



MOBIS: GS-10F-0227V
Contract Holder

CONTRACT SPECIFICATIONS

<p>Contract Administrators:</p> <p>Christopher Siddall Director csiddall@satoriconsulting.com Phone: 202-607-6442 1101 Pennsylvania Avenue, NW Suite 600 Washington, DC 20004</p> <p>Justin Ockenden Managing Director jockenden@satoriconsulting.com Phone: 917-378-7899 48 Wall Street Suite 1100 New York, NY 10005</p> <p>Ordering & Payment Address & Fax:</p> <p>Satori Consulting Corporate Headquarters 4 West Red Oak Lane Suite 105 White Plains, NY 10604</p> <p>Fax: 202-315-3211 www.satoriconsulting.com</p>	<p>Contract Number: GS-10F-0227V</p> <p>Contract Period: June 17, 2014 through June 16, 2019</p> <p>DUNS Number: 149528023</p> <p>MOBIS Awarded SINS: 874-1 and 874-1RC</p> <p>Business Size: Small Business</p> <p>Maximum Order: \$1,000,000</p> <p>Minimum Order: \$100</p> <p>Geographic Coverage: Domestic and Overseas</p> <p>Points of Production: Same as company addresses/locations</p> <p>Discounts: Government net prices (discounts already deducted)</p> <p>Quantity Discount: NA</p> <p>Prompt Payment terms: Net 30 days</p> <p>Government Credit Cards: Not Accepted</p> <p>Foreign Items: None</p> <p>Time of Delivery: Specified on the Task Order</p> <p>FOB: Destination</p> <p>Warranty Provision: Contract's standard commercial warranty</p> <p>Central Contractor Registration: Registered</p>
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ABOUT SATORI

Satori Consulting Inc. was founded in 2002 by highly experienced management consulting professionals who work side-by-side with clients to effect significant, positive change. Satori delivers insight, provides analysis and aligns operations with stakeholder objectives to help clients navigate increasingly complex environments, relationships and accountability systems they must master to deliver on their mission and meet their goals.

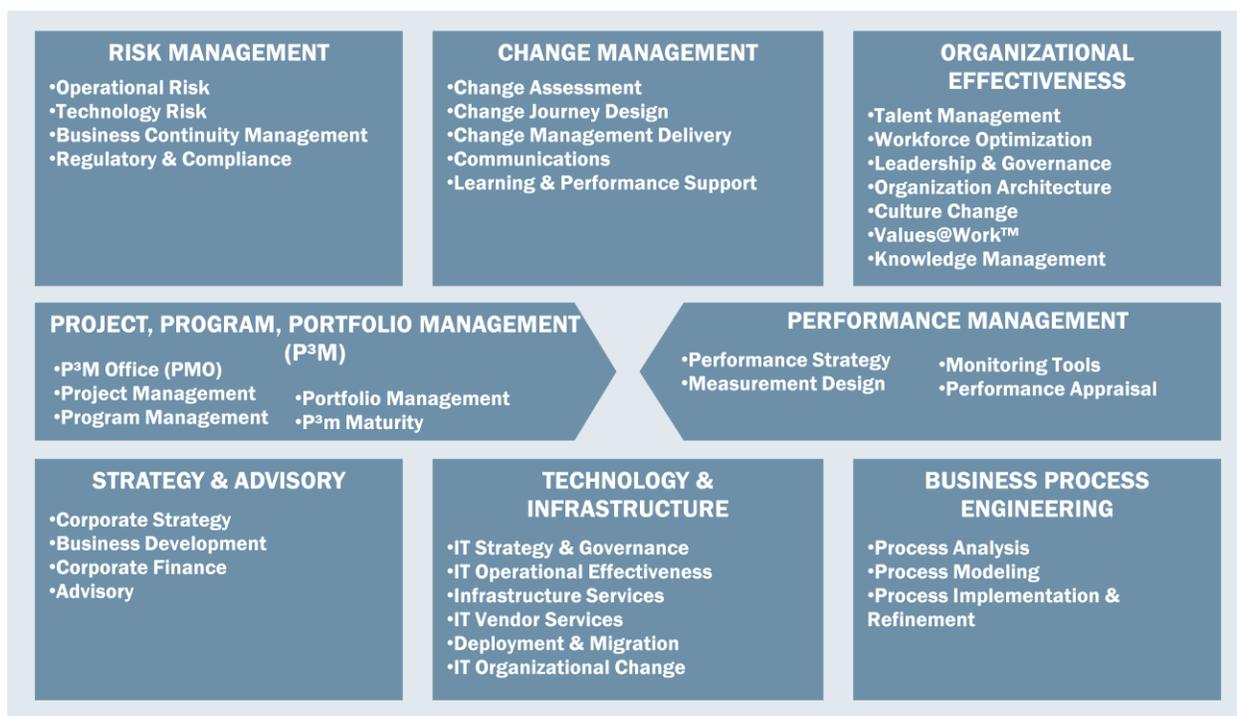
THE SATORI ADVANTAGE

Our clients have a partner who understands that in this climate requirements can change rapidly. We:

- Apply expertise and best practices to establish, refine, or enable management offices and internal consulting capabilities in government and Fortune 50 firms
- Deploy agile teams for rapid planning and execution
- Enable clients to develop their own management capabilities
- Navigate the landscape with insight into OMB, GAO and Inspector General needs, preferences and emerging requirements
- Leverage years of experience in program management, organizational effectiveness, change management, risk management, performance management, strategy and advisory, infrastructure and technology and process engineering
- Create transparency and accountability in large, complex organizations
- Apply our proven methodologies to add value, interpreting new regulations and developing and implementing a strategy to ensure organization-wide compliance
- Deliver customizable and established program management, reporting and measurement tools
- Provide seasoned thought leaders experienced in workforce expansions and contractions in collaboration with representatives of organized labor
- Contribute typically in a leadership capacity as individuals or in small numbers within teams that include client colleagues and third-party partners (e.g., other consulting firms, technology vendors)
- Are committed to working with market leaders as well as other small businesses (e.g., Disadvantaged, Women-Owned, Veteran-Owned, HUBZone)

SERVICE OFFERING DESCRIPTIONS

Satori provides a broad range of expert services that meet the wide variety of requirements that fall under the MOBIS Schedule. Our experience helping clients with diverse needs has assisted in crystallising a comprehensive framework that organizes our approach; this is reflected in the Satori service offering architecture depicted below:



Risk Management

Satori leads the design and deployment of comprehensive risk management solutions and can provide clients with a broad suite of tools that ensure they are mission ready. Our solutions include enterprise risk management framework design, process and capability development, tool selection and adoption and change management. Satori's Risk Management services focus on four risk areas: Continuity of Operations and Compliance Planning Services, Operational Risk, Regulatory Risk and Compliance and Technology Risk.

Change Management

Change Management is a core competency of Satori Consulting. We ensure that stakeholders are informed, engaged and encouraged to adopt organizational changes. We assess the impact of change on an organization and its readiness to transform, then help our clients to plan, design and deploy appropriate change management solutions.

Organizational Effectiveness

Satori drives transformation initiatives that impact the structure, personnel and governance of agencies and their operating units. Our organization effectiveness offering includes Organization Architecture, Talent, Culture and Communication. Organization Architecture provides the blueprint for how an organization will

operate and includes organization analysis and design, operational models, workplace design and job design. Talent Management considers the breadth of activities needed to manage talent in organizations, spanning both operational and human resource activities and covering the entire employee lifecycle. Culture Management focuses on adapting the organization's beliefs, values and behavioral norms to the prevailing strategy and needs. Communication Management establishes the methods and channels that enable effective interaction within an organization and across organizational boundaries.

Program & Project Management

Program & Project Management is a key organizational capability essential for unlocking the value of strategic initiatives. Strong program and project management are needed for an organization to make the leap from vision to realization. Project, Program and Portfolio Management (P3M) services are a core competency of Satori Consulting. We help our clients identify the financial and strategic benefits for their projects, the measures of success and objectives before project work begins. Project Management is the foundation for all of our services and the reason that we successfully help clients execute their business strategy and realize their organizational potential.

Performance Management

At Satori Consulting, we believe that Performance Management is a key element of any large-scale project or program effort. We regard Performance Management as a compass to ensure that our clients are operating in an optimal fashion to achieve their desired results. Satori Consulting has experience in running Performance Management projects as stand-alone operational initiatives as well as part of broader strategic change efforts.

Strategy & Advisory

Satori facilitates public and private sector clients through the strategic visioning to realization process. We perform agency and business diagnostics, facilitate future-state situation analysis, formulate recommendations and plan for the implementation of transformation initiatives.

Infrastructure & Technology

Remaining competitive in today's world requires optimizing existing technology assets through superior IT planning, governance and management of delivery and vendor relationships. At Satori Consulting we excel at helping clients successfully deliver IT services to their respective organizations. Our framework of Infrastructure & Technology services is provided in concert with our other services to orchestrate IT strategy, management, architecture and delivery. We help our clients align IT services with organizational goals and maximize the value recognized from operations and discretionary investments.

Process Engineering

Our clients are continually faced with the challenges of improving core business processes to differentiate themselves, reduce costs and streamline operations. Our professionals are experts in process analysis and engineering, which enables significant improvements in process efficiency (e.g., reducing cost, cycle-time and time-to-market) and effectiveness (e.g., improving quality, satisfaction, compliance and controls). We help identify opportunities for improvement, design optimal processes and deploy newly engineered or refined processes to achieve performance targets. To ensure the impact of these activities is realized, we apply performance management techniques (metrics, dashboards, etc.) on our engagements.

OUR COMMITMENT TO GOVERNMENT

Satori professionals have extensive experience working throughout Federal, State and Local government and our consultants draw on their familiarity with government structures and processes in designing and executing Federal assignments. In addition we have demonstrated an aptitude for translating experience gained satisfying the complex needs of Fortune 50 firms into pragmatic solutions appropriate to Federal agencies, making us uniquely positioned to add value. Satori is committed to providing procurement officers with a high degree of transparency into our capabilities to respond to actual and emerging needs.

Information Security & Confidentiality

Satori works on highly confidential and sensitive projects in the commercial and government arenas and regularly operates as a trusted partner in highly competitive business areas. We are thus familiar with ensuring clear compliance with our clients' information security policies and procedures in accordance with stringent non-disclosure and confidentiality agreements. In addition, our experience developing risk management and compliance methodologies at our Fortune 50 and Federal agency clients has contributed greatly to the processes we follow internally to ensure the protection of our clients' proprietary and confidential information and intellectual capital.

Collaboration & Subcontracting

Satori is accustomed to collaborating with other service providers to bring complementary capabilities in support of partner firms who seek additional expertise to extend the range of services they offer or who need to supply additional depth in one of the many areas in which we have an acknowledged strength. We are an effective prime and maintain links with complementary service providers, be they small business, HUBZone small business, small disadvantaged business, women-owned small business, veteran-owned small business and service-disabled veteran-owned small business, or other large businesses.

We also have excellent experience acting in a subcontracted role. In these situations, we share a common goal of exceeding our clients' expectations and achieving the intended results.

LABOR CATEGORIES AND RATES

(effective through June 17, 2015)

Satori's client fees are measured in dollars per unit of labor. Maintaining detailed records of the actual time that our consultants allocate to client engagements and to internal initiatives enables us to analyze performance, prioritize investments and forecast effectively. Data integrity is paramount. We use a secure online accounting system to maintain near real-time tracking of our consultants' allocated time and expenses. The accounting system can track labor categories and the number of hours used for each task. Project Managers monitor consultant submissions and ensure that billable hours are in alignment with the project plans and consistent with their on-the-job observations. Each consultant's timesheet is signed off by a Director before submitting it to Accounting where a final reconciliation of forecast versus actual chargeable hours occurs. A summary of the Satori Labor Categories appears below:

Labor Category	Minimum Experience/Education	Daily Rate
Managing Director	15+ years of consulting and/or business experience Bachelors Degree	\$ 2,783.38
Executive Director	13+ years of consulting and/or business experience Bachelors Degree	\$ 2,569.27
Principal	11+ years of consulting and/or business experience Masters Degree	\$2,397.98
Engagement Manager	15+ years of consulting and/or business experience Bachelors Degree	\$2,270.03
Program Manager	12+ years of consulting and/or business experience Masters Degree	\$2,141.06
Senior Project Manager	12+ years of consulting and/or business experience Masters Degree	\$1,986.90
Project Manager	10+ years of consulting and/or business experience Masters Degree	\$1,815.62
Senior Consultant	6+ years of consulting and/or business experience Bachelors Degree	\$1,644.33
Consultant	5+ years of consulting and/or business experience Bachelors Degree	\$1,473.05
Senior Analyst	5+ years of consulting and/or business experience Bachelors Degree	\$ 1,236.67

SCA APPLICABILITY STATEMENT: MOBIS

The Service Contract Act (SCA) is applicable to this contract as it applies to the entire MOBIS Schedule 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.

Detailed Labor Category Descriptions

Managing Director

A Managing Director is responsible for the executive management and oversight of the organization and provides strategic direction and leadership for the firm and takes direct ownership around key areas of the business. A Managing Director manages client relationships, engagements at the executive level and provides leadership and direction to staff at every level. A Managing Director possesses subject matter expertise in one or more critical service areas of the business and serves as a key leadership voice via presentations and/or papers to captains of industry and government leaders.

Executive Director

An Executive Director provides strategic direction and leadership for clients. An Executive Director develops client relationships at the most senior level, manages the most complex and mission critical engagements and provides leadership and direction to clients. An Executive Director possesses subject matter expertise in one or more critical service areas of the business and serves as a senior voice of the firm via presentations and/or papers to industry and government leaders.

Principal

A Principal serves as a senior leader and is responsible for assisting in the executive management and oversight of the consulting practice. With some direction from the Managing Directors, the Principal serves as a champion of strategic initiatives, business development and leadership programs for the firm and manages Satori team members in efforts to build key areas of expertise for the business.

Engagement Manager

An Engagement Manager serves as a senior client advisor. With minimal direction from the Principals, the Engagement Manager is accountable for offering strategic advice to client leadership, setting and communicating the strategic direction of a client account. They are also expected to develop marketing materials and produce white papers on topics for which they are Subject Matter Experts.

Program Manager

A Program Manager serves as a senior client advisor identifying, developing and delivering innovative solutions to clients. With minimal direction from the Principals, the Program Manager is accountable for the delivery success of specific programs and contributes to the direction and development of a client account. The Program Manager identifies and communicates new strategic issues and opportunities in a clear and thoughtful manner and is also expected to contribute to the development of marketing materials and producing white papers on topics for which they are Subject Matter Experts.

Senior Project Manager

A Senior Project Manager serves as a senior client advisor identifying, developing and delivering innovative solutions to clients. With minimal direction from the Principals, the Senior Project Manager is accountable for

the delivery success of specific programs as well as contribution to the direction of a client account and identifies and communicates new strategic issues and opportunities in a clear and thoughtful manner. They are also expected to contribute to the development of marketing materials, producing white papers on topics of personal expertise.

Project Manager

A Project Manager serves as a senior identifying, developing and delivering innovative solutions to clients. With some direction from the Principals, the Project Manager is accountable for the delivery success of specific projects as well as contribution to the direction and development of a client account. They are also expected to contribute to the development of marketing materials, producing white papers on topics of personal expertise. The Project Manager exhibits a working knowledge of the client strategy and priorities and understands how the strategy is to be translated and executed in alignment with departmental/ functional goals.

Senior Consultant

A Senior Consultant serves as senior client advisor responsible for delivering innovative solutions to clients. With oversight from the Principal, the Senior Consultant provides expert analysis of business problems and offers pragmatic, actionable solutions and products that meet the requirements of the client. A Senior Consultant is expected to work closely with senior client managers and offer advice and direction to junior members of the Satori team. They exhibit a working knowledge of the client strategy and priorities and understand how the strategy is to be translated and executed in alignment with departmental/ functional goals.

Consultant

A Consultant serves as a valued team member responsible for delivering innovative solutions to clients. With oversight from the Principal, the Consultant provides expert analysis of business problems and offers practical solutions and products that meet the requirements of the client. A Consultant is able to construct implementation plans for a strategy, breaking the execution of the strategy into component parts and sequencing actions appropriately.

Senior Analyst

A Senior Analyst serves as a valuable team member responsible for delivering innovative solutions to clients. Analysts work under the guidance of Senior Consultants; are aware of the client organization strategy and priorities and how the strategy is to be translated and executed in alignment with Team goals. They gather and analyze information as related to the client issue and contribute to the planning design and implementation of lasting solutions. Analysts are expected to research industry best practices and apply them as they relate to different business scenarios.