



International Leadership Consulting, LLC
a joint venture between Catocin Consulting, LLC and LEAD Consulting

**General Services Administration
Federal Supply Service
Authorized Federal Supply Schedule Price List**

For

MOBIS

**Mission Oriented Business
Integration Services**

Industrial Group 874, Class 8742

Contract No. GS-23F-8086H

Price List effective December 2014

Contract Period: January 9, 1998 through September 30, 2017

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A woman-owned small business

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 GSAAAdvantage!®, a menu-driven database system. The INTERNET address GSAAAdvantage!® is: GSAAAdvantage.gov.

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Scope of Services

ILC is a woman-owned small business devoted to helping government agencies improve their performance and achieve strategic business results through facilitation, organizational development, strategic planning, performance measurement, process reengineering, change management, team building, and enterprise architecture. We start with the end in mind, working to achieve specific measurable results rather than seeing glossy studies or fun retreats as the end product.

We use individually tailored programs and facilitated group processes to help define business objectives, measure performance against objectives, and implement the change necessary to reach strategic goals. Typical projects include developing and implementing strategic plans, aligning business processes and organization structure with corporate strategy, implementing balanced scorecards, reengineering operations to achieve strategic results, facilitating team building retreats, and modernizing IT systems. Many of our Federal customers seek assistance in developing enterprise architectures that meet federal guidelines, rationalize the IT environment, and provide the framework for IT to enable mission achievement.

Consulting and Facilitation Services

ILC uses individually tailored programs to help define business objectives, measure performance against objectives, and implement the change necessary to reach strategic goals. Our consulting services include:

- ◆ Organizational assessment
- ◆ Organizational design and development
- ◆ Strategic and business planning
- ◆ Best practices benchmarking
- ◆ Performance measurement and management, including Balanced Scorecard
- ◆ Business process reengineering
- ◆ Process and quality improvement
- ◆ Process modeling
- ◆ Management, benefit-cost, and business case analysis
- ◆ Survey development, administration, and analysis
- ◆ Leadership development
- ◆ Executive coaching
- ◆ Team building
- ◆ Stakeholder engagement
- ◆ Change management and cultural transformation



- ◆ Policy development
- ◆ Program and project management
- ◆ Strategies for improving customer service and satisfaction
- ◆ Performance-based contracting
- ◆ Acquisition support
- ◆ Information technology capital planning
- ◆ Development of Enterprise Architectures
- ◆ Knowledge management
- ◆ Requirements analysis and enabling technologies
- ◆ Web-based and social media strategies

ILC's facilitators include Certified Professional Facilitators (CPFs), certified by the International Association of Facilitators. We also have a Certified Facilitator of Bottom Line Innovation™. Our facilitation services include:

- ◆ Partnering
- ◆ Workshops
- ◆ Retreats and off-sites
- ◆ Focus groups
- ◆ Team building
- ◆ Leadership development
- ◆ Creativity and innovation sessions
- ◆ Conflict management and dispute resolution

Commitment to High Ethical Standards

ILC and all of our consultants and subcontractors ascribe to the Institute of Management Consultants USA Code of Ethics. IMC USA is the premier professional association and sole certifying body for US management consultants and sets and enforces professional conduct standards (www.imcusa.org). These standards address issues that range from client relationships, the nature of the consulting assignment, qualifications, conflicts of interest, and confidentiality.



Customer Information	
1. Special item numbers (SINs); Disaster Recovery Purchase SINs	874-1, Integrated Consulting Services 874-1-RC, Integrated Consulting Services
2. Maximum order	\$1,000,000
3. Minimum order	\$100
4. Geographic coverage	World-wide
5. Points of production	Waterford, Loudoun County, Virginia
6. Discounts	Prices shown herein are net (discount deducted).
7. Quantity discount	N/A
8. Prompt payment terms	Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
9. Government purchase cards	Accepted at, below and above the micro-purchase threshold
10. Foreign items	None
11. a. Time of delivery b. Expedited delivery c. Overnight and 2-day delivery d. Urgent requirements	In accordance with individual delivery/task orders In accordance with individual delivery/task orders Available; contact International Leadership Consulting for rates In accordance with individual delivery/task orders. Agencies may contact ILC's representative to effect a faster delivery.
12. FOB point	Origin
13. a. Ordering address b. Ordering procedures	International Leadership Consulting, L.L.C. 39859 The Narrows Road, Waterford, VA 20197 Ordering in accordance with Federal Acquisition Regulation (FAR) 8.405.
14. Payment address	International Leadership Consulting, L.L.C. 39859 The Narrows Road, Waterford, VA 20197
15. Warranty provision	The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract.
16. Export packing charges	Not applicable
17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level)	Acceptance above the micro-purchase threshold subject to ILC approval on a case-by-case basis
18. Terms and conditions of rental, maintenance, and	Not applicable



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repair	
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 a. Terms and conditions for any other services	Not applicable
21. List of service and distribution points	Not applicable
22. List of participating dealers	Not applicable
23. Preventive maintenance	Not applicable
24. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants)	Section 508 Electronic and Information Technology (EIT) standards can be found at www.Section508.gov . Section 508 compliance is in accordance with individual delivery/task orders.
25. DUNS number	11-137-8253
26. Registration with SAM	Yes
27. Service Contract Act (SCA)	SCA is applicable to this contract as it applies to the entire 874: MOBIS Schedule 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 the contractor adds SCA labor categories/employees to the contract through the modification process, the Contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.



Labor Category Descriptions

SIN 874-1 and 8741-RC, Integrated Consulting Services

ILC’s consulting labor categories provide for the full range of consultation and facilitation services.

SIN 874-1 and 8741-RC, Integrated Consulting Services	
Labor Category	Description
Principal Consultant	<p>An expert consultant who has conducted numerous organizational wide improvement projects aimed at improving performance, timeliness, efficiency ratios, quality and effectiveness of services throughout an organization. An individual with a demonstrated track record designing overall methodologies and dealing with very high level leaders of client agencies. Provides expert advice, assistance and guidance on major improvement projects such as:</p> <ul style="list-style-type: none"> ◆ Major process improvements or re-engineering efforts ◆ Leadership development at a high level ◆ Steering systems and/or leadership systems to manage major change ◆ Design of appropriate methodologies for conducting services tailored to meet the unique needs of the project ◆ Alignment of different areas and efforts into a holistic approach for overall organizational improvement <p>Minimum education: Masters degree or other graduate degree in relevant discipline (for example a law degree); may substitute experience for graduate work on a basis of two years of experience for one year of graduate work.</p> <p>Minimum experience: 18 years of experience</p>
Principal Facilitator	<p>An expert facilitator who has facilitated a broad range of workshops and off-site meetings. This individual has worked as a peer with senior management and conducted meetings involving very sensitive subjects and strategic business issues. This individual plans and facilitates meetings and collaborative group processes when the situation is highly sensitive or problematic, or when high levels of management are involved.</p> <p>Minimum education: Masters degree or other graduate degree in relevant discipline (for example a law degree); may substitute experience for graduate work on a basis of two years of experience for one year of graduate work.</p>



SIN 874-1 and 874-1-RC, Integrated Consulting Services	
Labor Category	Description
	Minimum experience: 18 years of experience
Senior Consultant	<p>A highly skilled individual with a demonstrated track record for consulting on major improvement projects. This individual has the capacity to deal with organizational wide improvement efforts, providing consultation services to leaders and change agents.</p> <p>Minimum education: Bachelors degree; may substitute experience for education on a basis of two years of experience for one year of college.</p> <p>Minimum experience: 15 years of experience; may substitute graduate degrees for experience on a year for year basis.</p>
Senior Facilitator	<p>A highly skilled facilitator with a demonstrated track record of successful meetings and workshops. This individual provides continuity across multiple sessions and often facilitates sessions associated with reengineering or technical projects. The Senior Facilitator is skilled in finding consensus among divergent and often conflicting opinions and viewpoints and keeping a group focused and disciplined in its work.</p> <p>Minimum education: Bachelors degree; may substitute experience for education on a basis of two years of experience for one year of college.</p> <p>Minimum experience: 15 years of experience; may substitute graduate degrees for experience on a year for year basis.</p>
Consultant	<p>An experienced individual who provides hands on day-to-day consultation services. This individual works with a Principal or Senior Consultant to assure the use of a tailored methodology aimed at obtaining client results.</p> <p>Minimum education: Bachelors degree; may substitute experience for education on a basis of two years of experience for one year of college.</p> <p>Minimum experience: 8 years of experience; may substitute graduate degrees for experience on a year for year basis.</p>
Facilitator	<p>An experienced facilitator who provides routine facilitation services. This individual may work with a Principal or Senior Facilitator to facilitate a large group or to assist with break-out sessions. This individual may facilitate smaller workshops and those workshops that are working sessions on particular topics rather than strategic direction activities. The journeyman facilitator is skilled in</p>



SIN 874-1 and 874-1-RC, Integrated Consulting Services	
Labor Category	Description
	<p>techniques to help a team achieve a collective purpose.</p> <p>Minimum education: Bachelors degree; may substitute experience for education on a basis of two years of experience for one year of college.</p> <p>Minimum experience: 8 years of experience; may substitute graduate degrees for experience on a year for year basis.</p>
Technical Specialist 1	<p>An experienced specialist who performs analysis, technical writing, special graphics and other support functions. An experienced specialist who performs analysis and modeling tasks, prepares workshop materials and special graphics, and provides other support functions. This individual could serve as the scribe for important workshops. This labor category will be used when experience and quality of the specialist is considered of major importance. A Technical Specialist 1 may be a technographer skilled in the effective use of a variety of toolsets.</p> <p>Minimum education: Bachelors degree; may substitute experience for education on a basis of two years of experience for one year of college.</p> <p>Minimum experience: 7 years of experience; may substitute graduate degrees for experience on a year for year basis.</p>
Technical Specialist 2	<p>A specialist who provides assistance on the project, whenever the experience level is not critical. An example would be a graphics support person providing services where the experience level is not considered vital for success of the project. This individual may provide technical writing, graphics support, or serve in a junior modeling or analysis role. A Technical Specialist 2 may be a technographer with knowledge of or experience with one or more modeling or facilitation technologies.</p> <p>Minimum education: High school diploma</p> <p>Minimum experience: 5 years of experience; may substitute post-secondary education for experience on a year for year basis.</p>



Contract Option Year Pricing

SIN 874-1 and 874-1-RC, Integrated Consulting Services

Prices shown herein are net (discount deducted).
The labor rate applies to work performed within the designated time period.

	Labor Category	Hourly Rate	Daily Rate
Fiscal Year 2015 (10/1/2014 – 9/30/2015)	Principal Consultant/Facilitator	\$341.71	\$2,733.68
	Senior Consultant/Facilitator	\$284.78	\$2,278.24
	Consultant/Facilitator	\$208.77	\$1,670.16
	Technical Specialist 1	\$145.95	\$1,167.60
	Technical Specialist 2	\$86.65	\$693.20
Fiscal Year 2016 (10/1/2015 – 9/30/2016)	Labor Category	Hourly Rate	Daily Rate
	Principal Consultant/Facilitator	\$351.28	\$2,810.24
	Senior Consultant/Facilitator	\$292.75	\$2,342.00
	Consultant/Facilitator	\$214.62	\$1,716.96
	Technical Specialist 1	\$150.04	\$1,200.32
Technical Specialist 2	\$89.08	\$712.64	
Fiscal Year 2017 (10/1/2016 – 9/30/2017)	Labor Category	Hourly Rate	Daily Rate
	Principal Consultant/Facilitator	\$361.12	\$2,888.96
	Senior Consultant/Facilitator	\$300.95	\$2,407.60
	Consultant/Facilitator	\$220.63	\$1,765.04
	Technical Specialist 1	\$154.24	\$1,233.92
Technical Specialist 2	\$91.57	\$732.56	