



**GENERAL SERVICES ADMINISTRATION  
GSA FEDERAL SUPPLY SERVICE**



AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST

**Human Resources & Equal Employment Opportunity Services**

**Federal Supply Group: 738 X**

**SIN 595 21 Human Resource Services  
(Excluding EEO Services) [R799]**

**Contract Number: GS-02F-101AA**

**Period of Performance: February 4, 2013 to February 3, 2018**

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**<sup>™</sup>, a menu-driven database system. The INTERNET address for **GSA Advantage!**<sup>™</sup> is: <http://www.GSAAdvantage.gov>. **Prices Shown Herein are Net (discount deducted; IFF included).**

**Contractor:** DB Pargman Consulting LLC  
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Atlanta, Georgia 30306-3017

**Telephone:** (404) 822-5403  
**FAX Number:** (404) 591-7953  
**Web Site:** [www.dbpargman.com](http://www.dbpargman.com)  
**E-mail:** [deena@dbpargman.com](mailto:deena@dbpargman.com)  
**Contract Administration:** Dr. Deena Pargman

**Business Size:** Small Business  
Woman Owned Business  
Woman Owned (WOSB)



**DB Pargman Consulting, LLC  
Contract Number GS-02F-101AA**

**DUNS: 050447961  
CAGE: 68Z28  
Tax ID: 45-3740351  
NAICS: 541612**

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## Company Information

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DB Pargman Consulting was founded in August of 1999, just months following the U.S. Supreme Court's landmark decisions in Faragher & Ellerth (1998). These decisions provide companies with an affirmative defense to harassment and discrimination claims. However, the organization must undertake certain preventative steps and make a prompt and remedial response when harassment complaints are brought to the attention of management.

Founder and CEO, Dr. Deena Pargman, applied her related doctoral research, and experience as a courtroom mediator, in creating human resource sensitivity training and consulting programs. These value added programs assist organizations to protect themselves and help create productive harassment free workplaces.

Dr. Pargman responded to a need from clients for one-on-one human resource sensitivity training to work with valuable employees an organization desired to help and retain, despite an allegation of harassment or other inappropriate behavior.

Today, our core team has over 26 years of direct human resources sensitivity training experience; and, over 46 years of general human resources and employment law professional experience.

DB Pargman Consulting LLC has direct experience working with employees, managers, and executives in a wide range of fields:

- ✓ fortune 500 CEOs and executives
- ✓ **federal agency leaders**
- ✓ automotive workers
- ✓ VP's and regional directors of pharmaceutical sales
- ✓ advertising executives
- ✓ entrepreneurs
- ✓ founders of large companies
- ✓ chefs
- ✓ police
- ✓ doctors
- ✓ lawyers
- ✓ CPA's
- ✓ oil industry executives
- ✓ retail sales teams
- ✓ inheritors of family businesses
- ✓ movie studio executives
- ✓ REIT executives
- ✓ engineers
- ✓ leadership in professional athletics
- ✓ college athletic directors and coaches
- ✓ biotech scientists
- ✓ **military generals**
- ✓ auto industry executives
- ✓ banking presidents
- ✓ senior consultants at the nation's top consulting firms
- ✓ real estate executives
- ✓ **federal judges**

These individuals range from those new to management to those most senior in rank and experience.

## **Track Record – Independent Review**

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According to Dunn & Bradstreet's Open Ratings Past Performance Evaluation, DB Pargman Consulting LLC's overall performance rating is a **97 on a scale from 0 to 100**, where 100 represents the highest level of customer satisfaction. DB Pargman Consulting LLC ranks in the **"TOP" SIC/Quintile**, a Dunn & Bradstreet benchmark indicating how the supplier's overall performance rating ranks in comparison against peers.

**GSA Awarded Rate - Catalog Price List:**

<b>SIN</b>	<b>Course Title</b>	<b>Course Length</b>	<b>Minimum/ Maximum Participants</b>	<b>GSA Awarded Rate (INCLUDING IFF AND 10% DISCOUNT)</b>
	<b>Domestic Only, Including Alaska, Hawaii and Puerto Rico</b>			
595 21	1-1 EST: ONE TO ONE EXECUTIVE SENSITIVITY TRAINING	1 day	1 / 1	\$ 2,267.00
	CONTRACTOR FACILITY	Each Additional Day		\$ 2,267.00
595 21	1-1 EST: ONE TO ONE EXECUTIVE SENSITIVITY TRAINING	1 day	1 / 1	\$ 3,173.80
	CUSTOMER FACILITY	Each Additional Day		\$ 2,720.40
595 21	GST-M: GROUP SENSITIVITY TRAINING FOR MANAGEMENT	1 day	2 / 35	\$ 4,080.60
	CUSTOMER FACILITY	Each Additional Day		\$ 2,720.40
595 21	GST-E: GROUP SENSITIVITY TRAINING FOR EMPLOYEES	1 day	2 / 35	\$ 4,080.60
	CUSTOMER FACILITY	Each Additional Day		\$ 2,720.40
595 21	GST: GROUP SENSITIVITY TRAINING FOR MANAGEMENT & EMPLOYEES	1 day	2 / 35	\$ 4,080.60
	CUSTOMER FACILITY	Each Additional Day		\$ 2,720.40

## Course Descriptions (SIN 595-21)

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### 1-1 EST: One to One Executive Sensitivity Training

This one to one human resource **Sensitivity Training** protects your organization by providing prompt and remedial action for legal compliance, equips your Key People with important skills, and facilitates the organization getting back to work by providing an appropriate forum to process an incident outside of the office. With our 1-1 EST, your Key Person will:

- Assess personal leadership, communication, management practices & skills
- Review relevant court cases and guidelines
- Appreciate personal dimensions of diversity
- Learn Conflict Resolution Skills to prevent small problems from getting larger
- Receive perspective on an HR process they may be facing
- Share their experience with an unbiased and nonjudgmental professional unaffiliated with the organization

When an incident involves a Key Person, our One to One Executive Sensitivity Training will help them process, learn from, and move beyond the incident and perhaps most importantly, help get them (and therefore the entire organization) get back to work. At the same time, our human resource One to One Sensitivity Training program affords you, the HR Professional, documentation of your prompt and remedial response for legal and compliance.

The one-to-one sensitivity training program may be delivered on your site, in our training facility in Atlanta, or at a third location convenient to Trainee. While our trainers are frequent travelers and we are pleased to travel to your site, scheduling the training at our facility and requiring the Trainee to travel to our site has several advantages including increased impact of the importance of the program, the opportunity to “get out of the office or the location of an incident” to gain perspective, and removing the training from office onlookers.

## **GST-M Group Sensitivity Training for Management**

The human resource Group **Sensitivity Training** for Management equips your Organization's leaders to increase productivity and prevent costly disruptions and claims before they occur. With our GST-M, your leadership will:

- Receive a full scope introduction and overview of the major Diversity related employment laws
- Appreciate their managerial responsibilities regarding compliance with anti-discrimination and anti-harassment laws
- Learn how to enhance productivity and workplace cohesion by diversity related issues

Human resource Group Sensitivity Training should be regularly administered to all Managers. Even if the organization has undertaken standard diversity training in the past, our Group Sensitivity Training for Management is ideal to address an environment that may be conducive to inappropriate workplace behavior before an incident rises to the level of formal complaint. Our human resource Group Sensitivity Program will provide you documentation that you took proper steps to prevent incidents from occurring.

## **GST-E Group Sensitivity Training for Employees**

The human resource Group **Sensitivity Training** for Employees equips your Organization's employees to increase productivity and prevent costly disruptions and claims before they occur. With our GST-E, your employees will:

- Receive full scope introduction and overview of the major Diversity related and employment laws
- Appreciate their employee responsibilities regarding compliance with antidiscrimination and anti-harassment laws
- Learn how to enhance productivity and workplace cohesion by leveraging diversity related issues

Human resource Employee Sensitivity Training should be regularly administered to all Employees. Even if the organization has undertaken standard diversity training in the past, our Group Sensitivity Training for Employees is ideal to address an environment that may be conducive of inappropriate workplace behavior before an incident rises to the level of formal complaint. Our human resource Group Sensitivity Program will provide you documentation that you took proper steps to prevent incidents from occurring.



## GST Group Sensitivity Training for Management & Employees

This human resource Group **Sensitivity Training** equips the organization's leaders and employees to increase productivity and prevent costly disruptions and claims before they occur. Management and non-management employees may either be trained in the same setting at the same time, or each group may be trained in separate half-day sessions during the course of one or more days.

### For All Programs:

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- Materials are included in the cost of training
- Training cost per day – refer to GSA Awarded Rate - Catalog Price List found on Page 5
- Minimum and Maximum Class Size per class– refer to GSA Awarded Rate - Catalog Price List found on Page 5
- Upon successful completion, the Organization receives a Certificate of Completion for placement in Employees' files
- Client provides training facility at its cost for Customer Facility trainings
- We provide training facility at our cost for 1-1 EST conducted at our contractor facility in Atlanta
- Dedicated administrative contact will be assigned to assist you and trainee with all pre-training logistics

## Customer Information

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- 1a. **Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:** 595 21
- 1b. **Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.**
- 1c. **If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.**
2. **Maximum Order:** \$1,000,000.00
3. **Minimum Order:** \$100.00
4. **Geographic Coverage (delivery Area):** Domestic Only, including Alaska, Hawaii and Puerto Rico
5. **Point(s) of production (city, county, and state or foreign country):** Same as company address
6. **Discount from list prices or statement of net price:** Government net prices (10% discount already deducted). See Attachment
7. **Quantity discounts:** None
8. **Prompt payment terms:** N/A
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** will accept over \$3,000
10. **Foreign items (list items by country of origin):** None

- 11a. **Time of Delivery (Contractor insert number of days):** Per Task Order
- 11b. **Expedited Delivery.** The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor
- 11c. **Overnight and 2-day delivery.** The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
- 11d. **Urgent Requirements.** The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor
- 12. **F.O.B Points(s):** Per Task Order
- 13a. **Ordering Address(es):** Same as Contractor
- 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](http://fss.gsa.gov/schedules)).
- 14. **Payment address(es):** Same as company address
- 15. **Warranty provision:** N/A
- 16. **Export Packing Charges (if applicable):** N/A
- 17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** No Cap
- 18. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
- 19. **Terms and conditions of installation (if applicable):** N/A
- 20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. **Terms and conditions for any other services (if applicable):** N/A
- 21. **List of service and distribution points (if applicable):** N/A

- 22. **List of participating dealers (if applicable):** N/A
- 23. **Preventive maintenance (if applicable):** N/A
- 24a. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at:** [www.Section508.gov/](http://www.Section508.gov/)
- 25. **Data Universal Numbering System (DUNS) number:** 05-0447961
- 26. **Notification regarding registration in Central Contractor Registration (CCR) database:** Registered

**Service Contract Act:** The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the cited SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix and above. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.