



Integrity Development Co.

8216 Princeton-Glendale Dr. #198
West Chester, OH 45069
Work: 513-874-6836
Fax: 513-874-0356
E-mail: mnishihata@integritydev.com
<http://www.integritydev.com>

General Services Administration

Federal Supply Service **Authorized Federal Supply Schedule Price List**

1. Schedule Title: **HR/EEO Services: HR Training/Consulting 2FYA-AR-060004-B**
2. Contract Number: **GS—02-F-0137T**
3. Contract Period: **7/24/07 thru 7/24/12**
4. Contractor:

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Training Courses Conducted:

Diversity Training
Conflict Management
Team Building
Leadership Development
Sexual harassment Prevention

Outlines of Training Courses are listed below.

5. Business Size: **Small Business**

Customer Information:

- 1a. Special Item Number Award: **595-21**
- 1b. Lowest Price Class:
(2 Hour Class - Minimum 10 Participants \$3160)
- 1c. Hourly Rates: **Rates Provided Below**
2. Maximum Order: **\$1,000,000.00**
3. Minimum Order: **\$100.00**
4. Geographic Coverage: **USA**
5. Point of Production: **Determined by contracting agency**
6. Discounts: **See Price Lists**
7. Quantity Discounts: **12% - See Price Lists**
8. Prompt Payment Terms: **2% 20 days net 30**
- 9a. Government Purchase Card Payments **Accepted at or Below
Micro-Purchase Threshold**
- 9b. Government Purchase Card Payments **Accepted Above Micro-Purchase
Threshold**
10. Foreign Items: **N/A**
- 11a. Time of Delivery: **7 days**
- 11b. Expedited Delivery: **All Items are Available**
- 11c. Overnight and 2-day Delivery: **Both are Available**
- 11d. Urgent Requirements: **Faster Delivery Available, Contact Contractor**
12. F.O.B. point: **Destination**
13. Ordering Address:

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14. Payment Address: **Same as #13**
15. Warranty Provision: **N/A**
16. Export Packing Charges: **N/A**
17. Terms and Conditions of Government Purchase Card Acceptance: **Accepted Above Micro-Purchase Thresholds**
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: **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: **N/A**
- 24b. If applicable, indicate Section 508 Compliance Information: **N/A**
25. DUNS Number: 016315959
26. CCR Registration: **Validated**

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Diversity Training
 Conflict Management
 Team Building
 Leadership Development
 Sexual Harassment Prevention

Customized Training to Meet Specific Client Needs

Integrity specializes in developing customized, client-focused employee training. Our unique training has proven to aid employees in gaining human insights and skills that improve their effectiveness in working with diverse people in the workplace. Integrity has a six-step customization process that ensures that a client's business needs and interests are satisfied by our design.

Six Step Customization Process

- Conduct initial client needs assessment meeting
- Conduct key interviews/focus groups
- Prepare course outline
- Develop course materials
- Conduct pilot training course
- Expand training to appropriate employee groups

Diversity Training Classes

SECTION I: GETTING STARTED

Diversity Awareness Survey
 Objectives of Course
 Ground Rules
 Business Case for Diversity Purpose
 Diversity Business Model
 Human Differences Sharing Exercise
 The Journey Toward Inclusion: Where are We Now?

SECTION II: LAYING THE FOUNDATION

Definitions

Universal Diversity Impact Model

Diversity Critical Thinking

Personal Diversity Competency

Political Correctness versus Respect

Diversity and Respect Inquiry Skills

Diversity and Respect Inquiry Tool

A Village of 100

SECTION III: BUILDING THE BUSINESS CASE

Realities of the New Millennium

U.S. Ethnic and Racial Picture

Changing Demographics and Ratios by Age

Forces Driving the Management of Diversity

Legal Obligations: Settlements

Legal Obligations: Suits

Corporate Culture

Diversity Benefits

Towers Perrin Engagement Study

Buying Power of the U.S. Marketplace

Diversity is a Business Imperative

SECTION IV: INCREASING AWARENESS

Tale of "O"

Mental Models

Perceptions Activity 1

Perceptions Activity 2

A Class Divided

Classism

Race

Me and My World

Socialization Impact

Gender

Sexual Harassment

Work Style Preferences

Sexual Orientation

Generational Differences

Physical Appearance

Religion

SECTION V: DEVELOPING DIVERSITY COMPETENCIES & TAKING ACTION

Diversity in Your Organization

Personal Diversity Action Plan

Additional Suggested Diversity Activities

Diversity Awareness Survey 2

Conflict Management

- I. Conflict Overview:** What is Conflict? How does the presence of diversity elements intensify the negative impact of conflict? What kind of conflict is most commonly present within your organization and how does it negatively impact productivity?
- II. Discovering Personal Conflict Styles**
- III. Learning the Five Dysfunctions of Teams**
 - Review assessment tool
 - Review strategies for overcoming those factors
 - Potential ways of using tool with your organization's work groups
- IV. Learn the RESOLVE Conflict Management Process**
- V. Custom Conflict Case Studies:** Utilize the RESOLVE tool to work through several customized Case Studies
- VI. Action Plan:** Determine follow-up action/ support needed to successfully

Team Building

- I. Diversity Overview**
- II. Leadership Defined**
- III. Employee Engagement**
- IV. Business Ethics**
- V. Employee Bottom Line**

Executive Diversity & Leadership Coaching

One thing that distinguishes Integrity from our competitors is our ability to provide effective coaching for management and executive staff members. This service has been evaluated as extremely valuable to our clients, as they are routinely required to make difficult decisions very quickly. Occasionally, they desire outside consulting support to assist them in making tough business decisions. We regularly provide informed insight to individual executives and organizations through our consulting support. We are equipped to listen to decision makers discuss some of the unique challenges they face as they seek to successfully manage their diverse talent. Often times we are able to validate the plans that they have developed. On other occasions, we are able to leverage our broad experience gained through coaching executives in other major organizations. Clients have shared with us that one of our significant value-adds is our willingness to provide them with a candid and objective opinion regarding their business strategies related to diverse talent management.

Sexual Harassment Training

- I. Define how sexual harassment harms the victim, the harasser, and the organization.**
- II. Recognize that men and women have different fears about the issue of sexual harassment.**
- III. Differentiate between acts that constitute sexual harassment and those that do not.**
- IV. Define the two major categories of sexual harassment claims.**
- V. Describe common responses to sexual harassment.**
- VI. List four steps to follow when responding to sexual harassment.**
- VII. Follow five basic guidelines to avoid harassing behavior.**

Each training session requires a minimum of 10 participants and a maximum of 25 participants per class. Note: The following GSA 12% Discounted Rates include 0.75% IFF. All courses are for SIN 595-21

Eight-hour Training for All Topics Commercial Rates 12% GSA Discount Rate

Up to 25 participants =	\$190.00/each participant	\$167.00
From 26-50 participants =	\$170.00/each participant	\$149.00
From 51-75 participants =	\$160.00/each participant	\$140.00
From 76-100 participants=	\$150.00/each participant	\$132.00
Over 100 participants =	\$140.00/each participant	\$123.00

**Four-hour Training for All Topics
(Up to Two Four-hour Trainings Per Day)**

Up to 25 participants =	\$180.00/each participant	\$158.00
From 26-50 participants =	\$160.00/each participant	\$140.00
From 51-75 participants =	\$150.00/each participant	\$132.00
From 76-100 participants=	\$140.00/each participant	\$123.00
Over 100 participants =	\$130.00/each participant	\$114.00

**Two-hour Training for All Topics
(Up to Four Two-Hour Trainings Per Day)**

Up to 25 participants =	\$180.00/each participant	\$158.00
From 26-50 participants =	\$160.00/each participant	\$140.00
From 51-75 participants =	\$150.00/each participant	\$132.00
From 76-100 participants=	\$140.00/each participant	\$123.00
Over 100 participants =	\$130.00/each participant	\$114.00

*4% volume discount for aggregate orders from one customer in one year of \$100,000 or greater.

*Prompt payment discount: 2% 20 days net 30.

Eight-hour Training for All Topics GSA Net Price

Up to 25 participants =	\$167.00/each participant
From 26-50 participants =	\$149.00/each participant
From 51-75 participants =	\$140.00/each participant
From 76-100 participants=	\$132.00/each participant
Over 100 participants =	\$123.00/each participant

*4% volume discount for aggregate orders from one customer in one year of \$100,000 or greater.

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