

Professional Services Schedule (PSS)

Federal Supply Schedule Industrial Group: 00CORP

Class: R499

NEXIGHT GROUP

General Services Administration

Federal Supply Service

Authorized Federal Supply Schedule Price List

Contract number: GS10F-176AA

Contract period: May 24, 2013 through May 23, 2018

Business size: Small Business

Prices herein are net (discount deducted)

Contract Administration:

John Eisenhauer

Nexight Group

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Silver Spring, MD 20190

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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: GSAAvantage.gov.

For more information on ordering from Federal Supply Schedules, visit: gsa.gov/schedules-ordering.

CUSTOMER INFORMATION

- 1a. Awarded Special Item Numbers:**
874-1 (and 874-1RC)
874-7 (and 874-7RC)
- 1b. Price List:** Included
- 1c. Hourly Rates:** Included in price list
- 2. Maximum Order:** \$1,000,000
- 3. Minimum Order:** \$100
- 4. Geographic Coverage:** Domestic Only
- 5. Points of Production:**
Silver Spring, Montgomery County, MD
- 6. Prices in Catalogue:** Government net prices (discounts deducted)
- 7. Quantity Discounts:** None
- 8. Prompt Payment Terms:** Net 30
- 9. Government Commercial Credit Card:** Yes, up to the micro-purchase threshold
- 10. Foreign Items:** None
- 11a. Time of Delivery:** Specified in task order
- 11b. Expedited Delivery:** None
- 11c. Overnight and 2-Day Delivery:** None
- 11d. Urgent Requirements:** Contact Nexight Group to expedite
- 12. FOB Points:** Destination
- 13a. Ordering Address:**
8403 Colesville Road, Suite 1240
Silver Spring, MD 20910
John Eisenhauer
240-206-6626
jeisenhauer@nexightgroup.com
- 13b. Ordering Procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs), and a sample BPA can be found at the GSA Schedule homepage: www.gsa.gov/schedules
- 14. Payment Addresses:**
8403 Colesville Road, Suite 1240
Silver Spring, MD 20910
- 15. Warranty Provision:** Contractor's standard commercial warranty
- 16-23. Terms and Conditions:** N/A
- 24a. Environmental Attributes:** N/A
- 24b. Section 508:** All electronic and information technology will be compliant with Section 508 standards, available at www.Section508.gov
- 25. Data Universal Number System (DUNS) Number:** 962427048
- 26. Central Contractor Registration:** Registered

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PRICE LIST

The following price list includes hourly net prices with discounts deducted and reflects the Industrial Funding Fee.

SINs	Labor Category	Minimum Education	Minimum Years of Experience	Hourly Net Price (discounts deducted)
874-1/ 874-7	Director II	Master's	15	\$278.38
874-1/ 874-7	Subject Matter Expert II	Ph.D.	20	\$237.55
874-1/ 874-7	Director I	Master's	12	\$234.16
874-1/ 874-7	Program Manager I	Master's	12	\$157.04
874-1/ 874-7	Technical Consultant II	Master's	10	\$135.48
874-1/ 874-7	Project Manager II	Master's	8	\$131.27
874-1/ 874-7	Communications Consultant II	Bachelor's	10	\$113.53
874-1/ 874-7	Communications Consultant I	Bachelor's	6	\$85.66
874-1/ 874-7	Technical Analyst II	Bachelor's	3	\$83.37
874-1/ 874-7	Communications Analyst II	Bachelor's	3	\$63.86
874-1/ 874-7	Research Analyst I	Bachelor's	1	\$63.09
874-1/ 874-7	Communications Analyst I	Bachelor's	1	\$49.96

Service Contract Act: The Service Contract Act (SCA) is applicable to this contract as it applies to the entire Professional Services Schedule (PSS) 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 Nexight Group adds SCA labor categories / employees to the contract through the modification process, Nexight Group will inform the Contracting Officer and establish an SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles, and the applicable WD number.

NEXIGHT GROUP ADVANTAGE

Many of today’s challenges require the collective insights of diverse leaders and stakeholders. Yet few organizations know how to harness their creative energy to discern innovative solutions that get results. We do. We use a multi-disciplinary approach that employs collaborative planning techniques to convene the right experts to solve complex problems in new ways.

Nexight Group LLC is a collaboration consultancy that helps smart leaders solve complex technical and management problems. We specialize in collaborative approaches to strategic planning and technology roadmapping, expert studies and analysis, tailored facilitation designs, insightful survey and analysis, and effective program execution.

Our proven methods are based on more than 45 years of combined experience in management consulting from Nexight’s two principles. They have pioneered collaborative roadmapping globally and built a reputation for delivering insight, analysis, and award-winning communications that move solutions forward. Formed in 2010, Nexight Group combines small business agility with broad expertise in business, communications, policy, information systems, engineering, materials science, climate science, and more. We offer the following services to address complex problems in seven primary areas related to SINs 874-1/7. More information and work samples are available at www.nexightgroup.com.

Nexight Group Services Related to SINs 874-1 and 874-7

Solve Complex Problems

- Energy
- Climate Change
- Infrastructure Security and Resilience
- Cyber Security
- Public Health
- Materials and Manufacturing Innovation

Engage Experts

- Public-Private Partnerships
- Best Practice Sharing
- Executive Roundtables and Advisory Groups

Generate Ideas

- Workshop Design
- Meeting Facilitation
- Open Innovation

Collect & Analyze Data

- Survey Development
- Data Collection
- Data Analysis

Plan the Future

- Technology Roadmapping
- Strategic Planning
- R&D Program Planning

Communicate Results

- Technical Reports
- Informational Materials
- Product Launch
- Graphic Design
- Targeted Outreach
- Briefings and Presentations

Deliver Program Solutions

- Project Management
- Program Execution
- Portfolio Management

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Nexight Group has built a team of highly talented consultants who provide diverse expertise, personal attention, and exceptional value for our government customers. All hold bachelor's degrees and 72% hold advanced degrees in diverse fields. We manage projects for government and commercial clients that range from small, one-time projects to multi-million-dollar, multi-year prime contracts.

874 1: INTEGRATED CONSULTING SERVICES

At Nexight, we provide the insight that enables stakeholders with different perspectives to communicate effectively and work toward a practical solution. Collaborative planning and execution is the new business paradigm. We engage the right experts to transform strategy, discover solutions, optimize decisions, and collect and analyze original data that informs action. We don't just help you solve problems; we help you create opportunities for change.

Nexight Group supports agencies' mission-oriented business functions in three key areas:

MANAGEMENT AND STRATEGY CONSULTING SERVICES

Nexight Group conducts strategy sessions, in-depth studies, and senior management consulting for public and private organizations working in an increasingly complex and dynamic business environment. Nexight Group's academically trained staff uses established strategic planning techniques augmented with customized collaborative approaches. Our experience working at the interfaces of the public, private, and non-profit sectors enables us to bring together stakeholders with the right perspectives to inform planning, studies, and program management.

Using proven facilitation and planning techniques, we help you create a strategic plan that aligns the actions of workers and key stakeholders along common objectives. Our high-level studies and analysis combine extensive literature and policy reviews with original research—including expert interviews and CEO roundtables—and insightful analysis and recommendations. Nexight's studies and strategies have helped to redirect and improve the efficiency of large government programs.

FACILITATION AND DECISION SUPPORT SERVICES

Nexight staff has facilitated more than 250 workshops, group discussions, and collaborative decision-making sessions for government and private-sector customers over the last 15 years. Our professionally trained facilitators have helped diverse groups develop consensus among experts and often competing stakeholders to find common goals that lead to practical action. We apply Compression Planning® techniques, which squeeze unproductive time out of meetings and uncover logical consensus pathways. We know how to keep these groups focused, engaged, and productive despite the complex range of issues they must address.

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NEXIGHT GROUP

Nexight carefully documents each session to capture decisions and create logical action plans. Our staff pioneered the use of technology roadmaps and has developed more than 100 roadmaps across nearly every industrial sector, such as chemicals, metals, automotive, agriculture, and manufacturing; in energy topics such as electricity and smart grid, energy-efficient buildings, lightweight vehicles, natural gas, and hydrogen; and in scientific areas such as nanotechnology, advanced ceramics, and computational chemistry. By focusing on the desired outcome, we motivate the right people to take action and outline practical steps for implementation.

SURVEY SERVICES

Nexight Group conducts all phases of the survey process for government and commercial customers. We design data collection instruments, assess the reliability and validity of data received, and prepare comprehensive reports and analyses of qualitative and quantitative data. Our staff also surveys industry experts using structured interviews with supporting analysis that cross-references responses with published data to help validate findings. We provide survey results in a clear, highly visual format to help clients and their stakeholders make meaningful connections between data, inform decisions, and take action.

874 7: INTEGRATED BUSINESS PROGRAM SUPPORT SERVICES

Behind every effective program is an effective management strategy. At Nexight, we offer customized planning and tools for managing programs of all sizes. From ad hoc consulting on a single project activity to managing extensive technology portfolios and launching entirely new programs, we help you deliver mission-oriented results that matter.

Nexight Group provides program and project management services to help customers conceive, design, plan, manage, and execute projects and programs. We provide the right level of support for your project to help you stay on track and within guidelines without getting bogged down in unnecessary red tape. Whether it's developing the initial plan, engaging stakeholders, or managing risk, we create project management solutions that work for the needs of your project. Our program management work is led by Nexight Group's Director of Program Management, a certified Project Management Professional (PMP). Nexight Group conducts in-house training of all staff following the Project Management Institute's (PMI) established guidelines.

We also offer comprehensive solutions for reviewing, revising, and realigning the projects and programs within your portfolio. Using our proven technical and management expertise, we help you create a balanced portfolio that focuses your investments in areas that matter while managing risk. The result? A cohesive portfolio of activities that work together to advance the state of the art.

LABOR CATEGORIES

Labor Category	Director II
Minimum Education and Experience Requirements	<p>Minimum 15 years of professional experience, including experience in group and division management.</p> <p>Master’s degree required in a relevant field.</p>
Functional Responsibilities	<ul style="list-style-type: none"> • Lead organization and facilitation of executive-level roundtables and workshops to develop organizational and business strategies. • Manage teams of consultants and subject matter experts and advise other directors to design executive-level training exercises and workshops. • Conduct studies and implement government initiatives that have high visibility with the public. • Consult directly with customers to design and manage innovative programs and initiatives that accomplish mission objectives. • Provide senior technical support to national-level advisory councils of the government. • Lead national and regional collaborative planning workshops to identify innovative solutions to complex technical and business problems. • Manage teams of subject matter experts and consultants to formulate strategies, identify technical opportunities, and prepare program plans to meet agency mission objectives. • Assist customers in designing programs and implementing process improvements. • Supervise project teams and conduct final review of work products to ensure they meet customer requirements. Review and advise on team supervision for more junior directors. • Oversee teams of consultants and subject matter experts in project executions, including more junior directors.

Labor Category	Subject Matter Expert II
Minimum Education and Experience Requirements	<p>Minimum 20 years of professional experience in a field relevant to the work being performed.</p> <p>Ph.D. required in a relevant field.</p>
Functional Responsibilities	<ul style="list-style-type: none"> • Develop studies, analyses, programs, and training courses in the subject area of expertise to ensure maximum accuracy and relevancy to customer missions. • Oversee teams of subject matter experts, research analysts, and consultants to conduct studies, analyses, and other programs on schedule and with high quality. • Assist with or advise the development of technically accurate training exercises and workshops. • Produce original documentation in the subject area of expertise and/or review documentation produced by other team members at all levels of the company to verify its accuracy. • Identify and develop new approaches to accelerating business practices or research and development in the subject area of expertise. • Design and execute tailored training courses in the subject area of expertise. • Conduct active outreach and partnership-building efforts to convene expert communities in the subject area of expertise. • Facilitate national and regional workshops and resolve conflicts among expert audiences to achieve focused decision-making that meets customer objectives. • Synthesize and integrate complex information in the subject area of expertise to enable effective communication with company management, partners, and customers. • Find, analyze, summarize, and communicate the results of noteworthy publications (e.g., reports, studies, and papers) in the subject area of expertise. • Analyze, understand, and communicate the intent, approach, and results of research and development projects and programs targeting topics in the subject area of expertise.

Labor Category	Director I
Minimum Education and Experience Requirements	<p>Minimum 12 years of professional experience, including experience in group and division management.</p> <p>Master’s degree required in a relevant field.</p>

Labor Category	Director I
Functional Responsibilities	<ul style="list-style-type: none"> Organize and facilitate executive-level roundtables and workshops to develop organizational and business strategies. Design and conduct executive-level training exercises or workshops in consultation with subject matter experts and communicators. Conduct studies and implement government initiatives that have high visibility with the public. Consult directly with customers to design and manage innovative programs and initiatives that accomplish mission objectives. Provide senior technical support to national-level advisory councils of the government. Lead national and regional collaborative planning workshops to identify innovative solutions to complex technical and business problems. Manage teams of subject matter experts and consultants to formulate strategies, identify technical opportunities, and prepare program plans to meet agency mission objectives. Assist customers in designing programs and implementing process improvements. Supervise project teams and conduct final review of work products to ensure they meet customer requirements.

Labor Category	Program Manager I
Minimum Education and Experience Requirements	<p>Minimum 10 years of experience that includes senior-level program management and personnel management.</p> <p>Master's degree required in a relevant field.</p>
Functional Responsibilities	<ul style="list-style-type: none"> Consult directly with customers to structure programs that are tailored to specific objectives. Manage and guide staff on Portfolio Management, Process Management, and Program Management principles. Manage programs to conduct customer-required tasks including, but not limited to: facilitation, conflict resolution, research, technical studies and analyses, training exercises and workshops, and outreach and communications. Effectively resolve problems and ensure customer satisfaction. Provide direction and oversight for other staff working on projects. Coordinate and lead the creation of strategic, program, and annual plans for customer programs, projects, or objectives. Direct and facilitate activity to achieve near and long-term business-related objectives. Lead organizational analysis to uncover business improvement opportunities related to business practices, organizational structure and

Labor Category	Program Manager I
	<p>capabilities, and procedures and training.</p> <ul style="list-style-type: none"> • Communicate with all levels of management and other members within the organization. • Assist with resource and personnel management, financial planning and management process, and cost and financial issues facing senior management.

Labor Category	Technical Consultant II
Minimum Education and Experience Requirements	<p>Minimum 10 years of professional experience in a science, mathematics, engineering, or related field.</p> <p>Master's degree required in engineering, mathematics, biology, chemistry, physics, or related field.</p>
Functional Responsibilities	<ul style="list-style-type: none"> • Direct, manage, and review all technical analysis to ensure quality control, and advise other Technical Consultants and Analysts in conducting high-quality, accurate technical analyses. • Communicate with executives, technical experts, and government program managers to gather informed opinions on topics of study, and direct and oversee associated research and technical analysis at all levels of the company. • Plan, design, and conduct surveys and studies to support customer objectives. • Analyze quantitative and qualitative data and manage the development of reports that communicate study/survey results to technical and non-technical audiences. • Facilitate national and regional workshops and training exercises, and resolve conflicts among technical audiences to achieve focused decisionmaking that meets customer objectives. • Review technical documentation produced by customers and other Technical Consultants to verify its technical accuracy. • Direct the research and analysis of technical publications and research and development projects and programs targeting topics in science, mathematics, engineering, and other science-related fields. • Work with customers to develop analyses of advanced technologies to understand competitive technical advantages/disadvantages and potential markets for these technologies. • Analyze data trends at industry-specific, national, and international levels. • Communicate complex scientific and technical information to a range of audiences, including non-technical readers. • Conduct and accurately document research to support and verify the technical accuracy of written content.

Labor Category	Project Manager II
Minimum Education and Experience Requirements	<p>Minimum 8 years of experience that includes senior-level project management.</p> <p>Master’s degree required in a relevant field. A Project Management Professional certification is strongly desired.</p>
Functional Responsibilities	<ul style="list-style-type: none"> • Consult directly with customers to design projects that are tailored to specific objectives. • Assist with leading all phases and aspects of a project including, but not limited to: <ul style="list-style-type: none"> – Planning and Schedule Management – Project Definition and Scope Management – Stakeholder and Change Management – Risk Management and Issue Resolution – Budget Forecasting and Cost Management • Manage projects to conduct customer-required tasks including, but not limited to: facilitation, conflict resolution, research, technical studies and analyses, training exercise design and implementation, and outreach and communications. • Direct and lead project staff throughout project life-cycle, and/or advise less senior project managers in leading staff. • Coordinate and lead the creation of strategic plans for customer projects or objectives with support from Program Manager. • Direct and facilitate project activity to achieve near and long-term business-related objectives. • Lead organizational analysis to uncover business improvement opportunities related to business practices, organizational structure and capabilities, and procedures. • Communicate with all levels of management and other members within the organization. • Assist with resource and personnel management. • Supervise and advise junior-level project managers to manage all phases of a project.

Labor Category	Communications Consultant II
Minimum Education and Experience Requirements	<p>Minimum 10 years of professional experience communicating complex topics to a variety of audiences.</p> <p>Master’s degree desired in a field such as communications, English, journalism, or design; or in engineering, biology, chemistry, or related field with demonstrated writing experience. Bachelor’s degree required in a field such as communications, English, journalism, or design; or in engineering, biology, chemistry, or related field with demonstrated writing experience.</p>
Functional Responsibilities	<ul style="list-style-type: none"> • Coordinate and manage teams of consultants for document development, review, design, and production to maintain quality control, including other communications consultants as needed. • Work directly with customers to develop and implement strategic, mission-oriented communications and outreach plans/projects and identify appropriate audiences, messages, and materials. • Rewrite and/or restructure complex studies, reports, analyses, and other documents to meet customer objectives. • Manage the development of a range of documents, including fact sheets, reports, studies, brochures, website content, articles, speeches, and presentations of varying lengths. • Support training workshops and manage teams of communicators to develop educational training materials and After-Action Reports. • Communicate complex scientific and technical information to a range of audiences, including non-technical readers. • Communicate complex concepts visually by developing advanced graphical elements and directing design and layout for a variety of documents. • Manage the design and final production of a variety of electronic and printed documents while meeting customers’ visual style guides. • Ensure technical accuracy at all times while improving grammar, punctuation, readability, style, flow, and persuasiveness. • Conduct and accurately document research to support written content and verify the technical accuracy of any claims that are made, working with technical staff as appropriate. • Use and adhere to customer-appropriate style guides.

Labor Category	Communications Consultant I
Minimum Education and Experience Requirements	<p>Minimum 6 years of professional experience communicating complex topics to a variety of audiences.</p> <p>Master's degree desired in a field such as communications, English, journalism, or design; or in engineering, biology, chemistry, or related field with demonstrated writing experience. Bachelor's degree required in a field such as communications, English, journalism, or design; or in engineering, biology, chemistry, or related field with demonstrated writing experience.</p>
Functional Responsibilities	<ul style="list-style-type: none"> • Coordinate document development, review, design, and production to maintain quality control. • Help customers and consultants develop and implement strategic, mission-oriented communications and outreach plans/projects and identify appropriate audiences, messages, and materials. • Rewrite and/or restructure complex studies, reports, analyses, and other documents to meet customer objectives. • Manage the development of a range of documents, including fact sheets, reports, studies, brochures, website content, articles, speeches, and presentations of varying lengths. • Support training workshops and develop educational training materials and After-Action Reports. • Communicate complex scientific and technical information to a range of audiences, including non-technical readers. • Communicate complex concepts visually by developing advanced graphical elements and directing design and layout for a variety of documents. • Manage the design and final production of a variety of electronic and printed documents while meeting customers' visual style guides. • Ensure technical accuracy at all times while improving grammar, punctuation, readability, style, flow, and persuasiveness. • Conduct and accurately document research to support written content and verify the technical accuracy of any claims that are made, working with technical staff as appropriate. • Use and adhere to customer-appropriate style guides.

Labor Category	Technical Analyst II
Minimum Education and Experience Requirements	<p>3 years of professional experience in a science, mathematics, engineering, or related field desired.</p> <p>Bachelor's degree required in engineering, mathematics, biology, chemistry, physics, or related field.</p>

Labor Category	Technical Analyst II
Functional Responsibilities	<ul style="list-style-type: none"> • Manage teams to conduct projects that include analyses of advanced technologies to understand competitive advantages/disadvantages and potential markets for these technologies. • Analyze data trends at industry-specific, national, and international levels. • Assist in conducting and documenting surveys and studies to support customer objectives. • Analyze quantitative and qualitative data to develop reports that accurately communicate study/survey results. • Review technical documentation produced by other team members to verify its accuracy. • Find, analyze, summarize, and communicate the results of noteworthy technical publications (e.g., technical reports, studies, and papers). • Support the design and execution of training workshops by leading teams of analysts to research and analyze sector- or topic-specific background information to ensure accuracy. • Analyze, understand, and communicate the intent, approach, and results of research and development projects and programs targeting topics in science, mathematics, engineering, and other science-related fields. • Communicate complex scientific and technical information to other technical and non-technical team members. • Conduct and accurately document research to support and verify the technical accuracy of written content. • Supervise and advise other technical analysts to research, analyze, and communicate complex technical information with accuracy.

Labor Category	Communication Analyst II
Minimum Education and Experience Requirements	<p>Minimum 3 years of professional work experience communicating complex topics to a variety of audiences.</p> <p>Bachelor’s degree required in a field such as communications, English, journalism, or design; or in engineering, biology, chemistry, or related field with demonstrated writing experience.</p>
Functional Responsibilities	<ul style="list-style-type: none"> • Develop a range of documents, including reports, studies, fact sheets, brochures, website content, articles, speeches, and presentations of varying lengths. • Review and edit documents written by other team members to ensure they meet customer objectives. • Interpret complex scientific and technical information, working with technical staff, to develop written materials for technical and non-technical readers. • Provide input to the visual communication of complex concepts and the

Labor Category	Communication Analyst II
	<p>layouts of documents and other materials.</p> <ul style="list-style-type: none"> • Support training workshop documentation and assist in developing educational training materials and After-Action Reports. • Assist in implementing all phases of communications and outreach plans/projects. • Ensure technical accuracy at all times while improving grammar, punctuation, readability, style, flow, and persuasiveness. • Conduct and accurately document research to support written content and verify the technical accuracy of any claims that are made, working with technical staff as appropriate. • Use and adhere to customer-appropriate style guides.

Labor Category	Research Analyst I
Minimum Education and Experience Requirements	<p>Minimum 1 year of professional experience in business administration, public policy, economics, political science, or related field.</p> <p>Bachelor’s degree desired in business, public policy, economics, political science, or related field.</p>
Functional Responsibilities	<ul style="list-style-type: none"> • Find, analyze, summarize, and communicate the results of noteworthy publications (e.g., reports, studies, articles, and papers). • Work with other analysts and consultants to identify and communicate the intent, approach, and results of research and development projects. • Research and compile data trends at industry-specific, national, and international levels. • Communicate complex information to other to technical and non-technical team members. • Review technical documentation produced by other team members to verify its accuracy. • Conduct and accurately document research to support and verify the technical accuracy of written content.

Labor Category	Communication Analyst I
Minimum Education and Experience Requirements	<p>Minimum 1 year of professional work experience communicating complex topics to a variety of audiences.</p> <p>Bachelor’s degree desired in a field such as communications, English, journalism, or design; or in engineering, biology, chemistry, or related field with demonstrated writing experience.</p>

Labor Category	Communication Analyst I
Functional Responsibilities	<ul style="list-style-type: none"> • Support the development of a range of documents, including reports, studies, fact sheets, brochures, website content, articles, speeches, and presentations of varying lengths. • Review and edit documents written by other team members to ensure they meet customer objectives. • Interpret complex scientific and technical information, working with technical staff and more senior communications analysts and consultants, to develop written materials for technical and non-technical readers. • Provide input to the visual communication of complex concepts and the layouts of documents and other materials. • Support training workshop documentation and assist in developing educational training materials and After-Action Reports. • Assist in implementing all phases of communications and outreach plans/projects. • Ensure technical accuracy at all times while improving grammar, punctuation, readability, style, flow, and persuasiveness. • Conduct and accurately document research to support written content and verify the technical accuracy of any claims that are made, working with technical staff as appropriate. • Use and adhere to customer-appropriate style guides.

EQUIVALENCIES

Where Nexight Group requires academic degrees or years of experience, the following will be considered equivalent and used for substitution:

- Associate’s degree = 2 years of experience
- Bachelor’s degree = 4 years of experience
- Master’s degree = 2 years of experience
- Ph.D. = 4 years of experience

In addition, Nexight Group considers additional years of graduate level study in an appropriate field equal to years of experience on a one-for-one basis. In some cases, the following may be considered in place of minimum education and experience requirements: specialized experience, skills, or training relevant to a particular assignment; military training and experience; quality of experience; national recognition for knowledge or skills; or an exceptional educational background.

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