



**GOVERNMENT
SOLUTIONS**

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!*, a menu-driven database system. The INTERNET address *GSA Advantage!* is:
<http://www.GSAAdvantage.gov>.

Multiple Award Schedule (MAS)

Federal Supply Group: Professional Services, Human Resources

Contract Number: GS-02F-042GA

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

Contract Period: 13 June 2022 through 12 June 2027

Modification PS-0027: Effective October 4, 2022

R3 GOVERNMENT SOLUTIONS, LLC

4601 N. Fairfax Drive, Suite 1200

Arlington, VA 22203

Phone Number: (703) 662-4525

Fax Number: (703) 894-3370

www.r3consulting.com

Contact for contract administration: Kristin H. Berry

Email: kberry@r3consulting.com

Business Size: Women-owned Small Business

Customer Information

1a. Awarded Special Item Number:

SIN	SIN Description
541612HC	Agency Human Capital Strategy, Policy and Operations
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
611430	Professional and Management Development Training
OLM	Order-Level Materials (OLMs)

1b. Lowest priced model number and lowest unit price: see pages 4 -14

1c. Hourly labor category description and rates: see pages 4-14

2. Maximum Order: \$1,000,000.00 USD

3. Minimum Order: \$100.00 USD

4. Geographic Coverage (delivery Area): Domestic Only

5. Point(s) of production: Arlington, VA

6. Prices herein are net

7. Quantity discounts:

1.00% for orders exceeding \$500K; 2.00% for orders exceeding \$1.0M; 3.60% for orders exceeding \$2.0M

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: None

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

10b. Expedited Delivery: to be determined based on specific request

10c. Overnight and 2-Day Delivery: Overnight and 2-day delivery to be determined based on specific request

10d. Urgent Requirements: Urgent requirements to be determined based on specific request.

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

12a. Ordering Address: 4601 N. Fairfax Drive, Suite 1200
Arlington, VA 22203

12b. 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.

13. Payment address: R3 Government Solutions, LLC

ATTN: Louisa Gantley
4601 N. Fairfax Drive, Suite 1200
Arlington, VA 22203

14. Warranty provision: Standard commercial warranty

15. Export Packing Charges: N/A

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

17. Terms and conditions of installation: N/A

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices: N/A

18b. Terms and conditions for any other services: N/A

19. List of service and distribution points: N/A

20. List of participating dealers: N/A

21. Preventive maintenance: 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: EANSA1SCLJV6

24. Notification regarding registration in System for Award Management (SAM) database: Contractor has an Active Registration in the SAM database, Cage Code 5KUM1

R3 Government Solutions, LLC (R3) is a Women-Owned Small Business (WOSB) that provides high-quality support in human capital strategy, human resource (HR) operations, custom training development, and general program management for human capital transformation for federal agencies.

Our corporate vision is to be one of the best contractors in the government human capital marketplace by genuinely caring about our employees and our clients and by providing exceptional full-service solutions that are effective, practical, and based on our deep experience in and knowledge of federal human capital and management.

R3 stands for **Relatable**, **Resourceful** and **Reliable**.

We are **Relatable**, because R3 deeply understands the intricacies of federal human capital management and works as respected partners, trusted advisors, and valued colleagues. Many of our staff have served directly in the federal government and/or have extensive government contracting experience. Through respect, humility, authenticity, and transparency, R3 builds strong, collaborative relationships with our clients.

We are **Resourceful**, as our passion is improving existing processes or designing and implementing new ones. R3 features creative management consultants who excel at solving problems by maximizing available resources and finding practical, workable approaches.

We are **Reliable** because with our unique combination of federal experience, consulting best practice, human capital strategy, HR operations support, and custom training, R3 helps our clients accomplish their important missions with high value, low risk solutions.

Special Item Number 541612HC Labor Category Rates

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

Item	SIN	Awarded Labor Category	Minimum Education	Minimum Experience	Site	Year 6 Rates 6/13/22 to 6/12/23	Year 7 Rates 6/13/23 to 6/12/24	Year 8 Rates 6/13/24 to 6/12/25	Year 9 Rates 6/13/25 to 6/12/26	Year 10 Rates 6/13/26 to 6/12/27
1	541612HC	Classification Specialist	Bachelor's	8	Both	\$111.18	\$113.74	\$116.36	\$119.04	\$121.78
2	541612HC	Staffing Specialist	Bachelor's	6	Both	\$121.50	\$124.29	\$127.15	\$130.07	\$133.06
3	541612HC	Employee & Labor Relations Specialist	Bachelor's	10	Both	\$116.35	\$119.03	\$121.77	\$124.57	\$127.44
4	541612HC	Workforce Planning Specialist	Bachelor's	8	Both	\$129.01	\$131.98	\$135.02	\$138.13	\$141.31
5	541612HC	HR Assistant	Bachelor's	2	Both	\$79.75	\$81.58	\$83.46	\$85.38	\$87.34
6	541612HC	HR Clerk	None	1	Both	\$31.92	\$32.65	\$33.40	\$34.17	\$34.96
7	541612HC	HR Executive	Master's	15	Both	\$222.56	\$227.68	\$232.92	\$238.28	\$243.76
8	541612HC	HR Director	Master's	12	Both	\$162.80	\$166.54	\$170.37	\$174.29	\$178.30
9	541612HC	HR Senior Manager II	Master's	10	Both	\$136.63	\$139.77	\$142.98	\$146.27	\$149.63
10	541612HC	HR Senior Manager I	Master's	8	Both	\$129.01	\$131.98	\$135.02	\$138.13	\$141.31
11	541612HC	HR Manager II	Bachelor's	8	Both	\$120.46	\$123.23	\$126.06	\$128.96	\$131.93
12	541612HC	HR Manager I	Bachelor's	6	Both	\$111.18	\$113.74	\$116.36	\$119.04	\$121.78
13	541612HC	HR Senior Consultant	Bachelor's	4	Both	\$104.51	\$106.91	\$109.37	\$111.89	\$114.46
14	541612HC	HR Consultant	Bachelor's	2	Both	\$79.75	\$81.58	\$83.46	\$85.38	\$87.34
15	541612HC	HR Analyst	Bachelor's	1	Both	\$65.46	\$66.97	\$68.51	\$70.09	\$71.70
16	541612HC	HR Administrator**	Associate's	1	Both	\$47.49	\$48.58	\$49.70	\$50.84	\$52.01

Service Contract Labor Standards: 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).

SCLS Matrix		
SCLS Eligible Contract Labor Category/Fixed Price Service	SCLS Equivalent Code Title	WD Number
HR Administrator **	01020 Administrative Assistant	2015-4281

Labor Category Descriptions for Special Item Number 541612HC

Labor Category Title	Position Description
Classification Specialist	<p>Provides expert assistance in classifying and managing positions. Responsible for conducting job analysis studies, analysis recommendations for classification of positions, and development of recommendations for new or revised classification titles. Knowledgeable in the application of classification theory, principles and methods.</p> <p><i>Bachelor's degree and 8 years or progressive experience. May substitute 3 years of experience for Bachelor's degree.</i></p>
Staffing Specialist	<p>Provides support to all recruitment and staffing programs. Performs job analyses, creates job announcement and develops rating and ranking plans. May develop HR reports and perform benchmarking duties for salary setting.</p> <p><i>Bachelor's degree and 6 years or progressive experience. May substitute 3 years of experience for Bachelor's degree.</i></p>
Employee and/or Labor Relations Specialist	<p>Provides expert support in employee and/or labor relations. Services include guidance around employee performance and conduct, grievances and appeals, leave, and disciplinary actions. May serve as an advisor in development of cases for arbitration. Labor relations services include interpretation of Federal labor standards, work with bargaining units across all staff levels, advising in the conduct of negotiations, contract administration, relevant training, grievances, and dispute resolution.</p> <p><i>Bachelor's degree and 10 years or progressive experience.</i></p>
Workforce Planning Specialist	<p>Provides expert guidance in areas to include workforce processes, structural and skill mix, redesign efforts, talent management, and resource allocation. May use benchmarking, analytics and forecasts to optimize workforce. Works closely with management to ensure alignment between organizational planning and workforce capability initiatives, and strategies related to workforce supply and demand.</p> <p><i>Bachelor's degree and 8 years or progressive experience.</i></p>
Human Resource Assistant	<p>Provides human resources support in recruitment, employment, personnel records, employee and labor relations, job evaluation, compensation management, benefits and retirement administration, training, and general administration.</p> <p><i>Bachelor's degree and 2 years of progressive experience. May substitute 2 years of experience for Bachelor's degree.</i></p>

Labor Category Title	Position Description
HR Administrator	<p>Provides human resources administrative support in recruitment, employment, personnel records, employee and labor relations, job evaluation, compensation management, benefits and retirement administration, training, and general administration.</p> <p><i>Associate's degree and 1 year of progressive experience. May substitute 2 years of experience for Associate's degree.</i></p>
HR Clerk	<p>Provides general clerical support for human resource activities.</p> <p><i>High school Diploma and 1 year of progressive experience.</i></p>
HR Executive	<p>Provides high-level expertise and consultation on strategic human resource and general management issues based on experience as a leader and senior executive. Leads and/or works complex projects. Conceptualizes project goals and management plans. Produces or reviews substantive documents reflecting detailed knowledge of topic area.</p> <p><i>Master's degree and 15 years of progressive experience. May substitute 2 years of experience for Master's degree.</i></p>
HR Director	<p>Provides high-level expertise and consultation on strategic human resource and general management issues. Leads and/or works complex projects. Conceptualizes project goals and management plans. Produces or reviews substantive documents reflecting detailed knowledge of topic area. Reviews and approves deliverables.</p> <p><i>Master's degree and 12 years of progressive experience. May substitute 2 years of experience for Master's degree.</i></p>
HR Senior Manager II	<p>Performs a lead role in engagements covering human resource and strategic management issues. Conceptualizes project goals and methods. Assembles project team. Facilitates communication within and across projects.</p> <p><i>Master's degree and 10 years of progressive experience. May substitute 2 years of experience for Master's degree.</i></p>
HR Senior Manager I	<p>Performs a lead role in engagements covering human resource and strategic management issues. Conceptualizes project goals and methods. Assembles project team. Facilitates communication within and across projects.</p> <p><i>Master's degree and 8 years of progressive experience. May substitute 2 years of experience for Master's degree.</i></p>
HR Manager II	<p>Provides management advice and assistance to clients and performs consulting tasks. Leads and plans project tasks, monitors task completion, tracks schedule, coordinates project activities, directs project staff. Reviews and approves project deliverables.</p> <p><i>Bachelor's degree and 8 years of progressive experience.</i></p>

Labor Category Title	Position Description
HR Manager I	<p>Provides management advice and assistance to clients and performs consulting tasks. Leads and plans project tasks, monitors task completion, tracks schedule, coordinates project activities, directs project staff. Reviews and approves project deliverables.</p> <p><i>Bachelor's degree and 6 years of progressive experience.</i></p>
HR Senior Consultant	<p>Performs consulting tasks and completes projects covering human resource and strategic management issues. Plans individual tasks and activities. Collaborates with project leadership or senior staff in conducting the work. Communicates with senior staff on projects status and results.</p> <p><i>Bachelor's degree and 4 years of progressive experience. May substitute 3 years of experience for Bachelor's degree.</i></p>
HR Consultant	<p>Performs consulting tasks and completes segments of projects covering human resource and strategic management issues. Collaborates with senior staff to provide project support in research, analysis, facilitation and document preparation. Communicates with senior staff on work status and results.</p> <p><i>Bachelor's degree and 2 years of progressive experience. May substitute 3 years of experience for Bachelor's degree.</i></p>
HR Analyst	<p>Performs consulting tasks and completes segments of projects covering human resource and strategic management issues with oversight from senior staff. Provides project support for senior staff to include research, analysis, facilitation assistance and document preparation.</p> <p><i>Bachelor's degree and 1 year of progressive experience. May substitute 3 years of experience for Bachelor's degree.</i></p>
HR Administrator	<p>Provides human resources administrative support in recruitment, employment, personnel records, employee and labor relations, job evaluation, compensation management, benefits and retirement administration, training, and general administration.</p> <p><i>Associate's degree and 1 year of progressive experience. May substitute 2 years of experience for Associate's degree.</i></p>

Special Item Numbers 541611 and 611430 Labor Category Rates

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

SIN	Labor Category	Option 2				
		Year 6 6/13/22 to 6/12/23	Year 7 6/13/23 to 6/12/24	Year 8 6/13/24 to 6/12/25	Year 9 6/13/25 to 6/12/26	Year 10 6/13/26 to 6/12/27
541611	Senior Business Advisor III	\$254.82	\$260.68	\$266.68	\$272.81	\$279.08
541611	Senior Business Advisor II	\$222.08	\$227.19	\$232.42	\$237.77	\$243.24
541611	Senior Business Advisor I	\$187.08	\$191.38	\$195.78	\$200.28	\$204.89
541611; 611430	Subject Matter Expert VI	\$205.41	\$210.13	\$214.96	\$219.90	\$224.96
541611; 611430	Subject Matter Expert V	\$193.21	\$197.65	\$202.20	\$206.85	\$211.61
541611; 611430	Subject Matter Expert III	\$155.87	\$159.46	\$163.13	\$166.88	\$170.72
541611; 611430	Subject Matter Expert II	\$149.90	\$153.35	\$156.88	\$160.49	\$164.18
541611; 611430	Senior Manager I	\$155.87	\$159.46	\$163.13	\$166.88	\$170.72
541611; 611430	Manager I	\$136.58	\$139.72	\$142.93	\$146.22	\$149.58
541611; 611430	Senior Consultant III	\$127.69	\$130.63	\$133.63	\$136.70	\$139.84
541611; 611430	Senior Consultant I	\$108.82	\$111.32	\$113.88	\$116.50	\$119.18
541611	Analyst	\$64.83	\$66.32	\$67.85	\$69.41	\$71.01
611430	Instructional Systems Design Specialist I	\$93.47	\$95.62	\$97.82	\$100.07	\$102.37
611430	Instructional Systems Design Specialist II	\$103.85	\$106.24	\$108.68	\$111.18	\$113.74
611430	Instructor	\$148.77	\$152.19	\$155.69	\$159.27	\$162.93
611430	Senior Instructor	\$169.20	\$173.09	\$177.07	\$181.14	\$185.31

Service Contract Labor Standards: The Service Contract Labor Standards (SCLS) is applicable to this contract as it applies to the entire Professional Services 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 SCLS matrix identifying the GSA labor category titles, the occupational code,

SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

Labor Category Descriptions for Special Item Numbers 541611 and 611430

Relevant SIN(s):	541611
Title:	Senior Business Advisor III
Functional Duties/Responsibilities:	Provides business advisory services for implementing corporate initiatives and programs to senior executives. Maintains relationships with senior clients to ensure customer satisfaction.
Minimum Education Level:	Master's degree
Required/Supplemental Certifications:	None
Minimum Experience Requirements:	25 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	Bachelor's degree and 27 years of work experience in specialized, relevant field or functional area.

Relevant SIN(s):	541611
Title:	Senior Business Advisor II
Functional Duties/Responsibilities:	Provides business advisory services for implementing corporate initiatives and programs to senior executives. Maintains relationships with senior clients to ensure customer satisfaction.
Minimum Education Level:	Master's degree
Required/Supplemental Certifications:	None
Minimum Experience Requirements:	20 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	Bachelor's degree and 22 years of work experience in specialized, relevant field or functional area.

Relevant SIN(s):	541611
Title:	Senior Business Advisor I
Functional Duties/Responsibilities:	Provides business advisory services for implementing corporate initiatives and programs to senior executives. Maintains relationships with senior clients to ensure customer satisfaction.
Minimum Education Level:	Master's degree

Required/Supplemental Certifications:	None
Minimum Experience Requirements:	15 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	Bachelor's degree and 17 years of work experience in specialized, relevant field or functional area.

Relevant SIN(s):	541611, 611430
Title:	Subject Matter Expert VI
Functional Duties/Responsibilities:	Provides expertise, guidance, consultation, facilitation, program management, thought leadership, and education based on deep expertise in a specific field or functional
Minimum Education Level:	Master's degree
Required/Supplemental Certifications:	None
Minimum Experience Requirements:	25 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	Bachelor's degree and 27 years of work experience in specialized, relevant field or functional area.

Relevant SIN(s):	541611, 611430
Title:	Subject Matter Expert V
Functional Duties/Responsibilities:	Provides expertise, guidance, consultation, facilitation, program management, thought leadership, and education based on deep expertise in a specific field or functional
Minimum Education Level:	Master's degree
Required/Supplemental Certifications:	None
Minimum Experience Requirements:	20 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	Bachelor's degree and 22 years of work experience in specialized, relevant field or functional area.

Relevant SIN(s):	541611, 611430
Title:	Subject Matter Expert III
Functional Duties/Responsibilities:	Provides expertise, guidance, consultation, facilitation, program management, thought leadership, and education based on deep expertise in a specific field or functional
Minimum Education Level:	Master's degree

Required/Supplemental Certifications:	None
Minimum Experience Requirements:	12 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	Bachelor's degree and 14 years of work experience in specialized, relevant field or functional area.

Relevant SIN(s):	541611, 611430
Title:	Subject Matter Expert II
Functional Duties/Responsibilities:	Provides expertise, guidance, consultation, facilitation, program management, thought leadership, and education based on deep expertise in a specific field or functional
Minimum Education Level:	Master's degree
Required/Supplemental Certifications:	None
Minimum Experience Requirements:	8 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	Bachelor's degree and 10 years of work experience in specialized, relevant field or functional area.

Relevant SIN(s):	541611, 611430
Title:	Senior Manager I
Functional Duties/Responsibilities:	Interfaces with senior clients on project specific issues. Directs the completion of projects within time frames and budgets. Reviews work product for quality, completeness, and adherence to requirements. Delivers consulting services, facilitation and project management activities.
Minimum Education Level:	Master's degree
Required/Supplemental Certifications:	None
Minimum Experience Requirements:	8 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	Bachelor's degree and 10 years of work experience in specialized, relevant field or functional area.

Relevant SIN(s):	541611, 611430
Title:	Manager I

Functional Duties/Responsibilities:	Interfaces with clients. Directs the completion of projects within time frames and budgets. Reviews work product for quality, completeness, and adherence to requirements. Delivers consulting services, facilitation and project management activities.
Minimum Education Level:	Bachelor's degree
Required/Supplemental Certifications:	None
Minimum Experience Requirements:	6 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	None

Relevant SIN(s):	541611, 611430
Title:	Senior Consultant III
Functional Duties/Responsibilities:	Interfaces with clients. Directs the completion of projects within time frames and budgets. Supports presentations and client meetings. Delivers and/or supports consulting services, facilitation and project management activities.
Minimum Education Level:	Bachelor's degree
Required/Supplemental Certifications:	None
Minimum Experience Requirements:	6 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	None

Relevant SIN(s):	541611, 611430
Title:	Senior Consultant I
Functional Duties/Responsibilities:	Interfaces with clients. Directs the completion of projects within time frames and budgets. Supports presentations and client meetings. Delivers and/or supports consulting services, facilitation and project management activities.
Minimum Education Level:	Bachelor's degree
Required/Supplemental Certifications:	None
Minimum Experience Requirements:	4 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	None

Relevant SIN(s):	541611
Title:	Analyst

Functional Duties/Responsibilities:	Supports research and analysis and development of deliverables. Supports consulting services, facilitation, and project management activities.
Minimum Education Level:	Bachelor's degree
Required/Supplemental Certifications:	None
Minimum Experience Requirements:	2 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	None

Relevant SIN(s):	611430
Title:	Instructional Systems Design Specialist I
Functional Duties/Responsibilities:	Use established methodologies in all stages of the instructional design process, including needs assessment, analysis, design, development, implementation, and evaluation. Assist with conducting analyses. Design engaging training materials for a variety of delivery methods, including instructor-led, computer-based, and web-based training.
Minimum Education Level:	Bachelor's degree
Required/Supplemental Certifications:	None
Minimum Experience Requirements:	2 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	High school diploma with 4 years of work experience in a specialized, relevant field or functional area.

Relevant SIN(s):	611430
Title:	Instructional Systems Design Specialist II
Functional Duties/Responsibilities:	Interact with clients. Use established methodologies in all stages of the instructional design process, including needs assessment, analysis, design, development, implementation, and evaluation. Conduct analyses. Design engaging training materials for a variety of delivery methods, including instructor-led, computer-based, and web-based training.
Minimum Education Level:	Bachelor's degree
Required/Supplemental Certifications:	None

Minimum Experience Requirements:	4 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	None

Relevant SIN(s):	611430
Title:	Instructor
Functional Duties/Responsibilities:	Present instruction and facilitation of training materials. Serve as a subject matter expert in respective functional area. Evaluate learning using Kirkpatrick or industry best practice methods.
Minimum Education Level:	Bachelor's degree
Required/Supplemental Certifications:	None
Minimum Experience Requirements:	10 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	None

Relevant SIN(s):	611430
Title:	Senior Instructor
Functional Duties/Responsibilities:	Present instruction and facilitation of training materials. Serve as a subject matter expert in respective functional area. Evaluate learning using Kirkpatrick or industry best practice methods.
Minimum Education Level:	Master's degree
Required/Supplemental Certifications:	None
Minimum Experience Requirements:	15 years of work experience in a specialized, relevant field or functional area.
Substitution Methodology:	Bachelor's degree and 20 years of work experience in a specialized, relevant field or functional area.