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 GSA Advantage! is: GSAAdvantage.gov.

GS-10F-0416X

Contract Period: August 1, 2011 to July 31, 2026

Contractor Name: Panum Telecom, L.L.C. (DBA) Panum Group, LLC
7315 Wisconsin Avenue, #800W, Bethesda, MD 20814-3202
Phone Number: 240-800-3001
Fax Number: 866-359-6255
Web site: http://www.panum.com

Contact for Contract Administration:
Patricia Palmer
240-274-4704
ppalmer@panum.com

MAS Services:
mas@panum.com

Business size: Other Than Small

Pricelist approved through Modification PO-0031 dated 12/13/21

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov
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PANUM GSA MAS AUTHORIZED LABOR CATEGORY PRICING .......................................................... 5

PANUM LABOR CATEGORY DESCRIPTIONS ...................................................................................... 6
Customer Information:

1a. Special item number(s):

541611 Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services

OLM Order Level Materials

1b. Lowest priced Labor Category: Pricing Page 5

1c. Labor Category Descriptions: Please see Page 6 for more information

2. Maximum Order: 541611 = $1,000,000.00 / OLM = $250,000.00

3. Minimum Order: $300.00

4. Geographic Coverage (delivery Area): Domestic Only

5. Point(s) of production (city, county, and state or foreign country): Same as company address

6. Discount from list prices or statement of net price: Government net prices (discounts already deducted).

7. Quantity discounts: None

8. Prompt payment terms: Net 30 Days. Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

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

10a. Time of Delivery: Negotiated at the order level

10b. Expedited Delivery. Negotiated at the order level

10c. Overnight and 2-day delivery. Negotiated at the order level

10d. Urgent Requirements. Negotiated at the order level

11. F.O. B Points(s): Destination

12a. Ordering Address(es): Same as Contractor

Panum Telecom, L.L.C.
7315 Wisconsin Ave., Suite 800W
Bethesda, MD 20814

12b. 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.
13. Payment address(es): Same as company address

Panum Telecom, L.L.C.
7315 Wisconsin Ave., Suite 800W
Bethesda, MD 20814

14. Warranty provision: Contractor’s standard commercial warranty.

15. Export Packing Charges (if applicable): N/A

16. Terms and conditions of rental, maintenance, and repair (if applicable): N/A

17. Terms and conditions of installation (if applicable): N/A

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A

18b. Terms and conditions for any other services (if applicable): N/A

19. List of service and distribution points (if applicable): N/A

20. List of participating dealers (if applicable): N/A

21. Preventive maintenance (if applicable): N/A

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). N/A

22b. 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/. N/A

23. UNIQUE ENTITY IDENTIFIER (UEI) NUMBER: 017433348

24. Notification regarding registration in SAM.gov Registration: Registered
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<th>Minimum Experience</th>
<th>Year 10 8/1/21-7/31/22</th>
<th>Year 11 8/1/22-7/31/23</th>
<th>Year 12 8/1/22-7/31/23</th>
<th>Year 13 8/1/23-7/31/24</th>
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<th>Year 15 8/1/25-7/31/26</th>
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<td>$204.78</td>
<td>$208.88</td>
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<td>$200.77</td>
<td>$204.78</td>
<td>$208.88</td>
<td>$213.05</td>
<td>$217.32</td>
</tr>
</tbody>
</table>

**Service Contract Labor Standards:** The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Multiple Award Schedule (MAS) and all services provided. While no specific labor categories have been identified as being subject to SCLS/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 SCLS/SCA eligible labor categories. If and/or when the contractor adds SCLS/SCA labor categories to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS/SCA matrix identifying the GSA labor category titles, the occupational code, SCLS/SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.
Minimum Education, Number of Years and Qualification Description, including Degree and Experience Equivalence

<table>
<thead>
<tr>
<th>Degree</th>
<th>Experience Equivalence</th>
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</thead>
<tbody>
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<td>Bachelors</td>
<td>Associate degree + 2 years relevant experience, or 4 years relevant experience</td>
</tr>
<tr>
<td>Masters</td>
<td>Bachelors + 2 years relevant experience, or Associates + 4 years relevant experience</td>
</tr>
<tr>
<td>Doctorate</td>
<td>Masters + 2 years relevant experience, Bachelors + 4 years relevant experience</td>
</tr>
</tbody>
</table>

**Labor Category Descriptions**

1. **Analyst**
   Minimum Experience 1 year  
   Minimum Education Bachelor’s Degree  
   Possess knowledge of applying analytic methodologies and principles to address client’s needs. Supports analyst functions including data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project team’s objectives. Works closely with senior Analysts or Team Leads.

2. **Analyst 1**
   Minimum Experience 3 years  
   Minimum Education Bachelor’s Degree  
   Possesses demonstrated knowledge and experience applying analytic methodologies and principles to address client needs. Applies analytic techniques in the evaluation of project objectives and contributes to the implementation of strategic direction. Performs analyst functions including data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project team’s objectives. Works closely with Analyst 2, Task Leads, or Project Manager. Directs the activities of junior staff as necessary.

3. **Analyst 2**
   Minimum Experience 5 years  
   Minimum Education Bachelor’s Degree  
   Senior expert with extensive knowledge and experience developing and applying analytic methodologies and principles and is recognized as a leader within MOBIS functions. Leads the application of analytic techniques and helps define project objectives and strategic direction. Is responsible for providing leadership and vision to client and project teams around the methodology. Resolves complex problems, which require an in-depth knowledge of analytic methodologies and principles. Directs the activities of more junior Analysts or other staff as necessary on activities related to the application of analytical techniques and methodologies. Demonstrated managerial and supervisory skills.

4. **Consultant**
   Minimum Experience 2 years  
   Minimum Education Bachelor’s Degree  
   Team member contributing to consulting staff client assignments within specified guidelines. Performs a variety of tasks that require both practical experience and theoretical, state-of-the-art, technical knowledge in specialty area. Understands overall purpose of task assignment.

5. **Management Consultant**
Minimum Experience 2 years
Minimum Education Bachelor’s Degree
Possesses knowledge, some experience, and capabilities in the development of solutions, recommendations, or outcomes across multiple tasks and/or organizations. Supports the development of solutions to address organization’s challenges. Supports project objectives and helps assess the impact of industry trends, policy, or standard methodologies. Conducts activities in support of project team’s objectives. Works closely with Senior Management Consultants or Task Leads.

6. Management Consultant 1
Minimum Experience 5 years
Minimum Education Bachelor’s Degree
Possess demonstrated knowledge, experience, and ability in the development of solutions, recommendations, or outcomes across multiple complex tasks and/or organizations. Evaluates option in the context of project objectives and contributes to the implementation of strategic direction. Supports project objectives through activities such as conducting interviews, gathering data, and developing recommendations in support of project objectives. Directs the activities of Management Consultants or other staff as necessary.

7. Management Consultant 2
Minimum Experience 9 years
Minimum Education Bachelor’s Degree
Senior expert that possesses demonstrated knowledge, extensive experience in the development of solutions, recommendations, or outcomes across multiple complex tasks in multiple organizations. Defines project objectives and strategic direction. Is 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 Management Consultants or other staff as necessary.

8. Functional Specialist
Minimum Experience 6 years
Minimum Experience Bachelor’s Degree
Possesses knowledge in designated field or discipline. Supports assessments of organization’s challenges using specializes skills and knowledge. Contributes to the execution of project or task plan and helps assess the impact of industry trends, policy or standard methodologies. Conducts activities in support of the project team’s objectives. Works closely with Senior Specialists or Task Leads.

9. Functional Specialist 1
Minimum Experience 8 years
Minimum Education Master’s Degree
Possess demonstrated knowledge in designated field or discipline. Possesses significant experience providing solutions to an organization’s challenges through the application of knowledge gained through similar prior engagements. Participates in the development of solutions by leveraging knowledge of the designated field or discipline. Contributes to the implementation of strategy and helps assess the impact of industry trends, policy, and/or standard methodologies. Directs the activities of Specialists or other staff as necessary on activities related to the specified field or discipline.

10. Functional Specialist 2
Minimum Experience 12 years
Minimum Education Master’s Degree
Senior expert with extensive knowledge in designated field or discipline. Provides insight and advice concerning task or project strategic direction and outcomes. May contribute 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. Generally, possess demonstrated ability and experience in management consulting and cross-team facilitation at the senior management level. Other areas of expertise may include, but is not limited to, business process reengineering, statistical process control, individual and organizational assessment and evaluation, process modeling a simulation, strategic and business planning, change management, organizational development, and the development of leadership/management skills. Directs the activities of Specialists 1 and Specialists, or other staff as necessary on activated related to the specified field or discipline.

11. **Task Lead**  
Minimum Experience 7 years  
Minimum Education Bachelor’s Degree  
Experienced in task management, responsible for ensuring successful task completion within the scheduled timeframe consistent with the established scope of work to include both the technical and financial solutions. Organizes, directs, and coordinates the planning and production of all activities associated with assigned tasks.

12. **Senior Task Lead**  
Minimum Experience 8 years  
Minimum Education Bachelor’s Degree  
Senior leader, experience in project and task management, responsible for ensuring successful task completion within the scheduled timeframe consistent with the established scope of work to include both the technical and financial solutions. Organizes, directs, and coordinates the planning and production of all activities associated with assigned tasks.

13. **Program Manager**  
Minimum Experience 14 years  
Minimum Education Bachelor’s Degree  
Provides oversight and executive level management to overall contract operations often involving multiple projects/tasks and groups of personnel at multiple locations. The Program Manager maintains and manages relationships with senior level management within the client organization. Responsible for ensuring senior level management within the client organization is aware of overall program status, including all relevant projects and their potential impact on higher level organizational strategic vision; this may include subject matter and unique technical knowledge. The Program Manager is responsible for managing multiple contract operations, ensure quality standards and work performance on all task orders and projects, plans, organizes and oversees work efforts, assigns resources, manages personnel, provides risk management, ensures quality management, monitors overall project and contract performance, etc.

14. **Functional/Subject Matter Expert**  
Minimum Experience 12 years  
Minimum Education Master’s Degree  
Senior expert with extensive, enterprise-wide knowledge and experience in one or more designated functional and/or domain areas. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. Is responsible for providing high level vision to program/project manager or senior client leadership to influence objectives of complex efforts. The Functional/Subject Matter Expert is primarily utilized on projects for their specific expertise, not in a managerial capacity, in support of the creation of comprehensive methods for describing current
and/or future structure and behavior of an organization’s processes, systems, personnel and organizational sub-units, so that they align with the organization’s core goals and strategic direction. The Functional/Subject Matter Expert is typically a former high-ranking military or civilian official and recognized by industry as an expert in their specific field.

15. **Project Manager**  
Minimum Experience 12 years  
Minimum Education Bachelor’s Degree  
Performs day-to-day management of contract support operations, possibly involving multiple tasks and groups of personnel at multiple locations, on a single project. Demonstrates skills in the scope of work encompassed by the task order; provides technical guidance to the project team in performance of the work and reviews the quality of all work products. Organizes, directs, and coordinates the planning and production of all contract support activities. Responsible for staffing, project planning, project financials, and staff direction and oversight. The Project Manager maintains and manages the client interface at the COTR levels of the client organization. Assists the Program Manager as required in managing contract performance.

16. **Program Director/Senior Advisor**  
Minimum Experience 14 years  
Minimum Education Bachelor’s Degree  
Senior executive responsible for providing strategic direction, vision, leadership, and program management to the team. Contributes to organizational direction through regular involvement with senior level client leadership and team members. Maintains productive and effective client relationship with the most senior levels of the client organization.

**Company Information**

Panum’s Federal Client Base and Contract Awards have increased significantly over the last several years due to our subject matter experts and skill set necessary to provide innovative and state-of-the-art solutions. We offer a magnitude of Management Consulting Services and Next-generation information and communications technologies. Our most recent Federal awards have been in the areas of on-site acquisition support, acquisition support of OMB's recommended 7-steps to Performance Based Acquisitions for large IT service re-competitions, project management support, enterprise architecture, portfolio management, risk assessments, e-gov initiatives compliance support, IV&V, IT system modernization, IT environment migration, IT strategic planning, requirements analysis, IT governance organizational change management, integration management, web content management control, system quality assurance and help desk support, and COTR training. Please visit our GSA MAS Contract (47QTCA18D00HA) for Information Technology procurement opportunities that are not covered by this Professional Services MAS Contract.

Panum's management team consists of seasoned executives with both industry and government experience. Panum's management boasts decades of business experience in diverse businesses with domestic and international operations, small and large businesses. We are readily available to assist our clients with the necessary expertise and support to accomplish their mission.