



General Services Administration Federal Supply Service

Authorized Federal Supply Schedule
Schedule Contract 541
Advertising & Integrated
Marketing Solutions (AIMS)

Contract Numbers:
GS-07F-0258U (non-set aside)

Contract Period:
March 18, 2013 - March 17, 2018

Business Size:
Small Business

S. Groner Associates, Inc.
100 W. Broadway, Suite 290
Long Beach, CA 90802
Phone: (562) 597.0205
Fax: (562) 597.0231
www.sga-inc.net



1a. Special Item Numbers:

GS-07F-0285U

541-1 Advertising

541-2 Public Relations Services

541-3 Web Based Marketing Services

541-4A Market Research and Analysis Services

541-4B Video/Film Production Services

541-4C Exhibit Design and Implementation Services

541-4D Conference, Events, Tradeshow Planning Services

541-4E Commercial Photography Services

541-4F Commercial Art and Graphic Design Services

541-5 Integrated Marketing Services

1b. Lowest priced model and lowest unit prices: prices shown in pricelist are net

1c. Labor Category Descriptions: See Page 9

2. Maximum Order: \$ 1 million per SIN. Orders exceeding the maximum order threshold may be placed in accordance with clause I-FSS-125, "Requirements Exceeding the Maximum Order (SEP 1999)"

3. Minimum Order: \$100

4. Geographic Coverage: Domestic, 50 states, Washington, DC, Puerto Rico, US Territories and to a CONUS port or consolidation point for orders received from overseas activities.

5. Points of Production: Long Beach, California

6. Statement on Net Price: Prices shown in pricelist are net (discounts already deducted)

7. Quantity Discounts: 1%, on task orders \$500,000 or greater

8. Prompt Payment Terms: Net 30 days, 0 % discount

9a. Acceptance of Government purchase cards below micro-purchase threshold: SGA, Inc. will accept the Government Purchase Card below the micro-purchase threshold

9b. Acceptance of Government purchase cards above micro-purchase threshold: SGA, Inc. will not accept the Government Purchase Cards above the micro-purchase threshold

10. Foreign Items: None

11a. Time of Delivery: As specified on agency Task Order and mutually agreed

11b. Expedited Delivery: As specified on agency Task Order and mutually agreed

11c. Overnight and Two-day Delivery: As specified on agency Task Order and mutually agreed

- 11d. **Urgent Requirements:** Contact SGA, Inc. for urgent requirements
12. **F.O.B Points:** Destination
- 13a. **Ordering Address:**
S. Groner Associates, Inc.
100 W. Broadway, Suite 290
Long Beach, CA 90802
Attn: Stephen Groner, President
Phone: (562) 597-0205
Fax: (562) 597-0231
sgroner@sga-inc.net
- 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:**
S. Groner Associates, Inc.
100 W. Broadway, Suite 290
Long Beach, CA 90802
Attn: Stephen Groner, President
Phone: (562) 597-0205
Fax: (562) 597-0231
sgroner@sga-inc.net
15. **Warranty Provision:** None
16. **Export Packing Charges:** None
17. **Terms and conditions of Government commercial credit card acceptance:** None
18. **Terms and conditions of Government rental, maintenance, and repair:** None
19. **Terms and conditions of installation:** None
20. **Terms and conditions of repair parts indicating date of parts price lists and any discount from list prices:** None
21. **List of service and distribution points:** None
22. **List of participating dealers:** None
23. **Preventive Maintenance:** None
- 24a. **Environmental Attributes:** None
- 24b. **Section 508 Compliance:** None
25. **Data Universal Number (DUNS):** 10-179-5610

26. Notification regarding registration in CCR database: S. Groner Associates, Inc. is registered in the Central Contractor Registration (CCR) database

Products and ordering information in this Authorized FSS Schedule Pricelist are also available on the GSA Advantage! System. Agencies can browse GSA Advantage! by accessing the Federal Supply Service's Home Page via the Internet at:

<http://www.GSAAdvantage.gov>

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at:

<http://www.fss.gsa.gov>

Once Upon A Time...

S. Groner Associates, Inc. (SGA) is a strategic communications firm founded in 1998 with the express purpose of affecting positive change in communities through the clients that we serve. This principle has been the driving force behind selecting the projects we choose to pursue. Contracts pertaining to public health, sustainability and the environment are without a doubt the central focus of our work. In fact, issues related to recycling and solid waste even predate the company's establishment when the President and founder of SGA, Stephen Groner P.E., was an employee with the Los Angeles County Waste Management Division more than 20 years ago.



For the County of San Bernardino's Zero Waste commitment, we developed a campaign to address a major issue with recycling: people not knowing if a material is or is not recyclable.

We Really Get Around

Because we promise to make a positive impact on the environment, our employees are as committed to improving the local community as they are talented in executing their work. From journalism to environmental engineering to graphic and web design, our staff's specialties are both relevant and comprehensive. SGA is comprised of a dedicated band of individuals whose unwavering commitment to serving the needs of our clients align seamlessly with the fundamental values of the firm. One of our central tenants is in the rooting of our campaigns in comprehensive market and audience research. This allows us to hone in on our target and create the work that works best for them.

The following is a list of services that SGA offers:

Research and evaluation

SGA authored a scholarly journal article detailing the results of a CBSM study that we designed and implemented for the U.S. Environmental Protection Agency. This article was recently published by the peer-reviewed journal *Social Marketing Quarterly*. From literature reviews and strategic planning for BASMAA to focus groups and an award-winning analysis for Keep Los Angeles Beautiful, market research and reviews are major components of many of our programs.

Online outreach and web programming

For the City of Irvine Zero Waste Program, we built the program's web site from scratch and within one year had web traffic at over 20,000 page hits a month. From CMS conversion to html 5 to SEO- we have developed robust online programs for dozens of clients.

New Media

We built the City of Los Angeles Stormwater Program's award winning electronic media program from the ground up. This includes a Facebook page, an eNewsletter, a YouTube channel and a blog. For our clients interested in pursuing this emerging industry, we have the experience to not only execute the program, but guide those who may not yet be too familiar through the process.

Community based social marketing (CBSM) behavior change campaigns

For the County of Santa Clara Used Oil Recycling Program, we increased recycling by over 130% in two years. For the US Environmental Protection Agency (US EPA), we cut the local consumption of contaminated fish by more than 90%. Behavior change is the name of the game, and we are proud to have achieved measurable success in multiple arenas.

Media relations

For clients such as the City of Los Angeles and the US EPA, we have secured thousands of placements in media outlets including: Associated Press, Los Angeles Times, Daily News, National Public Radio affiliates, News Central, CBS, New York Times, San Francisco Chronicle and hundreds of blogs. Because we believe in our clients, we are able to passionately pitch their stories and get highly visible, highly appropriate placements.

Advertising (design and placement)

For the San Bernardino County Storm Water Program, we have annually secured on average over \$100,000 in pro-bono advertising and services. For the Los Angeles Housing Department, we developed a multi-tiered Ad Buy campaign

with budget options extending well beyond \$1,000,000 annually. When it comes to advertising, we know how to plan and execute for purchase and secure pro-bono.

Event planning and meeting facilitation

For the County of Los Angeles, we successfully facilitated community meetings (to a bilingual audience) to collect direct input and support for a community beautification project. For the US EPA and the City of Malibu, we are able to offer our clients every level of support in events coordination and implementation.

Community relations and outreach

For the Rainwater Harvesting Program, SGA was responsible for obtaining 600 sign-ups for a rain barrel installation. After facilitating partnerships, conducting media relations and hosting meetings we ended up receiving more than 3,000 applications. For Florence Avenue and the City of Seal Beach, we get out into the field to make sure our work is hitting home.

Graphic design and branding

Virtually all of our clients require some sort of graphic design and branding. From developing slogans for the City of Los Angeles to developing logos for Agri Services, check out our website at www.sga-inc.net (a site developed entirely in-house) to begin taking a look at what we've done.



Good graphic design is not only appealing visually, it makes a lasting impression and drives action. Here's an online banner we made for the City of LA to drive traffic to their website.



Don't Just Take Our Word for It

Our unique breadth of experience and commitment to quality work has consistently garnered awards for our clients.

Here's a look at a few of the most recent accolades:

- 2010 Public Relations Society of America (PRSA) Silver Anvil Award: National award for government public service for the USEPA's Fish Contamination Education Collaborative (FCEC)
- 2010 National Association of Clean Water Agencies' (NACWA) Public Information & Education Award: National award for the social media campaign for the City of Los Angeles Stormwater Pollution Prevention Program
- 2009 United States Environmental Protection Agency - 2009 Citizen's Excellence in Community Involvement Award in recognition of SGA's work with the Fish Contamination Education Collaborative
- 2009 United States Environmental Protection Agency, Office of Environmental Justice - 2009 National Achievements in Environmental Justice Award in recognition of SGA's work with the Fish Contamination Education Collaborative
- 2009 American Public Works Association: City of Irvine- Zero Waste Food Rescue Program
- 2009 California Water Environmental Association: Los Angeles Basin Section Public Education Award for Kids Ocean Day
- 2008 American Public Works Association: City of Irvine- Environmental Programs Web Site
- 2008 Web Marketing Association: "Government Standard of Excellence" Award recognizing the City of Irvine Environmental Programs website
- 2007 California Integrated Waste Management Board: "Model Program" designation for the City of Long Beach's CBSM used oil recycling campaign
- 2006 American Public Works Association: City of Los Angeles- National award for community outreach and education
- 2005 California Stormwater Quality Association Public Education Award: Best Statewide Outreach Program, establishing partnerships with businesses to educate targeted DIY'ers regarding pollution prevention
- 2005 Latino Marketing Award - Community Outreach: partnering with the community and business organizations in the neighborhood of Highland Park to create a community mural along the main business thoroughfare (Figueroa Street)
- 2004 Keep America Beautiful - National 1st Place Prize: coordinating a children's adopt a beach clean up project in conjunction with more than 25 local schools, the California Coastal Commission, City of LA, and the Malibu Foundation
- 2004 California EPA HHW/Used Oil Recycling Program Awards - Togetherness Award: partnering with local businesses including auto parts accessory stores, swap meets, and local laundromats to reach do-it-yourselfers in East Los Angeles

The Silver Anvil is the highest honor in the PR field. We were able to secure the 2010 Silver Anvil for Best Government Public Service Program in the nation for the US Environmental Protection Agency (US EPA).



2003 Public Relations Society of America Awards - PRism Award for Excellence for Public Service Campaign: Community-Based Social Marketing project targeting the El Sereno community in East Los Angeles

2003 Cal/EPA HHW/Used Oil Recycling Program Awards - Program Innovation Award: developing partnerships with car clubs to outreach to the target audience of used oil do-it-yourselfers

2002 Public Relations Society of America Awards - PRism Award for Excellence for Public Service Campaign - Community-Based Social Marketing project regarding increasing awareness of HHW in the community

2002 American Public Works Association Awards - Program of the Year Award: City of Los Angeles Storm Water Public Education Program



Straight from the Horse's Mouth, So to Speak

We pride ourselves on not only meeting our clients' expectations, but exceeding them. And with a 93% contract renewal rate, our clients are making their voices heard:

Thank you for all of your hard work and for making the City's Stormwater Program the leader that it is. I'm so glad we have you on our team!

- Joyce Amaro, City of Los Angeles

SGA has the unique ability to develop and sustain strong relationships. The firm is knowledgeable, passionate and experienced.

- Tom Leary, City of Long Beach

SGA is a first rate act: exceptional work by the nicest, most committed people in the field.

- Sean Flynn, US EPA

The SGA staff always impresses me with creative ideas on how to present outreach information.

- Angie Burgh, City of Irvine

SGA has a true commitment to the communities and clients they serve. It has been a pleasure coordinating outreach with such a knowledgeable staff.

- Christina Dixon, City of Huntington Park

Job Descriptions and Rates

Because we are a full service firm, our team is a versatile blend of experts in the arts and sciences. Here is a description of our job categories followed by the rates we offer our GSA clients.

Program Director

Develops and manages client relationships, evaluates performance and provides overall program oversight. Meets with clients, makes presentations and coordinates projects with creative director and designers. Directs all strategic aspects of projects, oversees financial management, develops business plan and collaborates with cross-functional teams to translate the clients' goals. Meets with government program manager to discuss performance, review project progress and establish priorities. Possesses expertise in a broad array of industry concepts, practices, and procedures.

Qualifications: Minimum 20 years experience in communications environment

Education: BA in related field

Creative Director

Provides strategic direction and insight while supervising multiple areas of any single project. Responsible for overall creative design, budgeting, consistency of style and message. Supervises creative staff and overall quality of work and ensures translation of client's big picture goals into successful design solutions. Leads in the internal and external communications related to public outreach and media relations in addition to executing the hands-on direction needed to keep any project moving forward. Organizes, trains and mentors creative team for each project. Key members of the client relations team.

Qualifications: Minimum of 6 years experience in design-related positions and management positions in communications environment

Education: BA in related field

Project Director

Develops and directs the combination of technical, creative and communicative solutions to projects which involve communications and engineering/technical components. Often with our clients, particularly government, we find our work fitting into a greater program which involves engineering, construction and/or other non-communications components. Project Directors bring expertise in both communications and engineering, making them ideal candidates to act as principal leads for these types of clients.

Qualifications: Minimum 7 years experience in a communications environment and 7 years experience in engineering environment

Education: BA/BS in related field, PE



We created a social media-rich website for the City of Los Angeles that encourages stakeholders to participate in the program, whether it be through Facebook interaction or community clean-up events.

Project Manager

Manages all of the tasks of a contract as well as monitors resource allocation and personnel. Ultimately, Project Managers are the point people for contracts, closely interacting with the client and staff to ensure that work is being completed on time and moving the contract as a whole forward.

Qualifications: Minimum of 5 years experience in communications environment

Education: BA in related field

Project Coordinator

Coordinates the execution of the various pieces of any task. Project Coordinators are the force behind the on-the-ground work; getting press releases out, coordinating with media, coordinating with businesses in B2B marketing, from top to bottom. Coordinators are the people who bring the parts together.

Qualifications: Minimum of 3 years experience in communications environment

Education: BA in related field



We successfully obtained coverage of Kid's Ocean Day on a variety of outlets, including blogs, local media and mainstream media - that picture is actually of more than 4,000 students!

Multimedia Programmer I

Proficient in html, flash and .php programming as well as in troubleshooting arising from issues concerning cross-browser compatibility and coding. Junior members of the digital technologies team capable of implementing solutions to various issues and maintaining most tech platforms.

Qualifications: Minimum 3 years experience

Multimedia Programmer II

Experts in html, .php, .net programming, CMS conversion as well as up to date on current trends and technology in programming world. Senior leaders of the digital technologies team. Complete tasks in isolation as well as in group settings. Able to communicate technical issues to audiences unfamiliar with technical vocabulary.

Qualifications: Minimum of 7 years experience in design-related positions in communications environment

Education: BA in related field

Media Specialist

Develop and oversee implementation of comprehensive media strategies including print, television, radio, online and social media. Responsibilities include interaction with client, negotiation with media outlets, management of staff and tracking results. Provides research assistance as required. Provides trouble-shooting and creative solution services. Selects and supervises outside vendors including database management services and ecommerce solutions as required. Provides application support to clients on a case-by-case basis.

Qualifications: Minimum of 5 years experience in media-related positions in communications environment

Education: BA in related field

Events Coordinator

Responsible for the public events related to many programs such as trade shows, press conferences and festivals. Responsibilities include designing floor plans, equipment

procurement, training staff, supervising set up, operation, dismantling of event, permitting and contending with the many logistical complications related to many events.

Qualifications: Minimum of 7 years experience in design-related positions in communications environment

correct and effective input of all data into the appropriate systems.

Qualifications: Minimum of 5 years experience in research-related positions in communications environment

Education: BA in related field

Research Analyst

Responsibilities include the creation of analytical tools such as surveys and the analysis of data gained from their implementation. Also responsible for the writing and presenting of analytical reports which provide actionable recommendations stemming from data. Oversee the

Survey Consultant

Responsible for identifying and surveying subjects. Trained in techniques designed to present a minimum of bias to potential respondents resulting in data sets highly representative of targeted populations. Also responsible



Who says strategic plans can't be fun too? Here's a novel approach to a strategic plan - one of the components of the plan we created for BASMAA was this path to "No Litter Town."

for the input of data gained.

Qualifications: Minimum of 1 year experience in surveying

Copywriter

Create copy tailored to the multitude of arenas and stylistic voices in which a contemporary campaign operates. Work includes blog posts, newsletters, personalized letters, press releases, SEO articles, tweets, Facebook posts and handbooks.

Qualifications: Minimum of 4 years experience in communications environment

Education: BA in related field

Webmaster

Lead in all online activities. Act as principal online strategists and supervisors, combining proven techniques with cutting edge innovation to produce programs which are fresh and productive. Strategizes and develops user interface elements supporting visual, branding navigational and stylistic concepts and requirements. Expertise in multiple areas of the online world including social media, Content Management Systems, programming, organic Search Engine Optimization, Cost Per Click marketing, blogging, message boards and various analytic mechanisms. Manages project from concept through launch.

Qualifications: Minimum of 7 years experience in communications environment

Education: BA in related field

Graphic Designer

Works with Creative Director, Media Specialist and Webmaster to create and implement design concepts. Conceptualizes, designs and produces various print and multimedia collateral materials. Designs art and copy layouts based on client specifications. Determines style, technique and medium best suited to produce desired effects and conform to reproduction requirements. Selects type/fonts, designs materials, performs related duties

and troubleshoots possible problems for a variety of print collateral materials.

Qualifications: Minimum of 5 years experience in communications environment

Education: BA in related field

Video Producer

Responsible for all aspects of video production, including developing concepts for PSAs, commercials, music videos and infomercials to the identification and procurement of appropriate on-screen talent, technical support as well as permitting and other logistical complications - Video Producers are the engines behind video work.

Qualifications: Minimum of 5 years experience in related environment



We designed this t-shirt for the San Bernardino County Stormwater Program; it was printed exclusively for the program's Facebook Page launch.



The US EPA led Fish Contamination Education Collaborative is a public health campaign designed to curb the consumption of DDT and PCB contaminated fish in Southern California.



Video Editor

Responsible for refinement of filmed material into a final video product. Apply various post production effects including still, motion and 3-D graphics, musical effects and scoring.

Qualifications: Minimum of 5 years experience in related environment

Videographer

Responsible for the filming of PSAs, commercials, music videos and infomercials. Also responsible for safeguarding and transferring filmed material in addition to providing insight into the technical aspects of filming including lighting, angles and sound.

Qualifications: Minimum of 5 years experience in related environment

Photographer

Provide photography in color and/or Black and White in both studio and on-location settings. Provide the artistic

expertise and background to create the powerful images that come to define the most long lasting of communications campaigns.

Qualifications: Minimum of 5 years experience in related environment

Project Specialist

Implements the skilled tasks related to a single project. Project Specialists are trained in some of the finer and more nuanced fields related to our work and are able implement unique skill sets in accomplishing tasks.

Qualifications: Minimum of 1 year experience in communications environment

Education: BA in related field

Outreach Specialist

Supports work in a variety of functions. Acting as the front line for a lot of the work here at SGA, outreach specialists are fresh, energetic staff who support the efforts of more

senior staff members. Sometimes through monitoring Facebook, sometimes through logistical support - outreach specialists are educated and passionate individuals dedicated to helping out wherever they can.

Qualifications: Entry level

Education: BA in related field

Administrative Assistant I

Perform clerical support roles with responsibilities including filing, coordination with delivery services, inventory and

supply ordering.

Qualifications: Entry Level

Administrative Assistant II

Provide the senior administrative support which keep daily operations moving forward. Responsibilities include organization and distribution of invoices, oversight of materials inventory and materials projections, support for senior management as well as addressing any billing issues.

Qualifications: Minimum of 6 years experience in administrative environment



In the end, it's all about the people you are reaching. Here are some of the many people we've met while working directly with communities.





GSA Base Period Rates

Labor Hour Category	SIN	Hourly Rate (IFF Included)				
		3/18/2013-3/17/2014	3/18/2014-3/17/2015	3/18/2015-3/17/2016	3/18/2016-3/17/2017	3/18/2017-3/17/2018
Program Director	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$203.97	\$210.50	\$217.24	\$224.19	\$231.36
Creative Director	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$149.37	\$154.15	\$159.08	\$164.17	\$169.43
Multimedia Programmer I	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$97.87	\$101.00	\$104.23	\$107.56	\$111.01
Multimedia Programmer II	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$128.77	\$132.89	\$137.15	\$141.53	\$146.06
Media Specialist	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$123.62	\$127.57	\$131.66	\$135.87	\$140.22
Events Coordinator	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$108.16	\$111.63	\$115.20	\$118.88	\$122.69
Research Analyst	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$103.02	\$106.32	\$109.72	\$113.23	\$116.85
Survey Consultant	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$72.11	\$74.42	\$76.80	\$79.26	\$81.80



GSA Base Period Rates

Labor Hour Category	SIN	Hourly Rate (IFF Included)				
		3/18/2013- 3/17/2014	3/18/2014 - 3/17/2015	3/18/2015 - 3/17/2016	3/18/2016 - 3/17/2017	3/18/2017 - 3/17/2018
Copywriter	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$128.77	\$132.89	\$137.15	\$141.53	\$146.06
Web Master	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$133.92	\$138.20	\$142.62	\$147.19	\$151.90
Graphic Designer	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$118.46	\$122.25	\$126.17	\$130.20	\$134.37
Video Producer	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$146.28	\$150.96	\$155.79	\$160.78	\$165.92
Video Editor	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$169.98	\$175.42	\$181.03	\$186.82	\$192.80
Videographer	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$149.37	\$154.15	\$159.08	\$164.17	\$169.43
Photographer	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$142.16	\$146.71	\$151.40	\$156.25	\$161.25
Administrative Assistant I	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$49.45	\$51.03	\$52.66	\$54.35	\$56.09



GSA Base Period Rates

Labor Hour Category	SIN	Hourly Rate (IFF Included)				
		3/18/2013- 3/17/2014	3/18/2014 - 3/17/2015	3/18/2015 - 3/17/2016	3/18/2016 - 3/17/2017	3/18/2017 - 3/17/2018
Administrative Assistant II	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$70.05	\$72.29	\$74.60	\$76.99	\$79.45
Project Director	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$179.26	\$185.00	\$190.92	\$197.03	\$203.34
Project Manager	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$148.52	\$153.27	\$158.17	\$163.24	\$168.46
Project Coordinator	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$129.13	\$133.27	\$137.53	\$141.93	\$146.47
Project Specialist	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$114.49	\$118.15	\$121.93	\$125.84	\$129.86
Outreach Specialist	541-1 541-4C 541-2 541-4D 541-3 541-4E 541-4A 541-4F 541-4B 541-5	\$102.10	\$105.37	\$108.74	\$112.22	\$115.81

A Few Words From Stephen

I created SGA because there is no real change without real change in people. I had spent years as an engineer and saw firsthand the tremendous power of the billions of decisions that human beings make every minute of every day. I decided to create a company dedicated to sculpting human behavior through the expert use of every tool in communications.

I cannot possibly express to you the satisfaction I find that today, well into our thirteenth year of operation, this little idea I had so many years ago has grown into this unique and wonderful company which I proudly present to you. As with any company, there's just too much to put into a single catalog and I would be thrilled to provide you with more information, references, work samples or even just share a talk over some coffee.

Thank you for looking through our GSA catalog - it's different than most AIMS catalogs because we're different than most AIMS companies.

I hope to hear from you soon,

A handwritten signature in black ink that reads "Stephen Groner". The signature is fluid and cursive, with a long horizontal line extending from the end of the name.

Stephen Groner
President & Founder