

GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service Authorized Federal Supply Schedule Price List

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: www.gsaadvantage.gov.

MISSION ORIENTED BUSINESS INTEGRATED SERVICES (MOBIS)

FSC Group 874

Contract Number
GS-10F-0252L

Period Covered by Contract
April 25, 2001 THROUGH April 24, 2011



Aon Consulting, Inc.
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General Services Administration

Supplement through **Modification #PS-0019**, dated **July 28, 2008**.

Business Size: Large Business

DUNS Number: 12-999-4104

CUSTOMER INFORMATION

- 1a. Table of awarded special item numbers with appropriate cross-reference to item descriptions and awarded price:

874-1 Consulting Services
874-3 Survey Services
874-4 Training Services

- 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.

Refer to page 10 for awarded GSA Schedule Contract pricelist.

- 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.

Refer to page 7 for Labor Category Descriptions and qualifications.

2. Maximum order: **\$1,000,000**
3. Minimum order: **\$300**
4. Geographic coverage (delivery area): **FOB Worldwide**
5. Point of production (city, county, and State or foreign country): **Not Applicable**
6. Discount from list prices or statement of net price:

Prices shown are net Government awarded discount and include the Industrial Funding Fee.

7. Quantity discounts: **None**
8. Prompt payment terms: **0% Net 30 days**
- 9a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold.

Government purchase cards will be accepted for orders at or below the micro-purchase threshold.

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

Aon Consulting, Inc. will also consider accepting Government purchase cards for orders above the micro-purchase threshold.

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

- 11a. Time of delivery:

Negotiated between Contractor and Ordering Activity

- 11b. Expedited Delivery. The Contractor will insert the sentence "Items available for expedited delivery are noted in this price list." under this heading. The Contractor may use a symbol of its choosing to highlight items in its price lists that have expedited delivery:

Expedited Delivery is negotiated between the Contractor and Ordering Activity at the expense of the Ordering Activity.

- 11c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery.

Overnight and 2-day delivery is negotiated between the Contractor and Ordering Activity at the expense of the Ordering Activity.

- 11d. Urgent Requirements. The Contractor will note in its price list the "Urgent Requirements" clause of its contract and advise agencies that they can also contact the Contractor's representative to affect a faster delivery.

When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged, if time permits, to contact the Contractor for the purpose of obtaining accelerated delivery. The Contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering agency, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.

12. F.O.B. point: **Destination**

13a. Ordering address:

**Aon Consulting, Inc.
Attn: Federal Government Practice, Contract Administrator
1120 20th Street, NW
South Lobby, Suite 600
Washington, DC 20036**

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment address:

**Aon Consulting, Inc.
Attn: Accounts Receivable, Federal Government Practice
1120 20th Street, NW
South Lobby – Suite 600
Washington, DC 20036**

**For EFT Payment, contact Contract Administrator LaMar Bond,
202.429.8593**

15. Warranty provision: **Not Applicable**

16. Export packing charges: **Not Applicable**

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

Government purchase cards are accepted for orders below the micro-purchase threshold. Aon Consulting, Inc. will also consider accepting Government purchase cards for orders above the micro-purchase threshold.

18. Terms and conditions of rental, maintenance, and repair: **Not Applicable**

19. Terms and conditions of installation: **Not Applicable**

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices: **Not Applicable**

20a. Terms and conditions for any other services: **Not Applicable**

21. List of service and distribution points:

In addition to our Washington DC office, Aon Consulting, Inc. employees may work from the following offices:

- 320 South Service Road, Melville NY
- 55 East 52nd Street, New York, NY
- 1100 East Main Cross Street, Suite 15, Findlay OH
- 10461 Mill Run Circle, Owing Mills MD
- 1100 Reynolds Blvd., Winston-Salem NC
- 1701 Golf Road, Tower 2, Suite 200, Rolling Meadows IL
- 200 East Randolph, Chicago IL
- 45 Hayden Avenue, Suite 2700, Lexington MA
- 101 North Main Street, Suite 400, Ann Arbor MI
- 8000 Maryland Avenue, Suite 820, St. Louis MO
- 7315 Wisconsin Avenue, Suite 700, Bethesda MD
- 111 Market Place, Candler Bldg., Baltimore MD
- 1330 Post Oak Blvd., Suite 900, Houston TX

22. List of participating dealers: **Not Applicable**

23. Preventive maintenance: **Not Applicable**

24a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): **Not Applicable**

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/.

Not Applicable

25. Data Universal Number System (DUNS) number: **12-999-4104**

26. Notification regarding registration in Central Contractor Registration (CCR) database.

Contractor is registered in CCR. CAGE Code 34UW4

27. Uncompensated Overtime.

Under this Contract, Ordering Agencies will be billed for each hour of professional service delivered by Aon Consulting, Inc. in accordance with the then-current awarded GSA Schedule Contract price.



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AON CONSULTING, INC.

LABOR CATEGORY DESCRIPTIONS

Aon Consulting, Inc. has skilled staff with extensive experience in the disciplines required to support the MOBIS tasks. The following are the labor category descriptions and qualifications of Aon's professional staff. Experience/professional certification may be considered as a substitute for degree; an advanced degree/professional certification may be considered as a substitute for experience.

Labor Category	Qualifications	Responsibilities
Senior Practice Leader	Ph.D., Ph.D. I/O psychology or degree in related field; 10+ years experience Extensive knowledge in related task	Manages the development of large program initiatives, provides client solutions and insures state of the art practices. Thought Leader.
Practice Leader	Ph.D., Ph.D. I/O psychology or degree in related field; 7+ years consulting experience Extensive knowledge in related task	Manages the development of program initiatives including job analyses, program material development. Validates and implements programs, including program maintenance.
Senior Consultant	Ph.D., Ph.D. I/O psychology, or degree in related field; 5+ years consulting experience Extensive knowledge in related task	Conducts job analyses including SME interviews. Creates and analyzes data from analysis questionnaires. Develops competency models. Evaluates guidelines, role-play scenarios, survey tools, training content. Validates and implements programs; Conducts studies in areas of specialized expertise
Consultant	Ph.D., Ph.D. I/O psychology, or degree in related field; 1-5 years consulting experience Extensive knowledge in related task	Conducts job analyses including SME interviews. Creates and analyzes data from analysis questionnaires. Develops competency models. Evaluates guidelines, role-play scenarios, survey tools, training content. Validates

Labor Category	Qualifications	Responsibilities
		and implements programs. Conducts studies in areas of specialized expertise
Quality Assurance Associate	Master's Degree or six months to one year of quality assurance training experience and specialized training in statistics and knowledge of computerized statistical analysis packages	Reports on the quality of assessment activities. Conducts and interprets results of statistical analyses. Creates feedback reports related to results. Identifies and implements quality metrics
Operations Manager	Master's degree and 4-6 yrs management experience or Bachelor's degree and 6-8 yrs management experience	Responsible for management, strategic planning and supervision of performance improvement services. Ensure quality of program delivery
Operations Supervisor	Specialized training with three months supervisory experience and 2 years assessor experience	Ensures quality of on-going assessments. Develops and implements strategy to improve effectiveness. Forecasts and schedules client volume
Assessor	Bachelor's degree with 1-2 years experience or Master's degree with customer service/sales experience	Observes and evaluates targeted behavior, skills, strengths and developmental areas of potential candidates. Engaged in interactive job simulation programs. Develops behavioral profiles for purpose of selection, testing, compensation, measurement and identification of developmental opportunities
Project Manager	Bachelor's degree with experience in human resources, operations and customer service or project	Plans and coordinates delivery of performance improvement services. Oversees scheduling, materials production and distribution, and on-site logistics
Administrative Assistant	Associates degree and two years administrative experience, preferably HR	Provides administrative support on a given client project and other

Labor Category	Qualifications	Responsibilities
	experience	administrative duties as needed
Sr. Specialist Technical Team Leader	Experienced in leading a development team in implementing and deploying enterprise software solutions. Strong knowledge of programming, design and testing of software applications	Plays a key role in driving forward technology initiatives. Assists in development of project plans. Provides technical assistance. Analyzes client needs and development specifications. Oversees debugging and testing. Establishes and maintains project development specifications and standards
Programmer Analyst	Bachelor's degree and 2-4 years programming experience, including knowledge of HR Outsourcing computer applications, IT methods and equipment	Coordinates programming projects. Writes, tests, debugs programs. Assists in developing solutions to software-related and programming problems. Supports overall applications development
Database Administrator	Bachelor's degree in computer science and 3+ years of demonstrated experience administering SQL Server DBA	Configures databases for web applications. Performs database administration activities including backup and recovery. Maintains development and test environment databases. Designs, implements and optimizes database systems in an NT environment

SENIOR SUBJECT MATTER EXPERT

Functional Description: Senior expert with extensive, enterprise-wide knowledge and experience in one or more designated functional discipline areas. Provides insight and advice concerning strategic direction and ensures project objectives are delivered in the context of industry best practices. Is responsible for providing high-level vision to senior client leadership to influence objectives of complex efforts. The Senior Subject Matter Expert is primarily utilized on projects for their specific expertise, not in a managerial capacity.

General Experience Requirements: Generally over 20 years of significant experience in multiple disciplines across a broad range of clients; Held consulting or leadership positions in major private or public organizations with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Ph.d Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

SENIOR MANAGING CONSULTANT II

Functional Description: Drives content and provides thought leadership. Generates innovative approaches to address business problems. Manages execution of comprehensive business-centric efforts, while balancing potentially conflicting themes and objectives. Develops new knowledge and capabilities derived from a broad range of cross industry/functional experiences. Directs the completion of work by engagement teams and provides primary client interface on strategic issues.

General Experience Requirements: Generally over 15 years of extensive multi-client/industry experience; Specialist in multiple functional/industry disciplines; Demonstrated leadership of consulting engagements in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Ph.d Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

SENIOR MANAGING CONSULTANT I

Functional Description: Drives content and provides thought leadership. Generates innovative approaches to address business problems. Manages execution of comprehensive business-centric efforts, while balancing potentially conflicting themes and objectives. Develops new knowledge and capabilities derived from a broad range of cross industry/functional experiences. Directs the completion of work by engagement teams.

General Experience Requirements: Generally over 12 years of extensive multi-client/industry experience; Specialist in at least one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Masters Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

MANAGING CONSULTANT III

Functional Description: Provides oversight and senior level management to overall contract operations often involving multiple projects/tasks and groups of personnel at multiple locations. Maintains and manages relationships with senior level management within the client organization. Leads defining of project objectives and strategic direction for the stated business operations Manages multiple contract operations, ensures quality standards and work performance on all task orders and projects, plans, organizes and oversees work efforts, assigns resources, manages personnel, provides risk management, and monitors overall project and contract performance.

General Experience Requirements: Generally over 12 years of extensive multi-client/industry experience; Specialist in at least one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Masters Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

MANAGING CONSULTANT II

Functional Description: Performs the day-to-day management of contract support operations, possibly involving multiple tasks and groups of personnel at multiple locations, on a single project. Manages defining of project objectives and strategic direction for the stated business operations. Evaluates options in the context of project objectives and contributes to the implementation of strategic direction. Directs the activities of Consultants or other staff as necessary.

General Experience Requirements: Generally over 10 years of broad multi-client/industry experience; Specialist in at least one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Masters Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

MANAGING CONSULTANT I

Functional Description: Defines project objectives and strategic direction for the stated business operations. Responsible for providing leadership and vision to client and project teams and serves as a key facilitator between multiple teams to achieve objectives of complex efforts. Directs the activities of more junior Consultants or other staff as necessary.

General Experience Requirements: Generally over 8 years of multi-client/industry experience; Specialist in at least one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Masters Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

CONSULTANT III

Functional Description: Contributes to the evaluation, analysis, and development of recommended solutions. Resolves complex problems, which require an in-depth knowledge of subject matter related to the designated field or discipline. Applies principles and methods of the subject matter to specialized solutions.

General Experience Requirements: Generally over 10 years of multi-client/industry experience; Specialist in at least one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Masters Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

CONSULTANT II

Functional Description: Contributes to the evaluation, analysis, and development of recommended solutions. Evaluates options in the context of project objectives and contributes to the implementation of strategic direction. Directs the activities of other staff as necessary.

General Experience Requirements: Generally over 6 years of multi-client/industry experience; Specialist in at least one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Masters Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

CONSULTANT I

Functional Description: Contributes to the evaluation, analysis, and development of recommended solutions. Evaluates options in the context of project objectives and contributes to the implementation of strategic direction. Directs the activities of other staff as necessary on activities related to the specified field or discipline.

General Experience Requirements: Generally over 5 years of client/industry experience; Specialist in at least one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Bachelors Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

ASSOCIATE III

Functional Description: Conducts high-level technical analysis in support of solutions and recommendations. Supports the development of solutions to address an organization's challenges. Handles quality control over the work of more junior Associates. Directs the activities of more junior Associates or other staff as necessary.

General Experience Requirements: Generally over 5 years of client/industry experience; Specialist in multiple functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Masters Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

ASSOCIATE II

Functional Description: Conducts high-level technical analysis in support of solutions and recommendations. Supports the development of solutions to address an organization's challenges. Directs the activities of more junior Associates or other staff as necessary.

General Experience Requirements: Generally over 4 years experience in performing sophisticated hypothesis-driven analysis; possess significant knowledge in at least one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Bachelors Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

ASSOCIATE I

Functional Description: Conducts high-level technical analysis in support of solutions and recommendations. Supports the development of solutions to address an organization's challenges. Directs the activities of other staff as necessary.

General Experience Requirements: Generally over 3 years experience in performing analysis; possess significant knowledge in one functional/industry discipline with experience in assessing and designing organizational strategies, processes, systems, or plans to improve organizational performance in broad or specific functional areas.

Educational Requirements: Minimum of a Bachelors Degree. Some hold graduate degrees/qualifications/credentials in economics, finance, investments, actuarial science, employee benefits, risk management, law, organizational development, or other business-related specialties.

ANALYST III

Functional Description: Applies analytic methodologies and principles to address client needs. Applies proven techniques in the evaluation of project objectives and contributes to the implementation of strategic direction. Performs functions that include data collection, data modeling, computer and spreadsheet modeling and project testing to support project objectives. Conducts activities in support of project team's objectives. Works with and provides leadership to other analysts.

General Experience Requirements: Minimum of 3 years experience.

Educational Requirements: Minimum of a Bachelors Degree.

ANALYST II

Functional Description: Applies analytic methodologies and principles to address client needs. Applies proven techniques in the evaluation of project objectives and contributes to the implementation of strategic direction. Performs functions that include data collection, data modeling, computer and spreadsheet modeling and project testing to support project objectives. Conducts activities in support of project team's objectives.

General Experience Requirements: Minimum of 2 years experience.

Educational Requirements: Minimum of a Bachelors Degree.

ANALYST I

Functional Description: Team member contributing to consulting staff client assignments within specified guidelines. Performs a variety of tasks that require both limited practical experience and basic technical knowledge in specialty area. Understands overall purpose of task assignment. Conducts activities in support of project team's objectives.

General Experience Requirements: Minimum 1 year experience.

Educational Requirements: Minimum of a Bachelors Degree.

EXPERIENCE & DEGREE SUBSTITUTION

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category.

Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional credentials, and vocational technical training may be substituted for experience or education.

Degree/Experience Equivalency*

Degree	Experience Equivalence	Other Equivalence
Bachelors	Associate degree + 2 years relevant experience, or 4 years relevant experience	Professional certification and vocational technical training
Masters	Bachelors + 2 years relevant experience, or Associate + 4 years relevant experience	Professional credentials
Doctorate	Masters + 4 years relevant experience, Bachelors + 6 years relevant experience	Professional credentials

Certifications, Training, and Credentials	Experience Equivalence
Professional exams	1 year experience for every 2 exams passed
Professional certification and vocational technical training	3 years experience
Professional credentials	6 years experience

* Successful completion of higher education which has not yet resulted in a degree may be counted as 1 year of experience for each year of college completed.



AWARDED GSA SCHEDULE CONTRACT PRICING SINs 874-1 and 874-3

Labor Category	Hourly Rate	Daily Rate
Senior Practice Leader	\$406.80	\$3,254.42
Practice Leader	\$358.37	\$2,866.92
Senior Consultant	\$272.80	\$2,182.41
Consultant	\$205.79	\$1,646.32
Quality Assurance Associate	\$90.93	\$727.44
Operations Manager	\$205.79	\$1,646.32
Operations Supervisor	\$119.65	\$957.18
Assessor	\$71.79	\$574.31
Project Manager	\$94.57	\$756.57
Administrative Assistant	\$44.80	\$358.38
Technical Team Leader	\$205.79	\$1,646.32
Programmer Analyst	\$119.65	\$957.18
Database Administrator	\$167.51	\$1,340.06

Labor Category Name	GSA HOURLY RATE W/ IFF
Senior Subject Matter Expert	\$530.48
Senior Managing Consultant II	\$521.41
Senior Managing Consultant I	\$498.74
Managing Consultant III	\$467.00
Managing Consultant II	\$430.73
Managing Consultant I	\$408.06
Consultant III	\$430.73
Consultant II	\$340.05
Consultant I	\$249.37
Associate III	\$340.05
Associate II	\$249.37
Associate I	\$226.70
Analyst III	\$226.70
Analyst II	\$158.69
Analyst I	\$113.35



AWARDED GSA SCHEDULE CONTRACT PRICING SIN 874-4

Course Title	Length	Price*	Participant Min/Max
Interviewing Skills	1 day	\$3,542.00	6/16
The Listening Connection	1 day	\$3,924.00	6/16
The Customer Connection	2 days	\$6,317.00	8/15

*Price Fixed regardless of # of participants. No less than and no greater than participant minimum/maximum.