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 are available through GSA Advantage®, a menu-driven database system. The INTERNET address GSA Advantage® is: GSAAdvantage.gov.

SCHEDULE TITLE: MULTIPLE AWARD SCHEDULE (MAS)
LARGE CATEGORY H PROFESSIONAL SERVICES

CONTRACT NUMBER:
GS-00F-193DA

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

PERIOD COVERED BY CONTRACT:
June 22, 2021 through June 21, 2026

ENVIRONMENTAL INCENTIVES, LLC
3351 Lake Tahoe Boulevard, Suite 2
South Lake Tahoe, CA 96150-6210
(P) (530)-541-2980
(F) (530)-541-1387
www.enviroincentives.com

Contract Administration Source
Andrew Alexandrovich
(P) (530) 541-2980
(F) (530) 541-1387
andrew@enviroincentives.com

Business Size: Small Business

Pricelist current through Modification #PO-0023, effective 02/09/2022
ENVIRONMENTAL INCENTIVES, LLC
CUSTOMER INFORMATION

1a. TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs)

SIN 541611: Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
SIN 541611RC: Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services (Disaster Recovery)
SIN 541620: Environmental Consulting Services
SIN 541620RC: Environmental Consulting Services (Disaster Recovery)
SIN OLM: Order-Level Materials

1b. LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN: See Attached Pricelist.

1c. HOURLY RATES (Services Only): See Attached Pricelist.

2. MAXIMUM ORDER*: See Attached Pricelist.

   SIN 541611: $1,000,000
   SIN 541611RC: $1,000,000
   SIN 541620: $1,000,000
   SIN 541620RC: $1,000,000
   SIN OLM: $250,000

   *If the “best value” selection places your order over this 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


5. POINT(S) OF PRODUCTION:
   ENVIRONMENTAL INCENTIVES, LLC
   3351 Lake Tahoe Boulevard, Suite 2
   South Lake Tahoe, CA 96150-6210


7. QUANTITY DISCOUNT(S): 1% on task orders over $500,000

8. PROMPT PAYMENT TERMS: 0%, 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: To be negotiated at the Task Order Level.

10b. Expedited Delivery: To be negotiated between Contractor and Ordering Agency.

10c. OVERNIGHT AND 2-DAY DELIVERY: To be negotiated between Contractor and Ordering Agency.

Environmental Incentives, LLC GS-00F-193DA 2
10d. **URGENT REQUIREMENTS**: To be negotiated between Contractor and Ordering Agency. Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery.

11. **FOB POINT**: Destination

12a. **ORDERING ADDRESS**: ENVIRONMENTAL INCENTIVES, LLC  
3351 Lake Tahoe Boulevard, Suite 2  
South Lake Tahoe, CA 96150-6210  
Phone: (530) 541-2980  
Fax: (530) 541-1387

12b. **ORDERING PROCEDURES**: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in FAR 8.405-3

13. **PAYMENT ADDRESS**: ENVIRONMENTAL INCENTIVES, LLC  
3351 Lake Tahoe Boulevard, Suite 2  
South Lake Tahoe, CA 96150-6210  
Phone: (530) 541-2980  
Fax: (530) 541-1387


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

16. **TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (if applicable)**: N/A

17. **TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE)**: N/A

18a. **TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE)**: 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. **Section 508 Compliance for EIT**: N/A

23. **Unique Entity Identifier (UEI) Number**: 807987115

24. **NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE**: Active
# Labor Categories Pricing w/ IFF

<table>
<thead>
<tr>
<th>Item</th>
<th>SIN</th>
<th>Awarded Labor Category</th>
<th>Site</th>
<th>Year 6 (6/22/21-6/21/22)</th>
<th>Year 7 (6/22/22-6/21/23)</th>
<th>Year 8 (6/22/23-6/21/24)</th>
<th>Year 9 (6/22/24-6/21/25)</th>
<th>Year 10 (6/22/25-6/21/26)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>541611, 541620</td>
<td>Senior Partner</td>
<td>Both</td>
<td>$193.32</td>
<td>$197.00</td>
<td>$200.74</td>
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<td>$278.20</td>
<td>$283.49</td>
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<td>541611, 541620</td>
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<td>$227.83</td>
<td>$232.17</td>
<td>$236.58</td>
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<td>5</td>
<td>541611, 541620</td>
<td>Senior Associate III</td>
<td>Both</td>
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<td>$182.85</td>
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<td>Associate II</td>
<td>Both</td>
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<td>Project Coordinator II</td>
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<td>$82.45</td>
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<td>541620</td>
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<td>Both</td>
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<td>$83.75</td>
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<tr>
<td>14</td>
<td>541611, 541620</td>
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<td>Both</td>
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<td>$78.17</td>
<td>$79.65</td>
<td>$81.17</td>
<td>$82.71</td>
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<tr>
<td>15</td>
<td>541611, 541620</td>
<td>Administrator**</td>
<td>Both</td>
<td>$58.08</td>
<td>$59.18</td>
<td>$60.31</td>
<td>$61.46</td>
<td>$62.62</td>
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</tbody>
</table>

## Service Contract Labor Standards (SCLS) Matrix

<table>
<thead>
<tr>
<th>SCLS Eligible Labor Category</th>
<th>SCLS Equivalent Code Title</th>
<th>Wage Determination No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrator**</td>
<td>01111 - General Clerk I</td>
<td>2015-5631</td>
</tr>
</tbody>
</table>

The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (**) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).
### Environmental Incentives, LLC – Labor Category Descriptions

<table>
<thead>
<tr>
<th>SIN</th>
<th>POSITION</th>
<th>FUNCTIONAL RESPONSIBILITIES</th>
<th>MINIMUM EDUCATION</th>
<th>MINIMUM EXPERIENCE</th>
</tr>
</thead>
</table>
| 541611, 541620 | Senior Partner | Partners set strategy, lead sales, drive culture and put in place practices that make for a high-performing and healthy company that delivers well on projects. Senior Partners are expected to:  
  - Provide oversight and strategic direction to Senior Associates and Partners on business development efforts and all phases of project conceptualization, implementation and management.  
  - Prolifically create ideas for new products and offerings that help clients achieve their goals, and mobilize staff to bring ideas to fruition.  
  - Facilitate clients’ identification of problems or issue of concern, and lead staff to address the problem.  
  - Identify new business opportunities for the client and develop strategies to capture those opportunities.  
  - Provide insights to projects and products that reflect a broad understanding of issues and needs, going beyond the immediate considerations in the mind of the staff or client working on the details of the project.  
  - Cultivate staff to grow technical skills and leadership, and apply those skills to projects. | Bachelor's        | 15                             |
| 541611, 541620 | Partner      | Partners set strategy, lead sales, drive culture and put in place practices that make for a high-performing and healthy company that delivers well on projects. Partners are expected to:  
  - Ensure that the company delivers projects on time and within budget.  
  - Guide EI staff and partners to execute multiple different projects and initiatives.  
  - Use existing and develop new best practices for the client to institutionalize quality and increase efficiency.  
  - Identify new business opportunities for the client and develop strategies to capture those opportunities.  
  - Provide insights to projects and products that reflect a broad understanding of issues and needs, going beyond the immediate considerations in the mind of the staff or client working on the details of the project.  
  - Cultivate staff to grow technical skills and leadership, and apply those skills to projects. | Bachelor's        | 10                             |
## Environmental Incentives, LLC – Labor Category Descriptions

<table>
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<tr>
<th>SIN</th>
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<th>MINIMUM EXPERIENCE</th>
</tr>
</thead>
</table>
| 541611, 541620 | Senior Associate VII | Senior Associate is a leadership position that manages one significantly large or multiple smaller projects and company initiatives. Senior Associates VII are expected to:  
- Lead clients to identify priority issues of concern, and facilitate internal and client project teams to identify, select and implement effective solutions.  
- Develop and execute strategies for projects that influence all stages of project implementation.  
- Conceptualize and provide high-level oversight of evaluations, studies and analyses that support specific products or project strategies.  
- Advance client relationships and projects through implementation of innovative solutions that address needs.  
- Provide oversight to other Senior Associates, Associates, Research Associates and Project Coordinators for all aspects of project planning, implementation and management.  
- Provide direction and guidance to lower-level Senior Associates. | Bachelor’s | 16 |
| 541611, 541620 | Senior Associate V | Senior Associate is a leadership position that manages one significantly large or multiple smaller projects and company initiatives. Senior Associates V are expected to:  
- Support identification of priority issues of concern, and facilitation of internal and client project teams to identify, select and implement effective solutions.  
- Support development and manage execution of project strategies through all stages of project implementation.  
- Support conceptualization and manage execution of evaluations, studies and analyses that support specific products or project strategies.  
- Advance client relationships and projects through implementation of innovative solutions that address needs with minimal higher-level Senior Associate, Partner and Sr. Partner input.  
- Provide oversight to other Senior Associates, Associates, Research Associates and Project Coordinators for all aspects of project planning, implementation and management.  
- Provide guidance and vision to lower-level Senior Associates during product conceptualization and development efforts.  
- Provide direction and guidance to lower-level Senior Associates with minimal Partner and Sr. Partner input. | Bachelor’s | 13 |
<table>
<thead>
<tr>
<th>SIN</th>
<th>POSITION</th>
<th>FUNCTIONAL RESPONSIBILITIES</th>
<th>MINIMUM EDUCATION</th>
<th>MINIMUM EXPERIENCE</th>
</tr>
</thead>
</table>
| 541611, 541620 | Senior Associate III | Senior Associate is a leadership position that manages one significantly large or multiple smaller projects and company initiatives. Senior Associates III are expected to:  
  • Support execution of project strategies through all stages of project implementation and product development.  
  • Lead project conceptualization, implementation and management efforts with minimal Partner or higher-level Senior Associate input.  
  • Advance client relationships through implementation of innovative solutions that address client needs with moderate higher-level Senior Associate, Partner and Sr. Partner input.  
  • Provide oversight to Associates, Research Associates and Project Coordinators for all aspects of project planning, implementation and management.  
  • Manage product conceptualization and development efforts.  
  • Provide direction and guidance to junior staff with moderate higher-level Senior Associate, Partner and Sr. Partner input. | Bachelor's         | 10                |
| 541611, 541620 | Senior Associate I | Senior Associate is a leadership position that oversees multiple projects and manages company initiatives. Senior Associates I are expected to:  
  • Identify opportunities and propose product ideas that fulfill client needs.  
  • Lead project conceptualization, implementation and management efforts with the input received from Partners.  
  • Work with Partners to advance client relationships through development of innovative solutions that address client needs.  
  • Provide oversight to Associates, Research Associates and Project Coordinators for all aspects of project planning, implementation and management.  
  • Manage product conceptualization and development efforts.  
  • Incorporate Partner and Sr. Partner input into specific direction and guidance to junior staff. | Bachelor's         | 7                 |
<table>
<thead>
<tr>
<th>SIN</th>
<th>POSITION</th>
<th>FUNCTIONAL RESPONSIBILITIES</th>
<th>MINIMUM EDUCATION</th>
<th>MINIMUM EXPERIENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>541611,</td>
<td>Associate V</td>
<td>Associate is a professional position that manages projects, produces deliverables, and contributes to company operations. Associates V are expected to:</td>
<td>Bachelor’s</td>
<td>8</td>
</tr>
<tr>
<td>541620</td>
<td></td>
<td>• Provide oversight, guidance and management to other Associates, Research Associates, and Project Coordinators for all aspects of project planning and implementation.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Be the primary producer for projects little to no oversight from Partners or Sr. Associates on small to medium sized products</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Define project needs and develop scopes of work with moderate guidance from Partners and Sr. Associates.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Interact competently and support lower-level staff to interact with clients and partners.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Lead preparation and facilitation of client-facing meetings with minimal and occasional input from Partner or Senior Associate.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>541611,</td>
<td>Associate III</td>
<td>Associate is a professional position that manages projects, produces deliverables, and contributes to company operations. Associates III are expected to:</td>
<td>Bachelor’s</td>
<td>6</td>
</tr>
<tr>
<td>541620</td>
<td></td>
<td>• Be the primary producer for projects, with minimal oversight and direction from Partners or Sr. Associates to provide specific context and vision.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Work closely with Partners, Senior Associates, and current and prospective clients to define project needs and develop scopes of work.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Lead product conceptualization phase, thereby aligning project group vision on the purpose, audience and use of products.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Interact competently with clients and partners without Partner or Senior Associate oversight.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Lead preparation and facilitation of client-facing meetings, generally with the input from a Partner or Senior Associate.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Environmental Incentives, LLC – Labor Category Descriptions

<table>
<thead>
<tr>
<th>SIN</th>
<th>POSITION</th>
<th>FUNCTIONAL RESPONSIBILITIES</th>
<th>MINIMUM EDUCATION</th>
<th>MINIMUM EXPERIENCE</th>
</tr>
</thead>
</table>
| 541611, | Associate II              | **Associate is a professional position that manages projects, produces deliverables, and contributes to company operations. Associates II are expected to:**  
  • Define products with minimal direction and supervision, bringing concrete proposals that draw on extensive work experience.  
  • Support project management and development of invoices and progress reports.  
  • Lead development of products with minimal oversight and flexibility to revise based on feedback and vision of others.  
  • Provide technical expertise required to achieve timely and accurate completion of projects.  
  • Interact with clients and partners with minimal Partner or Senior Associate oversight.  
  • Attend, prepare content and facilitate portions of client-facing meetings. | Bachelor’s        | 5                  |
| 541620  | Associate I               | **Associate is a professional position that manages projects, produces deliverables, and contributes to company operations. Associates I are expected to:**  
  • Define products with moderate direction and supervision, bringing ideas with flexibility to modify based on advice and vision of others.  
  • Lead development of small to medium sized products, and portions of large products.  
  • Support project management and development of invoices and progress reports.  
  • Interact with clients and partners with Partner or Senior Associate oversight.  
  • Attend and assist with content preparation for client-facing meetings  
  • Requires a moderate level of quality assurance review related to products | Bachelor’s        | 4                  |
| 541611, | Project Coordinator II    | **Project Coordinator is a professional position that connects project and product teams, and supports project and internal operations. Project Coordinators II are expected to:**  
  • Support Senior Associates with project planning and ensure timely production of deliverables.  
  • Facilitate development of products/deliverables by managing process and timeline, and contributing content.  
  • Contribute ideas to product leads during the product conceptualization phase.  
  • Contribute to development of technical products by carrying out predefined analyses and producing content.  
  • Carry out company and project cash flow and financial projections, and budget planning and management analyses. | Bachelor’s        | 3                  |
<table>
<thead>
<tr>
<th>SIN</th>
<th>POSITION</th>
<th>FUNCTIONAL RESPONSIBILITIES</th>
<th>MINIMUM EDUCATION</th>
<th>MINIMUM EXPERIENCE</th>
</tr>
</thead>
</table>
| 541611, 541620 | Project Coordinator I       | Project Coordinator is a professional position that connects project and product teams and supports project and internal operations. Project Coordinators I are expected to:  
  - Create templates and other tools that support project planning efforts.  
  - Facilitate development of products/deliverables by managing process and timeline and performing quality assurance and review.  
  - Create templates and other tools that support the product conceptualization phase.  
  - Support execution of company and project cash flow and financial projections, and budget planning and management analyses | Bachelor's        | 2                  |
| 541620  | Research Associate II       | Research Associate is a professional position focused on technical project work, and to a lesser degree, engaged in project management and company operations. Research Associates II are expected to:  
  - Contribute to development of technical products by carrying out predefined research tasks and literature reviews and producing content.  
  - Be prolific with ideas related to research tasks and product development.  
  - Contribute ideas to product leads during the product conceptualization phase.  
  - Direct, supervise and perform quality assurance checks on products.  
  - Develop project budget management tools and manage project budgets.  
  - Provide leadership and support to junior research associate staff.  
  - Engage in company operations by handling and leading Interns and Administrators to handle project administrative needs, and general office maintenance and infrastructure tasks. | Bachelor's        | 3                  |
**Environmental Incentives, LLC – Labor Category Descriptions**

<table>
<thead>
<tr>
<th>SIN</th>
<th>POSITION</th>
<th>FUNCTIONAL RESPONSIBILITIES</th>
<th>MINIMUM EDUCATION</th>
<th>MINIMUM EXPERIENCE</th>
</tr>
</thead>
</table>
| 541611, 541620 | Research Associate I | Research Associate is a professional position focused on technical project work, and to a lesser degree, engaged in project management and company operations. Research Associates I are expected to:  
  • Contribute to development of technical products by carrying out predefined research tasks and literature reviews and producing content.  
  • Provide suggestions that help clients and project teams operate more effectively.  
  • Support budget management efforts of Research Associate II, Associates and Senior Associates.  
  • Engage in company operations by handling and leading Interns and Administrators to handle project administrative needs, and general office maintenance and infrastructure tasks. | Bachelor’s       | 2                 |
| 541611, 541620 | Administrator     | Administrator is an entry-level position focused on the support of projects, proposals and products. Administrators are expected to:  
  • Support technical staff on development of large products and proposals by managing process and timeline and assisting with formatting and copy editing.  
  • Manage project billing and ensure that project compliance needs are met.  
  • Have limited client interaction with expectation to play-it-safe, respecting that lack of context makes it easy to misstate or misunderstand.  
  • Schedule and plan travel for staff members.  
  • Fully engage in company and project operations support.                                                                                           | Bachelor’s       | 0                 |

The following educational equivalency table applies for the outlined labor categories:

<table>
<thead>
<tr>
<th>Degree</th>
<th>Related Experience Substitution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate’s</td>
<td>2 Years</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>5 Years</td>
</tr>
<tr>
<td>Master’s</td>
<td>Bachelor’s + 2 years</td>
</tr>
<tr>
<td>PhD</td>
<td>Masters + 3 years</td>
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</table>