

## ***Change that Matters***

At Censeo, we work with some of the largest and most complex organizations in the world to dramatically improve operations and supply chain performance. We have a proven approach that combines our subject matter expertise and analytical acumen with a strong focus on stakeholder collaboration and measurable client impact. By applying our approach through small teams that are comprised of senior level experts and thought leaders, we are able to deliver significant ROI in months, not years.

Our key service offerings include:

- Procurement and Operations
- Organization and Human Capital
- Strategic IT
- Strategy

## **Procurement and Operations**

Efficient and effective operations, including procurement and supplier relationships, are critical to achieving strategic goals. Censeo helps organizations rapidly reduce costs and improve the effectiveness of their operational and procurement processes.

Internal processes (e.g. processing claims) or support functions such as facilities, finance, human resources, IT and procurement are a critical part of any organization. If not done well, they can lead to unnecessary waste of resources and even worse, lead to poor customer service and impeded achievement of strategic goals. Censeo is a recognized leader in helping government, nonprofit, and education organizations reduce costs and unlock the hidden value from operations and procurement, leading to increased customer satisfaction, reduced complexity, and better mission outcomes.

Censeo provides comprehensive services not only to realize immediate value, but also to establish organizational capabilities and processes that result in long-term value. Our services include:

- **Strategic Sourcing & Category Management** – Leverage purchasing power and market forces to reduce costs and increase value for commonly procured goods and services
- **Operational Cost Reduction** – Identify opportunities to reduce costs across entire organizations while improving performance and productivity
- **Mission Critical Procurements** – Develop strategies and orchestrate procurement/acquisition for the most complex purchases and programs an organization undertakes
- **Process Analysis, Design & Improvement** – Optimize business processes to improve speed, eliminate inefficiencies, and reduce cost and complexity
- **Supplier / Vendor Management** – Build and manage vendor relationships to leverage supply chain capabilities and achieve superior supply chain performance
- **Supply Chain Management** – Locate the opportunities to improve overall supply chain performance
- **Logistics & Transportation** – Synchronize procurement, logistics, transportation, and storage to lower total cost of ownership, and ensure the right supplies are available at the right time

## Organization & Human Capital

To stay on top in the current fiscal environment, organizations need to assess their effectiveness to remove redundancies, streamline decision-making, and become truly high performing.

Becoming more effective goes beyond the boxes and lines on the org chart—it encompasses aligning stakeholders against a clear and compelling vision, defining clear roles and responsibilities, placing people with the right skills in the right jobs, and making sure business processes, policies, systems, and data serve as enablers not inhibitors. Censeo provides comprehensive services and expertise to help organizations improve effectiveness and realize efficiencies, all leading to higher overall performance and improved employee satisfaction.

At Censeo, our approach is grounded in having a long-term view, but at the same time developing “quick wins” that rapidly start the journey towards high performance. By using a rigorous combination of our diagnostic tools, interviews and surveys, and data and analyses, we help build a bulletproof fact base that unearths and prioritizes the problem areas, and then we work together to design and implement pragmatic solutions that make sense for each unique organization.

We are working with clients to break down organizational barriers, address inefficiencies, and build workforce capabilities. Our organizational and workforce development services include:

- **Organization Design & Effectiveness** – Determine top priorities and key drivers of value and align the structure to enable management and the frontline to succeed
- **Workforce Analysis & Planning** – Determine workforce requirements, evaluate existing state and ultimately predict the optimal deployment of resources
- **Change Management** – Deliver results by predicting and mitigating risks and ensuring two-way communications with all key stakeholders
- **Talent & Culture** – Quantify the talent gap and identify the desired culture; then recruit, train, and deploy resources accordingly
- **Shared Services** – Leverage support needs across the organization to gain efficiencies

## Strategic IT

The time has passed where CIOs and senior executives are expected to solely be managers of technology. In today’s under-resourced IT environment, CIOs have to balance investment priorities to meet mission-critical needs while optimizing the IT infrastructure.

Censeo has partnered with CIOs and senior executives across large organizations such as the Navy, Department of Commerce, State Department, GSA, and numerous colleges and universities to drive tangible service-level improvements and significant cost reductions to their IT portfolios, often in a matter of months.

Censeo is the market leader in federal IT sourcing, having advised and supported the federal government on several ground-breaking software and hardware licensing agreements that have saved the American taxpayer hundreds of millions of dollars. However, Censeo’s IT expertise expands to include a wide array of strategic IT services, all of which allows our clients to reduce or reorganize their IT investment to improve business value. Examples include providing unprecedented cost-to-serve visibility, creating cloud migration strategies, enabling Big Data capabilities, providing interim turn-around leadership, optimizing workforce productivity, and building shared services capabilities.

Censeo brings a unique model to providing strategic IT solutions. Unlike many in the market, Censeo is not a systems integrator, IT body shop, or re-seller, allowing us to provide honest and conflict-free advice

on the best solutions for each individual organization. Additionally, we work hard to pave the way for smooth implementations by spending significant time understanding the stakeholder environment and addressing change management complexities. This allows our clients to routinely achieve success implementing proposed solutions, even after we have left.

Censeo's strategy offerings include:

- **Portfolio Optimization** – Align resources, funding and desired service levels towards more strategic and mission-critical activities within the IT portfolio
- **ELA Sourcing Strategy** – Leverage Strategic Vendor Management principles to improve organization purchasing power and lower the total cost of ownership around key hardware and software solutions
- **Program Evaluation & Modernization** – Identify opportunities to improve program performance, including assessments of whether to update or replace legacy systems
- **Cost Management** – Understand true cost-to-serve across IT functional areas (e.g., Email, ERP, End User Support, Telecom) in order to better manage costs and service levels
- **Organization Optimization** – Align the IT workforce to optimally deploy resources based on strategic objectives
- **Infrastructure Optimization** – Identify gaps and opportunities within the IT infrastructure to gain efficiencies and improve service levels (e.g., Data Center Consolidation, Help Desk Optimization, Cloud Migration, etc.)

## Strategy

At Censeo, we understand that solving the world's most challenging problems requires more than just strategy, it requires a real understanding of execution and how to make change happen.

Articulating a vision, determining a path for growth and scalability, building an executable plan are all important to any organization. These are important tasks in the context of complex public and social programs that often have fuzzy goals and long paths towards achieving outcomes. Censeo works with leadership teams of complex government programs, non-profits and universities to clarify long-term vision and outcomes, identify challenges and approaches to scaling impact and operations, and create frameworks for measuring progress.

Any solution or approach our team creates is driven by rigorous analytics using diagnostic tools, quantitative and qualitative surveys, and other data analyses, as well comprehensive and meaningful stakeholder engagement. Censeo's strategy offerings include:

- **Strategic Planning** – Set clear and compelling visions and planning strategies informed by market, policy, and other environmental contexts that enable the achievement of goals
- **Growth Strategy** – Develop growth goals and set strategies for scaling impact and operations, aligned to organizational and programmatic objectives
- **Market Entry** – Define viable markets, identify entry points and develop realistic strategies to expand the organization's reach
- **Measurement & Evaluation** – Measure and articulate progress toward achieving intended program outcomes, and design evaluations systems for collecting and sharing data that lead to actionable change, improved organizational effectiveness, and impact
- **Program Analysis & Performance Improvement** – Identify opportunities to enhance performance and ensure continued alignment with long-term strategy

**GENERAL SERVICES ADMINISTRATION  
Federal Supply Service  
Authorized Federal Supply Schedule Price List  
Mod PS-0021, Effective March 11, 2016**

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 for GSA Advantage! is: [GSAAdvantage.gov](http://GSAAdvantage.gov).

Schedule Title: **Professional Services Schedule**

FSC Group, Part, and Section or Standard Industrial Group (as applicable) **N/A**

FSC Class(es)/Product code(s) and/or Service Codes (as applicable): **N/A**

Contract number **GS-10F-0052R**

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at [fss.gsa.gov](http://fss.gsa.gov).

Contract period. **10/25/2004 - 10/24/2019**

Contractor's name, address, and phone number (include toll-free WATS number and FAX number, if applicable)

**Censeo Consulting Group  
1331 H Street, NW, Suite 600  
Washington, DC 20005  
Main: (202) 296-0601  
Fax: (877) 514-4419**

Contractor's internet address/web site where schedule information *can* be found (as applicable):  
**[www.censeoconsulting.com](http://www.censeoconsulting.com)**

Contract administration source (if different from preceding entry):

**Marykay Marchigiani  
Chief Financial Officer  
Censeo Consulting Group  
1331 H Street, NW, Suite 600  
Washington, DC 20005  
Main: (202) 296-0601  
Fax: (877) 514-4419**

Business size. **Small**

1a. Table of awarded special item number(s) with appropriate cross- reference to item descriptions and awarded price(s).

<u>SIN</u>	<u>MODEL/DESCRIPTION</u>
<b>874-1</b>	<b>Integrated Consulting Services</b>
<b>874-6</b>	<b>Acquisition Management Support</b>
<b>874-7</b>	<b>Integrated Business Program Support Services</b>

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.

<b>PSS SIN</b>	<b>Skill Category</b>	<b>Daily Labor Rate</b>
<b>874-1,6,7</b>	<b>Business Analyst I</b>	<b>\$ 106.74</b>

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.

<b>PSS SIN</b>	<b>Skill Category</b>	<b>Hourly Labor Rates</b>	<b>Daily Labor Rates</b>
<b>874-1,6,7</b>	<b>Business Analyst I</b>	<b>\$ 106.74</b>	<b>\$ 853.92</b>
<b>874-1,6,7</b>	<b>Business Analyst II</b>	<b>\$ 138.76</b>	<b>\$1,110.08</b>
<b>874-1,6,7</b>	<b>Senior Business Analyst I</b>	<b>\$ 160.11</b>	<b>\$1,280.88</b>
<b>874-1,6,7</b>	<b>Senior Business Analyst II</b>	<b>\$ 192.13</b>	<b>\$1,537.04</b>
<b>874-1,6,7</b>	<b>Associate I</b>	<b>\$ 236.97</b>	<b>\$1,895.76</b>
<b>874-1,6,7</b>	<b>Associate II</b>	<b>\$ 256.18</b>	<b>\$2,049.44</b>
<b>874-1,6,7</b>	<b>Senior Associate I</b>	<b>\$ 277.53</b>	<b>\$2,220.24</b>
<b>874-1,6,7</b>	<b>Senior Associate II</b>	<b>\$ 330.90</b>	<b>\$2,647.20</b>
<b>874-1,6,7</b>	<b>Managing Director I</b>	<b>\$ 362.92</b>	<b>\$2,903.36</b>
<b>874-1,6,7</b>	<b>Managing Director II</b>	<b>\$ 416.30</b>	<b>\$3,330.40</b>
<b>874-1,6,7</b>	<b>Partner</b>	<b>\$ 466.87</b>	<b>\$3,734.96</b>
<b>874-1,6,7</b>	<b>Subject Matter Expert (SME)</b>	<b>\$ 593.01</b>	<b>\$4,744.06</b>

**SCA APPLICABILITY STATEMENT**

The Service Contract Act (SCA) is applicable to this contract as it applies to the entire PSS and all services provided. While no specific labor categories have been identified as being subject to SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and/or when the contractor

adds SCA labor categories/employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and the applicable wage determination number. Failure to do so may result in cancellation of the contract."

**COMMERCIAL TITLES & DESCRIPTIONS**

<b>Job Title</b>	<b>Education</b>	<b>Experience</b>	<b>Position Description</b>
Business Analyst I	Bachelor's degree in related subject area	1-2 years' experience in a comparable field	Responsibilities for Business Analyst I s may include: 1) analyzing and assessing project issues and requirements; and 2) supporting research and quantitative analysis
Business Analyst II	Bachelor's degree in related subject area	2-3 years' experience in a comparable field	Responsibilities for Business Analyst II s may include: 1) analyzing and assessing project issues and requirements; and 2) supporting research and quantitative analysis
Senior Business Analyst I	Bachelor's degree in related subject area	3-6 years' experience in a comparable field	Responsibilities for Senior Business Analyst I s may include: 1) analyzing and assessing issues influencing project completion; and 2) lead roles on small project work streams
Senior Business Analyst II	Bachelor's degree in related subject area	4-7 years' experience in a comparable field	Responsibilities for Senior Business Analyst II s may include: 1) analyzing and assessing issues influencing project completion; and 2) lead roles on small to medium size project work streams
Associate I	Bachelor's degree in related subject area (Master s preferred)	5-9 years' experience in a comparable field	Responsibilities for Associate I s may include: 1) lead roles on large project work streams; and 2) quantitative and qualitative analysis on critical project issues
Associate II	Bachelor's degree in related subject area (Master s preferred)	6-10 years' experience in a comparable field	Responsibilities for Associate II s may include: 1) lead roles on large project work streams; and 2) quantitative and qualitative analysis on critical project issues
Senior Associate I	Bachelor's degree in related subject area (Master s preferred)	7-11 years experience of which a minimum of 5 years must be in a specific subject area	Responsibilities for Senior Associate I s may include: 1) leading analysis and management of project work streams; and 2) leading complex problem solving processes

<b>Job Title</b>	<b>Education</b>	<b>Experience</b>	<b>Position Description</b>
Senior Associate II	Bachelor's degree in related subject area (Masters preferred)	8-12 years experience of which a minimum of 6 years must be in a specific subject area	Responsibilities for Senior Associate II's may include: 1) leading analysis and management of project work streams; and 2) leading complex problem solving processes
Managing Director I	Masters degree in related subject area (or equivalent experience)	10-15 years experience of which a minimum of 8 years must be in a specific subject area	Responsibilities for Managing Director II's may include: 1) Most senior level with management responsibility for multi-layer complex projects, including financial and staff management; and 2) providing subject-matter expertise to advise project teams
Managing Director II	Master s degree in related subject area (or equivalent experience)	12-17 years experience of which a minimum of 10 years must be in a specific subject area	Responsibilities for Managing Director II s may include: 1) leading multiple complex project work streams; and 2) overall responsibility for project management
Partner	Master s degree in related subject area (or equivalent experience)	12-17 years experience of which a minimum of 10 years must be in a specific subject area	Responsibilities for Partners may include: 1) overall management and oversight for a portfolio of projects; and 2) providing subject-matter expertise to advise project teams
Subject Matter Expert (SME)	Master's Degree or JD in related area (or equivalent experience)	20 years or more of specific subject matter experience	Responsibilities for SME s may include: 1) advising senior project management in area of expertise; and 2) leading complex problem solving process in area of expertise

2. Maximum order. **\$1,000,000.00**
3. Minimum order. **\$100.00**
4. Geographic coverage (delivery area). **Domestic & Overseas delivery**
5. Point(s) of production (city, county, and State or foreign country). **Washington, DC**
6. Discount from list, prices or statement of net price. **N/A**
7. Quantity discounts. **N/A**
8. Prompt payment terms. **N/A**

9a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold. **Government credit cards are accepted at or below the micro-purchase threshold.**

9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold. **Government purchase cards are accepted.**

10. Foreign items (list items by country of origin) **None.**

11a. Time of delivery. **30 days ARO.**

11b. Expedited Delivery. **Contact Contractor's Representative.**

11c. Overnight and 2-day delivery. **Contact Contractor's Representative.**

11d. Urgent Requirements. **Contact Contractor's Representative.**

12. F.O.B. point(s). **F.O.B. Origin.**

13a. Ordering address

**Censeo Consulting Group, Inc.**  
**Attn: Contracts**  
**1331 H Street, NW, Suite 600**  
**Washington, DC 20005**  
**(202) 296-0601**

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs), and a sample EPA can be found at the GSA/FSS Schedule homepage ([fss.gsa.gov/schedules](http://fss.gsa.gov/schedules)).

14. Payment address

**Censeo Consulting Group, Inc.**  
**Attn: Accounts Payable**  
**1331 H Street, NW, Suite 600**  
**Washington, DC 20005**  
**(202) 296-0601**

15. Warranty provision. **Standard Commercial Warranty is provided.**

16. Export packing charges, if applicable. **N/A**

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level). **N/A**

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. Special attributes such as 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. contractor's website or other location.) The EIT standards can be found at [www.Section508.gov/](http://www.Section508.gov/). **N/A**

25. Data Universal Number System (DUNS) number. **132220604**

26. Notification regarding registration in Central Contractor Registration (CCR) database. **Censeo Consulting Group, Inc. CCR (SAM) registration is valid through 10/30/2016.**