MULTIPLE AWARDS SCHEDULE CATALOG

FSC Group: Industrial Group: Professional Services
Contract Number: GS-00F-446GA
Contract Period: September 29, 2017 to September 28, 2022
Business Size: Small Business
Socio Economic: Veteran Owned
Contractor’s Name: The Cumberland Group, Inc.
Address: P.O. Box 46927
Cincinnati, OH 45246
Phone Numbers: 513/777–2800
Web Site: www.thecumberlandgroup.com
Email: Mike.Guibord@TheCumberlandGroup.com
or CumberlandGroup@aol.com

Price List Current as of Modification #PS-A812 effective February 4, 2020

1a. Awarded Special Item Numbers:
541611 Management & Financial Consulting, Acquisition Mgmt Support, Business Program & Project Mgmt Services
611430 Professional and Management Development Training
611512 Flight Training
OLM Order Level Materials
Awards Special Item Numbers:
611430 Management & Financial Consulting, Acquisition Mgmt Support, Business Program & Project Mgmt Services
611430 Management & Financial Consulting, Acquisition Mgmt Support, Business Program & Project Mgmt Services
611512 Flight Training
611512 Flight Training
OLM Order Level Materials

1b. Lowest Priced Model Number, Lowest Unit Price.......................................................

2. Maximum Order Limitation .................................................................................................. $1,000,000.00
3. Minimum Order ....................................................................................................................... $100.00
4. Geographic Coverage ........................................................................................................... Worldwide
5. Point of Production .................................................................................................................
   Cincinnati, Hamilton County, Ohio
6. Discount from List Prices, Statement of Net Price ............................................................. Government Net Prices (discounts already deducted)
7. Quantity Discounts .............................................................................................................. 5% for Task Order exceeding $250,000; 10% for Task Order exceeding $500,000
8. Prompt Payment Terms ......................................................................................................... 1/10, Net 30 Days
   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 at or below the micro-purchase threshold ................................................. Yes
9b. Notification whether Government Purchase Cards are accepted or not accepted above the micro-purchase threshold .......... Will Accept
10. Foreign Items ....................................................................................................................... None
11a. Time of Delivery ................................................................................................................ Negotiated Per Order, Subject to Availability of Instructor
11b. Expedited Delivery Items ................................................................................................. Items available for expedited delivery are noted in this price list
11c. Overnight and Two-Day Delivery ....................................................................................... Contact Contractor
11d. Urgent Requirements ........................................................................................................ Contact Contractor
12. F.O.B. Points ........................................................................................................................ Destination
13a. Ordering Address .............................................................................................................. The Cumberland Group, P.O. Box 46927, Cincinnati, OH 45246
13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.
14. Payment Address .................................................................................................................. The Cumberland Group, P.O. Box 46927, Cincinnati, OH 45246
15. Warranty Provision .............................................................................................................. N/A
16. Export Packing Charges ..................................................................................................... N/A
17. Terms and Conditions of Government Purchase Card acceptance (any thresholds above the micro-purchase level) .................. N/A
18. Terms and Conditions of Rental, Maintenance, and Repair ............................................... N/A
19. Terms and Conditions of Installation ............................................................................... N/A
20. Terms and Conditions of repair parts indicating date of parts price lists and any discounts from list prices. See Warranty for Repair Parts ...... N/A
20a. Terms and Conditions for any other services ................................................................ N/A
21. List of Service and Distribution Points ........................................................................... N/A
22. List of Participating Dealers .............................................................................................. N/A
23. Preventive Maintenance ..................................................................................................... N/A
24a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants) .......... N/A
24b. Section 508 compliance information .............................................................................. N/A
25. Data Universal Number System ....................................................................................... N/A
26. System for Award Management (SAM) database ........................................................... The Cumberland Group is registered in the SAM database

For more information on ordering from Federal Supply Schedules visit http://www.fss.gsa.gov
Prices shown herein are net (discount deducted) and inclusive of the 0.75% Industrial Funding Fee

GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST – OCTOBER 2020
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™ at http://www.GSAAdvantage.gov

CUSTOMER INFORMATION

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1b. Lowest Priced Model Number, Lowest Unit Price.........................................................

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   Cincinnati, Hamilton County, Ohio

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22. List of Participating Dealers ........................................................................................... N/A
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Price List Current as of Modification #PS-A812 effective February 4, 2020
ABOUT THE CUMBERLAND GROUP

The Cumberland Group was formed in 1981 to help Armco, Inc. cope with simultaneous market chaos in its steel, oil field, fabrication, and insurance businesses. As Cumberland developed and refined the Quality-Plus concepts with a focus on partnering with customers and suppliers, a number of good customers recognized the improvements at Armco and asked for help in their own internal improvement processes. As a result, The Cumberland Group was restructured as a stand-alone subsidiary.

In 1988, a group of its principals purchased The Cumberland Group. Since then, Cumberland has operated from Cincinnati, Ohio. Cumberland's principals and associates represent virtually all business disciplines, with experience levels ranging from the executive office to the production line, in public and private sectors, in service as well as manufacturing organizations. At Cumberland, we are business people who have lived what we teach. We know that partnering with our customers represents the sure route to excellence. We personally commit to our customers' success. Our integrated approach reaches out to every corner of the organization. We involve ourselves to make a change work, rather than merely advise, observe or audit. We show that continually improving products, services, processes, and relationships in ways that excite and involve your customers assures success in world markets.

The Cumberland Group is headquartered in Cincinnati, Ohio, with offices in Chicago and Southern California.

ABOUT THE CUMBERLAND GROUP’S SERVICES AND TRAINING

Over the last 35 years, The Cumberland Group has supported both government and commercial agencies that were intent upon implementing and/or continuing management, organizational, and business improvement efforts. Cumberland provides consultation services (SIN 1) and training services (SIN 4).

The following pages describe how Cumberland’s currently existing products, services, and experienced personnel can provide government agencies the required support to allow them to improve the quality, timeliness, and efficiency of their products and services and interactions with their customers.

PRICING INFORMATION

<table>
<thead>
<tr>
<th>Labor Categories</th>
<th>Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Program Manager / Subject Matter Expert</td>
<td>$267.63 per hour</td>
</tr>
<tr>
<td>Principal/Expert Consultant</td>
<td>$187.03 per hour</td>
</tr>
<tr>
<td>Consultant</td>
<td>$118.45 per hour</td>
</tr>
<tr>
<td>Administrative Support</td>
<td>$32.90 per hour</td>
</tr>
</tbody>
</table>

SCLS/SCA Matrix

<table>
<thead>
<tr>
<th>SCLS Eligible Labor Category</th>
<th>SCLS Equivalent Code</th>
<th>Wage Determination Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Support</td>
<td>01020-Administrative Assistant</td>
<td>2015-4719</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).

<table>
<thead>
<tr>
<th>Training Courses</th>
<th>Price for minimum number of participants (6)</th>
<th>Price for each additional participant (24 max)</th>
</tr>
</thead>
<tbody>
<tr>
<td>.5 day</td>
<td>$1,111.50</td>
<td>$59.85</td>
</tr>
<tr>
<td>1 day</td>
<td>$1,855.35</td>
<td>$59.85</td>
</tr>
<tr>
<td>2 days</td>
<td>$3,351.60</td>
<td>$59.85</td>
</tr>
<tr>
<td>3 days</td>
<td>$4,847.85</td>
<td>$59.85</td>
</tr>
<tr>
<td>4 days</td>
<td>$6,344.10</td>
<td>$59.85</td>
</tr>
</tbody>
</table>
### Labor Category Descriptions

<table>
<thead>
<tr>
<th>Category</th>
<th>Minimum Education Requirement</th>
<th>Minimum Experience Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Program Manager / Subject Matter Expert</td>
<td>Masters Degree with a strong preference for a Ph.D. or a combination of additional specialized training / certification that qualifies incumbent as a recognized expert in the field of study</td>
<td>20 years</td>
</tr>
<tr>
<td>Principal/Expert Consultant – Fifteen years of directly related business / industry experience including consulting/facilitating/training roles in successful organization and/or business improvement initiatives. Personnel in this category have demonstrated the ability to analyze and understand highly complex management, organizational, and business process problems. They have a proven record of developing strategies and actions to assist clients solve those problems and/or improve organizational performance.</td>
<td>Bachelors Degree with a strong preference for a Masters Degree</td>
<td>15 years</td>
</tr>
<tr>
<td>Consultant – Five years of directly related business/industry experience including consulting/facilitating/training roles in successful organizational and/or business improvement initiatives. Personnel in this category have demonstrated the ability to analyze and understand management, organizational and business process problems. They are well versed in improvement strategies and actions.</td>
<td>Bachelors Degree and 5 years experience or 10 years organizational / business improvement / training experience</td>
<td>5 years</td>
</tr>
<tr>
<td>Administrative Support – Two years of experience using word processing, design or graphics software, and the ability to use e-mail for correspondence and electronic data transfer. Individual is able to work with little or no supervision.</td>
<td>Qualifications include at least a high school diploma and related technical training</td>
<td>2 years</td>
</tr>
</tbody>
</table>

### Consultation Services

The Cumberland Group provides expert advice, assistance, guidance, and/or counseling in support of management, organizational and business improvement efforts.

Some examples include:

- Management or strategy consulting
- Program planning, audits, and evaluations
- Studies, analyses, scenarios, and reports relating to an agency’s mission-oriented business programs or initiatives, such as defense studies, tabletop exercises or scenario simulations, educational studies, regulatory or policy studies, health care studies, economic studies, and preparedness studies
- Executive/management coaching services
TRAINING SERVICES

The Cumberland Group provides customized training and/or off-the-shelf training packages tailored to meet a specific organization’s needs. Cumberland’s customization of off-the-shelf training will include, but not be limited to: workbooks, training manuals, slides, videos, advanced presentation media, and state-of-the-art computer-based training as required. Brief descriptions of The Cumberland Group’s products follow:

**Leadership and Organization Planning**
The Cumberland Group offers half-day to four-day workshops designed to assist in planning for near-term and future-focused organizational planning and change management. Options include: Change Management, Leadership Transition, (re)Organization Transitions, and Strategic Planning

**Management and Employee Development**
These half-day to four-day offerings equip managers, supervisors, and employees with the knowledge, skills, and methods necessary to be more effective and efficient in their roles and responsibilities. Options include: Coaching Skills, Communications, Conflict Resolution Skills, Diversity Training, Effectiveness and Efficiently Tools and Best Practices, Facilitation Skills, Individual Style Assessments, Supervisor Skills, Team Leader Skills

**Quality Improvement**
Cumberland offers one- to four-day options to implement and organizational total quality management system—a structured, organizational, continual improvement process that merges with functional business processes to become the “way we do things here.”

**Problem/Process Improvement**
Cumberland offers one- to four-day options focused on improving overall effectiveness of the organization’s products and services, achieving optimum quality and customer satisfaction. Options include: Benchmarking, Business Process Re-engineering, Kaizen, and Lean Methodologies

**Team Development**
Cumberland offers one- to three-day options designed to enhance relationships, build an understanding of the characteristics of effective teams, remove or prevent barriers to effective interaction, and set the stage for creating an effective team. Options include training for: Customer/Supplier Teams, Integrated Product/Process Teams (IPT), Self-Managed Work Teams and Workgroup Teams

GENERAL INFORMATION

- Training courses require a minimum of six participants and a maximum of 24 participants, with the exception of the Instructor Certification Courses, which will only accommodate a maximum of 12 participants.
- The Cumberland Group’s course day will be approximately 8 hours, but we realize that on some days, to finish important work, the course day may go beyond the normal eight-hour day.
- The items, prices, terms, and conditions in this catalog are identical to those accepted by the government. All discounts have been applied.
- Quantity/dollar volume discounts that are applicable to all SINs are offered in the amount of 5% for orders of $250,000 to $499,999.99; and 10% for order of $500,000 or more. No aggregate discount is offered.
- All items are available for expedited delivery. To effect a faster delivery, contact a Cumberland representative for urgent requirements.
- Overnight and two-day delivery services are available. The customer should contact Cumberland for the applicable rate.
- Licensing fees are available, but GSA requires negotiation outside of the Federal Supply Schedule.
- Travel will be in compliance with the Joint Travel Regulations (JTR). Other direct costs will be reimbursed at cost.
- All Cumberland products and services are designed with the flexibility to be structured to meet your specific requirements. Decisions on the number of facilitators, agenda content and length and timing of each event are made by you, the client, based on your requirements and our recommendations.