

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>		1. CONTRACT ID CODE 01	PAGE OF PAGES 1   2
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2. AMENDMENT/MODIFICATION NO. 001	3. EFFECTIVE DATE 10/18/06	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (If applicable)
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6. ISSUED BY CODE	MGF	7. ADMINISTERED BY (If other than Item 6) CODE	PS33
Procurement Office, Mail Code PS33 George C. Marshall Space Flight Center National Aeronautics and Space Administration Marshall Space Flight Center, AL 35812		NASA/George C. Marshall Space Flight Center Attn: L. Katie James, 256-544-5674 or 256-961-2090 Deliver to: Building 4203, Room B311 Marshall Space Flight Center, AL 35812 AUTOMATED INVOICE PAYMENT INFORMATION: (205) 544-5566	

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State, and Zip Code)	(x)	9A. AMENDMENT OF SOLICITATION NO. NNM06158583R
	X	9B. DATED (SEE ITEM 11)  October 10, 2006
	X	10A. MODIFICATION OF CONTRACT/ORDER NO. 10B. DATED (SEE ITEM 13)
CODE	FACILITY CODE	

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended,  is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:  
 (a) By completing Items 8 and 15, and returning 3 copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)  
N/A

**13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT/ORDER NO. IN ITEM 10A.	
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).	
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:	
D. OTHER (Specify type of modification and authority)	

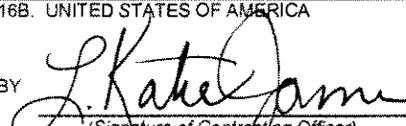
E. IMPORTANT: Contractor  is not,  is required to sign this document and return \_\_\_\_\_ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

This amendment to Request for Proposal (RFP) No. NNM06158583R extends the due date for Volume III Past Performance, corrects forms listed in Attachment L-1, makes a date change on Attachment L-3, page L-3-3, and answers questions submitted by potential Offerors.

See Page 2 for a description of revisions.

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)		
	L. Katie James		
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA	16C. DATE SIGNED
BY		BY 	10/18/06
(Signature of person authorized to sign)		(Signature of Contracting Officer)	

**AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT**

1. CONTRACT ID CODE: 01      PAGE OF PAGES: 1 / 2  
 2. AMENDMENT/MODIFICATION NO.: 001      3. EFFECTIVE DATE: 10/20/06      4. REQUISITION/PURCHASE REQ. NO.: N/A      5. PROJECT NO. (If applicable):

6. ISSUED BY: CODE MGF      7. ADMINISTERED BY (if other than Item 6): CODE PS33

Procurement Office, Mail Code PS33  
 George C. Marshall Space Flight Center  
 National Aeronautics and Space Administration  
 Marshall Space Flight Center, AL 35812

NASA/George C. Marshall Space Flight Center  
 Attn: L. Katie James, 256-544-5674 or 256-961-2090  
 Deliver to: Building 4203, Room B311  
 Marshall Space Flight Center, AL 35812  
 AUTOMATED INVOICE PAYMENT INFORMATION: (205) 544-5566

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State, and Zip Code)

(x) X 9A. AMENDMENT OF SOLICITATION NO.: NNM06158583R

X 9B. DATED (SEE ITEM 11): October 10, 2006

10A. MODIFICATION OF CONTRACT/ORDER NO.  
 10B. DATED (SEE ITEM 13)

CODE:      FACILITY CODE:

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

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(a) By completing Items 8 and 15, and returning 3 copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

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C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:

D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor  is not,  is required to sign this document and return \_\_\_\_\_ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

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15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)	
		L. Katie James	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA	16C. DATE SIGNED
BY		BY	10/20/06
(Signature of person authorized to sign)		Original Signed by L. Katie James (Signature of Contracting Officer)	

1. The purpose of this amendment is to extend the Volume III Past Performance due date, make revisions to Attachment L-1 Forms A, B, C, and J, make a date change on Attachment L-3, page L-3-3, and answer questions received. Attachment 1 provides the replacement pages identifying changes to the RFP. Attachment 2 provides a comprehensive list of questions received since the RFP was posted on 10/10/06. The following summarizes the revisions to the RFP:

A. Revised Section L, page L-8, Clause L.15, DUE DATE FOR RECEIPT OF PROPOSALS, to change the Volume III – Past Performance Factor due date from October 24, 2006 to October 31, 2006. Time of "12:00 noon local time" remains unchanged. Also due dates for Volumes I, II, and IV remain unchanged.

B. Revise Attachment L-1 Forms A, B, C, and J to delete "Human Resources Support" and "Education Programs Coordinator" as labor categories and to change "Program Support Specialist (Training)" to "Program Support Specialist (Incentives)". (Note: Will be posted with Amendment 1 as a separate NAIS/Fed Biz Ops Excel file "Attachment 1, L-1 Forms")

*extra  
space  
needed*

C. Attachment L-2, Exhibit 2, Past Performance Interview Questionnaire Form, page L-2-12, the date for receipt of the questionnaires has been changed from "2:00 PM Central Time on October 24, 2006" to "2:00 PM Central Time on October 31, 2006".

D. Attachment L-3, Section A: General Information, Paragraph (e), first sentence, change from "... (based on an August 2006 projection..." to "... (based on an October 2006 projection...".

# **Attachment 1**

**L.15 DUE DATE FOR RECEIPT OF PROPOSALS**

(a) The RFP will be released on October 10, 2006. The due date and time for receipt of proposals is as follows:

Volume	Date and Time
Volume III – Past Performance Factor	October 31, 2006 12:00 noon local time
Volume I – Mission Suitability Factor	November 13, 2006 12:00 noon local time
Volume II – Cost Factor	November 13, 2006 12:00 noon local time
Volume IV – Completed RFP & Signed SF33s	November 13, 2006 12:00 noon local time

(b) Proposals shall be mailed to the address specified in Block 8 of the SF33. Proposals hand carried to MSFC on the date due, shall be delivered to: Building: **4203, Basement Elevator Lobby**, between the times 9:00 a.m. to 12:00 noon, local time. Offerors shall contact the Contracting Officer identified on the SF33 to coordinate the delivery of any proposal that will be hand carried to MSFC on a date prior to those specified in paragraph (a). Due to increased security at the MSFC, Offerors are cautioned to include sufficient time to clear security and be properly badged (person and vehicle) to ensure proposals are delivered on or before the time specified in paragraph (a). Offerors should expect lengthy security delays upon entering Redstone Arsenal.

(c) Proposals received after the due date and time specified in paragraph (a), will be processed in accordance with FAR Clause 52.215-1 "Instructions to Offerors – Competitive Acquisitions (JAN 2004)."

(End of provision)

**L.16. INSTRUCTIONS FOR PROPOSAL PREPARATION****(a) Introduction**

This RFP is issued to obtain proposals for providing MSFC Centerwide Office of Human Capital Support Services in accordance with the Performance Work Statement (PWS) set forth herein.

The Government intends to make only one award as a result of this solicitation.

**EXHIBT 2 - PAST PERFORMANCE INTERVIEW/QUESTIONNAIRE (Continued)**

This form letter is provided for Offerors to use in transmitting the Past Performance questionnaire to customers

PAST PERFORMANCE FORM LETTER EXAMPLE

Solicitation Name & RFP Number

**CLIENT AUTHORIZATION LETTER: FORMAT**

*[Date of Letter]*

*[Name and Address of proposed Offeror's customer]*

Attention: *[Name and Designation of Customer's Contract Manager or Appropriate Contact]*

Dear *[Contact Name]*:

We are currently responding to the NASA, Marshall Space Flight Center Request for Proposal (RFP) NNM06158583R, Centerwide Office of Human Capital (OHC) Support Services. NASA is requesting that clients of entities responding to their solicitation be identified and their participation in the evaluation process requested. In the event you are contacted for information on work we have performed, you are hereby authorized to respond to those inquiries. Your cooperation with this effort is greatly appreciated. Please direct any questions to *[Name and Phone Number of Offeror's Point-of-Contact]*.

We have included our work for your agency as a past performance reference. A Past Performance Questionnaire is enclosed. Please complete Sections II and III of the enclosed evaluation and return the signed, completed document to:

NASA/Marshall Space Flight Center  
Attention: PS33/L. Katie James  
MSFC, Alabama 35812

Please forward the completed evaluation to NASA at the above address to ensure it is received prior to **2:00 PM Central Time on October 31, 2006.**

In order to maintain the integrity of this process, please **DO NOT** return the questionnaire to us. Return it to NASA/MSFC at the address listed above.

Sincerely,

*[Name of Signer]*

*[Designation of Signer]*

cc:

NASA/Marshall Space Flight Center  
Attention: PS33/L. Katie James  
MSFC, AL 35812

(c) Current Support for OHC Services: ASRI, 3411 Triana Blvd, Huntsville, Alabama 35805, is currently performing OHC support services under Contract NAS8-02047. Contract NAS8-02047 is a cost plus incentive fee mission services contract with IDIQ for services listed in PWS Section 11 that cannot be sufficiently identified, predetermined or quantified in advance with an estimated value of \$25,000 or greater per task. Current contractual documents can be found at URL: [http://foia.msfc.nasa.gov/contract\\_NAS8-02047.html](http://foia.msfc.nasa.gov/contract_NAS8-02047.html)

(d) Mission Services and IDIQ: The actual work to be accomplished under this procurement at the beginning of the contract period of performance will initially be very similar to that being accomplished under the current contract. Services for work listed in PWS Sections 1.0 through 7.0 will be accomplished by a cost plus incentive fee mission schedule. Services for work listed in PWS Section 8.0 will be accomplished by issuance of an IDIQ task order. Section 8.0 list services that cannot be predetermined or quantified in advance. There is a possibility that unforeseen, additional scope may be added to this contract that does not currently exist.

(e) Staffing: Table L-1 details position classifications and associated distribution percentages are representative of the staff composition for the existing OHC Support Services Contract (based on an October 2006 projection of approximately 40 Work Year Equivalents – WYE's) and are distributed to support the MSFC organizations (programs/projects and activities) as depicted below (Note: These staffing levels are provided as guidance only).

TABLE L-1 ORGANIZATION ELEMENTS

PWS Section	2.0	3.0	4.0	5.0	6.0	7.0	
Organizational Mail Code	HS01	HS10	HS20	HS30	HS40	HS50	
<b>STAFFING CATEGORIES</b>							<b>TOTAL</b>
Program Management	1%						1%
Management Support Assistant	1%						1%
Contract Administrator	1%						1%
Resource Analyst	1%						1%
SHE Coordinator	1%						1%
Education Specialist				27%			27%
Educator Resource Center Specialist				5%			5%
Program Support Specialist	5%	3%			2%	3%	13%
Training Operations					5%		5%
Training Logistics					3%		3%
Training Buyer					3%		3%
Technical Training SME		4%					4%
Organization Development Specialist		27%					27%
Industrial and Organizational Psychologist			5%				5%
Employee Assistance Program Coordinator						3%	3%
<b>TOTAL</b>	<b>10%</b>	<b>34%</b>	<b>5%</b>	<b>32%</b>	<b>13%</b>	<b>6%</b>	<b>100%</b>

COMPANY NAME: \_\_\_\_\_

FILE NAME: \_\_\_\_\_

TOTAL PROGRAM COST

SUMMARY LEVEL

COST ELEMENTS	BASE YEAR		OPTION YEAR 1		OPTION YEAR 2		OPTION YEAR 3		OPTION YEAR 4		CONTRACT TOTAL	
	HOURS	AMOUNT	HOURS	AMOUNT	HOURS	AMOUNT	HOURS	AMOUNT	HOURS	AMOUNT	HOURS	AMOUNT
Program Manager	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Education Specialist	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
ERC Specialist	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Industrial & Org Psychologist - Level II	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Industrial & Org Psychologist - Level I	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
EAP Coordinator	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Technical Training SME	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Training Operations Lead	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Program Support Spec. (Incentives)	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Training Buyer	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Training Logistics Planner	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Training Operations Assistant	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Org. Development Specialist - Level III	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Org. Development Specialist - Level II	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Org. Development Specialist - Level I	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Program Support Spec. (O.D.)	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Resource Analyst	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Contract Administrator	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
SHE Coordinator	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Management Support Assistant	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Program Support Spec. (Exec. Res.)	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Program Support Spec. (Business)	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
REGULAR TIME LABOR COST	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Overtime Base	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Overtime Premium	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Shift Premium		\$0		\$0		\$0		\$0		\$0		\$0
TOTAL LABOR		\$0		\$0		\$0		\$0		\$0	0	\$0
RATES & FACTORS												
Payroll Additives	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0
Fringe Benefits	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0
Overhead	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0
DIRECT COST ESTIMATES												
Purchased Training/Materials		\$1,075,000		\$275,000		\$300,000		\$325,000		\$350,000		\$2,325,000
Travel		\$8,100		\$9,500		\$10,900		\$11,600		\$11,600		\$51,700
TOTAL BURDENED LABOR		\$0		\$0		\$0		\$0		\$0		\$0
Purchased Training/Materials		\$0		\$0		\$0		\$0		\$0		\$0
Travel		\$0		\$0		\$0		\$0		\$0		\$0
Subcontracts (Majors)												
List each Major Subcontractor												
Subcontracts (Minors)		\$0		\$0		\$0		\$0		\$0		\$0
Relocation		\$0		\$0		\$0		\$0		\$0		\$0
Offsite Facilities		\$0		\$0		\$0		\$0		\$0		\$0
Insurance		\$0		\$0		\$0		\$0		\$0		\$0
All Other		\$0		\$0		\$0		\$0		\$0		\$0
SUBTOTAL		\$1,083,100		\$284,500		\$310,900		\$336,600		\$361,600		\$0
General & Administrative Expense	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0
Cost of Money		\$0		\$0		\$0		\$0		\$0		\$0
TOTAL ESTIMATED COST		\$1,083,100		\$284,500		\$310,900		\$336,600		\$361,600		\$2,376,700
Fee	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0
TOTAL ESTIMATED COST & FEE		\$1,083,100		\$284,500		\$310,900		\$336,600		\$361,600		\$2,376,700

RFP NNM06158583R  
 COMPANY NAME: \_\_\_\_\_  
 FILE NAME: \_\_\_\_\_

**FORM B**  
**WORK YEAR EQUIVALENT (WYE)**  
**BY LABOR CATEGORY**

WD - Wage Determination

LABOR CATEGORY	BASE YEAR	OPTION YEAR 1	OPTION YEAR 2	OPTION YEAR 3	OPTION YEAR 4
<b>MANAGEMENT</b>					
Program Manager	0	0	0	0	0
<b>EDUCATION</b>					
Education Specialist	0	0	0	0	0
ERC Specialist	0	0	0	0	0
<b>INDUSTRIAL PSYCHOLOGIST</b>					
Industrial & Org Psychologist - Level II	0	0	0	0	0
Industrial & Org Psychologist - Level I	0	0	0	0	0
<b>EMPLOYEE ASSISTANCE</b>					
EAP Coordinator	0	0	0	0	0
<b>TRAINING</b>					
Technical Training SME	0	0	0	0	0
Training Operations Lead	0	0	0	0	0
Program Support Spec. (Incentives)	0	0	0	0	0
Training Buyer	0	0	0	0	0
Training Logistics Planner	0	0	0	0	0
Training Operations Assistant	0	0	0	0	0
<b>ORGANIZATIONAL DEVELOPMENT</b>					
Org. Development Specialist - Level III	0	0	0	0	0
Org. Development Specialist - Level II	0	0	0	0	0
Org. Development Specialist - Level I	0	0	0	0	0
Program Support Specialist (OD)	0	0	0	0	0
<b>ADMINISTRATIVE</b>					
Resource Analyst	0	0	0	0	0
Contract Administrator	0	0	0	0	0
SHE Coordinator	0	0	0	0	0
Management Support Assistant	0	0	0	0	0
Program Support Spec. (Exec. Res.)	0	0	0	0	0
<b>BUSINESS MANAGEMENT</b>					
Program Support Spec. (Business)	0	0	0	0	0
<b>TOTAL LABOR WYES</b>					

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Revised

RFP NNM06158583R

FORM C  
LABOR COSTS

Page L-1-4

COMPANY NAME: \_\_\_\_\_

	BASE YEAR	OPTION YEAR 1	OPTION YEAR 2	OPTION YEAR 3	OPTION YEAR 4	GRAND TOTAL
<b>1</b>						
PROGRAM MANAGER						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						
<b>2</b>						
EDUCATION SPECIALIST						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						
<b>3</b>						
ERC SPECIALIST						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						
<b>4</b>						
EMPLOYEE ASSISTANCE						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

[END OF PAGE]

	BASE YEAR	OPTION YEAR 1	OPTION YEAR 2	OPTION YEAR 3	OPTION YEAR 4	GRAND TOTAL
5 INDUSTRIAL & ORG PSYCH - Level II						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME BASE						
TOTAL COST						

6 INDUSTRIAL & ORG PSYCH - Level I						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

7 TECHNICAL TRAINING SME						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

8 TRAINING OPERATIONS LEAD						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

Revised

RFP NNM06158583R

FORM C  
LABOR COSTS

PAGE L-1-6

	BASE YEAR	OPTION YEAR 1	OPTION YEAR 2	OPTION YEAR 3	OPTION YEAR 4	GRAND TOTAL
9						
PROGRAM SPT SPEC (Incentives)						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

10						
TRAINING BUYER						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

11						
TRAINING LOGISTICS PLANNER						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

12						
TRAINING OPERATIONS ASST						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

[END OF PAGE]

	BASE YEAR	OPTION YEAR 1	OPTION YEAR 2	OPTION YEAR 3	OPTION YEAR 4	GRAND TOTAL
13						
ORG DEVELOPMENT SPEC - Level III						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

14						
ORG DEVELOPMENT SPEC - Level II						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

15						
ORG DEVELOPMENT SPEC - Level I						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

16						
PROGRAM SPT SPEC (OD)						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

	BASE YEAR	OPTION YEAR 1	OPTION YEAR 2	OPTION YEAR 3	OPTION YEAR 4	GRAND TOTAL
17						
RESOURCE ANALYST						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

18						
CONTRACT ADMINISTRATOR						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

19						
SHE COORDINATOR						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

20						
MANAGEMENT SUPPORT ASST						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

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RFP NNM06158583R

FORM C  
LABOR COSTS

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	BASE YEAR	OPTION YEAR 1	OPTION YEAR 2	OPTION YEAR 3	OPTION YEAR 4	GRAND TOTAL
21						
PROGRAM SUPPORT SPEC (Exec Res)						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

22						
PROGRAM SPT SPEC (Business)						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

TOTAL MISSION CONTRACT						
EQUIV. MAN YEARS						
HOURS - STRAIGHT TIME						
HOURS - OVERTIME						
RATES - STRAIGHT TIME						
RATES - OVERTIME						
COST - STRAIGHT TIME						
COST - OVERTIME						
TOTAL COST						

[END OF PAGE]

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FORM C  
LABOR COSTS

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RESERVED

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BASE YEAR

FORM J

FULLY BURDENED RATES

PAGE L-1-17

LABOR CATEGORY		DIRECT LABOR RATES		RELATED INDIRECT COST					Burdened
Government	Offeror's	REGULAR	OVERTIME	FRINGE	PAYROLL ADD.	OTHER D.L. OH	G&A	OTHER	RATE
MANAGEMENT									
Program Manager		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
EDUCATION									
Education Specialist		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
ERC Specialist		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
INDUSTRIAL & ORG PSYCHOLOGIST									
Industrial and Org Psychologist - Level II		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Industrial and Org Psychologist - Level I		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
EMPLOYEE ASSISTANCE									
EAP Coordinator		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
TRAINING									
Technical Training SME		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Training Operations Lead		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Program Support Specialist (Incentives)		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Training Buyer		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Training Logistics Planner		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Training Operations Assistant		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
ORGANIZATIONAL DEVELOPMENT									
Org. Development Specialist - Level III		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Org. Development Specialist - Level II		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Org. Development Specialist - Level I		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Program Support Specialist (OD)		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
ADMINISTRATIVE									
Resource Analyst		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Contract Administrator		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
SHE Coordinator		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Management Support Assistant		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Program Support Specialist (Exec. Res.)		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
BUSINESS MANAGEMENT									
Program Support Specialist (Business)		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
IDIQ									
Career Transition Counselor		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Position Classification Specialist		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Staffing Specialist		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Leave Program Assistant		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Drug Testing Assistant		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Human Capital Subject Matter Expert		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0

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OPTION YEAR 1

FORM J

PAGE L-1-18

FULLY BURDENED RATES

LABOR CATEGORY		DIRECT LABOR RATES		RELATED INDIRECT COST					Burdened
Government	Offeror's	REGULAR	OVERTIME	FRINGE	PAYROLL ADD.	OTHER D.L. OH	G&A	OTHER	RATE
MANAGEMENT									
	Program Manager	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
EDUCATION									
	Education Specialist	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	ERC Specialist	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
INDUSTRIAL & ORG PSYCHOLOGIST									
	Industrial and Org Psychologist - Level II	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Industrial and Org Psychologist - Level I	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
EMPLOYEE ASSISTANCE									
	EAP Coordinator	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
TRAINING									
	Technical Training SME	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Training Operations Lead	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Program Support Specialist (Incentives)	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Training Buyer	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Training Logistics Planner	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Training Operations Assistant	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
ORGANIZATIONAL DEVELOPMENT									
	Org. Development Specialist - Level III	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Org. Development Specialist - Level II	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Org. Development Specialist - Level I	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Program Support Specialist (OD)	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
ADMINISTRATIVE									
	Resource Analyst	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Contract Administrator	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	SHE Coordinator	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Management Support Assistant	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Program Support Specialist (Exec. Res.)	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
BUSINESS MANAGEMENT									
	Program Support Specialist (Business)	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
IDIQ									
	Career Transition Counselor	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Position Classification Specialist	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Staffing Specialist	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Leave Program Assistant	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Drug Testing Assistant	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Human Capital Subject Matter Expert	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0

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OPTION YEAR 2

FORM J

PAGE L-1-19

FULLY BURDENED RATES

LABOR CATEGORY		DIRECT LABOR RATES		RELATED INDIRECT COST					Burdened RATE
Government	Offeror's	REGULAR	OVERTIME	FRINGE	PAYROLL ADD.	OTHER D.L. OH	G&A	OTHER	
MANAGEMENT									
	Program Manager	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
EDUCATION									
	Education Specialist	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	ERC Specialist	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
INDUSTRIAL & ORG PSYCHOLOGIST									
	Industrial and Org Psychologist - Level II	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Industrial and Org Psychologist - Level I	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
EMPLOYEE ASSISTANCE									
	EAP Coordinator	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
TRAINING									
	Technical Training SME	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Training Operations Lead	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Program Support Specialist (Incentives)	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Training Buyer	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Training Logistics Planner	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Training Operations Assistant	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
ORGANIZATIONAL DEVELOPMENT									
	Org. Development Specialist - Level III	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Org. Development Specialist - Level II	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Org. Development Specialist - Level I	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Program Support Specialist (OD)	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
ADMINISTRATIVE									
	Resource Analyst	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Contract Administrator	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	SHE Coordinator	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Management Support Assistant	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Program Support Specialist (Exec. Res.)	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
BUSINESS MANAGEMENT									
	Program Support Specialist (Business)	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
IDIQ									
	Career Transition Counselor	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Position Classification Specialist	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Staffing Specialist	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Leave Program Assistant	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Drug Testing Assistant	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
	Human Capital Subject Matter Expert	\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0

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OPTION YEAR 3

FORM J

PAGE L-1-20

FULLY BURDENED RATES

LABOR CATEGORY		DIRECT LABOR RATES		RELATED INDIRECT COST					Burdened
Government	Offeror's	REGULAR	OVERTIME	FRINGE	PAYROLL ADD.	OTHER D.L. OH	G&A	OTHER	RATE
MANAGEMENT									
Program Manager		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
EDUCATION									
Education Specialist		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
FRC Specialist		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
INDUSTRIAL & ORG PSYCHOLOGIST									
Industrial and Org Psychologist - Level II		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Industrial and Org Psychologist - Level I		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
EMPLOYEE ASSISTANCE									
EAP Coordinator		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
TRAINING									
Technical Training SME		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Training Operations Lead		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Program Support Specialist (Incentives)		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Training Buyer		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Training Logistics Planner		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Training Operations Assistant		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
ORGANIZATIONAL DEVELOPMENT									
Org. Development Specialist - Level III		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Org. Development Specialist - Level II		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Org. Development Specialist - Level I		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Program Support Specialist (OD)		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
ADMINISTRATIVE									
Resource Analyst		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Contract Administrator		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
SHE Coordinator		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Management Support Assistant		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Program Support Specialist (Exec. Res.)		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
BUSINESS MANANGEMENT									
Program Support Specialist (Business)		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
IDIQ									
Career Transition Counselor		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Position Classification Specialist		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Staffing Specialist		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Leave Program Assistant		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Drug Testing Assistant		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Human Capital Subject Matter Expert		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0

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OPTION YEAR 4

FORM J

PAGE L-1-21

FULLY BURDENED RATES

LABOR CATEGORY		DIRECT LABOR RATES		RELATED INDIRECT COST					Burdened
Government	Offeror's	REGULAR	OVERTIME	FRINGE	PAYROLL ADD.	OTHER D.L. OH	G&A	OTHER	RATE
MANAGEMENT									
Program Manager		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
EDUCATION									
Education Specialist		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
ERC Specialist		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
INDUSTRIAL & ORG PSYCHOLOGIST									
Industrial and Org Psychologist - Level II		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Industrial & Org Psychologist - Level I		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
EMPLOYEE ASSISTANCE									
EAP Coordinator		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
TRAINING									
Technical Training SME		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Training Operations Lead		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Program Support Specialist (Incentives)		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Training Buyer		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Training Logistics Planner		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Training Operations Assistant		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
ORGANIZATIONAL DEVELOPMENT									
Org. Development Specialist - Level III		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Org. Development Specialist - Level II		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Org. Development Specialist - Level I		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Program Support Specialist (OD)		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
ADMINISTRATIVE									
Resource Analyst		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Contract Administrator		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
SHE Coordinator		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Management Support Assistant		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Program Support Specialist (Exec. Res.)		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
BUSINESS MANAGEMENT									
Program Support Specialist (Business)		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
IDIQ									
Career Transition Counselor		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Position Classification Specialist		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Staffing Specialist		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Leave Program Assistant		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Drug Testing Assistant		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0
Human Capital Subject Matter Expert		\$0.00	\$0.00	\$0	\$0	\$0	\$0	\$0	\$0



# Attachment 2

CENTERWIDE OFFICE OF HUMAN CAPITAL  
REQUEST FOR PROPOSAL (RFP) NNM06158583R

1. **Question:** On pg L-3-3, Government Staffing, the Government states that based on an August 2006 projection, there are 40 Work Year Equivalents (WYEs). Form J lists 30 separate Labor Categories. The RFP provides job descriptions on 17 labor categories plus 6 IDIQ labor categories, for a total of 23.

- a. Can the Government map the 23 Labor Categories to the 40 WYEs?
- b. Can the Government provide the missing 7 labor Category job descriptions?

**Answer:**

a. Mapping the Mission Section job titles in Table L-1 (page L-3-3) to Form J is done as follows:

Table L-1	Form J
Program Manager	Program Manager
Management Support Assistant	Management Support Assistant
Contract Administrator	Contract Administrator
Resource Analyst	Resource Analyst
SHE Coordinator	SHE Coordinator
Education Specialist	Education Specialist
Educator Resource Center Specialist	Educator Resource Center Specialist
Program Support Specialist	Program Support Specialist (Incentives) Program Support Specialist (Org. Development) Program Support Specialist (Business) Program Support Specialist (Executive Resources)
Training Operations	Training Operations Lead Training Operations Assistant
Training Logistics	Training Logistics
Training Buyer	Training Buyer
Technical Training SME	Technical Training SME
Organizational Development Specialist	Organizational Development Specialist (Level I) Organizational Development Specialist (Level II) Organizational Development Specialist (Level III)
Industrial and Org. Psychologist	Industrial and Org. Psychologist I Industrial and Org. Psychologist II
Employee Assistance Coordinator	Employee Assistance Coordinator
<b>Total = 15</b>	<b>Total = 22</b>

Note: Amendment 1 revised Forms A, B, C, and J to delete "Human Resources Support" and "Education Programs Coordinator" as labor categories and to change "Program Support Specialist (Training)" to "Program Support Specialist (Incentives)".

b. The "Education Programs Coordinator" and the "Education Specialist" are both described by the "Education Specialist" job description and therefore the "Education Programs Coordinator" labor category has been deleted. The "Human Resources Support" position has been deleted from the list of labor categories as indicated in

the mapping chart above. The five (5) administrative positions which are internal to the functioning of the Contractor (Program Manager, Resource Analyst, Contract Administrator, SHE Coordinator, and Management Support Assistant) will not be described by the Government.

2. **Question:** Based on Table L-1, Pg. L-3-3, is it the Government's intent that Program Management only applies to PWS Section 2.0?

**Answer:** The functions listed in Table L-1 under PWS Section 2.0 and organizational mail code HS01 provide administrative oversight and support for the entire Office of Human Capital and all sections of the PWS.

3. **Question:** What is the value of the current contract?

**Answer:** The contract value of the current contract and all modifications is \$42.3M.

4. **Question:** Pg. L-3-3, Table L-1, the program management, management support assistant, contract administrator, resource analyst, and SHE coordinator are listed as 1% of the 40 WYEs.

- a. Which of these are full-time on-site positions?
- b. On the current contract, has the contract administrator position been filled by an FTE doing contract administration, or a full-time person doing some contract administration, or a part-time person doing this same work?

**Answer:**

- a. On the current contract, all of these positions are full-time and on-site. However, Table L-1 represents the amount of time each position is assigned to the OHC requirement.
- b. The program management, management support assistant, contract administrator, resource analyst, and SHE coordinator, are currently full-time, but support two separate organizations, the Office of Human Capital (OHC) and the Office of Strategic Analysis and Communications (OSAC)

5. **Question:** Of all the positions listed in Table L-1, how many are full-time onsite at NASA?

**Answer:** See the answer to #4 (a) above.

6. **Question:** How many of the 40 WYEs are full-time staff are at NASA on site?

**Answer:** See the answer to #4 (a) above.

7. **Question:** Regarding Pg L-3-54, is the 3% in Table L-1 reflective of the two current training buyers or the October 2006 or reduction to one training buyer stated on Pg L-3-54?

**Answer:** Amendment 1 changes the date on Attachment L-3, page L-3-3 Table L-1, from "August 2006" to "October 2006". However, Table L-1 reflects the October 2006 reduction to one buyer. Table L-1 is not listed on page L-3-54.

8. **Question:** Will the Government consider extending the deadline for the Past Performance Volume and the Client Past Performance Interview/Questionnaires?

**Answer:** Amendment 1 extends the due date for both Volume III Past Performance and the client Past Performance Interview/Questionnaires (Attachment L-2, Exhibit 2, page L-2-12) from October 24 to October 31, 2006.

9. **Question:** Will the Offeror be disqualified if the client does not submit their questionnaires by 2 p.m. on October 24<sup>th</sup>?

**Answer:** An Offeror is encouraged to have all questionnaires to the Government by the revised date of October 31, 2006, but an Offeror is not disqualified if the client does not submit the Past Performance Questionnaires by 2:00 p.m. (local time) on October 31, 2006.

10. **Question:** A questioner posed a very specific query about the rationale for using NAICS code 541710. Has there been any additional analysis on the part of NASA about the suitability of that NAICS code for this requirement?

**Answer:** Reference is made to the Final Request for Proposal NNM06158583R letter, dated October 10, 2006 (Industry Briefing Questions posted 10/10/06 as Attachment 2 to the Final Proposal Letter). The answer to Question 7, as posted on 10/10/2006 (the NAICS question), was revised from the original answer. After a thorough review and analysis, the Agency has determined that the NAICS code is correct.

11. **Question:** After careful review of the Final Request for Proposal (RFP) NNM06158583R for the Centerwide Office of Human Capital (OHC) Support Services Acquisition at the NASA Marshall Space Flight Center (MSFC) and the comprehensiveness required of a winning proposal, we respectfully requested that the due date for receipt of Volume III – Past Performance Factor, Volume I – Mission Suitability Factor, Volume II – Cost Factor and Volume IV – Completed RFP & Signed SF33s be extended. Your sincere consideration of this requested for extension is greatly appreciated.

**Answer:** Amendment 1 extends the due date for both Volume III Past Performance and the client Past Performance Interview/Questionnaires (Attachment L-2, Exhibit 2, page L-2-12) from October 24 to October 31, 2006. The due date for Volume III Past Performance Factor listed in Clause L.16 has been revised to October 31, 2006. All other Volume dates remain unchanged.

12. **Question:** Does your response to question 5 (Industry Briefing Questions posted 10/10/06 as Attachment 2 to the Final Proposal Letter), mean that MSFC has directed the incumbent to provide requested information on current workers?

Question 5, Question: The transition period seems short if awarded to a non-incumbent, what access will winner be given to current workers?

Answer: Nothing precludes potential Offerors from contacting incumbent employees as part of their proposal preparation activities. This access is not limited to the phase-in period.

**Answer:** The Government has not directed the incumbent to provide requested information on current workers. However, nothing prevents an Offeror from directly contacting an incumbent employee.

13. **Question:** Would you please provide access to MSFC, Office of Human Capital web location <http://ohc.msfc.nasa.gov>? Information would greatly improve our ability to produce a winning proposal.

**Answer:** This web location is an internal MSFC network and is not available to the public. The OHC organization information necessary for this proposal can be found in Attachment L-3, OHC Background and Historical Information. Attachment L-3 contains Historical and Background information by Functional Area (Section C) and a copy of the Draft 2006 OHC Operating Plan (Section E).

14. **Question:** Attachment J-11, page J-11-1 stipulates the "approved" Safety, Health, and Environmental (SHE) Plan, dated (TBD) and submitted with the Contractor's proposal.... How can the SHE Plan get approved for submission with the proposal?

**Answer:** An Offeror's SHE Plan is not approved when it is submitted with the Offeror's proposal. Reference Attachment J-2, Data Procurement Document 1133SA-001, which requires the final SHE Plan be submitted 10 days after Authority to Proceed. However, Offerors must comply with the requirements of SHE 1 and SHE 2, on pages L-16 and L-17 when submitting their proposals. The SHE subfactor is worth 100 points of the 1000 points allotted for Mission Suitability.

15. **Question:** The Government published two Section J-14s. Should the file 122060-SOL-001-019.doc have contained Attachment J-15 Acronyms and Abbreviations List?

**Answer:** The correct Attachment J-15 Acronyms and Abbreviations List was posted on October 17, 2006.

16. **Question:** Section L provides for an outline all Offeror's are to follow. Within that outline are STC3 Staffing, Compensation, and Retention (exempt from the page limit). The Gov't has asked all Offeror's to consecutively number all pages within Volume 1 – Mission Suitability. How does the Gov't want the STC3 section numbered within the confines of Volume 1?

**Answer:** Clause L.5, Proposal Page Limitations, does exempt the Comprehensive Staffing Plan STC3 from the Volume I Mission Suitability Factor page count, but limits the STC3 page count to 20 total pages. The Government has no preference for the method of page enumeration to include the Comprehensive Staffing

Plan within the Volume I Mission Suitability factor as long as the pages comply with the requirements of Clause L.5.

17. **Question:** When a Past Performance citation is as a subcontractor, is one point of contact suitable?

**Answer:** The Past Performance Interview/Questionnaire should be completed by the Contracting Officer (CO), Contracting Officer's Representative or Contracting Officer's Technical Representative (COR or COTR), Task Monitor (TM), or other person identified in the contract by the appropriate Contracting Officer with monitoring the contractor's compliance with the requirements of the contract. The point of contact must have both technical and business knowledge of the contract.

18. **Question:** Section L.16, page L-26 (Volume 2 Cost Factor) stipulates "an exact electronic copy of the proposal....", which implies one (1) electronic copy, however subparagraph (b) stipulates "two copies of the CD-ROM are to be submitted...". Are you asking for one or two electronic copies of Volume II – Cost Factor?

**Answer:** The Government requires two CD-ROMs of Volume II be submitted.

19. **Question:** Is it possible for the Contracting Officer to provide the full text of the comprehensive collection of FARs and associated regulations specifically cited in this RFP in a central and web accessible location for the benefit of all bidders?

**Answer:** The full text of the FAR, FAR Supplements and referenced regulations will not be provided. Instead, Internet sites for these documents are provided in Attachment J-14, Applicable Regulations and Procedures, and Clause I.1, Listing of Clauses Incorporated by Reference.

20. **Question:** Page L-6, section L.10, gives a list of forms, which when checked, are to be submitted in performance of this contract. "SF1034A - Public Voucher for Purchases and Services Other Than Personal" is categorized as obsolete with no replacement by GSA, and it is no longer available on the GSA SF site. NASA has it available on their site. Does NASA still intend to use this form for this proposed new contract?

**Answer:** NASA still requires the use of the SF1034A form.

21. **Question:** Page J-13-1, Attachment J-13, Installation-Provided Property and Services provides a list of items that the Government will provide the use of to all on-site personnel under this contract as necessary. The Government especially notes at the bottom of this listing that they "will not supply cell phones, pagers, and/or personal data assistant devices for Contractor use." Can these costs be provided as part of Contractor ODCs? Would that be intended as a part of the "All Other" Line item cost roll-up?

**Answer:** The Contractor's use of cell phones, pagers, and/or personal data assistant devices shall not be a direct cost to the contract.

James, Katie

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**From:** emailer@fbo.gov  
**Sent:** Wednesday, October 18, 2006 1:45 PM  
**To:** James, Katie  
**Subject:** Reply from EPS: EPS SUBMISSION SUCCESSFUL.

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