



Protection Strategies Incorporated

2300 9th Street South, Suite 503

Arlington, VA 22204

Tel: (703) 553-0561

Fax: (703) 553-0562

www.protectionsi.com

**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!*TM, a menu-driven database system. The INTERNET address for GSA *Advantage!*TM is: www.gsaadvantage.gov.

SCHEDULE TITLE:

HUMAN RESOURCES & EQUAL EMPLOYMENT OPPORTUNITY SERVICES

Federal Supply Group: 738X

Class: SIN 595-21

CONTRACT NUMBER: GS-02F-0067T

CONTRACT PERIOD: March 16, 2007 – March 15, 2012

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button on <http://www.fss.gsa.gov>

CONTRACTOR: [Protection Strategies Incorporated](http://www.protectionsi.com)

2300 9th Street South, Suite 503

Arlington, Virginia 22304

Ph: (703) 553-0561

Fax: (703) 553-0562

Website: www.protectionsi.com

CONTRACTOR'S ADMINISTRATION SOURCE:

Keith P. Hedman, President & CEO

2300 9th Street South, Suite 503

Arlington, Virginia 22304

Ph: (703) 553-0561

Fax: (703) 553-0562

Email: khedman@protectionsi.com



BUSINESS SIZE: *Small, Service-Disabled Veteran-Owned Business Concern*



CUSTOMER INFORMATION:

1a. AWARDED SPECIAL ITEM NUMBERS (SINs):

595-21 HR General Support Services

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

(Government net price based on a unit of one)

<u>SIN</u>	<u>MODEL/SERVICE</u>	<u>PRICE</u>
595-21	Screeener	\$77.80/hour

1c. HOURLY RATES: See Approved Price List.

2. MAXIMUM ORDER GUIDELINE: \$1,000,000.00

3. MINIMUM ORDER LIMITATION: \$100.00

4. GEOGRAPHIC COVERAGE: Domestic Only.

5. PRODUCTION POINT: Same as company address.

6. DISCOUNT FROM LIST PRICES OR STATEMENT OF NET PRICE:

Basic Discount(s): 5%

7. QUANTITY DISCOUNTS: 3% for \$1.00 to \$50,000
5% for \$50,001 to \$500,000
6% for \$500,001 to \$1,000,000
7% for over \$1,000,000

8. PROMPT PAYMENT TERMS: Net 30 Days.

9a. NOTIFICATION THAT GOVERNMENT PURCHASE CARDS ARE ACCEPTED AT OR BELOW THE MICRO-PURCHASE THRESHOLD: Yes

9b. NOTIFICATION THAT GOVERNMENT PURCHASE CARDS ARE NOT ACCEPTED ABOVE THE MICRO-PURCHASE THRESHOLD: PSI will accept the Government-wide commercial purchase card.

10. FOREIGN ITEMS: None

11a. TIME OF DELIVERY: Specific on the Task Order

11b. EXPEDITED DELIVERY: Consult with Contractor

11c. OVERNIGHT DELIVERY: Consult with Contractor



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- 11d. **URGENT REQUIREMENTS:** Consult with Contractor
 12. **FOB POINT:** Destination
 - 13a. **ORDERING ADDRESS:** Protection Strategies Incorporated, 2300 9th Street South, Suite 503, Arlington, Virginia 22304
 - 13b. **ORDERING PROCEDURES:** For Supplies and Services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).
 14. **PAYMENT ADDRESS:** Protection Strategies Incorporated, 2300 9th Street South, Suite 503, Arlington, Virginia 22204
 15. **WARRANTY PROVISIONS:** Contractor's Standard Commercial Warranty
 16. **EXPORT PACKING CHARGES:** N/A
 17. **TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE:** Consult with Contractor
 18. **TERMS AND CONDITIONS OF RENTAL:** N/A
 19. **TERMS AND CONDITIONS OF INSTALLATION:** N/A
 20. **TERMS AND CONDITIONS OF 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. **PREVENTATIVE MAINTENANCE:** N/A
 - 24a. **SPECIAL ATTRIBUTES:** N/A
 - 24b. **SECTION 508:** N/A
 25. **DATA UNIVERSAL NUMBER SYSTEM (DUNS) NUMBER:** 04-0773264
 26. **NOTIFICATION REGARDING REGISTRATION IN CENTRAL CONTRACTING REGISTRATION (CCR) DATABASE:** Registered.



738X SCHEDULE PRICING FOR SIN 595-21

LABOR CATEGORY	GOVERNMENT HOURLY RATE	GOVERNMENT DAILY RATE
Program Manager	\$164.04	\$1,312.32
Project Manager	\$136.71	\$1,093.68
Senior Adjudicator	\$131.22	\$1,049.76
Adjudicator	\$102.25	\$818.00
Senior Investigator	\$120.30	\$962.40
Investigator	\$98.42	\$787.36
Senior Screener	\$92.95	\$743.60
Screener	\$77.80	\$622.40

PROGRAM MANAGER

Duties. Program Managers are experts in the business areas for which they are responsible. In addition, they are experts in various business and organization management disciplines such as finance, marketing, operations, sales, and human resources management. Furthermore, Program Managers are educated and experienced with traditional and innovative strategic planning techniques to ensure that clients receive the most efficient and effective service possible. The Program Manager plays a critical role in client interaction and team leadership.

Qualifications and Education. The Program Manager possesses a Bachelor's degree in business, operations management, accounting, communications or psychology as well as a minimum of 10 years of specialized experience in the business area of responsibility. The Program Manager also has significant business and information systems experience as well as several years of executive-level experience. Must be able to obtain and maintain a Secret or Top Secret clearance if required.

PROJECT MANAGER

Duties. The Project Manager coordinates site project work flows, quality assessments, organizational assessments, and performance assessments. The Project Manager is a



uniquely talented and experienced individual with knowledge of background screening and suitability checks.

Qualifications and Education. The Project Manager possesses a Bachelor's degree in business, operations management, psychology or communications as well as a minimum of eight years of relevant work experience. The Project Manager plays a primary role in client interaction, project management, metrics definition, project charter, and team leadership and can be an expert in a variety of process improvement subject fields depending upon client requirements. The unique combination of skills possessed by the Project Manager is used to assure an end-to-end process system. This Project Manager is capable of evaluating, designing, and deploying effective and efficient systems leveraging the principles of organizational effectiveness into a system of people, processes, and technologies that promote effective and proactive management of the organization. Must be able to obtain and maintain a Secret or Top Secret clearance if required.

SENIOR ADJUDICATOR

Duties. The **Senior Adjudicator** adjudicates all completed investigations, reviews investigations and makes determinations as to whether sufficient data is available. The Senior Adjudicator also reviews and makes determinations on derogatory information received before and after adjudication, matches all documents with case files, creates case files where necessary, prepares and releases clearance messages, makes screening and clearance entries into the appropriate systems, prepares various correspondence and requests for additional information, conducts alcohol evaluations and mental health evaluations, prepares documentation, and provides clients with the rationale for employment/non-employment decisions.

Qualifications and Education. The Senior Adjudicator possesses a minimum of a high school diploma and 10 years of experience in personnel background screening or investigations. Must be able to obtain and maintain a Secret or Top Secret clearance if required.



ADJUDICATOR

Duties. The Adjudicator adjudicates all completed investigations, reviews investigations, makes determinations as to whether sufficient data is available, reviews and makes determinations on derogatory information received before and after adjudication, matches all documents with case files and creates case files where necessary, prepares and releases clearance messages, makes screening and clearance entries into the appropriate systems, prepares various correspondence and requests for additional information, conducts alcohol evaluations and mental health evaluations, prepares documentation and provides clients with the rationale for employment/non-employment decisions.

Qualifications and Education. The Adjudicator possesses a minimum of a high school diploma and 3 years of experience in personnel background screening or investigations. Must be able to obtain and maintain a Secret or Top Secret clearance if required.

SENIOR INVESTIGATOR

Duties. The Senior Investigator investigates derogatory information in application packages. The Senior Investigator uses law enforcement and local, state and federal databases to obtain additional information on specific personnel issues. He/she interviews personnel when applicable and conducts non-criminal security evaluation of applicants seeking credentials necessary for employment. The Senior Investigator implements procedures through the use of a number of public and private access databases within employment and licensing legal parameters to ensure that persons obtaining such credentials pose no national security or safety threat. The Senior Evaluator conducts evaluations that include making critical decisions regarding the suitability of an applicant. The Senior Evaluator documents evaluations and processes results for disposition of applications. The Senior Evaluator writes detailed and succinct summaries of derogatory information, maintains custody of security sensitive



documents, and ensures that all documents are secured/destroyed in accordance with the established Federal Agency's specific regulations.

Qualifications and Education. The Senior Investigator possesses a minimum of a high school diploma and 10 years of investigative work experience. Must be able to obtain and maintain a Secret or Top Secret clearance if required.

INVESTIGATOR

Duties. The Investigator investigates derogatory information in application packages. He/she uses law enforcement and local, state and federal databases to obtain additional information on specific personnel issues. The Investigator interviews personnel when applicable and conducts non-criminal security evaluations of applicants seeking credentials necessary for employment. The Investigator implements procedures through the use of a number of public and private access databases within employment and licensing legal parameters to ensure that persons obtaining such credentials pose no national security or safety threat. The Investigator conducts evaluations that include making critical decisions regarding the suitability of an applicant, documents evaluations, and processes results for disposition of applications. The Investigator writes detailed and succinct summaries of derogatory information, maintains custody of security sensitive documents, and ensures that all documents are secured/destroyed in accordance with the established Federal Agency's specific regulations.

Qualifications and Education. The Investigator possesses a minimum of a high school diploma and 3 years of investigative work experience. Must be able to obtain and maintain a Secret or Top Secret clearance if required.

SENIOR SCREENER

Duties. The Senior Screener prepares applicant files, scopes packages for accuracy and completeness, initiates status check calls to OPM, advises supervisors of problem



personnel, refers individuals to client for suitability, and coordinates directly with unit officers and managers as required.

Qualifications and Education. The Senior Screener possesses a minimum of a high school diploma and 1 year of screening work experience. Must be able to obtain and maintain a Secret or Top Secret clearance if required.

SCREENER

Duties. The Screener prepares applicant files, scopes packages for accuracy and completeness, initiates status check calls to OPM, advises supervisors of problem personnel, and refers individuals to clients for suitability.

Qualifications and Education. The Screener possesses a minimum of a high school diploma and demonstrates excellent oral and data entry skills. The Screener must demonstrate exceptional attention to detail and demonstrate ability to work independently or under only general direction.

Corporate Profile

Protection Strategies Incorporated (PSI) is a **U.S. Service-Disabled Veteran-Owned** national security and service provider located in Arlington, Virginia. **PSI** is certified as a **small business** by the Small Business Administration and is a recipient of the **738X Federal Supply Schedule Contract #GS-02F-0067T**. **PSI** holds a facility clearance, **Cage Code 1JF37**. **PSI** currently provides Pre-Employment Screening, Risk Management, National Security Consulting, Personnel Security Support, and Security and Administrative Support Services to various Federal, State and local government agencies, and to several large corporations worldwide.

PSI is a highly respected security management and support services contractor. **PSI's** founders have been successfully supporting national security programs for a combined



total of over 100 years. On every project, **PSI** management ensures outstanding results through a constant evaluation process that helps to maximize productivity while minimizing errors and costs. Collaborating with a client, **PSI** applies robust management and business process analysis techniques to help identify a client's needs. **PSI** then crafts a comprehensive solution unique to each client's needs to ensure mission accomplishment in timely and cost-effective manner.

Our Mission

PSI is committed to becoming the leading provider of national and international security needs with our unprecedented commitment to delivering the ***Highest Standards of Quality Services*** by adhering to the following principles:

- **PSI** offers exceptional support services at low competitive rates on a wide range of security disciplines; resulting in some of the industry's most competitive rates and comprehensive programs.
- **PSI** retains the security industry's most respected subject matter experts through an established working environment that nurtures creativity and innovation among its employees; encourages promotion from within; and offers comprehensive, competitive benefits, resulting in an outstanding rate of employee retention.
- **PSI** carefully ensures the recruitment of a highly qualified diverse staff, to include women and minorities; requires all technical staff to maintain a top level federal security clearance (relative to specific contract requirements); and provides seasoned professionals in all security disciplines to our customers.



Competitive Advantage

PSI employs a staff of highly skilled, seasoned security experts. Each professional staff member possesses an impressive background in safeguards and security, background investigations, protective force services, project management, and security operations management. **PSI's** core corporate staff have over 100 years of combined national level security services experience performing personnel security background investigations and adjudications; chemical/biological countermeasures, weapons of mass destruction, and emergency/contingency planning; analyzing risks, assessing areas of vulnerability, and advising necessary actions to both government and commercial clients.

PSI's operations personnel are experienced professionals at providing accurate information quickly, maintaining privacy, security and confidentiality at all times. **PSI** staff has extensive experience and is highly regarded in the area of assessing and ensuring compliance expertise with local, State and Federal regulations. Our corps of security experts are veterans with years of experience with the Department of Defense, Department of State, and the Department of Energy. All **PSI** technical personnel hold a DOE 'Q' security clearance and/or a DOD "Top Secret" security clearance. Our subject matter experts have conducted airport, seaport, and rail station assessments, other critical transportation node vulnerability assessments, and validation of readiness through "credible adversary" performance testing, both nationally and abroad. **PSI's "adversary perspective"** is unique and complements the traditional protection program methodologies. Historically, security planners identify what constitutes their "core assets" and then design its security in layers outward from those assets. **PSI's** Credible Adversary Specialists identify targets that are the most attractive to a variety of diverse adversary sets, establish potential adversary paths and penetration techniques likeliest to be used, and outline security measures and actions that will reduce or eliminate the risk of adversary success to acceptable limits.



This "outside the box" approach is not designed to replace traditional security planning, but provides an additional tool that can be utilized to increase the success of the overall protection program planning effort.

PSI has successfully applied this technique in overseas security risk assessments for government and commercial industries, airport and nuclear facility vulnerability assessments, security systems requirements assessments, "live" adversary penetration-of-systems performance tests, and in "tabletop" scenarios.

PSI specializes in providing integrated, multi-disciplinary security services to Government and commercial clients. **PSI** has participated in the development and validation of Continuity of Operations Plans (COOP) for various government agencies. **PSI** is widely recognized for comprehensive protection programs that integrate physical, technical, information, operations, personnel, computer, and communications security disciplines. In planning, implementing, or evaluating protection programs, **PSI** uses threat and vulnerability modeling methodologies, cost-benefit analysis, and other risk management tools to optimize cost effectiveness. **PSI** has extensive experience in developing threat models for physical and cyber terrorist threats, terrorists using weapons of mass destruction, technical attacks, and operations security (OPSEC) vulnerability assessments. **PSI** personnel have developed, assisted in and assessed large scale, multi-agency emergency management exercises. These exercises have included scenarios involving weapons of mass destruction in forms ranging from improvised explosive radiological devices to full scale nuclear attacks.

PSI also provides technical security services as a part of an integrated information assurance program. This includes identification and characterization of methods of compromising infrastructure system components and identifying successful attacks. As part of this activity, **PSI** is responsible for identifying vulnerabilities and attack signatures.



PSI's proven expertise in all areas of security, safety and other related fields provides clients a convenient, comprehensive approach to addressing all their security services needs.

Specialized Experience

Pre-Employment Screening - Background and Suitability Checks

PSI performs pre-employment screening, conducting background and suitability checks to ensure that candidates for employment in Federal buildings do not have connections to groups detrimental to the security of the United States, or individual characteristics or backgrounds that would pose a risk to the Federal Government or other employees. The applicant's background is reviewed in accordance with applicable local, state and Federal laws using numerous public, law enforcement and other government databases. Reviews include verification of previous employers; salary histories; criminal records checks; education verification; reference checks; professional license verification; residence verification; family and neighbor verification; and credit history checks. All investigative activities are conducted in compliance with the Fair Credit Report Act.

The results of investigations are compared to the standards contained in Title 46 of the Code of Federal Regulations, Subchapter B, and/or OPM guidance, and a recommendation is made to the Government as to whether or not employment or access should be granted. If derogatory or potentially disqualifying information is uncovered, that information is completely investigated prior to making a recommendation to the Government.



Vulnerability Assessments

In response to the terrorist attacks of September 11th, 2001, the Center for Chemical Process Safety (CCPS) determined that there was an urgent need for the chemical industry to review its infrastructure and identify and mitigate potential vulnerabilities. **PSI** assisted the CCPS in developing a uniform, effective, and common vulnerability assessment methodology. **PSI** was selected because of our extensive background in national level vulnerability assessment methodologies and risk management programs dealing with terrorism, terrorist capabilities, and weapons of mass destruction. As a result, the CCPS developed a new guidelines book (co-authored by PSI staff), titled: Guidelines for Managing and Analyzing the Security Vulnerabilities of Fixed Chemical Sites.

PSI personnel are certified to conduct Vulnerability and Risk Assessments for designated critical infrastructure facilities. **PSI's** security professionals are certified in the Community Vulnerability Assessment Methodology (CVAMSM) developed by Sandia National Laboratory. **PSI** staff uses CVAM as a systematic process to assist communities in assessing threat, prioritizing targets, identifying consequences, assessing completeness and effectiveness of security systems, and to provide decision makers with the information necessary to make informed decisions on effective use of resources to address vulnerabilities and mitigate risks.

Key components of an assessment include:

- Identifying threats and critical facilities;
- Determining how facilities are vulnerable to identified threats;
- Developing methods to protect identified facility vulnerabilities;
- Providing mitigation strategies, security system designs, and security enhancement planning.
- Sandia National Laboratory Certifications for Vulnerability and Risk Assessments:



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- Community Vulnerability Assessment Methodology (CVAMSM) Risk Assessment Methodology - Water (RAM-W)
 - Risk Assessment Methodology - Dams (RAM-D) Risk Assessment Methodology - Transit (RAM-T)

In summary, our collective corporate experience coupled with our past performance record, contract security knowledge, and our continuing relationships and contacts within the security field, provide us with a formidable history in the security services and law enforcement industry.

Safeguards & Security and Emergency Planning

- National Security Policy Analysis and Development
- Protection Program Planning and Management
- Vulnerability and Risk Assessment
- Physical Security Systems Design/Assessment
- Protection System Performance Testing
- Personnel Security Administration & Adjudication
- Threat Assessments, Operations Security, and Counterintelligence
- Nuclear Material Control and Accountability (MC&A)
- Property Protection, Control, Accountability
- Oversight Audits, Surveys, Inspections
- Exercise Planning, Conduct and Assessment
- Continuity of Operations (COOP)
- Continuity of Government
- Intelligence and Counterintelligence Support



Critical Infrastructure Protection & Information Assurance

- Threat Analysis
- Vulnerability Assessments
- Pathway Analysis & Remediation Plans
- Mission Essential Processes Definition
- Mitigation Strategies to Deter Successful Infrastructure Attacks
- Minimum Essential Infrastructure Assessment
- Response and Reconstruction Plans in the Event of a Successful Infrastructure Attack

Protective Force Operations & Special Services Support

- Protective Force Management
- Security Staffing and Development
- Security Force Planning and Training
- Alarm Station Monitoring
- Incident Reporting
- Credible Adversary Perspective Analysis
- Special Protection and Recovery Operations
- Business Process Analysis
- Industrial Security
- Facilities Security
- Counter Terrorism
- Special Operations

SINS/NAICS CODES

595-21 - HR General Support Services





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CERTIFICATIONS

GSA Federal Supply Schedule Contracts:

**Management Oriented Business Integrated Services (MOBIS)
Contract Number GS-10-F-0369M**

Schedule 084 – Total Solutions for Law Enforcement, Security, Facility Management Systems, Fire, Rescue, Special Purpose Clothing, Marine Craft and Emergency/Disaster Response. **Contract Number GS-07F-9597S**

Schedule 738X – Pre-Employment Screening, Background and Suitability Checks for Federal Government Employment. **Contract Number GS-02F-0067T**

U.S. Service-Disabled Veteran-Owned

(United States Marine Corps)

SBA Certified (Small Business)

Cage Code - 1JF37



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CLIENTS

Department of Energy

- DOE Rocky Flats, CO
- DOE Oak Ridge, TN



Department of Health and Human Services



Department of Homeland Security



Department of State



Department of Transportation



Environmental Protection Agency



Food and Drug Administration



United States Coast Guard

- National Maritime Center
- Security Center

Defense Logistics Agency



National Aeronautics and Space Administration



Protection Strategies Incorporated

Committed to Providing Our Clients the Highest Quality Services

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