



**Sabel Systems Technology Solutions, LLC**  
Authorized Federal Supply Schedule Price List

**Mission Oriented Business Integrated Services (MOBIS)**

**FCS Group:** 874

**Special Item Number:** 874-1 and 874-1RC Integrated Consulting Services

**Class:** R499

**Contract Number:** GS-10F-0187P

**Contract Period:** October 19, 2012 to February 05, 2014  
Option Period 2 - February 06, 2014 to February 05, 2019  
With one additional five-year option period

**Business Size:** Small

**Sabel Systems Technology Solutions, LLC**

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Gainesville, VA 20155

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**Contract Administration:** [Aileen M. Isidoro](#)

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**, a menu-driven database system.

The INTERNET address for **GSA Advantage!** is <http://www.GSAAdvantage.gov>.

For more information on ordering from Federal Supply Schedules, click on the FSS Schedules button at <http://www.fss.gsa.gov>

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## Customer Information

- 1a. **Awarded Special Items:** 874-1 and 874-1RC Integrated Consulting Services
- 1b. **Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded. (SEE APPENDIX A)**
- 1c. **Labor Category Descriptions. (SEE APPENDIX B)**
2. **Maximum Order** \$1,000,000.00
3. **Minimum Order:** \$100.00
4. **Geographic Coverage Area:** Domestic only
5. **Point of Production:** Consulting services performed at the government site, at company address 1401 S. Clark Street, Suite 600, Arlington, VA 22202; and Sabel Systems offices.
6. **Discount from List Prices or Statement of Net Price:** Government net prices (discounts already deducted)
7. **Quantity Discounts:** None offered
8. **Prompt Payment Terms:** Net 30 days
- 9a. **Government purchase cards are accepted at or below the micro-purchase threshold.**
- 9b. **Government purchase cards are accepted above the micro-purchase threshold.**
10. **Foreign items (list items by country of origin):** None
- 11a. **Time of Delivery:** Specified in each task order
- 11b-11d. **Expedited, Overnight, and Urgent Requirements:** Contact Contractor Point of Contact
12. **FOB Points (s):** Destination
13. **Ordering Address:**  
Sabel Systems Technology Solutions, LLC  
14300 Grackle Court  
Gainesville, VA 20155  
800.303.2588 phone  
866.906.9577 facsimile  
info@sabelsystems.com
- 13b. **Ordering Procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA s) and a sample BPA can be found at the GSA/FSS Schedule homepage (<http://www.fss.gsa.gov/schedules>)
14. **Payment Address:**  
Sabel Systems Technology Solutions, LLC  
42395 Ryan Rd., Suite 112-805  
Brambleton, VA 20148

- 15. Warranty Provision:** Contractor's standard commercial warranty
- 16. Export Packing Charges:** Not applicable
- 17. Terms and conditions of Government Purchase card acceptance (any thresholds above the micro-purchase level):** Contact contractor
- 18. Terms and conditions of rental, maintenance, and repair:** Not applicable
- 19. Terms and conditions of installation:** Not applicable
- 20a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:** Not applicable
- 20b. Terms and conditions for any other services:** Not applicable
- 21. List of Service and Distribution points:** Not applicable
- 22. List of participating dealers:** Not applicable
- 23. Preventive maintenance:** Not applicable
- 24a. Special Attributes:** Not applicable
- 24b. Section 508:** 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 <http://www.Section508.gov/>. N/A
- 25. Data Universal Numbering System (DUNS) Number:** 131784725
- 26. Central Contractor Registration (CCR) Database:** Sabel Systems is registered in the CCR database with Cage Code Number 5Z2A6.

## The Sabel Systems Advantage

Sabel Systems Technology Solutions, LLC (Sabel Systems) is a federally certified 8(a) Woman-Owned, Small Disadvantaged Business providing Project Management, Information Technology Consulting, and Management Consulting. Sabel Systems personnel have over 20 years of combined experience providing these services to Federal, State, and Local governments and the private sector.

Sabel Systems has a history of successful execution paired with high efficiency on small and large engagements, leading clients to repeatedly select us for complex problems with tight budgets and timeframes. Sabel Systems established, and now reinforces, our reputation of superior support and consulting services through our commitment to the Client and also our own employees. Sabel Systems' commitment to our people is the basis of our employment stability, which directly translates into a reliable knowledge-base, a familiar core staff with a proven track record, and lower turnover, allowing superior execution at a lower cost to our Client. Sabel Systems is able to provide technical and support staff by leveraging our "deep skills" recruiting philosophy to inform our personnel selections. As part of this philosophy, Sabel Systems selectively recruits personnel offering specific skillsets complemented by a variety of other applicable and transferable skillsets. This dedication to finding the "right fit" for Sabel Systems, and not just for a particular project or task order, provides us with the core of versatility and expertise necessary to support our most dynamic Clients.

Sabel Systems' management approach uses an "identify, anticipate, mitigate" approach to reduce overall costs, lost time due to rework, and diminish risk. Our defined kick-off process facilitates this approach by allowing us to refine our customers' particular requirements. The kick-off process begins shortly after contract award, engaging key client stakeholders immediately to better understand current and future considerations. Sabel Systems then builds a lean, flexible, and executable approach that focuses on anticipating, identifying, and mitigating risks and issues in order to deliver an agile solution. Team Sabel reinforces this approach by providing frequent client updates (daily updates during the first 30 days of a project) and encouraging customer leadership participation throughout the contract's duration.

Sabel Systems ensures industry best practices are followed during every engagement, as part of our overall mission to deliver the highest level of service. In order to accomplish this, Sabel Systems determines which best practice standards to apply after clearly defining the scope of the project and understanding the culture and expectations of the ordering office, agency, or department. Team Sabel will evaluate every task order for the most applicable best practice standards for project management (e.g. Lean Project Management) and quality control (e.g. ISO 9001). However, additional best practices may apply depending on the task order.

| Team Sabel Engagement Staffing  |
|---|
| <ul style="list-style-type: none"><li>• Clients First</li><li>• One Team / One Goal</li><li>• Be Good Stewards of City Resources, Time, and Money</li><li>• Communicate Early and Often</li><li>• Be Partners with the Client</li></ul> |

In addition to outstanding service, Sabel Systems is inherently building in cost savings by employing best practices as these standards have already been proven to increase efficiencies. Furthermore, Sabel Systems utilizes predefined templates, tools, processes, and standards from industry best practices and lessons learned from previous engagements to prevent upfront, administrative re-work thereby saving money. Sabel Systems additionally identifies additional opportunities for cost savings by integrating a customized cost savings plan in every project management strategy.

Sabel Systems understands staff must be flexible in operations in executing their roles as contractors and support staff. We understand objectives and leadership can change, which can result in a cascading change effect that affects processes and production, especially in learning management and training support. Our seasoned delivery team can easily adapt to changing client needs and

requirements, ensuring successful delivery while maintaining adherence to the core methodology approved by the client.

Our staffing approach is built on the application of best practices, extensive experience, and cost saving measures. The result is a team with a keen understanding of client needs, careful and thorough project planning, and deliverable products adhering to strict quality control and measurement. Sabel Systems is eager to provide an effective small business option to deliver innovative, high-quality services and support on-time and on-budget to meet the goals and objectives of the Federal Government.

## **Consulting Services (SIN 874-1 and 874-1RC)**

Sabel Systems is a management-consulting firm with expertise in human capital and organizational development. We help organizations set strategies and goals, implement policies and plans from the organization, team, down to individual level in order to achieve objectives, and ensure accountability through performance measurement. The Sabel Systems team is diverse, experienced, professional, and capable of delivering solutions that exactly meet our clients' needs.

Sabel Systems has been selected to provide consulting solutions under SIN 874-1 874-1RC Integrated Consulting Services. This SIN allows us to perform a wide variety of consulting services. By definition these consulting services may include providing expert advice, assistance, guidance, or counseling in support of agencies' management, organizational, and business improvement efforts. This may also include studies, analyses and reports documenting any proposed developmental, consultative or implementation efforts. Examples of consultation include but are not limited to:

- Strategic, business, and action planning
- High performance work process and productivity improvement
- Systems alignment
- Leadership systems
- Organizational assessments
- Performance measures and indicators
- Program audits and evaluations
- Business process reengineering
- Change management

## Appendix A: MOBIS Labor Rates

| Labor Category Title         | 6-Feb-14<br>5-Feb-15 | 6-Feb-15<br>5-Feb-16 | 6-Feb-16<br>5-Feb-17 | 6-Feb-17<br>5-Feb-18 | 6-Feb-18<br>5-Feb-19 |
|------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
|                              | Yr 11                | Yr 12                | Yr 13                | Yr 14                | Yr 15                |
| Subject Matter Expert        | \$289.83             | \$295.34             | \$300.95             | \$306.67             | \$312.49             |
| Sr. Corporate Officer        | \$187.36             | \$190.92             | \$194.55             | \$198.24             | \$202.01             |
| Sr. Project Manager          | \$148.71             | \$151.54             | \$154.41             | \$157.35             | \$160.34             |
| Technical Director           | \$129.99             | \$132.46             | \$134.98             | \$137.54             | \$140.15             |
| Project Leader               | \$110.09             | \$112.18             | \$114.31             | \$116.49             | \$118.70             |
| Principal Consultant/Analyst | \$91.35              | \$93.09              | \$94.85              | \$96.66              | \$98.49              |
| Sr. Consultant/Analyst       | \$71.44              | \$72.80              | \$74.18              | \$75.59              | \$77.03              |
| Associate Consultant/Analyst | \$58.56              | \$59.67              | \$60.81              | \$61.96              | \$63.14              |
| Principal Instructor         | \$91.35              | \$93.09              | \$94.85              | \$96.66              | \$98.49              |
| Sr. Instructor               | \$71.44              | \$72.80              | 74.18                | \$75.59              | \$77.03              |
| Assoc. Instructor            | \$58.56              | \$59.67              | \$60.81              | \$61.96              | \$63.14              |
| Administrative Support       | \$58.56              | \$59.67              | \$60.81              | \$61.96              | \$63.14              |
| Information Analyst          | \$91.35              | \$93.09              | \$94.85              | \$96.66              | \$98.49              |
| Sr. Business Engineer        | \$78.46              | \$79.95              | \$81.47              | \$83.02              | \$84.60              |
| Business Engineer            | \$71.44              | \$72.80              | \$74.18              | \$75.59              | \$77.03              |

**Appendix B: SCA Matrix**

| SCA Matrix                           |                           |           |
|--------------------------------------|---------------------------|-----------|
| SCA Eligible Contract Labor Category | SCA Equivalent Code Title | WD Number |
| Administrative Support               | 01613 Word Processor III  | 2005-2103 |

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

## Appendix C: MOBIS Labor Categories

| Labor Category Title  | Description  | Experience and Education  |
|-----------------------|--|---|
| Subject Matter Expert | Develops requirements for a project's inception to conclusion in a subject matter area, for simple to moderately complex programs. Provides analysis, evaluation and recommendations for improvements, optimization, development, and/or maintenance efforts for client-specific or mission-critical proficiencies. Consults with client to define need or problem, conducts studies and surveys to obtain data, and analyzes data to advise on or recommend solution. | Ph.D. and six years subject matter experience.<br><br><i>Substitutions may be applied to degree and experience requirements. Reference 'Substitution Table' below.</i>  |
| Sr. Corporate Officer | Senior-most managers within Sabel Systems. These people are responsible for the overall organization, programmatic support, and they interface directly with designated customer representatives to formulate requirements of a contract and supervise the various task order activities.  | Master's Degree in business management or related field and six years of experience.<br><br><i>Substitutions may be applied to degree and experience requirements. Reference 'Substitution Table' below.</i>  |
| Sr. Project Manager   | Oversees major projects and must command managerial skills sufficient to ensure projects are completed and delivered to meet the specific needs of the customer, within contract scope, and time and budget constraints.   | Master's Degree in business management or related field and six years of experience.<br><br><i>Substitutions may be applied to degree and experience requirements. Reference 'Substitution Table' below.</i>  |
| Technical Director    | The Technical Director is responsible for innovating and developing custom technology-based solutions that focus on the performance needs and results specific to an organization. The Technical Director brings deep technical skills and a strong understanding of the industry, including experience with federal government clients.   | Bachelor's Degree from an accredited university in computer science, engineering, business, or field related to the task order and six years of experience.<br><br><i>Substitutions may be applied to degree and experience requirements. Reference 'Substitution Table' below.</i> |

| Labor Category Title         | Description   | Experience and Education   |
|------------------------------|---|--|
| Project Leader               | Manages all efforts under the delivery order; makes the day-to-day decisions for the project; provides goals, strategies, and overall work plans.                                     | <p>Bachelor's Degree from an accredited university in engineering, business, or field related to the task order and four years of experience.</p> <p><i>Substitutions may be applied to degree and experience requirements. Reference 'Substitution Table' below.</i></p>  |
| Principal Consultant/Analyst | Develops and performs tasks in area of specialization, e.g., business administration, management, economics, and supervises and assists employees in achieving their task objectives. | <p>Master's Degree and four years of experience.</p> <p>Must have extensive knowledge of, and experience in, field(s) relating to the task order, such as, developing and executing budgets, strategic and operating plans, conducting reviews, or implementing corrective actions to preclude recurrence.</p> <p><i>Substitutions may be applied to degree and experience requirements. Reference 'Substitution Table' below.</i></p> |
| Sr. Consultant/Analyst       | Helps Principal Consultant develop and perform tasks in area of specialization; identifies problems and recommends solutions through problem analysis methodology.                    | <p>Master's Degree with no experience (required).</p> <p>High level of analytical skills and experience in field(s) relating to the task order, such as, executing budgets, strategic and operating plans, participating in reviews, and implementing corrective actions to preclude recurrence.</p> <p><i>Substitutions may be applied to degree and experience requirements. Reference 'Substitution Table' below.</i></p>           |

| Labor Category Title         | Description   | Experience and Education   |
|------------------------------|---|--|
| Associate Consultant/Analyst | Helps Senior Consultant develop and perform tasks in area of specialization.  | <p>Associate's Degree and two years of experience.</p> <p>Proven analytical skills and some experience in field(s) relating to the task order.</p> <p><i>Substitutions may be applied to degree and experience requirements. Reference 'Substitution Table' below.</i></p> |
| Principal Instructor         | Oversees development of content for all instructors on task orders. Interfaces with senior customer representatives and interprets requirements for development of content that will satisfy these requirements. Develops and delivers content to higher-echelon clients.             | <p>Master's Degree in related field and four years instruction experience.</p> <p><i>Substitutions may be applied to degree and experience requirements. Reference 'Substitution Table' below.</i></p>   |
| Sr. Instructor               | Delivers customized content to senior groups. Coaches and mentors to senior organizational clients. Able to assimilate agency issues and deliver content aimed at the solution to the issues.   | <p>Master's Degree in related field and two years instruction experience.</p> <p><i>Substitutions may be applied to degree and experience requirements. Reference 'Substitution Table' below</i></p>   |
| Assoc. Instructor            | Delivers content in workshop settings. Assists senior instructors. Able to instruct small to large groups in specified topics only.   | <p>Bachelor's degree and no experience (required).</p> <p><i>Substitutions may be applied to degree and experience requirements. Reference 'Substitution Table' below</i></p>  |
| Administrative Support       | Provides typing, data entry, word processing, and other clerical support activities as required. These are activities in support of the task order (e.g. services are in support of PM, Instructor, who are working on a task order or services provided directly to the government). | <p>High school diploma or GED and two years of experience in word processing and other clerical support activities as required. Individual shall be knowledgeable in use of up-to-date word processing, spreadsheet, and graphical software products which are</p>         |

| Labor Category Title | Description   | Experience and Education  |
|----------------------|---|---|
|                      | These are NOT services recouped in Sabel's overhead.  | compatible with customer programs, when this is a CDRL item.  |
| Information Analyst  | Applies Web technology and design systems so users can find and manage information; designs, programs, and implements templates for existing sites; helps customers define and understand their requirements for an effective inter-/intranet; trains departmental personnel to manage their own content; creates strategies and guidelines for monitoring site pages for timeliness, accuracy, consistency and navigational effectiveness; develops and demonstrates practical web-based applications; helps customers evaluate site content, design and navigation; Coordinates migration of old content to the new content design; provides basic server administration. | <p>Master's Degree from an accredited university in computer science, information systems, engineering, business or related technical discipline and a minimum of two years of experience.</p> <p>Experience in design, journalism, information science, or related field, with a focus on Web technologies, programming and user interface design; broad knowledge, technical and creative, of the Web and related technologies; information architect and Web design experience working with Web-related technologies; project management experience; knowledge of graphic design principles, typography, and implementation of Web design standards; proficiency in development of database-driven Web sites and related software applications.</p> <p><i>Substitutions may be applied to degree and experience requirements. Reference 'Substitution Table' below</i></p> |

| Labor Category Title  | Description  | Experience and Education  |
|-----------------------|--|---|
| Graphic Specialist    | The Graphics Designer creates concepts, designs and develops graphical user interfaces, illustrations, animations or other graphics to support instructional resource solutions including reports, briefings, instructor materials, training aids, videos, web sites or other media.   | Associate's Degree and four years of related experience.<br><br><i>Substitutions may be applied to degree and experience requirements. Reference 'Substitution Table' below</i>   |
| Sr. Business Engineer | Provides business-engineering support. Performs work under broad direction concerning general project and business unit goals. Generally assigned as team leader on complex tasks or those, which will require significant interaction of various technical disciplines. May work independently, or as part of team. Prepares studies, plans, and analyzes in support of delivery order. | Bachelor's Degree from an accredited university in computer science, information systems, engineering, business or related technical discipline and a minimum of two years of experience.<br><br>This individual shall be capable of using business analysis tools to conduct business process modernization projects.<br><br><i>Substitutions may be applied to degree and experience requirements. Reference 'Substitution Table' below</i> |
| Business Engineer     | Provides business analysis methodology and business case analysis to conduct business process modernization projects. Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis, activity cost-based analysis, economic and investment analysis, and modern business methods and performance measurement techniques.            | Bachelor's Degree from an accredited university in computer science, information systems, engineering, business, or related technical discipline and no experience (required).<br><br>Substitutions may be applied to degree and experience requirements. Reference 'Substitution Table' below  |

| <b>Substitution Table</b>    |                                    |
|------------------------------|------------------------------------|
| <b>Years of Experience</b>   | <b>Equals the Following Degree</b> |
| 2 Years                      | Associate's Degree                 |
| 2 Years + Associate's Degree | Bachelor's Degree                  |
| 4 Years                      | Bachelor's Degree                  |
| 2 Years + Bachelor's Degree  | Master's Degree                    |
| 6 Years                      | Master's Degree                    |
| 4 Years + Master's Degree    | Ph.D.                              |

## **Appendix C: Additional Sabel Systems Information**

To learn about Sabel Systems, please visit us online at [www.sabelsystems.com](http://www.sabelsystems.com).