GENERAL SERVICES ADMINISTRATION

Federal Supply Service

Authorized Federal Supply Schedule Price List

Multiple Award Schedule

Contract number: **GS-35F-558AA**

Contract period: September 20, 2023 – September 19, 2028 (Option 2)

Orgro, Inc.
200 Massachusetts Avenue NW
Suite 700-DD14
Washington, D.C. 20001-1429
202.507.9072

Contractor's internet address/web site where schedule information can be found:
https://www.orgro.us/

Contract administration person: Aditya Dahagam

Business size: **Small Business**
SBA 8(a), HUBZone, SDB

For more information on ordering, go to the following website:
https://www.gsa.gov/schedules

Price list current as of Modification (#PS-0051) effective September 5, 2024.

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 GSA Advantage!® is: GSAAdvantage.gov.

GSA AWARDED TERMS AND CONDITIONS

1a. Table of Awarded Special Item Numbers (SINs)
- **SIN 54151S Information Technology Professional Services**
- **Order Level Materials**

1b. Lowest Priced Model Number and Price for Each SIN: See Page 4.

1c. Hourly Rates: See Page 4.

2. Maximum Order: $500,000

3. Minimum Order: $100

4. Geographic Coverage: Worldwide

5. Point(s) of Production: US

6. Discount from List Prices: Government Net Prices (discounts already deducted)

7. Volume/Quantity Discount: None

8. Prompt Payment Terms: Net 30 Days

9. Foreign Items: None

10a. Time Of Delivery: As Negotiated

110b. Expedited Delivery: As Negotiated

10c. Overnight and 2-Day Delivery: As Negotiated

10d. Urgent Requirements: As Negotiated

11. FOB Point: Destination, 48 contiguous states and Washington, DC, as well as Alaska, Hawaii, and Puerto Rico

12a. Ordering Address:
ORGRO, INC.
200 MASSACHUSETTS AVE NW STE 700
WASHINGTON, DC 20001-5654

12b. Ordering Procedures: For supplies and services, the ordering procedures, and information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. Payment Address:
ORGRO, INC.
200 MASSACHUSETTS AVE NW STE 700
WASHINGTON, DC 20001-5654

14. Warranty Provision: Not Applicable

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

18a. Terms and Conditions of Repair Parts Indicating Date of Parts Price Lists and Any Discounts from List Prices: Not Applicable

18b. Terms and Conditions for any Other Services: Not Applicable

19. List of Service and Distribution Points: Not Applicable

20. List of Participating Dealers: Not Applicable

21. Preventive Maintenance: Not Applicable

22a. Special Attributes Such as Environmental Attributes: Not Applicable

22b. SECTION 508 COMPLIANCE FOR ELECTRONIC AND INFORMATION TECHNOLOGY (EIT): Section 508 compliance information on the supplies and services in this contract are available at the following website address (URL): The EIT standard can be found at: www.Section508.gov/.

23. SAM UEI: TMHBYEFZ76X4

24. Notification Regarding Registration in System For Award Management (SAM) Registration Database: ORGRO, INC. is current in SAM.

SIN 54151S - LABOR CATEGORIES
Labor Hourly Rates

SIN	Labor Category	Year 13 GSA PRICE including IFF	Year 14 GSA PRICE including IFF	Year 15 GSA PRICE including IFF
54151S	IT Project Manager	$110.03	$112.22	$114.47
54151S	IT Business Analyst	$107.57	$109.72	$111.92
54151S	Software Developer	$121.11	$123.53	$125.99
54151S	IT Project Analyst	$91.26	$93.09	$94.95
54151S	Product Developer I	$83.54	$85.21	$86.91
54151S	Product Developer II	$94.92	$96.82	$98.75
54151S	Product Developer III	$108.98	$111.15	$113.38
54151S	Product Developer IV	$115.98	$118.30	$120.66
54151S	Product Operator I	$33.66	$34.34	$35.02
54151S	Product Operator II	$40.74	$41.55	$42.38
54151S	Product/Integration Developer	$115.16	$117.47	$119.82
54151S	Product/Project Manager I	$52.23	$53.28	$54.35
54151S	Product/Project Manager II	$129.10	$131.68	$134.31
54151S	Product/Project Manager III	$132.99	$135.65	$138.36

SIN 54151S IT Professional Service
LABOR CATEGORY DESCRIPTIONS

IT Project Manager
Functional Responsibilities:
- Define project scope, goals, and deliverables that support the business in collaboration with senior management and stakeholders.
- Create detailed IT project plans, including resources, issue identification, resolution processes, communications, risk management, and status reporting.
- Effectively communicate project expectations to team members and stakeholders in a timely and clear fashion, e.g., project deliverables, goals, milestones, and key success factors.
- Conduct gap analysis via testing and recommend specific actions to fix gaps in processes and/or process management as required by the project.
- Draft new workflows, including impact statements on how revised processes shall be incorporated into daily tasks.
- Track project milestones and deliverables.
- Define project success criteria and disseminate them to involved parties throughout project life cycle.
- Estimate the resources and participants needed to achieve project goals.
- Draft and submit budget proposals and recommend subsequent budget changes where necessary.
- Determine and assess the need for additional staff and/or consultants and make the appropriate recruitments if necessary, during the IT project cycle.
- Direct and manage IT project development from beginning to end.
- Delegate tasks and responsibilities to appropriate personnel.
- Identify and resolve issues and conflicts within the project team.
- Identify and manage project dependencies and critical path.
- Develop or assist in developing Requests for Proposals (RFP) for external services.
- Where appropriate, monitor vendor or contractor performance for compliance with IT project requirements, including follow-up checks for corrective action.
- Proactively manage changes in project scope, identify potential crises, and devise contingency plans.
- Where appropriate, apply established metrics to determine the readiness, quality, and operability of software, systems, and products due for release.
- Develop and deliver progress reports, proposals, requirements documentation, and presentations.
- Conduct project postmortems and create a recommendations report in order to identify successful and unsuccessful project elements.
- Coach, mentor, motivate and supervise project team members and contractors, and influence them to take positive action and accountability for their assigned work. This may include team evaluations.
- Build, develop, and grow any business relationships vital to the success of the project.

Minimum Years of Experience: Minimum 8-10 years of project management and 3-5 years of IT project management.
Minimum Educational / Degree Requirements: Bachelor's degree or higher.

Possess a general understanding in the areas of application programming, database and system design. Understand, at a high level, Internet, Extranet and client/server architectures.

Training or Certification Requirements: PMP certification equivalent required. ITIL certifications preferred but not required. MS Project or Primavera

IT Business Analyst

Functional Responsibilities:

- Work as liaison among business units to drive requirements gathering and user acceptance process for assigned projects.
- Perform business analysis planning, including identification of appropriate stakeholders and information that must be obtained, prioritization of tasks based on business value, verification that all requirements support delivery of business value and objectives, and assessment of impact on all primary and secondary systems.
- Write clear, concise, and unambiguous business requirements, functional and non-functional requirements, and UAT test cases using business use cases, interaction diagrams, Entity Relationship Diagrams, and other UML techniques.
- Conduct requirement gathering sessions, and effectively elicit and assist stakeholders negotiate and prioritize requirements.
- Work closely with developers and end-users to ensure technical compatibility and business process uniformity of current and future state technological systems.
- Translate business requirements into specified project briefs for presentation to management, development, and Quality Assurance teams.
- Work with the business to create logical and innovative solutions to support changing business processes by integrating streamlined future state needs with current state needs, while maintaining technological integrity and adhering to industry standards.

Minimum Years of Experience: Minimum 5 years of experience using system, process, data flow modeling and prototyping tools in requirements gathering efforts

Minimum Educational / Degree Requirements: Bachelor's degree or higher.

Clear understanding of and experience with full software development life cycle. Experience with Agile Development methodologies such as SCRUM. Strong experience in requirements gathering, writing specifications, use cases and user stories.

Training or Certification Requirements: SCRUM certification a plus.

Software Developer

Functional Responsibilities:

- Provide technology leadership and focus on developing and delivering high quality enterprise applications, both as an individual contributor and as a part of a development team.
- Responsible for creating clear and maintainable designs and code as well as reviewing the code and designs of team members and correcting if necessary.
- Participate and lead efforts in design and architecture discussions alongside a Technical Architect or Technical Delivery Leader (TDL), and to actively participate in estimation, task definition, implementation efforts and status updates.
- Develop and maintain code/scripts that have been developed through the development process and lead the efforts of planning/migrating them into production systems efficiently and effectively.
- Participate, lead and, if necessary, manage on-site project teams in software development, data center, etc. environments.

- Work closely with key departmental, management and project stakeholders across the organization via sound communication and organizational abilities.
- Able to work collaboratively and effectively with all levels of management and staff within the organization.

Minimum Years of Experience: Minimum of 5-8 years in application/software development, e.g. Remedy, Cognos, etc., relational databases, e.g. Sybase, Oracle or SQL Server and Security/network systems, e.g. LDAP, etc.
Minimum Educational / Degree Requirements: Bachelor's degree or higher.
Strong background in full lifecycle development using multiple platforms or languages. Experience in designing and developing software products. Ability to interact at a functional/technical with Infrastructure, Network, Development, BA and QA teams.
Training or Certification Requirements: Certification in applications such as Remedy, Cognos, SQL, Java/J2EE among others.

IT Project Analyst
Functional Responsibilities:
- Effectively communicate project expectations to team members and stakeholders in a timely and clear fashion.
- Track project milestones and deliverables.
- Identify and manage project dependencies and critical path.
- Prepares presentation materials for reoccurring Business and Technology Management Meetings & Reports.
- Prepare weekly/monthly reports, as necessary.
- Prepare and follow-up on Production Support tracking reports, Warranty, Non-Warranty, Documents/Reports Queue, On-Hold & Independent Projects.
- Assist in Program/Release/Project Issues, Risks, Change Orders, Action Items, Milestone tracker, etc.
- Assist in the initiation and coordination of research and analysis on capacity model(s), resource allocation, and burn vs. earn reporting as well as Program/Project Financial Reporting.
- Assist on additional impromptu operational/transactional Project Reporting, and Key Performance Indicator Tracking.
- Keep track of active program/project budgets and ensuring that program expenses are strictly monitored monthly and that monthly expenses are on target.
- Assist with the preparation of a variety of reports covering budget status, forecast reports and other management reports.

Minimum Years of Experience: Minimum 2-5 years of direct work experience in a project management capacity, including all aspects of process development and execution.
Minimum Educational / Degree Requirements: Bachelor's degree in a related area. Ability to prioritize and multi-task in a demanding work environment. Operate well in a team environment and work independently with minimal supervision. Experience in business case modeling, financial analysis and project valuation. Strong organizational skills and detail oriented. Good leadership skills, effective time management and ability to handle multiple tasks/assignments. Good written and verbal communication and client relationship skills.
Training or Certification Requirements: MS Office and Project or Primavera

Product Developer I

Functional Responsibility: The Product Developer I supports the development and implementation of cloud-based products, working closely with senior developers to translate user requirements into technical specifications. This role involves coding, testing, and debugging applications to ensure they meet quality standards. The Product Developer I assists in the integration of new technologies into existing cloud frameworks and participates in the documentation of development processes. They collaborate with cross-functional teams to identify and resolve technical issues, contributing to continuous improvement initiatives. By maintaining a solid understanding of cloud computing services such as IaaS, PaaS, and SaaS, the Product Developer I plays a key role in developing scalable and efficient cloud solutions.

Minimum Years of Experience: Minimum 2 years of experience using system, process, data flow modeling and prototyping tools in requirements gathering efforts

Minimum Educational / Degree Requirements: Bachelor's degree or higher. Clear understanding of and experience with full software development life cycle. Experience with Agile Development methodologies such as SCRUM. Strong experience in requirements gathering, writing specifications, use cases and user stories.

Product Developer II
Functional Responsibility: The Product Developer II is responsible for designing and developing advanced cloud-based solutions, leveraging their experience to improve product performance and scalability. They conduct thorough analysis of user needs, creating detailed technical specifications and architecture designs. This role involves leading coding efforts, performing complex debugging, and ensuring robust testing practices are followed. The Product Developer II collaborates with other developers and stakeholders to optimize cloud products, integrating emerging technologies and adhering to best practices in cloud computing. They mentor junior developers, fostering a collaborative environment and contributing to team success through innovation and technical expertise.

Minimum Years of Experience: Minimum 4 years of experience using system, process, data flow modeling and prototyping tools in requirements gathering efforts

Minimum Educational / Degree Requirements: Bachelor's degree or higher. Clear understanding of and experience with full software development life cycle. Experience with Agile Development methodologies such as SCRUM. Strong experience in requirements gathering, writing specifications, use cases and user stories.

Product Developer III
Minimum/General Experience: 6 Years
Functional Responsibility: The Product Developer III plays a critical role in the design, development, and deployment of sophisticated cloud-based products, bringing extensive experience and technical acumen to the team. This role involves leading complex development projects, ensuring high performance and scalability of cloud solutions. The Product Developer III conducts comprehensive analysis of user requirements, creating detailed technical specifications and architectural designs. They drive coding efforts, perform intricate debugging, and enforce rigorous testing standards to deliver robust applications. Collaborating with cross-functional teams and stakeholders, they integrate cutting-edge technologies and optimize existing cloud frameworks. Additionally, the Product Developer III mentors intermediate developers, fostering a culture of continuous improvement and technical excellence.

Minimum Years of Experience: Minimum 6 years of experience using system, process, data flow modeling and prototyping tools in requirements gathering efforts

Minimum Educational / Degree Requirements: Bachelor's degree or higher. Clear understanding of and experience with full software development life cycle. Experience with Agile Development methodologies such as SCRUM. Strong experience in requirements gathering, writing specifications, use cases and user stories.

Product Developer IV
Minimum/General Experience: 8 Years
Functional Responsibility: The Product Developer IV leads the development of complex cloud-based products, utilizing their extensive knowledge to drive innovation and strategic improvements. They oversee all phases of product development, from initial concept to deployment, ensuring alignment with organizational goals and user requirements. This role involves high-level design, advanced coding, and performance tuning to create efficient, scalable cloud solutions. The Product Developer III collaborates with senior management and cross-functional teams, providing technical leadership and guidance. They stay abreast of the latest cloud technologies, implementing best practices and leading initiatives to enhance the company's cloud computing capabilities.
Minimum Years of Experience: Minimum 8 years of experience using system, process, data flow modeling and prototyping tools in requirements gathering efforts
Minimum Educational / Degree Requirements: Bachelor's degree or higher. Clear understanding of and experience with full software development life cycle. Experience with Agile Development methodologies such as SCRUM. Strong experience in requirements gathering, writing specifications, use cases and user stories.

Product Operator I
Minimum/General Experience: 0 Year
Functional Responsibility: The Product Operator II manages the day-to-day operations of cloud-based products, ensuring their availability, performance, and security. This role involves monitoring cloud environments, identifying and resolving issues, and implementing maintenance procedures. The Product Operator II supports the deployment of updates and patches, working closely with developers to ensure seamless integration. They document operational processes, contribute to disaster recovery planning, and assist in optimizing resource utilization. By leveraging their knowledge of cloud services, the Product Operator II plays a vital role in maintaining the reliability and efficiency of cloud-based products.
Minimum Years of Experience: Minimum 0 years of experience using system, process, data flow modeling and prototyping tools in requirements gathering efforts
Minimum Educational / Degree Requirements: Bachelor's degree or higher. Clear understanding of and experience with full software development life cycle. Experience with Agile Development methodologies such as SCRUM. Strong experience in requirements gathering, writing specifications, use cases and user stories.

Product Operator II
Minimum/General Experience: 1 Year
Functional Responsibility: The Product Operator III oversees the comprehensive management and optimization of cloud-based products, ensuring they meet the highest standards of performance and reliability. This role involves advanced monitoring and troubleshooting of cloud environments, implementing proactive measures to prevent issues and improve efficiency. The Product Operator III leads the deployment of complex updates, coordinates with development teams for seamless integration, and manages security protocols to protect cloud assets. They document and refine operational processes, lead

disaster recovery efforts, and mentor junior operators. By utilizing their expertise in cloud computing, the Product Operator III ensures the optimal functioning and continuous improvement of cloud-based products.

Minimum Years of Experience: Minimum 1 years of experience using system, process, data flow modeling and prototyping tools in requirements gathering efforts

Minimum Educational / Degree Requirements: Bachelor's degree or higher. Clear understanding of and experience with full software development life cycle. Experience with Agile Development methodologies such as SCRUM. Strong experience in requirements gathering, writing specifications, use cases and user stories.

Product/Integration Developer

Functional Responsibility: The Product/Integration Developer II specializes in integrating cloud-based products with existing systems and third-party services, ensuring seamless interoperability and data flow. This role involves designing and implementing integration solutions, coding interfaces, and performing rigorous testing to validate functionality. The Product/Integration Developer II collaborates with stakeholders to understand integration requirements, develops detailed technical specifications, and ensures compliance with industry standards. They troubleshoot integration issues, optimize performance, and document integration processes. By leveraging their expertise in cloud services and integration technologies, the Product/Integration Developer II enhances the functionality and value of cloud-based products.

Minimum Years of Experience: Minimum 6 years of experience using system, process, data flow modeling and prototyping tools in requirements gathering efforts

Minimum Educational / Degree Requirements: Bachelor's degree or higher. Clear understanding of and experience with full software development life cycle. Experience with Agile Development methodologies such as SCRUM. Strong experience in requirements gathering, writing specifications, use cases and user stories.

Product/Project Manager I

Minimum/General Experience: 2 Years

Functional Responsibility: The Product/Project Manager I coordinates the development and deployment of cloud-based products, ensuring projects are completed on time, within scope, and budget. This role involves defining project objectives, creating detailed plans, and managing resources. The Product/Project Manager I facilitates communication between stakeholders, tracks project progress, and mitigates risks. They ensure compliance with best practices in cloud computing and project management, and support the team in resolving technical and operational challenges. By providing effective leadership and maintaining a focus on project goals, the Product/Project Manager I contributes to the successful delivery of cloud-based solutions.

Minimum Years of Experience: Minimum 2 years of experience using system, process, data flow modeling and prototyping tools in requirements gathering efforts

Minimum Educational / Degree Requirements: Bachelor's degree or higher. Clear understanding of and experience with full software development life cycle. Experience with Agile Development methodologies such as SCRUM. Strong experience in requirements gathering, writing specifications, use cases and user stories.

Product/Project Manager II

Minimum/General Experience: 4 Years

Functional Responsibility: The Product/Project Manager II leads complex projects involving the development and deployment of cloud-based products, ensuring strategic alignment with organizational goals. This role involves comprehensive planning, resource allocation, and budget management. The Product/Project Manager II oversees project execution, facilitates collaboration among cross-functional teams, and ensures adherence to best practices in cloud computing and project management. They identify and address potential risks, monitor project performance, and implement corrective actions as needed. By providing strong leadership and strategic direction, the Product/Project Manager II ensures the successful delivery of high-quality cloud-based solutions.

Minimum Years of Experience: Minimum 4 years of experience using system, process, data flow modeling and prototyping tools in requirements gathering efforts

Minimum Educational / Degree Requirements: Bachelor's degree or higher. Clear understanding of and experience with full software development life cycle. Experience with Agile Development methodologies such as SCRUM. Strong experience in requirements gathering, writing specifications, use cases and user stories.

Product/Project Manager III
Functional Responsibility: The Product/Project Manager III is responsible for overseeing the end-to-end management of highly complex cloud-based product development and deployment projects. Leveraging their extensive experience, they ensure that all project phases are strategically aligned with organizational objectives and completed on time and within budget. This role involves defining high-level project goals, developing comprehensive project plans, and managing significant resources. The Product/Project Manager III facilitates seamless communication and collaboration among diverse stakeholders, including senior leadership and technical teams. They identify and mitigate project risks, monitor progress through detailed performance metrics, and implement corrective actions to maintain project alignment. By ensuring adherence to best practices in cloud computing and project management, they drive the successful delivery of innovative cloud solutions. The Product/Project Manager III also mentors junior project managers, fostering a culture of excellence and continuous improvement.

Minimum Years of Experience: Minimum 6 years of experience using system, process, data flow modeling and prototyping tools in requirements gathering efforts

Minimum Educational / Degree Requirements: Bachelor's degree or higher. Clear understanding of and experience with full software development life cycle. Experience with Agile Development methodologies such as SCRUM. Strong experience in requirements gathering, writing specifications, use cases and user stories.

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