



GENERAL SERVICES ADMINISTRATION
Federal Supply Service
AUTHORIZED FEDERAL SUPPLY SCHEDULE

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage!™, a menu-driven data base system. The Internet address for GSA Advantage!™ is <http://www.gsaadvantage.gov>

MULTIPLE AWARD, FEDERAL SUPPLY SCHEDULE, 738X for HUMAN RESOURCE AND EEO SERVICES - 2FYP-AR-06-0004-B

CONTRACT NUMBER: GS-22F-8084H

For more information on ordering from Federal Supply Schedules, click Schedules button at <http://www.gsa.gov/>.

CONTRACT PERIOD: June 8, 2008 - June 7, 2013

CONTRACTOR: GRA, Inc.
1501 N. Grand, STE D, #202
Gainesville, TX 76240

Washington Office: 2317 Falling Creek Road
Silver Spring, MD 20904
301-989-9659
Fax: 301-989-9373

BUSINESS SIZE: Large

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CUSTOMER INFORMATION

1. Table of Awarded Human Resource Services (excluding EEO), SIN-595-21

Includes: Planning, Recruitment and Internal Placement, Position Classification, Training; Employee Relations; Outplacement; Review and Integration Services.

1a. Table of Awarded EEO Services, SIN 595-25

Includes: Preparation of an Analysis and Recommended Final Agency Decision (FAD); Alternative Dispute Resolution (ADR) Services; and EEO Training and Consulting.

1b. Table of Awarded Pre-Employment Screening Services, SIN 595-27

Includes: Misconduct investigations, Pre-employment screening, and Reference Checks.

2. **MAXIMUM ORDER:** Customers are encouraged through the solicitation to inquire about possible additional concessions when an order for services exceeds \$1,000,000 for SINS 595-25 (EEO Services) and 595-21 (Human Resource Services).

3. **MINIMUM ORDER:** \$1000

4. **GEOGRAPHIC COVERAGE:** Domestic delivery only (50 states and Puerto Rico)

5. **POINTS OF PRODUCTION:** Silver Spring, Montgomery County, Maryland

6. **DISCOUNT FROM LIST PRICES:** Federal customers qualify for a 5% discount on EEO-related services when combined with Human Resource services.

Off-site Concessions:

- A 10% discount will apply to Federal customers who elect to have internal placement, qualification analysis, position classification, or outplacement work that is done off-site and is priced per hour.
- GRA will negotiate a separate and distinct set of discounts for Federal customers who elect to have position classification work done off-site for a fixed price.
- There are additional annual discounts for fixed-price position classification work, based on volume: 5% after the 100th case; 10% after the 300th case; and 15% after the 500th.

7. QUANTITY DISCOUNTS FOR ON-SITE WORK PRICED PER HOUR

- Annual discount for HR work priced per hour:
 - After 1,500 hours of HR work: 5%
- Negotiated Volume Discount: 7.35% to 36.74% for contracts placed for \$2,000,000 or more annually.

8. PROMPT PAYMENT TERMS: 10 days: 1% discount
- 9a. GOVERNMENT CREDIT CARDS ACCEPTED
- 9.b. NO DISCOUNTS FOR PAYMENT BY GOVERNMENT COMMERCIAL CREDIT CARD
10. FOREIGN ITEMS: None
- 11a. TIME OF DELIVERY: Will adhere to delivery schedule specified in agencies' purchase orders, etc.
- 11.b. SPECIAL ITEMS AVAILABLE FOR EXPEDITED DELIVERY: All items noted in this price list are available for negotiated delivery
- 11.c OVERNIGHT AND 2-DAY DELIVERY: All items are available
- 11.d URGENT REQUIREMENTS: Contact Gary Koca, 630-837-6385 or Carlos F. Esparza, 301-989-9659
12. F.O.B. POINTS: Destination
13. ORDERING ADDRESS: GRA, Inc. | 2317 Falling Creek Road Silver Spring, MD 20904| 301-989-9659 | Fax: 301-989-9373
14. PAYMENT ADDRESS: GRA, Inc. | 2317 Falling Creek Road Silver Spring, MD 20904
15. WARRANTY PROVISION: The contractor warrants and implies that items delivered hereunder are merchantable and fit for the particular purpose of this contract.
16. EXPORT PACKING CHARGES: Not applicable
17. TERMS AND CONDITIONS OF GOVERNMENT COMMERCIAL CREDIT CARDS ACCEPTANCE: Government cards accepted; no discounts apply.
18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR: Not applicable.
19. TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LIST AND ANY DISCOUNTS: Not applicable.
- 20a. TERMS AND CONDITIONS OF INSTALLATION: Not applicable.
- 20b. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR: Not applicable
21. LIST OF SERVICES AND DISTRIBUTION POINTS: GRA, Inc. | 2317 Falling Creek Road | Silver Spring, MD 20904
22. LIST OF PARTICIPATING DEALERS: Not applicable
23. PREVENTIVE MAINTENANCE: Not applicable

24a. Special attributes such as environmental attributes...Not Applicable

24b. Section 508 Compliance: Not applicable

25. DATA UNIVERSAL NUMBER SYSTEM (DUNS) Number: 967259490

26. NOTIFICATION REGARDING REGISTRATION in CENTRAL CONTRACTOR REGISTRATION (CCR) DATABASE: Our CAGE Code is 1LLG3

27. UNCOMPENSATED OVERTIME: (Not used)

HR/EEO FEDERAL SUPPLY SCHEDULE

GRA, Inc. is a rapidly growing business that GRA provides a wide range of human resources management/EEO services to all agencies of the Federal government. Many of our 100+ Associates are former Federal subject-matter experts in human resources management and EEO with advanced degrees and a wealth of knowledge and experience in all Federal HR aspects. They reside in over 20 states, with a concentration of individuals in the Washington, D.C. metropolitan area. You will find a complete listing of our services, capabilities, past performance, clients, staff resumes, prices, and related information on our web site: <http://www.grainc.com>.

Please call GRA at 630-837-6385 or 301-989-9659 to learn how we can serve your agency with any of the following services.

HUMAN RESOURCE SERVICES (EXCLUDING EEO), SIN 595-21

PLANNING. Our workforce planning and human capital assessment methodologies are practical and results-oriented. Experts have managerial, human capital, performance measurement, management analysis, organizational effectiveness and federal human resources backgrounds. They can help your agency achieve successful workforce planning outcomes.

RECRUITMENT AND INTERNAL PLACEMENT SERVICES. GRA employs former OPM and federal agency staffing experts who have headquarters and field office experience. They are well versed in qualification analysis, executive search and recruiting, developing KSA's, preparing crediting plans and rating schedules, rating and ranking applicants, developing vacancy announcements, and helping agencies operate delegated examining units.

TRAINING SERVICES. GRA trainers are HR subject matter experts who have either OPM or agency backgrounds. They can develop custom training for your needs, provide full-spectrum training, covering diverse topics such as sexual harassment prevention, introduction to position classification, pay issues, labor management negotiations, and performance measurement. We also assist agencies and their staff to design and deliver effective training.

POSITION CLASSIFICATION SERVICES. GRA has experienced classifiers in 20 states and is one of the top providers of classification services to federal agencies. Classifiers have agency and OPM experience that includes classification development and appeals as well as evaluating agency programs, and working with Federal Labor Standards Act (FLSA) issues. We have expertise in applying the new Information Technology (IT) classification standard. GRA offers substantial discounts for volume as well as for off-site work, shipped overnight via FedEx. See Discounts, Section 6 at: <http://www.GRAinc.com/hrpricelist.asp>.

EMPLOYEE RELATIONS SERVICES. Our employee and labor relations experts have worked as professionals in various federal agencies. They care about the future of the profession and know the vigorous demands placed on agency program managers. They also understand relationships between unions and management and the how to achieve win-win outcomes. They can develop and deliver related training courses, from introduction to labor relations to interest-based bargaining.

OUTPLACEMENT SERVICES. GRA Associates know federal staffing and excel in providing strong and concrete outplacement help to displaced employees. They are adept at setting up transition centers, conducting on-site training, and helping employees develop resumes and prepare for job interviews. We work with state employment agencies to secure unemployment funding. Knowing federal staffing, reduction-in-force (RIF), and priority placement programs is key because many affected employees will be seeking federal jobs in order to maintain career and retirement benefits.

REVIEW AND INTEGRATION SERVICES (Function Reviews). GRA's former OPM program evaluation managers have successfully planned and conducted nationwide reviews of agency HR programs. They understand the legal underpinnings of the federal government's personnel procedures and HR guidelines. GRA's strong consulting background and expertise has generated in significant savings to the government, as described in our case studies.

EEO SERVICES, SIN 595-25

GRA Associates who perform EEO services also have strong backgrounds in various federal human management resources areas, such as staffing, classification and employee relations. Their added depth enables them to excel in providing professional EEO training and consulting services, including alternative dispute resolution.

PRE-EMPLOYMENT SCREENING SERVICES, SIN 595-27

GRA performs pre-employment screening and employee misconduct investigations and related services for Federal agencies. Our highly-skilled staff members, many of whom have federal staffing or employee relations backgrounds, are located throughout the United States and can meet agency needs with maximum convenience and minimal travel cost to the agency. GRA's investigative services include the full range of conduct-related issues. We deliver investigative reports and related services promptly and have received high praise from our Federal agency clients.

Schedule 738X Price List

GRA, Inc.
Federal Agency Pricing for Human Resources Services
GS22F-8084H
(June 8, 2008 to June 7, 2013)

Note: GRA will discount the prices below by 7.35% to 36.74% for contracts placed for \$2,000,000.00 or more annually.

PRICES FOR Awarded Human Resource Services (excluding EEO), SIN-595-21

Prices for Planning Services

Labor Category: Project Leader

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$194.67
Year 2	June 8, 2009 to June 7, 2010	\$200.51
Year 3	June 8, 2010 to June 7, 2011	\$206.53
Year 4	June 8, 2011 to June 7, 2012	\$212.72
Year 5	June 8, 2012 to June 7, 2013	\$219.10

Labor Category: Assistant Project Leader

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$166.86
Year 2	June 8, 2009 to June 7, 2010	\$171.87
Year 3	June 8, 2010 to June 7, 2011	\$177.02
Year 4	June 8, 2011 to June 7, 2012	\$182.33
Year 5	June 8, 2012 to June 7, 2013	\$187.80

Labor Category: Sr. HR Planning/Policy Specialist

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$152.44
Year 2	June 8, 2009 to June 7, 2010	\$157.01
Year 3	June 8, 2010 to June 7, 2011	\$161.72
Year 4	June 8, 2011 to June 7, 2012	\$166.58
Year 5	June 8, 2012 to June 7, 2013	\$171.57

Labor Category: HR Planning/Policy Specialist

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$117.42
Year 2	June 8, 2009 to June 7, 2010	\$120.94
Year 3	June 8, 2010 to June 7, 2011	\$124.57
Year 4	June 8, 2011 to June 7, 2012	\$128.31
Year 5	June 8, 2012 to June 7, 2013	\$132.16

Labor Category: HR Planning/Policy Assistant

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$56.65
Year 2	June 8, 2009 to June 7, 2010	\$58.35
Year 3	June 8, 2010 to June 7, 2011	\$60.10
Year 4	June 8, 2011 to June 7, 2012	\$61.90
Year 5	June 8, 2012 to June 7, 2013	\$63.76

Actuarial Science Work (Subject Matter Expert Rate)

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$321.88
Year 2	June 8, 2009 to June 7, 2010	\$331.53
Year 3	June 8, 2010 to June 7, 2011	\$341.48
Year 4	June 8, 2011 to June 7, 2012	\$351.72
Year 5	June 8, 2012 to June 7, 2013	\$362.27

Prices for Recruitment and Internal Placement Support Services

Labor Category: Project Leader

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$133.90
Year 2	June 8, 2009 to June 7, 2010	\$137.92
Year 3	June 8, 2010 to June 7, 2011	\$142.05
Year 4	June 8, 2011 to June 7, 2012	\$146.32
Year 5	June 8, 2012 to June 7, 2013	\$150.71

Labor Category: Sr. Recruitment/Staffing Specialist

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$103.00
Year 2	June 8, 2009 to June 7, 2010	\$106.09
Year 3	June 8, 2010 to June 7, 2011	\$109.27
Year 4	June 8, 2011 to June 7, 2012	\$112.55
Year 5	June 8, 2012 to June 7, 2013	\$115.93

Labor Category: Recruitment/Staffing Specialist

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$88.58
Year 2	June 8, 2009 to June 7, 2010	\$91.24
Year 3	June 8, 2010 to June 7, 2011	\$93.97
Year 4	June 8, 2011 to June 7, 2012	\$96.79
Year 5	June 8, 2012 to June 7, 2013	\$99.70

Labor Category: Recruitment/Staffing Assistant

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$46.35
Year 2	June 8, 2009 to June 7, 2010	\$47.74
Year 3	June 8, 2010 to June 7, 2011	\$49.17
Year 4	June 8, 2011 to June 7, 2012	\$50.65
Year 5	June 8, 2012 to June 7, 2013	\$52.17

Prices for Position Classification Support Services

Labor Category: Project Leader

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$133.90
Year 2	June 8, 2009 to June 7, 2010	\$137.92
Year 3	June 8, 2010 to June 7, 2011	\$142.05
Year 4	June 8, 2011 to June 7, 2012	\$146.32
Year 5	June 8, 2012 to June 7, 2013	\$150.71

Labor Category: Sr. Position Classification Specialist

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$103.00
Year 2	June 8, 2009 to June 7, 2010	\$106.09
Year 3	June 8, 2010 to June 7, 2011	\$109.27
Year 4	June 8, 2011 to June 7, 2012	\$112.55
Year 5	June 8, 2012 to June 7, 2013	\$115.93

Labor Category: Classification Specialist

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$88.58
Year 2	June 8, 2009 to June 7, 2010	\$91.24
Year 3	June 8, 2010 to June 7, 2011	\$93.97
Year 4	June 8, 2011 to June 7, 2012	\$96.79
Year 5	June 8, 2012 to June 7, 2013	\$99.70

Labor Category: Classification Assistant

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$46.35
Year 2	June 8, 2009 to June 7, 2010	\$47.74
Year 3	June 8, 2010 to June 7, 2011	\$49.17
Year 4	June 8, 2011 to June 7, 2012	\$50.65
Year 5	June 8, 2012 to June 7, 2013	\$52.17

Prices for Employee Relations Services

Labor Category: Project Leader

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$166.86
Year 2	June 8, 2009 to June 7, 2010	\$171.87
Year 3	June 8, 2010 to June 7, 2011	\$177.02
Year 4	June 8, 2011 to June 7, 2012	\$182.33
Year 5	June 8, 2012 to June 7, 2013	\$187.80

Labor Category: Assistant Project Leader

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$146.26
Year 2	June 8, 2009 to June 7, 2010	\$150.65
Year 3	June 8, 2010 to June 7, 2011	\$155.17
Year 4	June 8, 2011 to June 7, 2012	\$159.82
Year 5	June 8, 2012 to June 7, 2013	\$164.62

Labor Category: Sr. Employee Relations Specialist

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$133.90
Year 2	June 8, 2009 to June 7, 2010	\$137.92
Year 3	June 8, 2010 to June 7, 2011	\$142.05
Year 4	June 8, 2011 to June 7, 2012	\$146.32
Year 5	June 8, 2012 to June 7, 2013	\$150.71

Labor Category: Employee Relations Specialist

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$103.00
Year 2	June 8, 2009 to June 7, 2010	\$106.09
Year 3	June 8, 2010 to June 7, 2011	\$109.27
Year 4	June 8, 2011 to June 7, 2012	\$112.55
Year 5	June 8, 2012 to June 7, 2013	\$115.93

Labor Category: Employee Relations Assistant

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$46.35
Year 2	June 8, 2009 to June 7, 2010	\$47.74
Year 3	June 8, 2010 to June 7, 2011	\$49.17
Year 4	June 8, 2011 to June 7, 2012	\$50.65
Year 5	June 8, 2012 to June 7, 2013	\$52.17

Prices for Outplacement Services

Labor Category: Project Leader

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$133.90
Year 2	June 8, 2009 to June 7, 2010	\$137.92
Year 3	June 8, 2010 to June 7, 2011	\$142.05
Year 4	June 8, 2011 to June 7, 2012	\$146.32
Year 5	June 8, 2012 to June 7, 2013	\$150.71

Labor Category: Sr. Outplacement Specialist

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$103.00
Year 2	June 8, 2009 to June 7, 2010	\$106.09
Year 3	June 8, 2010 to June 7, 2011	\$109.27
Year 4	June 8, 2011 to June 7, 2012	\$112.55
Year 5	June 8, 2012 to June 7, 2013	\$115.93

Labor Category: Outplacement Specialist

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$88.58
Year 2	June 8, 2009 to June 7, 2010	\$91.24
Year 3	June 8, 2010 to June 7, 2011	\$93.97
Year 4	June 8, 2011 to June 7, 2012	\$96.79
Year 5	June 8, 2012 to June 7, 2013	\$99.70

Labor Category: Outplacement Assistant

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$46.35
Year 2	June 8, 2009 to June 7, 2010	\$47.74
Year 3	June 8, 2010 to June 7, 2011	\$49.17
Year 4	June 8, 2011 to June 7, 2012	\$50.65
Year 5	June 8, 2012 to June 7, 2013	\$52.17

Prices for Executive Search Consultant Services

		Rate per Day
Year 1	June 8, 2008 to June 7, 2009	\$1,664.48
Year 2	June 8, 2009 to June 7, 2010	\$1,714.41
Year 3	June 8, 2010 to June 7, 2011	\$1,765.85
Year 4	June 8, 2011 to June 7, 2012	\$1,818.82
Year 5	June 8, 2012 to June 7, 2013	\$1,873.39

Prices for All HR and LMR Courses

		Rate per Day
Year 1	June 8, 2008 to June 7, 2009	\$1,951.85
Year 2	June 8, 2009 to June 7, 2010	\$2,010.41
Year 3	June 8, 2010 to June 7, 2011	\$2,070.72
Year 4	June 8, 2011 to June 7, 2012	\$2,132.84
Year 5	June 8, 2012 to June 7, 2013	\$2,196.82

Prices for Review and Integration Services Function Reviews

Labor Category: Project/Review Team Leader

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$169.95
Year 2	June 8, 2009 to June 7, 2010	\$175.05
Year 3	June 8, 2010 to June 7, 2011	\$180.30
Year 4	June 8, 2011 to June 7, 2012	\$185.71
Year 5	June 8, 2012 to June 7, 2013	\$191.28

Labor Category: Assistant Review Team Leader

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$146.26
Year 2	June 8, 2009 to June 7, 2010	\$150.65
Year 3	June 8, 2010 to June 7, 2011	\$155.17
Year 4	June 8, 2011 to June 7, 2012	\$159.82
Year 5	June 8, 2012 to June 7, 2013	\$164.62

Labor Category: Sr. HR Review Team Specialist

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$133.90
Year 2	June 8, 2009 to June 7, 2010	\$137.92
Year 3	June 8, 2010 to June 7, 2011	\$142.05
Year 4	June 8, 2011 to June 7, 2012	\$146.32
Year 5	June 8, 2012 to June 7, 2013	\$150.71

Labor Category: HR Review Team Specialist

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$103.00
Year 2	June 8, 2009 to June 7, 2010	\$106.09
Year 3	June 8, 2010 to June 7, 2011	\$109.27
Year 4	June 8, 2011 to June 7, 2012	\$112.55
Year 5	June 8, 2012 to June 7, 2013	\$115.93

Technical Professional (e.g., CPA)

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$273.98
Year 2	June 8, 2009 to June 7, 2010	\$282.20
Year 3	June 8, 2010 to June 7, 2011	\$290.67
Year 4	June 8, 2011 to June 7, 2012	\$299.39
Year 5	June 8, 2012 to June 7, 2013	\$308.37

Labor Category: HR Review Assistant

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$56.65
Year 2	June 8, 2009 to June 7, 2010	\$58.35
Year 3	June 8, 2010 to June 7, 2011	\$60.10
Year 4	June 8, 2011 to June 7, 2012	\$61.90
Year 5	June 8, 2012 to June 7, 2013	\$63.76

PRICING FOR EEO SERVICES, SIN 595-25**Final Agency Decision (Per Case)**

		Rate per Case
Year 1	June 8, 2008 to June 7, 2009	\$1,149.48
Year 2	June 8, 2009 to June 7, 2010	\$1,183.96
Year 3	June 8, 2010 to June 7, 2011	\$1,219.48
Year 4	June 8, 2011 to June 7, 2012	\$1,256.07
Year 5	June 8, 2012 to June 7, 2013	\$1,293.75

Prices for Alternative Dispute Resolution Services**Alternative Dispute Resolution - Organizational Issues (Per Day)**

		Rate per Day
Year 1	June 8, 2008 to June 7, 2009	\$2,163.00
Year 2	June 8, 2009 to June 7, 2010	\$2,227.89
Year 3	June 8, 2010 to June 7, 2011	\$2,294.73
Year 4	June 8, 2011 to June 7, 2012	\$2,363.57
Year 5	June 8, 2012 to June 7, 2013	\$2,434.48

Labor Category: Sr. ADR Mediator (Per Hour)

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$194.67
Year 2	June 8, 2009 to June 7, 2010	\$200.51
Year 3	June 8, 2010 to June 7, 2011	\$206.53
Year 4	June 8, 2011 to June 7, 2012	\$212.72
Year 5	June 8, 2012 to June 7, 2013	\$219.10

Labor Category: EEO Mediator (Per Hour)

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$117.42
Year 2	June 8, 2009 to June 7, 2010	\$120.94
Year 3	June 8, 2010 to June 7, 2011	\$124.57
Year 4	June 8, 2011 to June 7, 2012	\$128.31
Year 5	June 8, 2012 to June 7, 2013	\$132.16

Pricing for EEO Training and Consulting

Prices are for off- or on-the shelf training, inclusive of all materials, e.g., workbooks, manuals, etc. For training conducted at government site, the minimum number of students is 7; the maximum number is 20.

All EEO Training Courses (Per Day)

		Rate per Day
Year 1	June 8, 2008 to June 7, 2009	\$1,951.85
Year 2	June 8, 2009 to June 7, 2010	\$2,010.41
Year 3	June 8, 2010 to June 7, 2011	\$2,070.72
Year 4	June 8, 2011 to June 7, 2012	\$2,132.84
Year 5	June 8, 2012 to June 7, 2013	\$2,196.82

PRICING FOR PRE-EMPLOYMENT SCREENING SERVICES, SIN 595-27

Prices for Misconduct Investigations

Labor Category: Attorney-Investigator

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$110.21
Year 2	June 8, 2009 to June 7, 2010	\$113.52
Year 3	June 8, 2010 to June 7, 2011	\$116.92
Year 4	June 8, 2011 to June 7, 2012	\$120.43
Year 5	June 8, 2012 to June 7, 2013	\$124.04

Labor Category: Investigator-Misconduct Investigations

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$82.40
Year 2	June 8, 2009 to June 7, 2010	\$84.87
Year 3	June 8, 2010 to June 7, 2011	\$87.42
Year 4	June 8, 2011 to June 7, 2012	\$90.04
Year 5	June 8, 2012 to June 7, 2013	\$92.74

Labor Category: Investigator, Pre-employment Screening (Spot Checks)

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$88.58
Year 2	June 8, 2009 to June 7, 2010	\$91.24
Year 3	June 8, 2010 to June 7, 2011	\$93.97
Year 4	June 8, 2011 to June 7, 2012	\$96.79
Year 5	June 8, 2012 to June 7, 2013	\$99.70

Verification of Employment - Per Hour

		Rate per Hour
Year 1	June 8, 2008 to June 7, 2009	\$41.20
Year 2	June 8, 2009 to June 7, 2010	\$42.44
Year 3	June 8, 2010 to June 7, 2011	\$43.71
Year 4	June 8, 2011 to June 7, 2012	\$45.02
Year 5	June 8, 2012 to June 7, 2013	\$46.37

Positive Cases - Per Reference Check

		Rate per Check
Year 1	June 8, 2008 to June 7, 2009	\$119.48
Year 2	June 8, 2009 to June 7, 2010	\$123.06
Year 3	June 8, 2010 to June 7, 2011	\$126.76
Year 4	June 8, 2011 to June 7, 2012	\$130.56
Year 5	June 8, 2012 to June 7, 2013	\$134.48

Negative Cases - Per Reference Check

		Rate per Check
Year 1	June 8, 2008 to June 7, 2009	\$147.29
Year 2	June 8, 2009 to June 7, 2010	\$151.71
Year 3	June 8, 2010 to June 7, 2011	\$156.26
Year 4	June 8, 2011 to June 7, 2012	\$160.95
Year 5	June 8, 2012 to June 7, 2013	\$165.78