyst 2, Task Leads, or Project Manager. Directs the activities of junior staff as necessary.

Experience & Education: Minimum of 3 years experience and Bachelor’s Degree

ANALYST 2
Description: Senior expert with extensive knowledge and experience developing and applying analytic methodologies and principles, and is recognized as a leader within MOBIS functions. Leads the application of analytic techniques and helps define project objectives and strategic direction. Is responsible for providing leadership and vision to client and project teams around the methodology. Resolves complex problems, which require an in-depth knowledge of analytic methodologies and principles. Directs the activities of more junior Analysts or other staff as necessary on activities related to the application of analytical techniques and methodologies. Demonstrated managerial and supervisory skills.

Experience & Education: Minimum of 5 years experience and Bachelor’s Degree

FUNCTIONAL SPECIALIST
Description: Possesses knowledge in designated field or discipline. Supports assessments of organization’s challenges using specializes skills and knowledge. Contributes to the execution of project or task plan and helps assess the impact of industry trends, policy or standard methodologies. Conducts activities in support of the project team’s objectives. Works closed with senior Specialists or Task Leads.

Experience & Education: Minimum of 6 years experience and Bachelors Degree

FUNCTIONAL SPECIALIST 1
Description: Possess demonstrated knowledge in designated field or discipline. Possesses significant experience providing solutions to an organization’s challenges through the application of knowledge gained through similar prior engagements. Participates in the development of solutions by leveraging knowledge of the designated field or discipline. Contributes to the implementation of strategy and helps
assess the impact of industry trends, policy, and/or standard methodologies. Directs the activities of Specialists or other staff as necessary on activities related to the specified field or discipline.

**Experience & Education:** Minimum of 8 years experience and Masters Degree

**FUNCTIONAL SPECIALIST 2**
**Description:** Senior expert with extensive knowledge in designated field or discipline. Provides insight and advice concerning task or project strategic direction and outcomes. May contribute to the evaluation, analysis, and development of recommended solutions. Resolves complex problems, which require an in-depth knowledge of subject matter related to the designated field or discipline. Applies principles and methods of the subject matter to specialized solutions. Generally possess demonstrated ability and experience in management consulting and cross-team facilitation at the senior management level. Other areas of expertise may include, but is not limited to, business process reengineering, statistical process control, individual and organizational assessment and evaluation, process modeling an simulation, strategic and business planning, change management, organizational development, and the development of leadership/management skills. Directs the activities of Specialists 1 and Specialists, or other staff as necessary on activated related to the specified field or discipline.

**Experience & Education:** Minimum of 12 years experience and Masters Degree

**MANAGEMENT CONSULTANT**
**Description:** Possesses knowledge, some experience, and capabilities in the development of solutions, recommendations, or outcomes across multiple tasks and/or organizations. Supports the development of solutions to address organization’s challenges. Supports project objectives and helps assess the impact of industry trends, policy, or standard methodologies. Conducts activities in support of project team’s objectives. Works closely with senior Management Consultants or Task Leads.

**Experience & Education:** Minimum of 2 years experience and Bachelors Degree

**MANAGEMENT CONSULTANT 1**
**Description:** Possess demonstrated knowledge, experience, and ability in the development of solutions, recommendations, or outcomes across multiple complex tasks and/or organizations. Evaluates option in the context of project objectives and contributes to the implementation of strategic direction. Supports project objectives through activities such as conducting interviews, gathering data, and developing recommendations in support of project objectives. Directs the activities of Management Consultants or other staff as necessary.

**Experience & Education:** Minimum of 5 years experience and Bachelors Degree

**MANAGEMENT CONSULTANT 2**
**Description:** Senior expert that possesses demonstrated knowledge, extensive experience in the development of solutions, recommendations, or outcomes across multiple complex tasks in multiple organizations. Defines project objectives and strategic direction. Is responsible for providing leadership and vision to client and project teams and serves as a key facilitator between multiple teams to achieve objectives of complex efforts. Directs the activities of more junior Management Consultants or other staff.

**Experience & Education:** Minimum of 9 years experience and Bachelors Degree

**PROGRAM DIRECTOR / SENIOR ADVISOR**
**Description:** 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 team members. Maintains productive and effective client relationship with the most senior levels of the client organization.

**Experience & Education:** Minimum of 14 years experience and Masters Degree
FUNCTIONAL / SUBJECT MATTER EXPERT
Description: Senior expert with extensive, enterprise-wide knowledge and experience in one or more designated functional and/or domain areas. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. Is responsible for providing high level vision to program/project manager or senior client leadership to influence objectives of complex efforts. The Functional/Subject Matter Expert is primarily utilized on projects for their specific expertise, not in a managerial capacity, in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization’s processes, systems, personnel and organizational sub-units, so that they align with the organization’s core goals and strategic direction. The Functional/Subject Matter Expert is typically a former high ranking military or civilian official and recognized by industry as an expert in their specific field.

Experience & Education: Minimum of 12 years experience and Masters Degree

PROGRAM MANAGER
Description: Provides oversight and executive level management to overall contract operations often involving multiple projects/tasks and groups of personnel at multiple locations. The Program Manager maintains and manages relationships with senior level management within the client organization. Responsible for ensuring senior level management within the client organization is aware of overall program status, including all relevant projects and their potential impact on higher level organizational strategic vision, this may include subject matter and unique technical knowledge. The Program Manager is responsible for managing multiple contract operations, ensure quality standards and work performance on all task orders and projects, plans, organizes and oversees work efforts, assigns resources, manages personnel, provides risk management, ensures quality management, monitors overall project and contract performance, etc.

Experience & Education: Minimum of 14 years experience and Bachelors Degree

PROJECT MANAGER
Description: Performs day-to-day management of contract support operations, possibly involving multiple tasks and groups of personnel at multiple locations, on a single project. Demonstrates skills in the scope of work encompassed by the task order; provides technical guidance to the project team in performance of the work, and reviews the quality of all work products. Organizes, directs, and coordinates the planning and production of all contract support activities. Responsible for staffing, project planning, project financials, and staff direction and oversight. The Project Manager maintains and manages the client interface at the COTR levels of the client organization. Assists the Program Manager as required in managing contract performance.

Experience & Education: Minimum of 12 years experience and Bachelors Degree

SENIOR TASK LEAD
Description: Senior leader, experience in project and task management, responsible for ensuring successful task completion within the scheduled timeframe consistent with the established scope of work to include both the technical and financial solutions. Organizes, directs, and coordinates the planning and production of all activities associated with assigned tasks.

Experience & Education: Minimum of 8 years experience and Bachelors Degree

TASK LEAD
Description: Experienced in task management, responsible for ensuring successful task completion within the scheduled timeframe consistent with the established scope of work to include both the technical and financial solutions. Organizes, directs, and coordinates the planning and production of all activities associated with assigned tasks.
Experience & Education: Minimum of 7 years experience and Bachelors Degree

CONSULTANT
Description: Team member contributing to consulting staff client assignments within specified guidelines. Performs a variety of tasks that require both practical experience and theoretical, state-of-the-art, technical knowledge in specialty area. Understands overall purpose of task assignment.

Experience & Education: Minimum of 1 year of experience and Bachelors Degree

SUPPORT STAFF
Description: Depending on the functional specialty, support the program management staff in the preparation of deliverables, internal reports, briefings, and drawings associated with the project being supported.

Experience & Education: Minimum of 1 year of experience and HS Diploma

BUSINESS ANALYST
Description: Prepares and conducts business analyses and studies, needs assessments, requirements analysis/definition and cost/benefit analyses in an effort to align business systems, solutions and initiatives. Prepares forecasts and analyzes trends, reporting regulations and business conditions. Develops and analyzes metrics, performance measurements, requirements, reports and recommendations related to management, organizational structure, policy/procedures and business systems. Identifies potential business risks. Areas of focus include but are not limited to business performance, business and economic case analysis, internal control and enterprise risk assessment.

Experience & Education:

Business Analyst 1: Bachelors Degree and 1-2 years of experience
Business Analyst 2: Bachelors Degree and 1-4 years of experience
Business Analyst 3: Bachelors Degree and 2-6 years of experience
Business Analyst 4: Bachelors Degree and 4-8 years of experience
Business Analyst 5: Bachelors Degree and 5-10 years of experience

PROCESS IMPROVEMENT ANALYST
Description: Guides and assists clients through a wide range of management, organizational and business improvement and modernization initiatives by applying continuous process improvement strategies, methodologies and principles. Develops business methods for problem solving, process change and solutions implementation ensuring enterprise-wide integration. Identifies best practices, assesses performance measurement and researches, collects and verifies data and translates it into strategic and operational guidance. Provides group facilitation, interviewing, training and other forms of knowledge transfer. Areas of focus include but are not limited to identifying and eliminating duplication, outsourcing opportunities, streamlining, centralizing, business transformation, business process redesign and modeling, quality improvement and lean six sigma

Experience & Education:

Process Improvement Analyst 1: Bachelors Degree and 1 year to 3 years of experience
Process Improvement Analyst 2: Bachelors Degree and 1-5 years of experience
Process Improvement Analyst 3: Bachelors Degree and 2-7 years of experience

Process Improvement Analyst 4: Bachelors Degree and 4-9 years of experience

Process Improvement Analyst 5: Bachelors Degree and 7-12 years of experience

ANALYST JUNIOR

**Description:** Possess knowledge of applying analytic methodologies and principles to address client’s needs. Supports analyst functions including data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project team’s objectives. Works closely with senior Analysts or Team Leads.

**Experience & Education:** Successful completion of some college level course work leading to a Bachelors Degree and 1 year of experience (includes internships).

PROGRAM MANAGER, DEPUTY

**Description:** Must be capable of planning, coordinating, and directing the activities of administrative, program, and technical personnel. Must have a thorough understanding and experience in the complete life-cycle management of military systems. Must have knowledge and experience with Department of Defense (DOD)/Army plans, policies, standards, and methods aimed at the acquisition and support of military programs and resources for Army systems. Must be capable of managing and controlling schedules and cost to provide on time, within budget, performance of all aspects of the contractual effort. Must be capable of providing direction for operations and ensuring compliance with all management policies, plans, and procedures. Must be capable of providing recommendations for resolution of technical problems.

**Experience & Education:** Masters Degree and at least 12 years of experience

PROGRAM MANAGER, EXECUTIVE

**Description:** Must be capable of planning, coordinating, and directing the activities of administrative, program, and technical personnel. Must have a thorough understanding and experience in the complete life-cycle management of military systems. Must have knowledge and experience with Department of Defense (DOD)/Army plans, policies, standards, and methods aimed at the acquisition and support of military systems. Must be capable of managing and controlling schedules and cost to provide on time, within budget, performance of all aspects of the contractual effort. Must be capable of providing direction for operations and ensuring compliance with all management policies, plans, and procedures. Must be capable of providing recommendations for resolution of technical problems.

**Experience & Education:** Masters Degree or PhD and at least 12 years of experience