



**Carnow, Conibear & Assoc., Ltd.
and the
General Services Administration
Federal Supply Service
Authorized Federal Supply Schedule Pricelist**

Environmental Advisory Services

NAICS Numbers:

541620 – Environmental Consulting Services

562910 – Remediation Services

541330 – Engineering Services

541360 – Geophysical Surveying and Mapping Services

541370 – Surveying and Mapping (except Geophysical) Services

541611 – Administrative Management and General Management Consulting Services

SIN 899-1, 899-1 RC Environmental Planning Services & Documentation

SIN 899-3, 899-3 RC Environmental Occupational Training Services

SIN 899-8, 899-8 RC Remediation Services

Contract Number: GS-10F-0151R

Period Covered by Contract: December 22, 2009 – December 21, 2014

Business Size: Woman Owned Business (SIN(s) 1, 1 RC, 3, 3 RC, 8, 8 RC),
Large Business (SIN(s) 1, 1 RC, 3, 3 RC),
and Small Business (SIN 8, 8 RC)

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**Carnow, Conibear & Assoc., Ltd.
600 West Van Buren Street, Suite 500
Chicago, Illinois 60607
www.ccaltd.com**

Contract Primary Contact, Administrator, And Authorized Negotiator:

David J. Kedrowski, M.S., CIH
Executive Vice President
Phone: 312-762-2928
Fax: 312-782-5145
Email: dkedrowski@ccaltd.com
Website: www.ccaltd.com

Data Universal Number System (DUNS): 09-646-8988

TIN/Federal ID Number: 36-2835478



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Company Profile

Carnow, Conibear & Assoc., Ltd. (Carnow Conibear), a woman-owned business (WBE), was established in 1975 by two renowned occupational health physicians, Dr. Shirley Conibear and Dr. Bertram Carnow, to provide professional, experienced, and timely environmental services. Carnow Conibear addresses a variety of safety, health, and environmental issues, implements programs, and solves problems for a variety of organizations and has grown to greater than 45 environmental professionals.

As a proven industry leader for over 30 years, Carnow Conibear provides full turn-key environmental engineering and consulting services in the Chicago-land area as well throughout the United States and its territories. With our creative (yet practical) approach to each environmental project, Carnow Conibear successfully provides our clients with results that satisfy.

Our assignments range from small-scale, single-client assignments, to interdisciplinary tasks on multi-million dollar, multi-year contracts. In addition, our experience and unique characteristics consist of:

- Upper management direction of projects and audit programs
- Knowledge of industrial/manufacturing processes and management practices
- Intimate knowledge of U.S. regulatory policies and standards

Technical excellence is the cornerstone of our business, but we also recognize the element of responsive client service. To sustain success, Carnow Conibear provides quality service to clients, who in turn honor us with repeat assignments.

We are committed to:

- Listening, understanding, and responding to your needs
- Developing and maintaining a strong personal relationship
- Keeping you informed and meeting our commitments to provide quality service

Federal Agencies we work for (not limited to):

U.S. Environmental Protection Agency

U.S. Department of Veterans Affairs

U.S. Department of Defense

Federal Aviation Administration

U.S. Postal Service

U.S. General Services Administration

Department of Housing and Urban Development



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Who We Are

- Professional Engineers
- Certified Hazardous Materials Managers
- Environmental Scientists
- Professional Geologists
- Regulatory Compliance Specialists
- Lead Inspectors and Risk Assessors
- Certified Industrial Hygienists
- Asbestos Inspectors and Air Sampling Professionals
- Radon Professionals
- Environmental Trainers

Clients (Industries) Served

- Property Management
- Municipal, State, and the Federal Government
- Education and Health Care
- Insurance Companies
- Contractors
- Manufacturing and Industrial Industries
- Real Estate Development
- Lending and Investment
- Design and Construction
- Engineering and Architectural Firms
- Attorneys
- Private Individuals

Services Provided

Service	SIN Number
▪ Site Characterizations: Phase I and II Assessments	899-1
▪ Remediation Design and Brownfield Redevelopment	899-1
▪ Soil and Ground Water Investigations and Monitoring	899-1
▪ Construction and Demolition Management	899-1
▪ Risk Assessment and Management	899-1
▪ Wastewater and Storm Water Management	899-1
▪ Asbestos and Lead Management	899-1
▪ Indoor Air Quality and Mold Studies	899-1
▪ Radon Testing	899-1
▪ Ventilation Studies	899-1
▪ Industrial Hygiene, Safety, and Training Programs	899-1, 899-3
▪ Regulatory Compliance	899-1
▪ Underground Storage Tank Removal Projects	899-8
▪ Site Remediation	899-8
▪ “No Further Remediation” (NFR) Letters	899-1, 899-8
▪ General Health and Safety Plans	899-1
▪ Wetland Ecological Assessments (Endangered and Threatened Species Surveys)	899-1



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Labor Rates

	Labor Category	2009	2010	2011	2012	2013
				After first year, to be governed by EPA clause 522.216-70		
1	Project Administrator	\$100.00	\$100.00			
2	Clerical/Administration	\$40.00	\$40.00			
3	Environmental Project Manager	\$55.00	\$55.00			
4	Professional Engineer	\$100.00	\$100.00			
5	Environmental Engineer	\$85.00	\$85.00			
6	Professional Geologist	\$85.00	\$85.00			
7	Geologist	\$55.00	\$55.00			
8	Environmental Inspector (OSHA 40 Hour Training Certificate)	\$55.00	\$55.00			
9	Environmental Technician	\$50.00	\$50.00			
10	CAD Operator	\$50.00	\$50.00			
11	Medical Doctor	\$120.00	\$120.00			
12	Certified Industrial Hygienist	\$100.00	\$100.00			
13	Industrial Hygienist	\$62.00	\$62.00			
14	Licensed Asbestos Designer	\$100.00	\$100.00			
15	Licensed Asbestos Management Planner	\$62.00	\$62.00			
16	Licensed Asbestos Project Manager	\$55.00	\$55.00			
17	Licensed Asbestos Air Sampling Professional	\$55.00	\$55.00			
18	Licensed Asbestos Building Inspector	\$62.00	\$62.00			
19	Licensed Lead Inspector	\$62.00	\$62.00			
20	Licensed Lead Risk Assessor	\$62.00	\$62.00			
21	Certified XRF Operator/Equipment	\$80.00	\$80.00			
22	Asbestos/Lead Technician	\$50.00	\$50.00			
23	Clerical Staff	\$33.00	\$33.00			
24	Sr. Engineer/Scientist I	\$93.00	\$93.00			
25	Sr. Engineer/Scientist	\$98.00	\$98.00			
26	Director of Asbestos and Lead	\$100.00	\$100.00			
27	Executive Consultant	\$210.00	\$210.00			

SCA Matrix

5. The following Service Contract Act (SCA) matrix and narrative are incorporated into the contract and must be included in the firm's price list:

SCA Matrix

SCA ELIGIBLE CONTRACT LABOR CATEGORY	SCA EQUIVALENT CODE - TITLE	WD NUMBER
Clerical/Administration	01112 – General Clerk II	05-2167
Clerical Staff	01111 – General Clerk I	05-2167



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Labor Category Requirements and Descriptions

SIN Number(s) 899-1, 899-1 RC, 899-3, 899-3 RC, 899-8, 899-8 RC	Category Name/Title	Minimum Education	Min. Years Experience	Min. Years Specialized Experience	Business Field	Description	On-Site	Off-Site	Loc.	Exempt	Non-Exempt	Year 1 Base	Year 1 Daily	Year 2-5 Hourly	Year 2-5 Daily
All Apply	Project Administrator	Bachelor's Degree	15	10	Environmental	Degree in science, mathematics, engineering, architecture, business administration, business management, or related field. Experience involving contract management, managing programs with multiple projects, task orders, delivery orders, and complex tasks.	X	X	U.S.	X		\$100.00	\$800.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Clerical/ Administration	Bachelor's Degree	1	0	Environmental	Assists the director with clerical, billing, filing, and project closeout activities.	X	X	U.S.		X	\$40.00	\$320.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Environmental Project Manager	B.S. in Environmental Science, Geology, Chemistry, or related degree	3	3	Environmental	Performs client contact/billing, meetings, plan project, and provides technical expertise and review of project data.	X	X	U.S.	X		\$55.00	\$440.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Professional Engineer	Bachelor's Degree	11	5	Environmental	Degree in engineering, experience involving responsible management and execution of project and delivery order tasks in support of project managers and other team members. Professional registration in field of practice is typical.	X	X	U.S.	X		\$100.00	\$800.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Environmental Engineer	B.S. in Engineering (Civil, Chemical, or Environmental-related)	1	3	Environmental	Performs environmental studies and design environmental systems and processes to minimize the release of hazardous materials or to remove hazardous material from the environment. Monitors and records levels of pollutants, compiles reports, and recommends connecting action.	X	X	U.S.	X		\$85.00	\$680.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Professional Geologist	B.S. in Geology	1	3	Environmental	Degree in Geology/Science. Experience involving responsible management and execution of project and delivery order tasks in support of project managers and other team members. Professional registration is required.	X	X	U.S.	X		\$85.00	\$680.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Geologist	B.S. in Environmental Science, Geology, Chemistry or related degree	1	1	Environmental	Provides technical expertise and support in applicable area. Responsible for technical review or input on assigned tasks. Collects and analyzes data/information. Provides input for reports/studies or designs.	X	X	U.S.		X	\$55.00	\$440.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Environmental Inspector (OSHA 40 Hour Training Certificate)	B.S. in Environmental Science, Geology, Chemistry or related degree	1	3	Environmental	Perform scientific environmental studies typically related to a specific site, records data, prepares reports, provide analyses and interpretation of findings based on scientific studies, and ensures regulation compliance.	X	X	U.S.	X		\$55.00	\$440.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Environmental Technician	High School Diploma working toward B.S. in Environmental Science, Geology, Chemistry, or related degree	1	3	Environmental	Perform scientific environmental studies typically related to a specific site, records data, prepares reports, provides analyses and interpretation of findings based on scientific studies, and ensures regulation compliance, usually under the guidance of senior staff.	X	X	U.S.	X		\$50.00	\$400.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	CAD Operator	High School Diploma	1	0	Environmental	Prepares drawings for inspections, project designs, Bid Packages and Phase I Site investigations.	X	X	U.S.		X	\$50.00	\$400.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Medical Doctor	Doctorate in Medicine	5	5	Medicine	Degree in Doctor of Medicine and Master of Public Health. Provides medical assistance in the environmental, asbestos, lead and other related fields.	X	X	U.S.	X		\$120.00	\$960.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Certified Industrial Hygienist	Bachelor's Degree	10	5	Environmental	Responsibilities include writing Health and Safety Plans, conducting safety audits, leading and/or participating in safety analysis and hazards assessments, developing and assisting in the development of health & safety programs and procedures, performing health & safety training, and occasionally serving as a project Site Safety officer as needed.	X	X	U.S.	X		\$100.00	\$800.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Industrial Hygienist	B.S. in Environmental Science, Geology, Chemistry, or related degree	1	1	Asbestos and Lead	Performs asbestos and lead inspections, project management, design, and air sampling for clients. Additionally, performs report generation, billing, and training in the consulting field.	X	X	U.S.		X	\$62.00	\$496.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Licensed Asbestos Designer	Bachelor's Degree	10	5	Asbestos and Lead	Provides technical expertise and support in applicable area. Responsible for technical review or input on assigned tasks. Collects and analyzes data/information. Provides input of reports/studies or designs. Performs design work and calculations. Licensed in all areas of Asbestos and Lead.	X	X	U.S.	X		\$100.00	\$800.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Licensed Asbestos Management Planner	B.S. in Environmental Science, Geology, Chemistry, or related degree	10	5	Asbestos and Lead	Responsible for developing management plans for local educational agencies for management of asbestos in its school buildings.	X	X	U.S.	X		\$62.00	\$496.00		After first year – Escalation is governed by the EPA Clause 552.216-70

Labor Category Requirements and Descriptions

SIN Number(s) 899-1, 899-1 RC, 899-3, 899-3 RC, 899-8, 899-8 RC	Category Name/Title	Minimum Education	Min. Years Experience	Min. Years Specialized Experience	Business Field	Description	On-Site	Off-Site	Loc.	Exempt	Non-Exempt	Year 1 Base	Year 1 Daily	Year 2-5 Hourly	Year 2-5 Daily
All Apply	Licensed Asbestos Project Manager	High School Diploma	3	2	Asbestos and Lead	Provides oversight for Asbestos Abatement Projects and acts as liaison between abatement contractor and property owner. The project manager ensures project activities are conducted in accordance with the technical specifications and all applicable regulations, and is also responsible for completion of the final abatement report.	X	X	U.S.		X	\$55.00	\$440.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Licensed Asbestos Air Sampling Professional	High School Diploma	1	1	Asbestos and Lead	Collects air samples during asbestos and lead based paint abatement projects. Analyzes PCM air samples on-site and prepares laboratory tables detailing air sample results.	X	X	U.S.		X	\$55.00	\$440.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Licensed Asbestos Building Inspector	High School Diploma	2	2	Asbestos and Lead	Conducts physical sampling of suspect materials under the proper protocol regulated by governmental agencies. Communicates with clients and discusses options based on sample's laboratory analysis. Additionally, performs report generation, billing, and training in the consulting field.	X	X	U.S.		X	\$62.00	\$496.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Licensed Lead Inspector	High School Diploma	2	2	Asbestos and Lead	Conducts physical sampling of suspect materials under the proper protocol regulated by governmental agencies. Communicates with clients and discusses options based on sample's laboratory analysis. Additionally performs report generation, billing, and training in the consulting field.	X	X	U.S.		X	\$62.00	\$496.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Licensed Lead Risk Assessor	High School Diploma	1	1	Asbestos and Lead	Provides assessment and condition of the present and future hazards associated with lead-based paint. Responsible for collecting lead based paint clearance wipe samples.	X	X	U.S.		X	\$62.00	\$496.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Certified XRF Operator/Equipment	High School Diploma	1	1	Asbestos and Lead	Conducts building inspections to determine the presence of lead based paint. Responsible for completion of the final inspection report.	X	X	U.S.		X	\$80.00	\$640.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Asbestos/Lead Technician	High School Diploma working toward B.S. in Environmental Science, Geology, Chemistry or related degree	1	3	Environmental	Performs scientific environmental studies typically related to a specific site, records data, prepares reports, provides analyses and interpretation of findings based on scientific studies, and ensures regulation compliance, usually under the guidance of senior staff.	X	X	U.S.	X		\$50.38	\$403.04		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Clerical Staff	High School	1	0	Environmental	High School Diploma and experience providing clerical support including typing, filing, and other secretarial support services.	X	X	U.S.		X	\$33.00	\$264.00		
All Apply	Sr. Engineer/ Scientist I	Bachelor's Degree	10	4	Environmental	Degree in engineering with experience involving responsible management and execution of project and delivery order tasks in support of project managers and other team members. Professional registration in field of practice is typical.	X	X	U.S.	X		\$93.00	\$744.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Sr. Engineer/ Scientist II	Bachelor's Degree	15	8	Environmental	Degree in engineering, experience involving responsible management and execution of project and delivery order tasks in support of project managers and other team members. Professional registration in field of practice is typical.	X	X	U.S.	X		\$98.00	\$784.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Director of Asbestos and Lead	B.S. in Environmental Science, Geology, Chemistry or related degree	12	10	Asbestos and Lead	Provides technical expertise and support in applicable area. Responsible for technical review or input on assigned tasks. Collects and analyzes data/information. Provides input for reports/studies or designs. Performs design work and calculations. Licensed in all areas of Asbestos and Lead.	X	X	U.S.	X		\$100.00	\$800.00		After first year – Escalation is governed by the EPA Clause 552.216-70
All Apply	Executive Consultant	Bachelor's Degree	20	10	Environmental	Degree in science, mathematics, engineering, architecture, business administration, business management, or related field. Experience involving contract management, managing programs with multiple project's task order, delivery orders, and complex tasks.	X	X	U.S.	X		\$210.00	\$1,680.00		After first year – Escalation is governed by the EPA Clause 552.216-70

Customer Information

Maximum Order:	\$5,000,000.00
Minimum Order:	\$500.00
Geographic Coverage:	Continental United States, Alaska, Hawaii, and United State Territories
Points of Production:	600 West Van Buren Street, Suite 500 Chicago, Illinois, 60606
Discount from list prices or statement of net prices:	Government net prices (discounts already applied). See pricing sheet.
Quantity Discounts:	Not applicable.
Prompt Payment Terms:	Net 30 Days
Notification that Government purchase cards are accepted up to the micro-purchase threshold:	Yes
Notification whether Government Purchase Cards are accepted or not accepted above the micro-purchase threshold:	Yes
Foreign Items (list items by country of origin):	Not applicable.
Time of Delivery:	Specified on the Task Order.
Expedited Delivery:	Contact Contractor
Overnight and 2-Day Deliver:	Contact Contractor
Urgent Requirements:	Contact Contractor
Ordering Address:	Same as Contractor
Payment Address:	Same as Contractor
Warranty Provision:	Contractor's Standard Commercial Warranty
Export Packing Charges (If Applicable):	Not applicable
Terms and Conditions of Government Purchase Card Acceptance (any thresholds above the micro-purchase level):	Contact Contractor

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Customer Information (continued)

Terms and Conditions of Rental, Maintenance, and Repair (If Applicable):
Not applicable

Terms and Conditions of Installation: (If Applicable):
Not applicable

Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (If Applicable):
Not applicable

Terms and Conditions for any Other Services (If Applicable):
Not applicable

List of Service and Distribution Points (If Applicable):
Not applicable

List of Participating Dealers (If Applicable):
Not applicable

Preventive Maintenance (If Applicable):
Not applicable

Environmental Attributes, E.G., Recycled Content, Energy Efficiency, and/or Reduced Pollutants:
Not applicable

If applicable, indicated 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

Notification Regarding Registration in Central Contractor Registration (CCR) Database:
Registered

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SIN Number Services

SIN 899-1 – ENVIRONMENTAL PLANNING SERVICES & DOCUMENTATION

Carnow Conibear provides services that include, but are not limited to, the following:

- Environmental Consulting
 - Development, Planning, Facilitation, Coordination, and Documentation or and/or for Initiatives in areas of Chemical, Biological, Radiological, and/or Hazardous Material Services
- Environmental Assessments and Environmental Impact Statements under the National Environmental Policy Act (NEPA)
- Endangered Species, Wetlands, Watersheds, and other Natural Resource Management Plans
- Environmental Program and Project Management and Environmental Regulation Development
- Economic, Technical, and/or Risk Analysis
- Other Environmentally Related Studies and/or Consultations
- Homeland Security Issues Including Vulnerability Assessments, Biochemical Protection, Identification of Threats and Protective Measures to Mitigate the Threats and Crime Prevention through Environmental Design (CPTED) Surveys
- Environmental Design Services
- Environmental Compliance Audits
- Compliance Management and/or Contingency Planning
- Permitting
- Spill Prevention/Control and Countermeasure Plans
- Environmental Management Systems
- Emergency Response Services
- Community Right-to-Know Act reporting
- Data Collection
- Feasibility/Risk Analysis Studies
- RCRA/CERCLA Site Investigations
- Hazardous and Non-Hazardous Site Assessments
- Waste Characterization and Source Reduction Studies
- Review and Recommendation of Waste Tracking or Handling Systems
- Waste Management Plans and/or Surveys
- Site Safety Plans
- Emergency Response Plan Services

SIN 899-3 – ENVIRONMENTAL OCCUPATIONAL TRAINING SERVICES

Carnow Conibear is serious about occupational safety. Let us provide you with our knowledgeable and comprehensive training services:

- Training On- or Off-Site
- Reparatory Fit-Testing Services
- Emergency Response Services

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SIN Number Services (continued)

SIN 899-8 – REMEDIATION SERVICES

Carnow Conibear has exceptional experience in the following:

- Excavation, Removal, and Disposal of Hazardous Waste
- Remediation Related Laboratory Testing
- Site Preparation, Characterization, Field Investigation, Conservation, and Closures
- Wetland Restoration/Studies
- Emergency Response Clean-Up
- UST/AST Remediation and Removal
- Air Monitoring
- Soil Vapor Extraction
- Stabilization/Solidification, Bio-Venting, Carbon Absorption, Reactive Walls, Containment, Monitoring and/or Reduction of Hazardous Waste Site as well as Unexploded Ordnance Removal



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