



### **General Services Administration**

Federal Acquisition Service Authorized Federal Supply Schedule FSS Price List

May 23, 2023

### **Multiple Award Schedule**



### Large Categories: Professional Services

· Marketing and Public Relations

· Business Administrative

### Contracts:

GS-07F-0274U PSC Codes: R408, R499, D304, R701, R708, Y1PB, R422, T010

Contract period of performance: April 01, 2008 through March 31, 2028

### Contractor:

Sage Communications, LLC 1651 Old Meadow Road, Suite 500 McLean, VA 22102 Tel: 703/531-8200 Fax: 703/564-0101

### Socioeconomic Status:

Small Business

### **Contractor Administration Source:**

David Gorodetski, Founder and CEO Phone: 703-584-5640 E-mail: david.gorodetski@aboutsage.com

Stephanie Trager, Director, Government Phone: 703/207-0545 E-mail: strager@aboutsage.com

For more information on ordering go to the following website: https://www.gsa.gov/schedules.

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: GSA Advantage.gov.

Price list current as of Modification #PO-0044 effective April 1, 2023.

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	Attachment 2

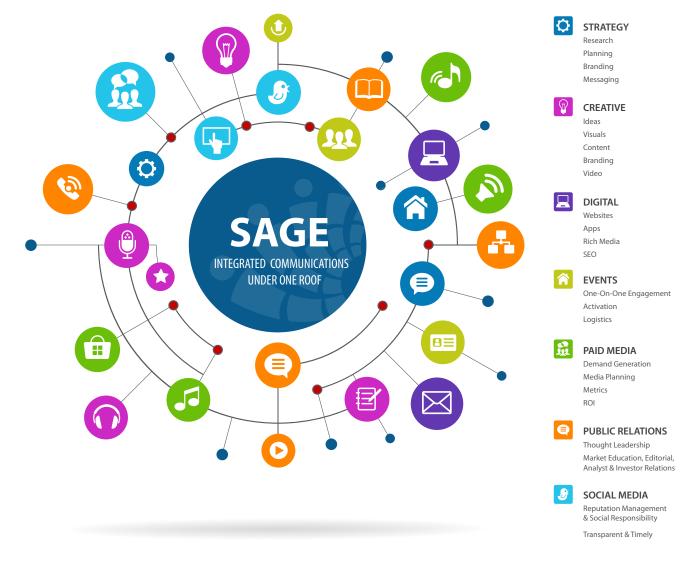


Sage professionals are experienced strategic thinkers who use research as the foundation for targeted messaging and branding. Based in Northern Virginia, Sage Communications is a national marketing and PR consultancy focused on the intersection of public missions and business transformation. Our clientele has included more than three dozen \$B-tier global enterprises, more than half of the U.S. Cabinet Departments, and some of the region's largest associations and nonprofits.

Sage's research and strategy, creative development, marketing production, public relations, social media, and event teams have supported defense, homeland, health, education, economic, justice, environment, agriculture, and diplomatic missions for more than 20 years as both a small-business prime and subcontractor.

We exist to help our clients achieve their most ambitious objectives -- whether it's to define an issue, address inequalities, counter threats to our well-being, bring citizens to the conversation, increase program or service utilization, or promote a more prosperous economy. We leverage our extensive experience across uniformed and civilian missions into inventive solutions that address your most pressing communications challenges -- and we do it through positive, respectful collaboration that inspires teams to reach higher and accomplish more.

Sage's information is always kept current in the System for Award Management (SAM), and we qualify as a small business in all our NAICS codes.



## 

### **Capsule Success Stories**

- Centers for Medicare/Medicaid Services (CMS): Sage provides ongoing strategic support for digital and print communications and brand awareness efforts for CMS' Quality Improvement Organization program. This includes brand and online strategy, newsletters, websites and annual reports. Additionally, we support CMS' internal communications.
- DHS / Transportation Security Administration (TSA): Sage worked with TSA to increase awareness of and enrollment in the TSA Preè security prescreening program. We developed the messaging and brand strategy (including digital) and designed a portfolio of collateral materials including print ads, brochures, banners, business cards, e-mail blasts, radio ads and a video. The collateral is used not only for TSA's outreach, but also for partner programs, thereby extending the reach and value for the Government.
- DHS / U.S. Coast Guard): Sage created the visual brand for outreach materials for the Office of Living Marine Resources (LMR) by developing numerous outreach collateral for the program office.
- General Services Administration (GSA), Federal Acquisition Service (FAS): FAS turned to Sage to refine its message and strengthen its brand image as a customer-oriented organization and solution provider. The goal was to increase market awareness of GSA's product and service offerings while accentuating the agency's renewed focus on customer service. Sage developed GSA Interact (www. interact.gsa.gov) from its initial inception to its current status as a flagship website for government contracting professionals in both government and industry.
- U.S. Department of Defense (DoD), Military Child Care (MCC): MCC provides military families with access to quality, affordable child care around the world. Sage worked to brand this initiative and develop messages and visuals that would resonate with military families from every service branch. In addition, Sage drafted a strategic communications plan that leveraged existing DoD communications processes and procedures for distributing information to installations quickly and effectively.
- Smithsonian Institution, National Museum of Natural History (NMNH): As part of a national effort to improve America's standing in science, technology, engineering and math (STEM) studies, Sage worked with NMNH to launch a new teen-targeted experience called Q?rius (pronounced "curious"). We created new brand, strategy and messaging elements, developed fantasy CGI illustrations to capture the Q?rius experience, and wove the design through dozens of on-site and off-site promotions and out-of-home advertising.

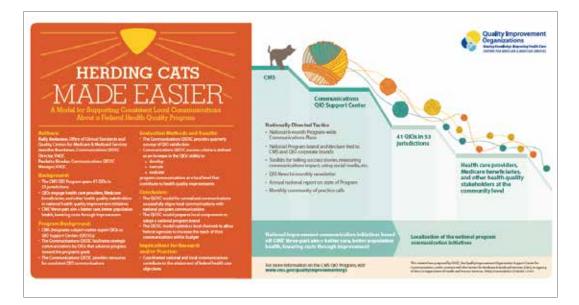
- The Overseas Private Investment Corporation (OPIC) now the U.S. International Development Finance Corporation (DFC): Sage provides a wide variety of ongoing web support services that include web strategy, graphical user interface design, microsite development, and ongoing web maintenance tasks. We've also designed and produced several video clips for placement on DFC's website. Our past work with DFC included media training services. We've designed and produced its annual report through a separate contract.
- Department of Veterans Affairs, Integrated Marketing Communications BPA (VA): Sage established branding, identity and style guides for several major programs for VA, including: VA Home Front, VA Caregiver Support Program, the Office of Tribal Government Relations (OTGR), Office of Informatics and Analytics (OIA), myHealthevet and the Strategic Acquisition Center (SAC) through a BPA for integrated marketing communications services. We also provided media planning for VA Home Front and web maintenance services for OTGR.
- U.S. Department of Agriculture (USDA): Sage planned and implemented an intensive media outreach effort to build awareness of the USDA process to resolve the claims of Hispanic and women farmers and ranchers who assert that they were discriminated against when seeking USDA farm loans as the filing deadline approached. The geographic range of outreach encompassed most of the continental U.S. and Puerto Rico. Outreach included both paid and earned media for Spanish- and English-speaking audiences. Sage negotiated \$1,362,118 in added value or free placements on behalf of USDA.



### Informational graphics and outreach materials developed for the CMS QIO program.









Print advertising depicting the varied target audiences for the TSA  $Pre \checkmark^{\circ}$  program.



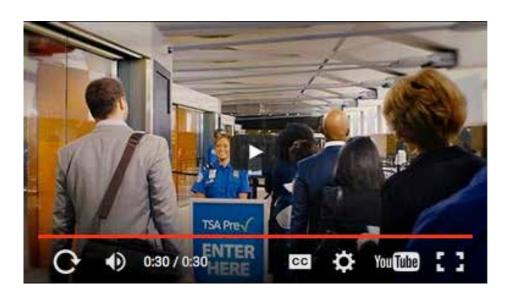






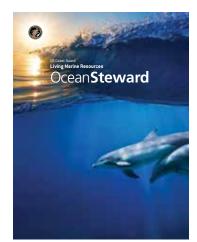


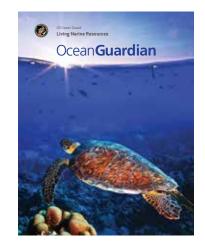
Screen capture from the TSA  $Pre \checkmark^{\circ}$  30-second video. Shown by TSA's major US airlines partners.





Collateral developed for the U.S. Coast Guard, Office of Living Marine Resources.











GSA online advertisements created and implemented for the Federal Acquisition Service.

### STATE AND LOCAL COOPERATIVE PURCHASING PROGRAM





Cooperative Purchasing Program for State and Local Government Entities made easy by GSA.

U.S. General Services Administration

GSA

CYBERSECURITY











GSA transit advertisements designed and implemented for the Federal Acquisition Service.

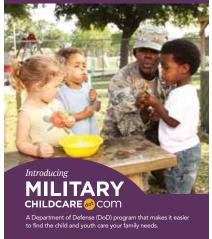


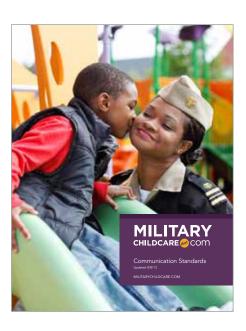


## MILITARY CHILDCARE 60 COM

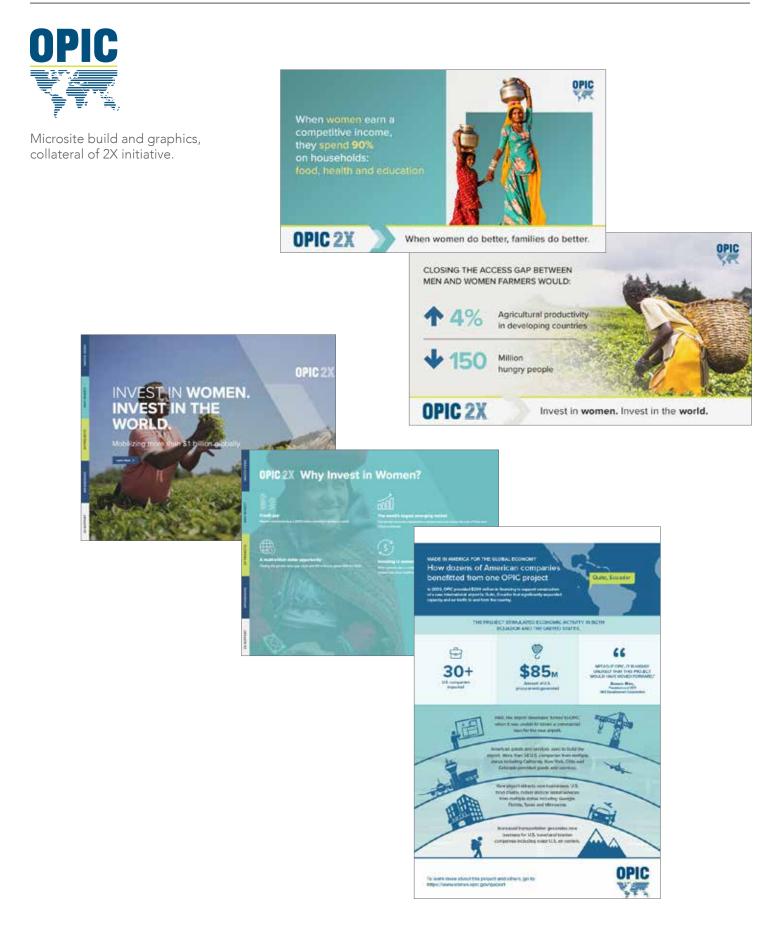
Identity, website and online brand portal that hosts MCC's communication standards and training resources, along with branded marketing materials for use by the global network of childcare providers.

### We care for your children while you protect America



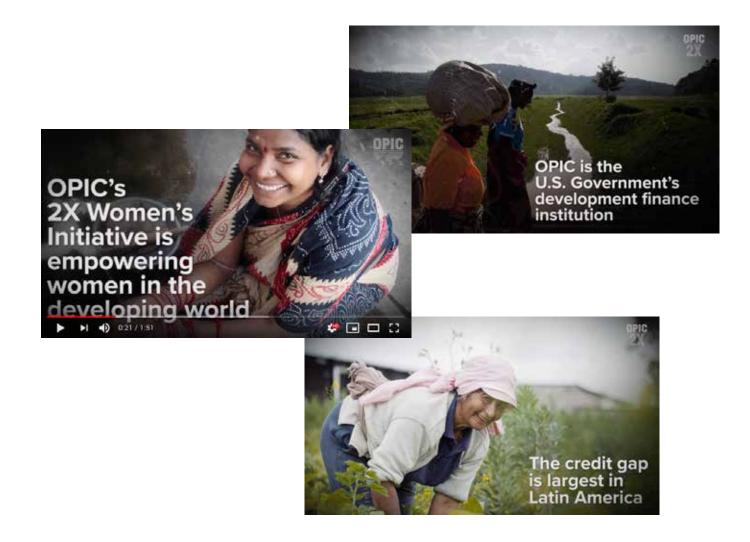








Videos produced for OPIC.





Promotional campaign including photos of a "flash mob" on the National Mall that Sage generated through social media for the Q?rius Museum launch event.





#### What resources are waiting for you at **Q?rius**?

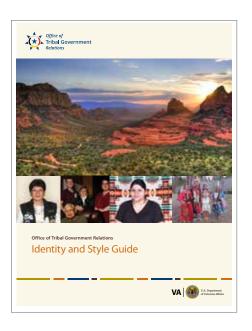






Identity and style guide, logo and outreach materials along with custom photography for the Office of Tribal Government Relations.













- 1a. Table of Awarded Special Item Numbers (SINs)
- SIN 541430 / Graphic Design Services
- SIN 541511 / Web Based Marketing
- SIN 541611 / Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
- SIN 541613 / Marketing Consulting Services
- SIN 541810 / Advertising Services
- SIN 541810ODC / Other Direct Costs for Marketing and Public Relations Services
- SIN 541820 / Public Relations Services
- SIN 541850 / Exhibit Design and Advertising Services
- SIN 541910 / Marketing Research and Analysis
- SIN 561920 / Conference, Meeting, Event and Trade Show Planning Services
- SIN 541922 / Commercial Photography Services
- OLM / Order Level Materials
- **1b.** See attachment 1 for pricing of tasks.
- 1c. Hourly Rates: See Attachment 1.
- **2. Maximum Order:** \$1,000,000.
- **3. Minimum Order:** \$100.
- 4. Geographic Coverage (Delivery Area): 50 States, DC and Puerto Rico.
- 5. Point(s) of Production: McLean, Fairfax County, Virginia, USA 22102.
- 6. Discount from Price List: Prices shown are GSA net.
- 7. Quantity Discounts: None.
- 8. Prompt Payment Terms: 1%-20, Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions. Subcontractor costs, other direct costs (ODCs) and open market items are not eligible for the prompt payment discount.
- 9. Foreign Items: Not applicable.
- **10a. Time of Delivery:** To be negotiated at the task order level.
- 10b. Expedited Delivery: Contact the contractor for expedited delivery.
- 10c. Overnight and 2-day Delivery: Available.
- **10d. Urgent Requirements:** Contact the contractor for faster delivery or rush requirements.
- **11. F.O.B. point(s):** Destination.

- 12a. Ordering Address:
  - Sage Communications
     1651 Old Meadow Road, Suite 500
     McLean VA 22102
     Tel. 703/584-5636
- **12b. Ordering Procedures:** See Federal Acquisition Regulation (FAR) 8.405-3.
- 13. Payment Address:
  - Sage Communications ATTN: Accounts Payable
     1651 Old Meadow Road, Suite 500 McLean VA 22102
     Tel. 703/531-8200
     Fax. 703/564-0101
- **14. Warranty Provisions:** Not applicable.
- 15. Export Packing Charges: Not applicable.
- 16. Terms and conditions of rental, maintenance, and repair. Not applicable.
- 17. Terms and conditions of installation. Not applicable.
- 18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices. Not applicable.
- 18b. Terms and conditions for any other services. None.
- 19. List of service and distribution points. Not applicable.
- 20. List of participating dealers. Not applicable.
- 21. Preventive maintenance. Not applicable.
- 22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). Not applicable.
- **22b. Section 508 Compliance:** The Contractor provides 508-compliant electronic and information technology (EIT) supplies and services. The EIT standards that Sage utilizes can be found at www.section508.gov. Please contact Sage for more information.
- 23. Unique Entity Identifier (UEI) Number: K419QZB7R7X8.
- **24. Sage Communications, LLC.** Is registered in the System for Award Management (SAM) database.

## <sup>4</sup> Attachments

Schedule of Rates for Awarded SINs / Price List for All SINs

Attachment 1: Sage Communications Labor Categories and Hourly Rates

DISCIPLINE AND LCAT	HOURLY RATE WITH IFF	DISCIPLINE AND LCAT	HOURLY RAT
SAGE LEADERSHIP TEAM		PUBLIC RELATIONS SERVICES	
Senior Agency Principal	\$243.71	Senior Vice President	\$223.06
Agency Principal	\$231.32	Agency Vice President	\$206.54
Senior Vice President	\$223.06	Account Director	\$156.97
Agency Vice President	\$206.54	Media Trainer	\$152.84
Brand Developer	\$223.06	Account Manager	\$148.71
Creative Director	\$206.54	Social Media Strategist	\$148.71
CREATIVE SERVICES		Senior Account Executive	\$132.18
	\$206.54	Account Executive	\$128.05
Creative Director Art Director	\$206.54	Media Execution Manager	\$115.66
	\$130.97	Account Coordinator	\$95.01
Senior Designer Graphic Artist/Illustrator	\$128.05		
Designer / Mechanical	\$111.53	Media Planner	\$198.28
Copy Chief	\$148.71	Advertising Strategist	\$185.88
Senior Writer	\$144.58	Media Buyer	\$123.92
Writer	\$132.18	Media Execution Manager	\$115.66
Copy Editor	\$123.92	MARKET RESEARCH AND STRA	TEGIC SERVICES
Photographer	\$177.62	Brand Developer	\$223.06
Photographer Assistant	\$132.18	Market Planner	\$198.28
PROJECT MANAGEMENT AND	QUALITY CONTROL	Market Hanner Media Planner	\$198.28
Account Director	\$156.97	Market Researcher	\$198.28
Account Manager	\$148.71	Web Marketing Strategist	\$194.15
Project Manager	\$140.45	Market Analyst	\$190.01
Senior Account Executive	\$132.18	Focus Group Moderator	\$190.01
Account Executive	\$128.05	Advertising Strategist	\$185.88
Media Execution Manager	\$115.66	Marketing Strategist	\$185.88
Proofreader	\$107.40	Senior Marketing Director	\$161.10
Account Coordinator	\$95.01	Marketing Director	\$148.71
Administrative Clerk	\$74.35	Research Coordinator	\$95.01

Sage Communications Labor Categories and Hourly Rates (continued)

DISCIPLINE AND LCAT	HOURLY RATE WITH IFF
INTERACTIVE AND WEB SERVICES	
Web Marketing Strategist	\$194.15
Senior Programmer	\$173.49
Web Usability Specialist	\$169.36
Web Search Engine Optimizer	\$169.36
Interactive and Online Strategist	\$161.10
Technology Director	\$161.10
Programmer	\$156.97
Senior User Interface Designer	\$144.58
Project Manager	\$140.45
Web Content Developer	\$132.18
Web Architect/Developer	\$132.18
Web Production Specialist	\$132.18
Web Maintenance Specialist	\$132.18
TELEVISION AND VIDEO PRODUCT	ION SERVICES
Director	\$161.10
Video Producer	\$194.15
Cameraman	\$161.10
TV/Video Editor	\$152.84
TV/Video Technician	\$132.18
EXHIBIT AND TRADE SHOW SERVIC	ES
Event/Trade Show Planner	\$202.41
Exhibit Planner	\$185.88
Event/Trade Show Coordinator	\$177.62
Exhibit Designer	\$144.58
Project Manager	\$140.45
Exhibit Production Specialist	\$136.31
Exhibit Fabricator	\$111.53

DISCIPLINE AND LCAT	HOURLY RATE WITH IFF
Senior Subject Matter Expert	\$243.71
Functional Subject Matter Expert I	\$206.54
Functional Subject Matter Expert II	\$185.88
Functional Subject Matter Expert III	\$173.49
Functional Subject Matter Expert IV	\$156.97
Functional Subject Matter Expert V	\$148.71
Functional Task Support I	\$128.05
Functional Task Support II	\$115.66
Functional Task Support III	\$95.01
Administrative Support	\$74.35

### END OF LABOR RATES

 The Service Contract Labor Standards (SCLS) is applicable to this contract as it applies to the entire Multiple Award Schedule (MAS) 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. Other Direct Costs

ТҮРЕ	DESCRIPTION	UNIT OF MEASURE	GSA PRICES WITH IFF	
PRINT / INTERACTIVE MEDIA COSTS				
Print Ad Min. Size	Print Ad 1 Column Inch	Per Inch	\$1,753.20	
Print Ad	Full Page	Full Page	\$108,699.38	
Print Ad	Various Sizes: less than a full page including but not limited to 4/5 page, junior page, 3/5 page, 1/2 page	Fractional Size Ad	\$79,330.50	
Print Cover Wrap	4-Page Wrap	4 Pages	\$39,591.65	
Print Publication Insert	4-Page Print Insert, cost per 1,000 inserts	Per 1 M Pieces	\$141.25	
Online Banner Ad	Various pixel sizes and formats including: leaderboard, big box, half page, based on cost per thousand impressions	Per 1 M Impressions	\$120.55	
Website Homepage Sponsorship	Website Sponsor 1 Day	Per Day	\$7,106.20	
Section Sponsorship	Section Sponsor 1 Week	Per Week	\$5,075.85	
eNewsletter Sponsorship	Sponsorship for 1 Day	Per Day	\$7,106.20	
Custom Webinar	Sponsorship for Single Event	Per Event	\$30,455.11	
eColumn Sponsorship	Sponsorship for 1 Week	Per Week	\$15,227.56	
Webinar Sponsorship	Exclusive Sponsorship for Single Event	Per Event	\$20,303.41	
Live Event Sponsorship	Various levels, including sole sponsor, luncheon sponsor, banner & logo and program sponsor	Per Sponsorship	\$45,682.67	
Ad Trafficking Services	Adding very specific ad traffic rules to banner creative, including but not limited to Flash, HTML, JavaScript and Java applet banners	Per Insertion	\$76.14	
National Public Service Announcement (PSA) Distribution	Social Media PSA Distribution: Deliver send interactive Press Release to 200 blogs, online communities, forums, and message boards	Social Media PSA	\$23,348.92	

### Other Direct Costs (continued)

ТҮРЕ	DESCRIPTION	UNIT OF MEASURE	GSA PRICES WITH IFF		
OUTDOOR COSTS	OUTDOOR COSTS				
Rail Station Two-Sheet Posters	46" x 60" Includes multiple stations, 4-week rate for 45 unit minimum contract	Per Contract	\$33,119.94		
Rail Station Dioramas	43" x 62" Individual station, 4-week rate for 1 unit minimum contract	Per Contract	\$1,827.30		
Rail Station Domination Package	Entire station, various sizes, 4-week minimum	Per Contract	\$152,275.57		
Rail Car, Full Brand	Brand entire inside of rail car, various sizes, 4-week rate for 62 unit minimum contract	Per Contract	\$67,975.81		
Transit Bus, Interior Bus Card	22" x 21" card, general coverage, 20, 4-week rate for 200 unit minimum contract	Per Contract	\$3,045.51		
Transit Bus, Wrapped Bus	Fully wrapped bus, 4-week rate for 14 unit minimum contract	Per Contract	\$71,061.93		
Transit Bus, Fullback Bus Display	Back of bus display, 4-week rate for 25 unit minimum contract	Per Contract	\$30,455.11		
Transit Bus, Ultra King Size Bus Poster	1 55" x 233" poster, 4-week rate minimum contract	Per Unit	\$1,522.76		
TRAINING COSTS					
Curriculum Development	Develop online curriculum, training content and storyboards for two training modules, and Master Copy of DVD	Per DVD	\$118,032.64		
EVENT COSTS					
Booth Design	Includes: 20' x 20' design, 1 hanging sign 1 reception counter w/shelf, graphic panels for bridges, towers, storage closet and back of exiting booth, all lighting, carrying cases, surface covers and fabric	Per Booth	\$ 88,580.12		
Facility/Equipment Rental	Room rental, audio visual equipment rental, internet connection, installation, dismantle and coordination, per event	Per Event	\$59,550.41		

### Other Direct Costs (continued)

ТҮРЕ	DESCRIPTION	UNIT OF MEASURE	GSA PRICES WITH IFF
RADIO COSTS			
National Public Service Announcement (PSA) Distribution	Radio PSA Distribution: Duplicate 2,000 each of 10 radio spots on CD-ROM. Deliver and/or mail 2,000 English and Spanish radio stations nationwide	Per Distribution	\$38,576.47
Radio	54 minute, moderated on-air panel discussion	54 Minute Segment	\$25,379.26
Radio Spot	Sponsorship of reoccurring on-air segment	Per Week	\$4,060.69
Radio Spot	60 second, 1 time airing	60 Second Spot	\$1,624.27
Radio Spot	30 second, 1 time airing	30 Second Spot	\$1,624.27
Radio Spot	10 second, 1 time airing	10 Second Spot	\$507.59
PUBLIC RELATIONS CO	DSTS		
Monthly Retainer	Article writing, reporter pitching, submissions for awards, submitting articles, messaging, editorial calendar planning, and tearsheet collection	1 Month Retainer	\$15,684.38
PRINT COSTS			·
Printing	Booklet, Specs: 5 PMS + Flood aqueous; 100lb McCoy Silk cover, saddle-stitched, 3-hold punch, final size 8.75"x 11.25". Quantity per 3,000	Per Job	\$15,588.96
Custom Illustration	Create 5 custom color illustrations for a series of flyers	Illustration	\$3,045.51
National Public Service Announcement (PSA) Distribution	Print PSA Distribution: Duplicate 300 each of 4 separate ads. Deliver and/or mail 1,000 publications	Per Distribution	\$25,379.26
PHOTOGRAPHY AND	VIDEO COSTS		
Custom On-site and Location Photography	1/2 day photo shoot, 3 unique shots, delivery of finished shots on CD	Per Photo Shoot	\$5,481.92
Video Production	Production and direction of a 6-minute video, including scouting, 2 cameramen, 3 actors, post production, editing and final delivery	Per 6-Minute Video	\$18,445.64

### Other Direct Costs (continued)

ТҮРЕ	DESCRIPTION	UNIT OF MEASURE	GSA PRICES WITH IFF
MISCELLANEOUS COS	STS		
Promotional Items	Advertising specialty items to support marketing campaigns. Include: t-shirts, key chains, pens, flashlights, tote bags, note pads, binders, banners, coffee cups, water bottles, computer accessories, luggage tags, desk accessories, award plaques and corporate recognition items, price per item at 250 unit level	Per Item	\$5.01
Online AdWord Buy	Cost Per Click (CPC)	Per Click	\$13.04
Hotel Keycard Ad	Cost per 1,000 keycards, 1,000 keycard minimum contract	Per Thousand	\$598.95
DVD Printing and Replication	5-color DVD printing, foldover jacket, duplication and hand packaging, Quantity 2,000	Per Order	\$3,563.24

### END OF ODCs

DISCIPLINE AND LCAT	DESCRIPTION	YEARS EXPERIENCE	EDUCATION			
SAGE LEADERSH	SAGE LEADERSHIP TEAM					
Senior Agency Principal	Agency Owner. Contributes to strategy development and client relationship management.	20	Bachelors Degree			
Agency Principal	Contributes to strategy development, client relationship and contract management.	15	Bachelors Degree			
Senior Vice President	Leads marketing/PR strategy, support and implementation and client relationship management.	15	Bachelors Degree			
Agency Vice President	Leads Marketing and PR Teams. Contributes to strategy development, planning and client relationship management.	10	Bachelors Degree			
Brand Developer	Identifies overall brand attributes/positioning. Develops brand strategies and messages. Contributes to planning initiatives.	15	Bachelors Degree			
Creative Director	Develops mission-oriented visual strategy for all agency creative deliverables. Supervises Creative Team.	10	Bachelors Degree			
CREATIVE SERVIC	CES					
Creative Director	Develops mission-oriented visual strategy for all agency creative deliverables. Supervises Creative Team.	10	Bachelors Degree			
Art Director	Art directs all agency creative. Supervises day-to-day activities of Creative Team.	7	Bachelors Degree			
Senior Designer	Designs agency creative from concept to completion. Is fluent in layout, illustration and design programs.	5	Bachelors Degree			
Graphic Artist/ Illustrator	Designs agency creative from concept to completion. Is fluent in layout, illustration and design programs.	2	Bachelors Degree			
Designer / Mechanical	Prepares final mechanical files and conducts quality control checks and GPO documentation.	1	Bachelors Degree			
Copy Chief	Supervises Sage Writing Team. Develops content for marketing, advertising and outreach initiatives.	10	Bachelors Degree			
Senior Writer	Develops content for marketing, advertising and outreach initiatives.	6	Bachelors Degree			
Writer	Develops content for marketing, advertising and outreach initiatives.	3	Bachelors Degree			
Copy Editor	Edits client-provided content per initiative requirements.	2	Bachelors Degree			
Photographer	Shoots on site, location or studio photography. Edits and manipulates imagery.	5	Bachelors Degree			
Photographer Assistant	Assists with on site, location or studio photography.	2	Bachelors Degree			

DISCIPLINE AND LCAT	DESCRIPTION	YEARS EXPERIENCE	EDUCATION		
PROJECT MANA	PROJECT MANAGEMENT AND QUALITY CONTROL				
Account Director	Supervises activities for marketing, PR and event-related tasks. Supervises Marketing/PR/Event Project Management Teams.	8	Bachelors Degree		
Account Manager	Implements marketing/PR/event strategies and plans, drafts PR deliverables and maintains client contact.	6	Bachelors Degree		
Project Manager	Directs and coordinates all project activities and schedules.	5	Bachelors Degree		
Senior Account Executive	Implements marketing/PR/event strategy and plans, drafts PR deliverables as well as maintains client contact.	4	Bachelors Degree		
Account Executive	Implements marketing/PR/event strategy and plans, drafts PR deliverables as well as maintains client contact.	2	Bachelors Degree		
Media Execution Manager	Ensures that correct ad creative ran per IO. Writes media ROI reports. Reviews media invoices. Ongoing ad server maintenance.	3	Bachelors Degree		
Proofreader	Checks for and corrects spelling, grammatical and stylistic errors in all content. Conducts quality assurance checks on in progress materials to ensure that client edits were completed.	1	Bachelors Degree		
Account Coordinator	Assists with marketing/PR/event initiatives and handles account administrative tasks.	1	Bachelors Degree		
Administrative Clerk	Handles typing, copying and general staff support.	1	High School		
PUBLIC RELATIO	NS SERVICES				
Senior Vice President	Leads PR strategy, support and implementation and client relationship management.	15	Bachelors Degree		
Agency Vice President	Leads PR Team. Contributes to strategy development, planning and client relationship management.	10	Bachelors Degree		
Account Director	Supervises contract/task order activities for PR related initiatives. Supervises PR Project Management Team.	8	Bachelors Degree		
Media Trainer	Develops Media Training Curriculum and leads training sessions. Coaches organizations on media protocol.	6	Bachelors Degree		
Account Manager	Implements marketing/PR strategy, drafts marketing/PR deliverables as well as maintains day-to-day client contact.	6	Bachelors Degree		
Social Media Strategist	Develops and implements Social Media (SM) Strategy. Drafts content and monitors SM activities.	6	Bachelors Degree		
Senior Account Executive	Implements PR strategy, writes PR deliverables as well as develops and maintains media contacts.	4	Bachelors Degree		
Account Executive	Implements PR strategy, writes PR deliverables as well as develops and maintains media contacts.	2	Bachelors Degree		
Account Coordinator	Assists with marketing/PR/event initiatives and handles account administrative tasks.	1	Bachelors Degree		

DISCIPLINE AND LCAT	DESCRIPTION	MIN. YEARS EXPERIENCE	MIN. EDUCATION
MEDIA SERVICES			
Media Planner	Develops advertising/paid media strategies. Creates media plans, negotiates media rates and make goods. Reviews/ approves media invoices.	10	Bachelors Degree
Advertising Strategist	Develops go-to-market positioning and messaging. Contributes to communications and media plans.	10	Bachelors Degree
Media Buyer	Cuts insertion orders (IOs) and traffics artwork per media plan and media property deadlines.	5	Bachelors Degree
Media Execution Manager	Ensures that correct ad creative ran per IO. Writes media ROI reports. Reviews media invoices. Ongoing ad server maintenance.	3	Bachelors Degree
MARKET RESEAR	CH AND STRATEGIC SERVICES		
Brand Developer	Identifies overall brand attributes/positioning. Develops brand strategies and messages. Contributes to planning initiatives.	15	Bachelors Degree
Market Planner	Develops marketing/outreach strategies and messages for diverse planning deliverables. Writes communications plans.	10	Bachelors Degree
Market Researcher	Conducts qualitative/quantitative research. Contributes to research reports and communication plans.	10	Bachelors Degree
Web Marketing Strategist	Develops and implements interactive plans to increase site visibility. Contributes to communication planning initiatives.	8	Bachelors Degree
Market Analyst	Analyzes qualitative/quantitative research. Contributes to reports and communication planning initiatives.	10	Bachelors Degree
Focus Group Moderator	Plans and conducts focus group activities. Drafts preliminary and final findings reports.	8	Bachelors Degree
Advertising Strategist	Develops go-to-market positioning and messaging. Contributes to communications and media plans.	10	Bachelors Degree
Marketing Strategist	Develops marketing strategies and messages. Contributes to communications and media planning initiatives.	10	Bachelors Degree
Senior Marketing Director	Contributes to communications plans, media analysis, messaging and other marketing efforts.	8	Bachelors Degree
Marketing Director	Contributes to communications plans, media analysis, messaging and other marketing efforts.	6	Bachelors Degree
Research Coordinator	Assists with gathering and analyzing research data.	1	Bachelors Degree

DISCIPLINE AND LCAT	DESCRIPTION	MIN. YEARS EXPERIENCE	MIN. EDUCATION
INTERACTIVE AND	D WEB SERVICES		
Web Marketing Strategist	Develops tactical implementation strategies for Web and online outreach initiatives.	8	Bachelors Degree
Interactive and Online Strategist	Develops front end/back end technical specifications and recommendations for web/online initiatives.	6	Bachelors Degree
Senior Programmer	Contributes to website programming (HTML, JavaScript, CSS etc.), technical troubleshooting and 508 compliance.	8	Bachelors Degree
Web Usability Specialist	Develops and administers custom usability studies. Conducts analysis and recommendations.	8	Bachelors Degree
Web Search Engine Optimizer	Conducts web search engine optimization activities for major search engines, e.g. Google.	8	Bachelors Degree
Technology Director	Recommends technical solutions for client initiatives. Conducts software and hardware research and maintenance.	8	Bachelors Degree
Programmer	Contributes to website programming (HTML, JavaScript, CSS etc.), technical troubleshooting and 508 compliance.	5	Bachelors Degree
Senior User Interface Designer	Designs and produces the visual user interfaces for website initiatives.	4	Bachelors Degree
Web Content Developer	Develops content for web/Internet-based marketing, advertising and outreach initiatives.	2	Bachelors Degree
Web Architect/ Developer	Designs Web architecture, site flow and content organization.	2	Bachelors Degree
Web Production Specialist	Responsibilities include site build out and template development.	2	Bachelors Degree
Web Maintenance Specialist	Responsibilities include web content integration and migration; programming for new and existing websites, as well as ongoing imagery/content edits and site management.	2	Bachelors Degree
TELEVISION AND	VIDEO PRODUCTION SERVICES		
Director	Directs entire production crew for broadcast or video productions—whether for on site, location or studio shoots.	7	Bachelors Degree
Video Producer	Coordinates and facilitates all key aspects of broadcast or video production.	7	Bachelors Degree
Cameraman	Operates camera/lighting/film/teleprompter equipment.	5	Bachelors Degree
TV/Video Editor	Edits television/video footage per project requirements, including Section 508 compliance.	5	Bachelors Degree
TV/Video Technician	Assists television/video onsite, location or studio activities.	3	Bachelors Degree

DISCIPLINE AND LCAT	DESCRIPTION	MIN. YEARS EXPERIENCE	MIN. EDUCATION	
EXHIBIT AND TR	EXHIBIT AND TRADE SHOW SERVICES			
Event/Trade Show Planner	Develops strategic plans for all exhibit, conference and show activities. Supervises the Event Team.	10	Bachelors Degree	
Exhibit Planner	Researches venues, negotiates rates and handles all venue contract documents. Coordinates all event-related logistics.	8	Bachelors Degree	
Event/ Trade Show Coordinator	Coordinates all pre-event and on site event activities. Drafts post-event final reports.	8	Bachelors Degree	
Exhibit Designer	Develops booth specifications/layouts per exhibit plan. Supervises exhibit production/fabrication.	6	Bachelors Degree	
Exhibit Production Specialist	Develops booth material layouts through mechanical production.	4	Bachelors Degree	
Exhibit Fabricator	Assembles/produces/builds exhibit products and materials.	2	Bachelors Degree	
CONSULTING SE	RVICES			
Senior Subject Matter Expert	Senior executive responsible for providing strategic direction, vision, leadership, and program management to the team. Contributes to organizational direction through regular involvement with senior-level client leadership and team members.	20	Bachelors Degree	
Functional Subject Matter Expert I	Service discipline lead and senior subject matter expert with extensive knowledge and experience in one or more designated functional and/or domain areas. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. This role is primarily utilized on projects for specific expertise in support of the creation of comprehensive meth-ods for describing current and/or future structure and behavior of an organization's processes, systems, personnel, and organizational sub-units, to ensure alignment with the organization's core goals, values, and strategic direction.	10	Bachelors Degree	
Functional Subject Matter Expert II	Senior subject matter expert with extensive knowledge and experience in one or more designated functional and/ or domain areas. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. This role is primarily utilized on projects for specific expertise in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization's processes, systems, personnel, and or-ganizational sub-units, to ensure alignment with the organization's core goals, values, and strategic direction.	10	Bachelors Degree	

DISCIPLINE AND LCAT	DESCRIPTION	MIN. YEARS EXPERIENCE	MIN. EDUCATION	
CONSULTING SE	CONSULTING SERVICES (CONTINUED)			
Functional Subject Matter Expert III	Senior subject matter expert with extensive knowledge and experience in one or more designated functional and/or domain areas. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. This role is primarily utilized on projects for specific expertise in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization's processes, systems, personnel, and organizational sub-units, to ensure alignment with the organization's core goals, values, and strategic direction.	8	Bachelors Degree	
Functional Subject Matter Expert IV	Senior subject matter expert with extensive knowledge and experience in one or more designated functional and/or domain areas. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. This role is primarily utilized on projects for specific expertise in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization's processes, systems, personnel, and organizational sub-units, to ensure alignment with the organization's core goals, values, and strategic direction.	7	Bachelors Degree	
Functional Subject Matter Expert V	Senior expert with extensive knowledge in a des-ignated field or discipline. Provides insight and advice concerning task or project strategic direction and outcomes. May contribute to the evaluation, analysis, and development of recommended solutions. Applies principles and methods of the subject matter to specialized solutions. Directs the activities of other staff as necessary on activities related to the specified field or discipline.	5	Bachelors Degree	
Functional Task Support I	Team member with knowledge and experience in one or more designated functional and/or domain areas. Provides support to more senior members of the team. This role is primarily utilized on projects in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization's processes, systems, personnel and organizational sub-units, to ensure alignment with the organization's core goals, values, and strategic direction.	3	Bachelors Degree	
Functional Task Support II	Team member with knowledge and experience in one or more designated functional and/or domain areas. Provides support to more senior members of the team. This role is primarily utilized on projects in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization's processes, systems, personnel and organizational sub-units, to ensure alignment with the organization's core goals, values, and strategic direction.	2	Bachelors Degree	

DISCIPLINE AND LCAT	DESCRIPTION	MIN. YEARS EXPERIENCE	MIN. EDUCATION
Functional Task Support III	Team member with knowledge and experience in one or more designated functional and/or domain areas. Provides support to more senior members of the team. This role is primarily utilized on projects in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization's processes, systems, personnel and organizational sub-units, to ensure alignment with the organization's core goals, values, and strategic direction.	1	Bachelors Degree
Administrative Support	Provides administrative and clerical support for clients and staff as tasked. Duties may include word processing, copying and binding, maintaining department/client files, expense reports, and coordinating events/meetings.	1	High School Diploma

#### Attachment 2: Sage Micropurchase Menu

Sage developed this micropurchase menu to provide an easy way for GSA customers to contract with Sage for small, one-off, everyday projects. These costs are based on our approved GSA Schedule labor categories and rates. Each menu item describes a specific product and level of effort (LOE). Sage can provide custom menu items to meet client needs, as long as the level of effort remains below the micropurchase threshold.

All items in the micropurchase menu include project launch activities (launch meeting, meeting notes, creative brief development [if applicable], and all project management activities).

To order any product or to request more information, please contact Sage at Micropurchase\_Menu@aboutsage.com.

ITEM / DESCRIPTION	соѕт	
Strategy Session	\$9,897.26	
<ul> <li>Initial consulting session with two (2) Sage senior staff members and account representative</li> <li>Review and analysis of topics discussed and materials provided</li> <li>Findings and recommendations presentation and final report</li> </ul>		
Mini Communications Plan	\$9,901.35	
<ul> <li>Communications plan intended for a discrete program and defined period of time</li> <li>Plan tailored to unique client needs, market and budget</li> <li>Cost assumes final report will include internal assessment, recommendations, plan development with line item budget, workflow assignments, and pricing</li> </ul>		
Logo Design	\$8,310.92	
<ul> <li>Three (3) initial logo concepts</li> <li>Concept presentation with written rationales</li> <li>Up to three (3) rounds of client revisions to chosen concept to establish final version</li> <li>Source Adobe files and PDF, TIFF and JPG formats"</li> </ul>		
Up to 90-Second Video	\$9,926.02	
<ul> <li>Video that is simple and professional in scope and style</li> <li>Two (2) initial creative concepts with video styles, fonts, creative assets and color palettes</li> <li>Up to two (2) rounds of revisions to chosen concept</li> <li>Script writing / editing (based on client-provided raw content), graphics, music and non-union talent for voiceover, animation, video, audio, and post-production</li> <li>One (1) rough cut for initial feedback with up to two (2) rounds of revisions to the first cut for client review and approval</li> <li>Section 508 compliance</li> </ul>		

### Attachment 2: Sage Micropurchase Menu (continued)

ITEM / DESCRIPTION	СОЅТ
Mini Outreach Campaign Creative	\$9,921.89
• Banner ads in three (3) sizes, social media ad and landing page design or equivalent LOE	
Design, production and copywriting	
• Up to three (3) initial concepts	
Concept presentation with written rationales	
• Up to three (3) rounds of client revisions to chosen concept to establish final version	
Source and final files	
Agency / Annual Report	\$9,864.08
<ul> <li>Up to 24 pages, including cover or equivalent LOE</li> </ul>	
Client-provided content and required imagery	
All design and production and project management	
• Up to three (3) initial concepts for cover and interior spread	
Concept presentation with written rationales	
<ul> <li>Up to two (2) rounds of client revisions to chosen concept</li> </ul>	
• Initial layout and up to three rounds of client revisions to establish print-ready final version	
<ul> <li>Source Adobe files, print-ready PDF, section 508-compliant PDF, and GPO paperwork</li> </ul>	
Pocket Folder / Inserts	\$7,278.27
• Pocket folder with up to eight (8) pages of inserts, loose or saddle stitched, or equivalent LOE	
Client-provided content and required imagery	
All design and production	
• Up to three (3) initial concepts for cover and interior spread; concept presentation with written ra	ationales
• Up to two (2) rounds of client revisions to chosen concept	
• Initial layout and up to three (3) rounds of client revisions to establish print-ready final version	
• All source Adobe files, print-ready PDF, Section 508-compliant PDF, and GPO paperwork	

Attachment 2: Sage Micropurchase Menu (continued)

ITEM / DESCRIPTION	COST
Marketing Collateral Suite	\$9,599.69
• Two-sided informational sheet, tri-fold brochure, PowerPoint deck (up to 10 slides)	or equivalent LOE
<ul> <li>Client-provided base content to be edited and required imagery</li> </ul>	
All design and production	
• Up to two (2) initial concepts for cover and interior spread; concept presentation w	vith written rationales
• Up to two (2) rounds of client revisions to chosen concept	
• Initial layout and up to three (3) rounds of client revisions to establish print-ready fi	inal version
• All source Adobe files, print-ready PDF, Section 508-compliant PDF, and GPO pape	erwork
All products developed at the same time	
In-Person Speaker Training / Media Training	\$9,500.76
Full-day session	
<ul> <li>Custom curriculum development based on client needs and level of participant exp</li> </ul>	perience
• Up to 12 persons	
Morning group session	
<ul> <li>Individual, 15- to 20-minute videotaped, one-on-one sessions in the afternoon (inclu and screen)</li> </ul>	udes equipment such as camera, lights
<ul> <li>Takeaway materials (worksheet for messaging and screening opportunities)</li> </ul>	
Media Advisory	\$3,568.98
• One (1) media advisory for an upcoming event or announcement (documenting the specifics)	e Who, What, When, Where, and Why
Initial draft with one (1) round of client edits	
<ul> <li>Distribution and follow-up to appropriate target media</li> </ul>	
Event Support	\$9,129.00
• On-site staffing and media support for one (1) single day conference, seminar or ev	vent
<ul> <li>Reporter outreach prior to the event to secure media participation and coverage</li> </ul>	
<ul> <li>Travel and and other direct costs not included</li> </ul>	

Sage Micropurchase Menu (continued)

ITEM / DESCRIPTION	соѕт
Social Media Plan	\$7,517.90
One (1) plan	
Strategy for timing and launch	
<ul> <li>Profile preparation, including on-brand visuals for the profile and banner photos</li> </ul>	
<ul> <li>Profile overview that reflects key messaging and goals for the platform</li> </ul>	
• A comprehensive list of influencers and individuals from key audiences to follow and engage	
• Counsel on the cadence of the content calendar (to be developed by client)	
<ul> <li>Recommendations for pinned tweets, multimedia content, and more</li> </ul>	
<ul> <li>Sage's methodology for 3:1 engagement with social media audience to ensure the right balance promotional content</li> </ul>	e of industry vs.
• Timing and recommendations on paid Twitter campaign to drive new followers	
Media Monitoring, Traditional or Social Media	\$7,373.45
Monitoring of online, print and broadcast news	
• Email summaries of recent coverage with appropriate stakeholders that include executive-read	y reports
Per month cost	