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.

Multiple Award Schedule (MAS)

Industrial Group: Professional Services

Contract Number: GS-00F-255DA

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

Contract Period: Aug 15, 2021 through Aug 14, 2026

Business Size: Small, Disadvantaged 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”. Price list current as of Modification #PA-0015 effective July 1, 2021.

HORIZON PERFORMANCE, LLC
510 Glenwood Ave, Ste 215
Raleigh, NC, 27603

Telephone: (919) 674-6644
FAX Number: (919) 336-5166
Web Site: www.horizonperformance.com
E-mail: contact@horizonperformance.com
Contract Administration: Chris Wade
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CUSTOMER INFORMATION:

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

<table>
<thead>
<tr>
<th>MAS</th>
<th>Recovery</th>
<th>MAS Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>541611</td>
<td>541611RC</td>
<td>Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services</td>
</tr>
<tr>
<td>611430</td>
<td></td>
<td>Professional and Management Development Training</td>
</tr>
<tr>
<td>333318TDTM</td>
<td></td>
<td>Off-the-Shelf Training Devices and Training Materials</td>
</tr>
<tr>
<td>OLM</td>
<td>OLMSTLOC</td>
<td>Order-Level Materials (OLM’s)</td>
</tr>
<tr>
<td></td>
<td>OLMRC</td>
<td></td>
</tr>
</tbody>
</table>

1b. Lowest Priced Model Number and Lowest Unit Price: Please refer to our rates on page #3

1c. Labor Category Description: Please refer to pages 4-5

2. Maximum Order: $1,000,000.00

3. Minimum Order: $100.00

4. Geographic Coverage (delivery Area): Domestic only, 50 states and Washington D.C. 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).

7. Quantity discounts: None Offered

8. Prompt payment terms: 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 (list items by country of origin): None

10a. Time of Delivery: Specified on the Task Order

10b. Expedited Delivery: Contact Contractor

10c. Overnight and 2-day delivery: Contact Contractor.

10d. Urgent Requirements: Contact Contractor

11. F.O.B Points(s): Destination

12a. Ordering Address(es): Same as Contractor

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

13. Payment address(es): Same as company address

14. Warranty provision: Contractor’s standard commercial warranty.
15. Export Packing Charges (if applicable): 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 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. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: N/A
22b. Section 508 Compliance: N/A
23. Unique Entity Identifier (UEI) Number: K4U8LGLJ2LG1
24. Notification regarding registration in System for Award Management (SAM) database: Registered.

**Final Pricing:** The pricing shown below include the Industrial Funding Fee (IFF) of 0.75%.
## Labor Categories Pricing

<table>
<thead>
<tr>
<th>SIN</th>
<th>Awarded Labor Category</th>
<th>Site</th>
<th>Year 6</th>
<th>Year 7</th>
<th>Year 8</th>
<th>Year 9</th>
<th>Year 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>541611</td>
<td>Project Manager</td>
<td>Both</td>
<td>$140.50</td>
<td>$143.31</td>
<td>$146.18</td>
<td>$149.10</td>
<td>$152.09</td>
</tr>
<tr>
<td>541611</td>
<td>Senior Organizational Consultant/ITC Lead</td>
<td>Both</td>
<td>$130.11</td>
<td>$132.71</td>
<td>$135.37</td>
<td>$138.08</td>
<td>$140.84</td>
</tr>
<tr>
<td>541611</td>
<td>Mobile Device Technician</td>
<td>Both</td>
<td>$116.54</td>
<td>$118.87</td>
<td>$121.25</td>
<td>$123.67</td>
<td>$126.14</td>
</tr>
<tr>
<td>541611</td>
<td>SME Site Supervisor/Whole Marine SME</td>
<td>Both</td>
<td>$116.11</td>
<td>$118.43</td>
<td>$120.80</td>
<td>$123.21</td>
<td>125.68</td>
</tr>
<tr>
<td>541611</td>
<td>Organizational Consultant</td>
<td>Both</td>
<td>$82.30</td>
<td>$83.95</td>
<td>$85.62</td>
<td>$87.34</td>
<td>$89.08</td>
</tr>
<tr>
<td>541611</td>
<td>Research Consultant</td>
<td>Both</td>
<td>$75.44</td>
<td>$76.95</td>
<td>$78.48</td>
<td>$80.05</td>
<td>$81.65</td>
</tr>
<tr>
<td>541611</td>
<td>Technical Analyst/Technical Advisor</td>
<td>Both</td>
<td>$76.42</td>
<td>$77.95</td>
<td>$79.51</td>
<td>$81.10</td>
<td>$82.72</td>
</tr>
</tbody>
</table>

## Training Course Pricing

<table>
<thead>
<tr>
<th>SIN</th>
<th>Course Title</th>
<th>Course Length</th>
<th>Minimum Participants</th>
<th>Maximum Participants</th>
<th>Price Offered to GSA (including IFF)</th>
</tr>
</thead>
<tbody>
<tr>
<td>333318TDTM</td>
<td>Gideon [Soft] Standard User</td>
<td>2 hours</td>
<td>20</td>
<td>25</td>
<td>$560.56</td>
</tr>
<tr>
<td>333318TDTM</td>
<td>Gideon [Soft] Basic Administrator</td>
<td>1 day</td>
<td>5</td>
<td>7</td>
<td>$948.67</td>
</tr>
<tr>
<td>333318TDTM</td>
<td>Gideon [Soft] Operational Administrator</td>
<td>3 days</td>
<td>1</td>
<td>2</td>
<td>$2,453.72</td>
</tr>
</tbody>
</table>

## COTS Training Device Software Pricing

<table>
<thead>
<tr>
<th>SIN</th>
<th>Software Licensing</th>
<th>Term</th>
<th>Price Offered to GSA (including IFF)</th>
</tr>
</thead>
<tbody>
<tr>
<td>333318TDTM</td>
<td>Module Access</td>
<td>Custom Module</td>
<td>$4,836.27</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Bulk Modules (5 to 25)</td>
<td>$20,151.13</td>
</tr>
<tr>
<td>333318TDTM</td>
<td>User License</td>
<td>Single Seat</td>
<td>$181.36</td>
</tr>
</tbody>
</table>

**Service Contract Act:** The Service Contract Labor Standards (SCLS) is applicable to this contract as it applies to the entire Multiple Award Schedule (MAS) Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and/or when the contractor adds SCLS labor categories/employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.
<table>
<thead>
<tr>
<th>Job Title</th>
<th>Detailed Position Description and functional responsibilities</th>
<th>Min Years of Experience</th>
<th>Min Years of Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project Manager</td>
<td>Provides expert advice and manages large-mid survey and research service projects, which include performance management; employee development; survey planning and design; reporting, and stakeholder briefings. Directs, supervises, and mentors junior staff. Accomplishes results through lower level subordinate supervisors or through experienced exempt employees who exercise significant latitude and independence in their assignments. Functions as advisor to a unit regarding tasks, projects, and operations. Becomes involved in daily operations only when required to meet schedules or to resolve complex problems.</td>
<td>10 Years</td>
<td>Bachelor's Degree</td>
</tr>
<tr>
<td>Senior Organizational Consultant / ITC Lead</td>
<td>Provides expert advice, provides the strategic consulting and manages mid-small survey and research service projects, which include performance management; employee development; survey planning, design, and development; data validation and analysis; reporting, and briefings to the Project Manager. Directs, supervises, and mentors junior staff.</td>
<td>1 Year</td>
<td>Ph.D.</td>
</tr>
<tr>
<td>Mobile Device Technician</td>
<td>Uses established fact-finding approaches, knowledge of pertinent work processes and procedures, understanding and wide application of technical theories, and familiarity with related computer programming practice and mobile technology to provide expert advice and assistance. Contributes to the completion of specific programs and projects to achieve client objectives.</td>
<td>5 Years</td>
<td>Bachelor's Degree</td>
</tr>
<tr>
<td>SME Site Supervisor/Whole Marine SME</td>
<td>Contributes to the managing of small human performance system implementation projects, surveys and research service projects. This includes Information Technology, staffing, performance management; employee development; survey planning, design, and development; data validation and analysis. Conducts project activities with complete autonomy while providing strategy formulation for the subjects at hand, showing judgment when calling on senior staff as appropriate.</td>
<td>1 Year</td>
<td>Master's Degree</td>
</tr>
<tr>
<td>Organizational Consultant</td>
<td>Contributes to small survey and research service projects, which include performance management; survey planning, design, development, and implementation; survey administration; research, data validation and analysis; and reporting. Conducts project activities with moderate autonomy.</td>
<td>4 Years</td>
<td>Bachelor's Degree</td>
</tr>
<tr>
<td>Research Consultant</td>
<td>Contributes under strict supervision entry-level survey and research services and other project activities to include: survey planning, design, and development; survey administration; research, data input and analysis.</td>
<td>2 Years</td>
<td>Bachelor's Degree</td>
</tr>
<tr>
<td>Technical Analyst / Technical Advisor</td>
<td>Uses established fact-finding approaches, knowledge of pertinent work processes and procedures, and familiarity with related computer programming practices, system software, and computer equipment. Carries out fact finding and analysis as assigned, usually of a single activity or a routine problem; applies established procedures where the nature of the system, feasibility, computer equipment and programming language have already been decided; may assist a higher-level systems analyst by preparing the detailed specifications and can configure basic software features. The supervisor defines objectives, priorities, and deadlines. Incumbents work independently; adapt guides to specific situations; resolve problems and deviations according to established practices; and obtain advice where precedents are unclear or not available. Completed work is reviewed for conformance to requirements, timeliness, and efficiency.</td>
<td>4 Years</td>
<td>Associates Degree</td>
</tr>
</tbody>
</table>
Training Course Descriptions

<table>
<thead>
<tr>
<th>Course</th>
<th>Detailed Course Description</th>
<th>Min Number of Students</th>
<th>Max Number of Students</th>
<th>Course Length</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gideon [Soft] Standard User</td>
<td>Participants will learn how to: access and log-in to Gideon [Soft]; complete and review performance documents; record and edit observations; generate reports; and configure and use mobile devices.</td>
<td>20</td>
<td>25</td>
<td>2 hours</td>
</tr>
<tr>
<td>Gideon [Soft] Basic Administrator</td>
<td>Participants will learn how to: input new users into the software; assign users to specific groups and team; assign users to reports; troubleshoot mobile device configurations; input/import/export/edit performance data; and configure dashboards.</td>
<td>5</td>
<td>7</td>
<td>1 Day</td>
</tr>
<tr>
<td>Gideon [Soft] Operational Administrator</td>
<td>Participants will learn the performance methodology that underlies the data structures within Gideon [Soft]. They will also learn how to: create and delete new measurement periods; configure groups, teams, and 360 profiles; configure the content library and reports assignments; configure gradebook; manage users in a measurement period; map variables; and interpret trend reports.</td>
<td>1</td>
<td>2</td>
<td>3 Days</td>
</tr>
</tbody>
</table>

COTS Training Device Software Description

Horizon Performance (Horizon)’s holistic talent assessment and development software, GideonSoft™, is Commercial Off-the-Shelf Training Software that is configurable to the specific, contextual requirements of clients’ period of training and/or operating environment.

COTS Training Device GideonSoft Licensing Description

The terms and conditions of Horizon’s GideonSoft Annual License Agreement includes module access and individual account/seat access, and provides maintenance and updates.

Software maintenance is the modification of GideonSoft after delivery to correct errors or improve performance. Horizon guarantees maintenance support under the terms of the licensing agreement.

Updating the latest software release will ensure GideonSoft is compatible with the most current technology advancements. Scheduled GideonSoft updates offer the latest features that will extend the capability and usability of GideonSoft in the client’s technical operating environment.
CONTRACT OVERVIEW

GSA awarded Horizon Performance, LLC a GSA Federal Supply Schedule contract for the Multiple Award Schedule (MAS), Contract Number GS-00F-255DA. The current contract period is 15 August 2021 – 14 August 2026. GSA may exercise a total of up to three additional 5-year option periods. The contract allows for the placement of Firm Fixed Price or Time and Materials task orders using the labor categories and ceiling rates defined in the contract.

COMPANY OVERVIEW

Horizon Performance began in 2003 with a mission: Address US Special Forces behavioral attributes and performance assessment in order to design a process meeting the needs of an evolving battlefield. As the industry leader in Special Operations Assessment, Selection, and Development, our capability directly supports Talent Development, Talent Management, Human Dimension strategies, and US Federal Government Human Capital Training Solutions.

Our team is made of elite military veterans, top-level coaches, psychologists, behavioral and data scientists, and software engineers. We work with the most elite clients in the world and we do so because we have such a powerful roster of experts who continually refine our process and software.

Currently, Horizon serves the Special Operations Community, measuring the individual traits from a holistic perspective that optimizes mission success. This service is a tool for intelligent unit assignment that eliminates suboptimal talent from the community. In addition to SOF, Horizon designed a non-intrusive evaluation system for NASA. This system monitors astronaut behavior for deep space missions and analyzes performance to predict potential problems with team cohesion in extreme environments.

Horizon continues to expand our capability with refinement and best practices drawn from across the high-performance spectrum. Elite US Federal Law Enforcement Agencies, medical schools, and collegiate athletics also use our asset to identify top talent and evaluate individual and team performance. Horizon Performance serves and learns from the best.

USE

This contract is available for use by all federal government agencies as a source for Multiple Award Schedule service. Executive agencies, other Federal agencies, mixed-ownership Government corporations, and the District of Columbia; government contractors authorized in writing by a Federal agency pursuant to 48 CFR 51.1; and other activities and organizations authorized by statute or regulation to use GSA as a source of supply may use this contract. Additionally, contractors are encouraged to accept orders received from activities within the Executive Branch of the Federal Government.
SCOPE

The contractor shall provide all resources including personnel, management, supplies, services, materials, equipment, facilities and transportation necessary to provide a wide range of professional services as specified in each task order.

Services specified in a task order may be performed at the contractor’s facilities and the ordering agencies’ facilities. The government will determine the contractor’s compensation by any of several different methods (to be specified at the task order level) e.g., a firm-fixed price for services with or without incentives, labor hours or time-and-material.

The MAS Codes available under this contract provide services across the full life cycle of a project. When task orders are placed, they must identify the MAS or MAS’ under which the task is being executed. Horizon Performance, LLC has been awarded a contract by GSA to provide services under the following MAS Codes:

- 541611, Integrated Consulting Services
- 611430, Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Test Administration, Learning Management, Internships
- 333318TDTM, Off-the-Shelf Training Devices and Training Materials: Print, Electronic, Audio-Visual, Multi-Media, and Simulation Training Devices

A full description of each MAS definition and examples of the types of work covered by the MAS are provided below.

MAS DESCRIPTIONS

541611, Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services

Contractors shall provide expert advice and assistance in support of an agency's mission-oriented business functions. Services covered by this MAS include:

- Advisory and assistance services
- Survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings
- Management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services
- Facilitation and related decision support services

NOTE: Consulting services where the preponderance of work is specifically covered under other MAS Codes or GSA Schedules are not permitted under this MAS.

NOTE: Legal, expert witness, consulting, and audit services pertaining to financial matters are not covered under this MAS. Consulting services relating to public relations are not covered under this MAS.
611430, Professional and Management Development Training

Proposed courses shall be commercially-available off-the-shelf training and/or educational courses that are delivered via an Instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Courses shall have a defined course title, length of time (i.e. hours, days, semesters, etc.), description of material to be taught (i.e. syllabi, table of contents, etc.), and whether materials are included in the price. (i.e., books, pamphlets, software, etc.).

333318TDTM, Off-the-Shelf Training Devices and Training Materials

Off-the-Shelf Training Devices: Proposed training devices shall be commercially-available off-the-shelf training devices available as stand-alone or ancillary to other services being offered on this schedule. They can include software programs, teaching machines and devices, simulators such as driving simulators, flight simulators, etc., prepared printed instructional material, medical models and simulators, prepared