General Services Administration
Federal Supply 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 GSAAdvantage.gov.

MAS SCHEDULE

Federal Supply Group: Professional Services Category

Contract Number: GS-10F-210BA

CAMPER CONSULTING
3131 Connecticut Avenue, NW
Suite 2906
Washington, DC 20008
Phone Number: (202) 332-3846
Fax Number: (202) 332-7944
Website: www.camperconsulting.com

Contract Administration: Paul M. Camper
Email: pcamper@camperconsulting.com

Period Covered by Contract: August 11, 2014 through August 10, 2024
Price list current as of Modification #PS-0016 effective April 14, 2021

Business Size: Small

For more information on ordering from Federal Supply Schedules, go to the internet address: www.gsa.gov.
Company Profile

Camper Consulting is an innovative professional services firm that helps companies and organizations achieve maximal productivity and profitability by applying Organization Development (OD) technology to fully leverage clients’ business and organizational resources.

For nearly two decades now we have helped companies, not-for-profit organizations, and public-sector agencies implement creative solutions to a wide variety of business and organizational problems – including deficits in:

- **Business strategy and execution**
- **Organizational structure and design**
- **Business processes/workflows**
- **Leadership and management capabilities**
- **Communication processes**
- **Employee engagement and morale**
- **Workplace culture and climate**
- **Customer satisfaction and retention**

Camper Consulting employs a unique consulting approach that combines strategic organizational, business, and human-factors expertise to assess client problems and generate high-impact client solutions. This integrated approach enables us to perceive critical connections that elude our consulting competitors – and to design interventions that deliver sustainable business results. Our consulting framework exemplifies organizational Best Practices validated by contemporary business research – leveraging such critical success factors as a clear and focused business strategy, a “fast and flat” organizational structure, and a performance-based corporate culture.

*We also practice what we preach* – engendering exceptional client satisfaction and customer loyalty through our relentless focus on customer service and building internal client capacity, instead of consultant dependence.
Customer Information

1a. Table of Awarded Special Item Numbers:
   SIN 541611/RC Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
   SIN 611430/RC Professional and Management Development Training
   SIN OLM/RC Order Level Materials (OLM)

1b. Identification of Lowest Unit Price: See attached pricelist.

1c. Camper Consulting is offering labor categories at hourly rates.

2. Maximum order: $1,000,000

3. Minimum order: $100.00

4. Geographic coverage: Domestic

5. Point(s) of production (city, county, and state, or foreign country): Not applicable

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

7. Quantity Discounts: None


9. Foreign items: Not applicable

10a. Time of Delivery: Specified on the task order.

10b. Expedited delivery: Not applicable

10c. Overnight and 2-day delivery: Not applicable

10d. Urgent Requirements: Not applicable

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

12a. Ordering Address: Same as Contractor

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: Same as Company address.

15. Export packing charges: Not applicable

16. Terms and conditions of rental, maintenance and repair: Not applicable

17. Terms and conditions of installation: Not applicable

18. Terms and conditions of repair parts: Not applicable

19. Terms and conditions for any other services: Not applicable

20. List of services and distribution points: Not applicable

21. List of participating dealers: Not applicable

22. Preventive maintenance: Not applicable

23a. Special attributes such as environmental attributes: Not applicable

23b. Section 508 Compliance: Not applicable

24. Data Universal Number System (DUNS) number: 132713806

25. Notification regarding registration in System for Award Management (SAM) database: Camper Consulting, LLC is registered.

Service Contract Labor Standards: The Service Contract Labor Standards, formerly the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Multiple Award Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and/or when the contractor adds SCLS labor categories/employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

Final Pricing: The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

<table>
<thead>
<tr>
<th>SIN</th>
<th>Labor Category</th>
<th>GSA Rate 8/11/20 - 8/10/21</th>
<th>GSA Rate 8/11/21 - 8/10/22</th>
<th>GSA Rate 8/11/22 - 8/10/23</th>
<th>GSA Rate 8/11/23 - 8/10/24</th>
</tr>
</thead>
<tbody>
<tr>
<td>541611/RC</td>
<td>Analyst</td>
<td>$87.53</td>
<td>$89.45</td>
<td>$91.42</td>
<td>$93.43</td>
</tr>
<tr>
<td>541611/RC</td>
<td>Executive Management Consultant</td>
<td>$205.94</td>
<td>$210.48</td>
<td>$215.11</td>
<td>$219.84</td>
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<tr>
<td>541611/RC</td>
<td>Management Consultant</td>
<td>$128.72</td>
<td>$131.55</td>
<td>$134.44</td>
<td>$137.40</td>
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<tr>
<td>541611/RC</td>
<td>Project Manager</td>
<td>$113.27</td>
<td>$115.76</td>
<td>$118.31</td>
<td>$120.91</td>
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<tr>
<td>541611/RC</td>
<td>Senior Analyst</td>
<td>$102.97</td>
<td>$105.24</td>
<td>$107.55</td>
<td>$109.92</td>
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<tr>
<td>541611/RC</td>
<td>Senior Management Consultant</td>
<td>$154.45</td>
<td>$157.85</td>
<td>$161.33</td>
<td>$164.87</td>
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<tr>
<td>611430/RC</td>
<td>Senior Executive Coach</td>
<td>$231.69</td>
<td>$236.79</td>
<td>$242.00</td>
<td>$247.32</td>
</tr>
</tbody>
</table>
LABOR CATEGORY DESCRIPTIONS

Substitutions and Equivalencies
Camper Consulting, LLC recognizes that successful performance depends on having personnel with the right skills and experience. These skills are acquired through a proper mix of education and professional experience. We have found that skills required to support today’s problems and tomorrow’s challenges are not always supported by the traditional formal education and work experience combination. Therefore, we have incorporated substitution allowances between equivalent education, certifications, and experience in order to provide the services required by the customer at the most reasonable price.

Equivalencies:
The following equivalencies apply, unless otherwise explicitly stated:
- Bachelor’s Degree is equivalent to an additional (4) years of relevant experience.
- Master’s Degree, a Bachelor’s Degree + four (4) years of relevant experience
- Doctorate Degree (PhD), a Master’s Degree + four (4) years of relevant experience.

Analyst
Duties: Applies knowledge of and experience with technological, programmatic, program management or business fields to support the analysis of moderately complex systems engineering, systems technology, support systems, program management, management or other related programs. Facilitates project execution through training, documenting project activities, keeping records and calendars; establishing and maintaining tracking systems; troubleshooting and resolving problems; scheduling, developing agendas for and coordinating meetings; and writing progress reports. Participates in project meetings to inform others by presenting information; providing documents; drafting and editing reports, letters, and other written materials.

Education: Bachelor’s degree in related field. An additional 4 years of directly-related experience may be substituted for the Bachelor’s degree.

Experience: Two (2) years of experience in related field of expertise.

Executive Management Consultant
Duties: Director-level expert possessing demonstrated knowledge and extensive experience in the development of innovative and creative recommendations and solutions to address complex management and organizational problems across a wide variety of client environments and settings. Highly conversant in and adept at deploying primary management and organizational tools and techniques to address organizational deficit and maximize organizational productivity and profitability (e.g., organizational assessment, strategic planning, leadership development, etc.). Readily able to conceptualize and direct large-scale consulting engagements and to represent company to C-suite client personnel and decision-makers. Able to direct Senior Consultants in all aspects of project execution and client management.

Education: Master’s degree in related field.

Experience: Minimum of ten (10) years of Management Consulting experience.

Management Consultant
Duties: Expert possessing demonstrated knowledge and experience in the development of innovative and creative recommendations and solutions to address complex management and organizational problems across a wide variety of client environments and settings. Conversant in and adept at deploying primary management and organizational tools and techniques to
address organizational deficit and maximize organizational productivity and profitability (e.g., organizational assessment, strategic planning, leadership development, etc.). Able to effectively generate and execute detailed consulting project plans and schedules. Adept at maintaining highly effective working relationships with organizational client representatives (e.g., COTRs).

**Education:** Bachelor’s degree in related field.

**Experience:** Minimum six (6) years of Management Consulting experience.

### Project Manager

**Duties:** Directs, coordinates, and exercises authority for planning, organizing, controlling, integrating and completing projects. Develops and establishes procedures and guidelines for daily operation of assigned project. Executes and implements project directives and develops systems and controls to carry out project tasks. Determines work schedules, sets priorities, and implements procedures for performing work activities. Directs and monitors work results for meeting customer requirements, specifications, and quality assurance standards. Evaluates performance of assigned project tasks in terms of quality, cost control, and program schedules.

**Education:** Bachelor’s degree in related field.

**Experience:** Minimum five (5) years in general project management.

### Senior Analyst

**Duties:** Applies knowledge of and experience with technological, programmatic, program management or business fields to support the analysis of complex systems engineering, systems technology, support systems, program management, management or other related programs. Facilitates project execution through training, documenting project activities, keeping records and calendars; establishing and maintaining tracking systems; troubleshooting and resolving problems; scheduling, developing agendas for and coordinating meetings; and writing progress reports. Participates in project meetings to inform others by presenting information; providing documents; drafting and editing reports, letters, and other written materials.

**Education:** Bachelor’s degree in related field. An additional 4 years of directly-related experience may be substituted for the bachelor’s degree.

**Experience:** Four (4) years of experience in related field of expertise.

### Senior Executive Coach

**Description:** Senior expert possessing demonstrated knowledge and extensive experience in the delivery of Executive Coaching services to senior executives and managers, including “C Suite” and “SES” federal personnel. Highly practiced in deployment of requisite Executive Coaching skills and capabilities – including relationship and rapport-building; identification of core managerial issues and/or conflicts; generation of creative management options; selection, trial, and refinement of enduring management solutions; and provision of optimal support to executive/manager client across full coaching course. Highly observant and insightful, and yet capable of readily converting insight into action on behalf of coaching participant. Able to engender an exceptionally high degree of confidence in coach’s professionalism and capability on the part of the coaching participant, and consistently reward such confidence with meaningful and transformative results.

**Education:** Doctoral degree in Psychology and/or Management.

**Experience:** Minimum of 12 years of Executive Coaching experience.
Senior Management Consultant

**Duties:** Senior expert possessing demonstrated knowledge and extensive experience in the development of innovative and creative recommendations and solutions to address complex management and organizational problems across a wide variety of client environments and settings. Highly conversant in and adept at deploying primary management and organizational tools and techniques to address organizational deficit and maximize organizational productivity and profitability (e.g., organizational assessment, strategic planning, leadership development, etc.). Readily able to effectively generate and execute detailed consulting project plans and schedules. Adept at engendering and maintaining highly effective working relationships with organizational client representatives (e.g., COTRs) and able to effectively interface with senior client managers. Able to track, monitor, and manage other Management Consulting personnel (employees or subcontractors).

**Education:** Master’s degree in related field.

**Experience:** Minimum of eight (8) years Management Consulting experience.