



General Services Administration  
Federal Acquisition Service  
Authorized Federal Supply Schedule Pricelist

Human Resources & EEO Services  
FSC Group 738X, Class R499

Contract Number:  
GS-02F-0019R

Period Covered by Contract:  
October 26, 2014 through October 25, 2019

**Talent Plus, Inc.**  
**One Talent Plus Way**  
**Lincoln, NE 68506-5987**  
**Phone 402-489-2000 Toll Free 800-827-7489**  
**402-489-4156 Fax**  
**[www.talentplus.com](http://www.talentplus.com)**  
**Contract Administration: Mark S. Bertsche**  
**E-Mail: [mbertsche@talentplus.com](mailto:mbertsche@talentplus.com)**

Business Size: Woman-Owned, Small Business  
DUNS Number: 618393466

Contract Current through Modification #PS-0030, Effective May 18, 2015

*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 for GSA Advantage! TM is <http://www.gsaadvantage.gov>. For more information on ordering from Federal Supply Schedules click on the FAS Schedules button at <http://www.gsa.gov>.*



U.S. General Services Administration

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## **CUSTOMER INFORMATION FOR ORDERING ACTIVITIES**

**1. A. Table of Awarded Special Item Number (SIN):**

Contract #	SIN	Description
GS-02F-0019R	595-21/ 595-21RC	Human Resources & Equal Employment Opportunity Services

**B. Lowest Price:** See Attached GSA Pricelist

**C. Hourly Rates:** See Attached GSA Pricelist

**2. Maximum Order:**

**SIN**  
595-21

**MAXIMUM ORDER**  
\$1,000,000

**3. Minimum Order Limitation:** \$100.00

**4. Geographic Coverage (Delivery Area):** Domestic & Overseas

**5. Points of Production:** Talent Plus, Inc.  
One Talent Plus Way  
Lincoln, NE 68506-5987

**6. Discount from list prices or statement of net prices:** Prices listed are net, discounts have been deducted

**7. Quantity Discounts:**

<u>Total Contract Amount</u>	<u>Discount Offered</u>
\$100,000-149,999	1.0%
\$150,000-199,999	1.5%
\$200,000-249,999	2.0%
\$250,000-299,999	2.5%
\$300,000 and higher	3.0%

**8. Prompt Payment Terms:** Net 30

**9. A. Notification that Government purchase cards are accepted below the micro-purchase threshold:** Government purchase cards are accepted at or below the micro-purchase threshold of \$3,000.00.

**B. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** Government purchase cards are not accepted above the micro-purchase threshold of \$3,000.00.

**10. Foreign Items:** (If applicable list the foreign items.) N/A

**11. A. Time of Delivery:** Within required timeframes as established by Government

regulations and/or within the period specified in the ordering agency's statement of work and the order.

**B. Expedited Delivery:** Available upon request. Contact Talent Plus to collaborate on delivery.

**C. Urgent Requirements:** N/A

**12. F.O.B Point:** Destination

**13. A. Ordering Address:**

Talent Plus, Inc.  
One Talent Plus Way  
Lincoln, NE 68506-5987  
Attn: Mark S. Bertsche  
Or Fax to: 402-489-4156

**B. Ordering procedures:**

For supplies and services, the ordering procedures, information blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3.

**14. Payment address:**

Talent Plus, Inc.  
One Talent Plus Way  
Attn: Accounts Receivable  
Lincoln, NE 68506-5987

**15. Warranty Provision:** N/A

**16. Export Packaging Charges:** N/A

**17. Terms and conditions of Government purchase card acceptance:** N/A

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

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

**20. A. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:** N/A

**B. 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

24. **A. Special attributes such as environmental attributes (e.g. recycled content, energy efficiency, and/or reduced pollutants.):** N/A
- B. Section 508 compliance information is not applicable:** N/A
25. **Data Universal Number System (DUNS) number:** 618393466
26. **Notification regarding registration in the System for Award Management (SAM) database:** Talent Plus is registered in the SAM database under Cage Code 3DRB0

### **Explanation of Services and Prices:**

**Because Talent Plus tailors the services it offers to the needs of the clients, not all of the services offered lend themselves to a set pricelist. The price list on the following page lists those services that do fit into a standardized pricelist. For those services that are more tailored to the client, the labor rates listed on page six will be used to determine the price of the service.**

**Talent Plus Prices  
by Service**

Description of Services	Year 6 10/26/14- 10/25/215	Year 7 10/26/15- 10/25/2016	Year 8 10/26/16- 10/25/2017	Year 9 10/26/17- 10/25/2018	Year 10 10/26/18- 10/25/2019
Executive Interview	\$2,272.50	\$2,346.36	\$2,422.61	\$2,501.35	\$2,582.64
In-Person Feedback – Four Sessions in one day	\$4,545.00	\$4,692.71	\$4,845.23	\$5,002.70	\$5,165.28
Collaborative Coaching – Four sessions in one day	\$4,545.00	\$4,692.71	\$4,845.23	\$5,002.70	\$5,165.28
QSP 1 – Analyst Certification – Per Analyst					
Support Interview	\$4,545.00	\$4,692.71	\$4,845.23	\$5,002.70	\$5,165.28
Customer Development & Service Interview	\$4,545.00	\$4,692.71	\$4,845.23	\$5,002.70	\$5,165.28
Staff Interview	\$4,545.00	\$4,692.71	\$4,845.23	\$5,002.70	\$5,165.28
Government Leadership Interview	\$9,090.00	\$9,385.43	\$9,690.45	\$10,005.39	\$10,330.57
Supervisor Interview	\$4,545.00	\$4,692.71	\$4,845.23	\$5,002.70	\$5,165.28
QSP Interview Right-To-Use Fee Per Interview	\$9,090.00	\$9,385.43	\$9,690.45	\$10,005.39	\$10,330.57
QSP II – Implementation Day Per half-day session	\$2,272.50	\$2,346.36	\$2,422.61	\$2,501.35	\$2,582.64
QSP III – Synthesis Day One full Day	\$4,545.00	\$4,692.71	\$4,845.23	\$5,002.70	\$5,165.28
QSP IV – Annual Analyst Recertification - Per Analyst					
Support Interview	\$4,545.00	\$4,692.71	\$4,845.23	\$5,002.70	\$5,165.28
Customer Development & Service Interview	\$4,545.00	\$4,692.71	\$4,845.23	\$5,002.70	\$5,165.28
Staff Interview	\$4,545.00	\$4,692.71	\$4,845.23	\$5,002.70	\$5,165.28
Government Leadership Interview	\$6,817.50	\$7,039.07	\$7,267.84	\$7,504.04	\$7,747.92
Supervisor Interview	\$4,545.00	\$4,692.71	\$4,845.23	\$5,002.70	\$5,165.28
Interviews Outsourced to Talent Plus:					
Support Interview	\$454.50	\$469.27	\$484.52	\$500.27	\$516.53
Customer Development & Service Interview	\$454.50	\$469.27	\$484.52	\$500.27	\$516.53
Staff Interview	\$454.50	\$469.27	\$484.52	\$500.27	\$516.53
Sales Interview	\$909.00	\$938.54	\$969.05	\$1,000.54	\$1,033.06
Government Leadership Interview	\$2,272.50	\$2,346.36	\$2,422.61	\$2,501.35	\$2,582.64
Supervisor Interview	\$909.00	\$938.54	\$969.05	\$1,000.54	\$1,033.06
Manager Interview	\$1,363.50	\$1,407.81	\$1,453.57	\$1,500.81	\$1,549.58
Consulting Day – Associate to Senior Leader	\$3,181.50 To \$4,545.00	\$3,459.01 To \$4,692.71	\$3,571.43 To \$4,845.23	\$3,687.50 To \$5,002.70	\$3,807.34 To \$5,165.28
“Impact Leadership Seminar”	\$9,090.00	\$9,385.43	\$9,690.45	\$10,005.39	\$10,330.57

Description of Services	GSA Rate
<b>Healthcare Interviews Outsourced to Talent Plus:</b>	
In-Depth Physician	\$ 2,289.67
Health Care Manager	\$ 1,373.80
Profit Center Manager	\$ 1,373.80
Professional Associate	\$ 1,373.80
Health Care Supervisor	\$ 915.87
<b>Talent Online Assessments: All Inclusive:</b>	
1) Clinical & Non-Clinical, Supervisor, Customer Service & Hospitality Assessments 2) Unlimited Use of the Assessments 3) 4 days onsite consulting and training 4) 2 research projects per year 5) Technology training and development	= \$36.18* total # of current employees

Notes: All amounts shown are plus expenses. Talent Plus, Inc. may be required to travel in performance of orders issued under this contract. Allowable travel and per diem charges are governed by Pub .L. 99-234 and FAR Part 31, and are reimbursable by the ordering agency or can be priced as a fixed price item on orders placed under the Multiple Award Schedule. Travel in performance of a task order will only be reimbursable to the extent authorized by the ordering agency. The Industrial Funding Fee does NOT apply to travel and per diem charges.

### Talent Plus Labor Rates by Category

Labor Category	GSA Rate
Senior Leader	\$410.96
Management Analyst/Consultant Team Leader	\$304.69
Management Analyst/Consultant II	\$287.67
Management Analyst/Consultant I	\$246.57
Implementation Consultant Team Leader	\$308.21
Implementation Consultant II	\$246.57
Implementation Consultant I	\$205.48
Research Psychologist	\$369.86
Research Team Leader	\$308.21
Researcher II	\$246.57
Researcher I	\$205.48
Project Manager/Consultant	\$246.57
IT Team Leader/Consultant	\$308.21
IT Systems Analyst/Consultant II	\$246.57
IT Systems Analyst/Consultant I	\$205.48
IT Management Services	\$123.28
Interview Center Team Leader	\$205.48
Interviewer II	\$123.28
Interviewer I	\$82.19
Administrative Assistant II	\$41.09
Administrative Assistant I	\$28.77
Transcriptionist	\$41.09

**Note: Talent Plus will freeze its labor rates over the duration of the contract – Fiscal Year 6 through Year 10 (October 26, 2014, through October 26, 2019).**

## **Labor Category Descriptions**

Commercial Job Title: **Senior Leader.**

Minimum/General Experience: Members of the Talent Plus Board of Directors; to include the Chairman, the President and the Managing Directors.

Functional Responsibility: In addition to providing leadership to the Talent Plus team, Senior Leaders are skilled business consultants, seminar leaders and teachers, providing executive management consulting and training at the highest levels internationally and throughout the United States. Senior Leaders lead the client teams of analysts, consultants, researchers, recruiters and seminar leaders for Talent Plus clients.

Commercial Job Title: **Management Analyst Team Leader/Consultant.**

Minimum/General Experience: Five years management analysis experience.

Functional Responsibility: Coordinate the actions of the Management Analyst Team and continue to explore new and improved ways to incorporate Talent Plus methodology into the management analysis process. Conduct, interpret and report the results of in-depth interviewing at the executive and managerial level. Perform analysis against standardized coding matches and incorporate content information into a comprehensive, descriptive report predicting effectiveness of specific managerial behavior. Provide client with a Talent Prediction® for potential hires and Talent Profiles® for the development of current employees. Assist clients in developing a coaching strategy based on each individual's unique talent and building a succession plan.

Minimum Education: Ph.D., J.D. or master's in related field.

Commercial Job Title: **Management Analyst/Consultant I/II.**

Minimum/General Experience:

I – up to two years management analysis experience.

II – two years management analysis experience.

Functional Responsibility: Conduct, interpret and report the results of in-depth interviewing at the executive and managerial level. Perform analysis against standardized coding matches and incorporate content information into a comprehensive, descriptive report predicting effectiveness of specific managerial behavior. Provide client with a Talent Prediction for potential hires and Talent Profiles for the development of current employees. Assist clients in developing a coaching strategy based on each individual's unique talent, and in building a succession plan.

Minimum Education: Ph.D., J.D. or master's in related field.

Commercial Job Title: **Implementation Consultant Team Leader.**

Minimum/General Experience: Five years implementation consulting experience.

Functional Responsibility: Coordinate the actions of the Implementation Consultant Team and continue to explore new and improved ways to incorporate Talent Plus methodology into the implementation consultant process. Provide continuous education of the Talent Plus methodology to clients. Develop materials to be used in seminars to include training strategies, teaching concepts and technology, follow-up with client partner, communication, and strategic development. Establish strong relationships with clients, becoming strategic partners in their organization. In addition to teaching: conduct follow-up with clients and seminar participants; facilitate in-house education and development of Talent Plus associates; hold strategy meetings with clients; and conduct interviewing and analysis and provide feedback. Minimum Education: Ph.D., J.D. or master's in related field.

Commercial Job Title: **Implementation Consultant I/II.**

Minimum/General Experience:

I – up to two years implementation consulting experience.

II – two years implementation consulting experience.

Functional Responsibility: Provide continuous education of the Talent Plus methodology to clients. Develop materials to be used in seminars to include training strategies, teaching concepts and technology, follow-up with client partner, communication, and strategic development. Establish strong relationships with clients, becoming strategic partners in their organization. In addition to teaching: conduct follow-up with clients and seminar participants; facilitate in-house education and development of Talent Plus associates; hold strategy meetings with clients; and conduct interviewing and analysis and provide feedback.

Minimum Education: Master's or B.A./B.S. in related field.

Commercial Job Title: **Research Psychologist.**

Minimum/General Experience: Five years psychometrics, research methods, data analysis, and experimental psychology experience.

Functional Responsibility: Serve as the research methodology expert to provide professional guidance, direction and evaluation in specific areas of interview research methodology and development. Design return on investment research in partnership with clients, guide the analysis and interpretation of data, and develop new psychometric instruments. Consult with clients to enhance their interpretation and implementation of the leadership interview for both selection and development of the company's senior leaders. Ensure that interviews under development meet high standards of validity and reliability.

Minimum Education: Ph.D. in experimental psychology.

Commercial Job Title: **Research Team Leader.**

Minimum/General Experience: Five years research, statistics and discovery experience.

Functional Responsibility: Coordinate the actions of the Research Team and continue to explore new and improved ways to incorporate Talent Plus methodology into the research process. Determine measurement requirements of each client. Collect and analyze Performance Rating Scale<sup>SM</sup> data from client. Collect and analyze interview data, confirming validity and reliability. Determine Talent Benchmarks<sup>®</sup> for each industry and/or client and apply those benchmarks to create **Talent Intensity Indexes<sup>®</sup>**.

Minimum Education: Ph.D. or master's in related field.

Commercial Job Title: **Researcher I/II.**

Minimum/General Experience:

I – up to two years research, statistics and discovery experience.

II – two years research, statistics and discovery experience.

Functional Responsibility: Determine measurement requirements of each client. Collect and analyze Performance Rating Scale data from client. Collect and analyze interview data, confirming validity and reliability. Determine Talent Benchmarks for each industry and/or client and apply those benchmarks to create Talent Intensity Indexes.

Minimum Education: Master's or B.A./B.S. in related field.

Commercial Job Title: **Project Manager/Consultant.**

Minimum/General Experience: Five years project management experience.

Functional Responsibility: Performs day-to-day management of overall contract support operations, involving multiple projects and groups of personnel at multiple locations. Organizes,

directs and coordinates the project initiation, planning, execution, controlling and closing processes as well as oversees project integration, scope, time, cost, quality, human resources, communications, risk management, and procurement.

Minimum Education: Project Management Professional (PMP), master's or B.A./B.S. in related field.

Commercial Job Title: **Information Technology Team Leader/Consultant.**

Minimum/General Experience: Five years IT systems analysis, development, management and consulting experience.

Functional Responsibility: Leads in the development and implementation of solutions to meet the business and operational requirements of the customer through information technology. Provides leadership and support as well as serves as a resource to help define specific user requirements, diagnose and resolve problems, and identify appropriate solutions. Leads the Technology Team in finding new and innovative ways to deliver Talent Plus methodology and services to clients by capitalizing on advances in information technology.

Minimum Education: Master's or B.A./B.S. in related field.

Commercial Job Title: **Information Technology Systems Analyst/Consultant I/II.**

Minimum/General Experience:

I – up to two years IT systems analysis/consulting experience.

II – two years IT systems analysis/consulting experience.

Functional Responsibility: Diagnoses and resolves problems, assists in the evaluation, justification and support of new processes and technologies in support of business and operational needs. Works with clients to develop and implement solutions through the use of information technology and trains clients in how to use TalentBank.

Minimum Education: B.A./B.S. in related field.

Commercial Job Title: **Information Technology Management Services.**

Minimum/General Experience: Five years IT management services experience.

Functional Responsibility: Installs and maintains local area network hardware and software. Adds new users, troubleshoots network usage and peripheral issues, resolves LAN connectivity issues, and maintains LAN and Internet connections. Analyzes existing and potential information technology related products and services as they relate to prospective customers and markets. Develops and maintains long-range information technology hardware and software update and acquisition plan.

Minimum Education: B.A./B.S. in related field.

Commercial Job Title: **Interview Center Team Leader.**

Minimum/General Experience: Five years interviewing and management experience.

Functional Responsibility: Coordinate the schedules and work assignments of all interviewers and transcriptionists. Ensure that an adequate number of interviewers are certified in each interview to ensure timely scheduling and completion of interviews. Ensure that an adequate number of transcriptionists are trained and available to provide a quick turnaround of transcripts for further analysis.

Minimum Education: B.A./B.S. in related field.

Commercial Job Title: **Interviewer I/II.**

Minimum/General Experience:

I – up to two years interviewing experience.

II – two years interviewing experience.

Functional Responsibility: Be trained and certified in up to 20 structured interviews, recertifying annually in each interview. Conduct structured interviews, varying in length from 30 minutes to two hours. Write analysis of interviews and provide feedback to clients.

Minimum Education: B.A./B.S. in related field.

Commercial Job Title: **Administrative Assistant I/II.**

Minimum/General Experience: Type 60 words per minute; proficient in use of Windows-based PCs;

I – up to one year of office and/or clerical experience.

II – one year of office and/or clerical experience.

Functional Responsibility: Communicates and/or coordinates instructions with various individuals and/or departments. Furnishes and obtains information from multiple sources. Organizes and maintains files of correspondence and records. Schedules appointments and coordinates arrangements for meetings and conferences.

Minimum Education: High school or equivalent.

Commercial Job Title: **Transcriptionist.**

Minimum/General Experience: Demonstrated ability as a transcriptionist; type 60 words per minute; proficient in use of Windows-based PCs.

Functional Responsibility: Type interviews recorded digitally or on cassette tapes for further analysis.

Minimum Education: High school or equivalent.