

TITLE: Evaluation of the UI Benefits Program

The U.S. Department of Labor, Employment and Training Administration (ETA), is soliciting proposals for an evaluation of the Unemployment Insurance (UI) regular benefits program. The evaluation is intended to provide detailed, empirical information on the effectiveness and impact of the UI program in light of its goals and underlying premises. The study will identify: changes in the labor market, population and economy pertinent to the UI program; detailed characteristics of who receives and does not receive UI benefits; and the macro- and micro-economic impacts of the program; and its role in preventing dispersal of workers, sacrifice of skills and breakdown in labor standards.

You are invited to submit a proposal/bid in accordance with the requirements of the following Solicitation: Request for Proposal, Invitation for Bid. Proposals/Bids must be received by the Government no later than the local time on the Due Date stated in the table below. Potential offerors/bidders are asked to complete and submit a proposal/bid intent form

See Section L (Section C if SF 1449 is used) for proposal/bid instructions

ALL AMENDMENTS TO THIS SOLICITATION WILL BE MADE AVAILABLE THROUGH THE GOVERNMENT HOMEPAGE AT <http://wdsc.doleta.gov/sga/rfp.asp>

IT IS THE OFFEROR'S RESPONSIBILITY TO CHECK THIS SITE PERIODICALLY FOR OFFICIAL UPDATES/ AMENDMENTS TO THE SOLICITATION.

Solicitation Number:	RFP-DCS-04-13
Issue Date:	03/05/2004
Due Date:	04/09/2004
Time:	2:00 p.m. est.
Program Office:	1630
Contracting Officer:	Keith A. Bond
Contact Point:	Chari A. Magruder
Phone:	202-693-3313
Fax:	202-693-3846
E-Mail:	magruder.chari@dol.gov
Set Aside:	100% Small Business Set-Aside

PERTINENT TECHNICAL SECTIONS OF SOLICITATION

Offerors are encouraged to carefully read the entire Solicitation by scrolling downward. The Solicitation includes all pertinent technical sections imbedded in the document as well as the terms, conditions and instructions required for submitting a proposal. For your convenience, the pertinent technical sections of the Solicitation have also been linked directly below (in WordProcessing and Adobe PDF format):

Sections B, C, F, L, and M

SOLICITATION, OFFER AND AWARD		1. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700)		RATING N/A	PAGE OF 1	PAGES
2. CONTRACT NUMBER	3. SOLICITATION NUMBER RFP-DCS-04-13	4. TYPE OF SOLICITATION <input type="checkbox"/> SEALED BID (IFB) <input checked="" type="checkbox"/> NEGOTIATED (RFP)		5. DATE ISSUED 03/05/2004	6. REQUISITION/PURCHASE NUMBER N/A	
7. ISSUED BY U.S. Department of Labor/ETA Division of Contract Services 200 Constitution Avenue, N.W. Room S-5206 Washington DC 20210			CODE ETA	8. ADDRESS OFFER TO (If other than Item 7)		

NOTE: In sealed bid solicitations "offer" and "offeror" mean "bid" and "bidder".

SOLICITATION

9. Sealed offers in original and See L.9 copies for furnishing the supplies or services in the Schedule will be received at the place specified in Item 8, or if handcarried, in the depository located in Item 7 until 2:00 p.m. est. local time 04/09/2004
(Hour) (Date)

CAUTION - LATE Submissions, Modifications, and Withdrawals: See Section L, Provision No. 52.214-7 or 52.215-1. All Offers are subject to all terms and conditions contained in this solicitation.

10. FOR INFORMATION CALL:	A. NAME Chari A. Magruder	B. TELEPHONE (NO COLLECT CALLS) AREA CODE NUMBER EXT. 202-693-3313		C. E-MAIL ADDRESS magruder.chari@dol.gov
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11. TABLE OF CONTENTS

See Attached Table of Contents

(X)	SEC.	DESCRIPTION	PAGE(S)	(X)	SEC.	DESCRIPTION	PAGE(S)
PART I - THE SCHEDULE				PART II - CONTRACT CLAUSES			
	A	SOLICITATION/CONTRACT FORM			I	CONTRACT CLAUSES	
	B	SUPPLIES OR SERVICES AND PRICES/COSTS		PART III - LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACH.			
	C	DESCRIPTION/SPECS./WORK STATEMENT			J	LIST OF ATTACHMENTS	
	D	PACKAGING AND MARKING		PART IV - REPRESENTATIONS AND INSTRUCTIONS			
	E	INSPECTION AND ACCEPTANCE			K	REPRESENTATIONS, CERTIFICATIONS AND OTHER STATEMENTS OF OFFERORS	
	F	DELIVERIES OR PERFORMANCE					
	G	CONTRACT ADMINISTRATION DATA			L	INSTR., CONDS., AND NOTICES TO OFFERORS	
	H	SPECIAL CONTRACT REQUIREMENTS			M	EVALUATION FACTORS FOR AWARD	

OFFER (Must be fully completed by offeror)

NOTE: Item 12 does not apply if the solicitation includes the provisions at 52.214-16, Minimum Bid Acceptance Period.

12. In compliance with the above, the undersigned agrees, if this offer is accepted within 120 calendar days (60 calendar days unless a different period is inserted by the offeror) from the date for receipt of offers specified above, to furnish any or all items upon which prices are offered at the price set opposite each item, delivered at the designated point(s), within the time specified in the schedule.

13. DISCOUNT FOR PROMPT PAYMENT (See Section I, Clause No. 52-232-8)	10 CALENDAR DAYS (%)	20 CALENDAR DAYS (%)	30 CALENDAR DAYS (%)	CALENDAR DAYS (%)
14. ACKNOWLEDGEMENT OF AMENDMENTS (The offeror acknowledges receipt of amendments to the SOLICITATION for offerors and related documents numbered and dated:	AMENDMENT NO.	DATE	AMENDMENT NO.	DATE

15A. NAME AND ADDRESS OF OFFEROR	CODE	FACILITY	16. NAME AND TITLE OF PERSON AUTHORIZED TO SIGN OFFER (Type or print)
15B. TELEPHONE NUMBER AREA CODE NUMBER EXT. 202-693-3313		<input type="checkbox"/> 15C. CHECK IF REMITTANCE ADDRESS IS DIFFERENT FROM ABOVE - ENTER SUCH ADDRESS IN SCHEDULE	17. SIGNATURE
			18. OFFER DATE

AWARD (To be completed by Government)

19. ACCEPTED AS TO ITEMS NUMBERED	20. AMOUNT	21. ACCOUNTING AND APPROPRIATION N/A	
22. AUTHORITY FOR USING OTHER THAN FULL AND OPEN COMPETITION: <input type="checkbox"/> 10 U.S.C. 2304(a) () <input type="checkbox"/> 41 U.S.C. 253(c) ()		23. SUBMIT INVOICES TO ADDRESS SHOWN IN (4 copies unless otherwise specified)	ITEM
24. ADMINISTERED BY (If other than Item 7) U.S. Department of Labor/ETA Division of Contract Services 200 Constitution Avenue, N.W. Room S-5206 Washington, D.C. 20210		25. PAYMENT WILL BE MADE BY U.S. Department of Labor/ETA/OC Division of Accounting 200 Constitution Avenue, N.W. Room N-4702 Washington DC 20210	
26. NAME OF CONTRACTING OFFICER (Type or print) KEITH A. BOND Contracting Officer		27. UNITED STATES OF AMERICA (Signature of Contracting Officer)	28. AWARD DATE

IMPORTANT - Award will be made on this Form, or on Standard Form 26, or by other authorized official written notice.

Table of Contents

PART I - THE SCHEDULE	B-1
SECTION B - SUPPLIES OR SERVICES AND PRICE/COSTS	B-1
SECTION C - DESCRIPTION/SPECIFICATIONS/STATEMENT OF WORK	C-1
SECTION D - PACKAGING AND MARKING	D-1
[FOR THIS SOLICITATION, THERE ARE NO CLAUSES IN THIS SECTION]	D-1
SECTION E - INSPECTION AND ACCEPTANCE	E-1
E.1 NOTICE LISTING CONTRACT CLAUSES INCORPORATED BY REFERENCE	E-1
SECTION F - DELIVERIES OR PERFORMANCE	F-1
F.1 NOTICE LISTING CONTRACT CLAUSES INCORPORATED BY REFERENCE	F-1
SECTION G - CONTRACT ADMINISTRATION DATA	G-1
G.1 IDENTITY AND AUTHORITY OF THE CONTRACTING OFFICER'S REPRESENTATIVE (GOVERNMENT AUTHORIZED REPRESENTATIVE)	G-1
G.2 INVOICE REQUIREMENTS	G-1
G.3 METHOD OF PAYMENT	G-2
SECTION H - SPECIAL CONTRACT REQUIREMENTS	H-1
H.1 BUDGET LINE ITEM FLEXIBILITY	H-1
H.2 FRINGE BENEFITS	H-1
H.3 VACATIONS, SICK-LEAVE HOLIDAYS.....	H-1
H.4 TRAVEL AND PER DIEM.....	H-1
H.5 USE OF AND PAYMENT TO CONSULTANTS	H-2
H.6 UNEMPLOYMENT INSURANCE COST	H-2
H.7 ACCOUNTING AND AUDITING SERVICES	H-3
H.8 PRINTING.....	H-3
H.9 KEY PERSONNEL	H-3
H.10 CONTRACT NUMBER IDENTIFICATION.....	H-4
H.11 SUBMISSION OF CORRESPONDENCE	H-4
H.12 OTHER CONTRACTORS	H-4
H.13 LAWS APPLICABLE	H-4
H.14 DISPOSITION OF MATERIAL.....	H-4
H.15 NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITIES.....	H-5
H.16 FEDERAL REPORTS	H-
H.17 DISCLOSURE OF CONFIDENTIAL INFORMATION	H-5
H.18 ELIMINATION OF SEXIST LANGUAGE AND ART WORK.....	H-5
H.19 HAZARDOUS OCCUPATION ORDERS	H-6
H.20 INSURANCE REQUIREMENTS (FAR-SUBPART 28.3).....	H-7
H.21 DATA COLLECTION FOR THE DEPARTMENT OF LABOR	H-7
H.22 PERFORMANCE STANDARDS.....	H-8
H.23 RESTRICTION ON USE OF DOL FUNDS FOR LOBBYING.....	H-8
H.24 PUBLICATION OF MATERIALS.....	H-8
H.25 INDIRECT COSTS.....	H-8

PART II - CONTRACT CLAUSES.....	I-1
SECTION I - CONTRACT CLAUSES	I-1
I.1 NOTICE LISTING CONTRACT CLAUSES INCORPORATED BY REFERENCE.....	I-1
I.2 52.232-25 PROMPT PAYMENT (OCT 2003).....	I-2
I.3 52.252-2 CLAUSES INCORPORATED BY REFERENCE (FEB 1998).....	I-6
PART III - LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACHMENTS.....	J-1
SECTION J - LIST OF ATTACHMENTS	J-1
PART IV - REPRESENTATIONS AND INSTRUCTIONS	K-1
SECTION K - REPRESENTATIONS, CERTIFICATIONS AND.....	K-1
K.1 NOTICE LISTING SOLICITATION PROVISIONS INCORPORATED BY REFERENCE	K-1
K.2 52.209-5 CERTIFICATION REGARDING DEBARMENT, SUSPENSION, PROPOSED DEBARMENT, AND OTHER RESPONSIBILITY MATTERS (DEC 2001).....	K-1
K.3 52.215-6 PLACE OF PERFORMANCE (OCT 1997)	K-2
K.4 52.219-1 SMALL BUSINESS PROGRAM REPRESENTATIONS (APR 2002).....	K-3
K.5 52.222-22 PREVIOUS CONTRACTS AND COMPLIANCE REPORTS (FEB 1999)	K-5
K.6 52.222-25 AFFIRMATIVE ACTION COMPLIANCE (APR 1984).....	K-5
K.7 SIGNATURE BLOCK	K-6
SECTION L - INSTRUCTIONS, CONDITIONS, AND NOTICES TO OFFERORS.....	L-1
L.1 NOTICE LISTING SOLICITATION PROVISIONS INCORPORATED BY REFERENCE	L-1
L.2 52.216-1 TYPE OF CONTRACT (APR 1984).....	L-1
L.3 52.233-2 SERVICE OF PROTEST (AUG 1996).....	L-1
L.4 52.252-1 SOLICITATION PROVISIONS INCORPORATED BY REFERENCE (FEB 1998)	L-2
SECTION M - EVALUATION FACTORS FOR AWARD.....	M-1

PART I - THE SCHEDULE**SECTION B - SUPPLIES OR SERVICES AND PRICE/COSTS****Title: "Evaluation of the Unemployment Insurance (UI) Program"**

The US Department of Labor, Employment and Training Administration (DOL/ETA), is soliciting proposals for an evaluation of the Unemployment Insurance (UI) benefits program with a focus on regular, not extended benefits. The evaluation is intended to provide detailed, empirical information on the effectiveness and impact of the UI program in light of its goals and underlying premises. The study will identify: changes in the labor market, population and economy pertinent to the UI program; detailed characteristics of who receives and does not receive UI benefits; the macro- and micro-economic impacts of the program; and UI's role in preventing dispersal of workers, sacrifice of skills and breakdown in labor standards. Overall, the evaluation is intended to provide fresh data and analyses that can be used in developing policy and in planning future research, including demonstration projects.

Solicitation No. is RFP-DCS-04-13.

This solicitation is a 100% Small Business Set-Aside.

The period of performance will be sixty (60) months from the date of contract execution.

The North American Industry Classification System (NAICS) Code is 541611, with a \$6 million size standard.

A cost reimbursement plus fixed fee type of contract is contemplated being awarded under this solicitation.

THE RECEIPT OF PROPOSAL DATE IS APRIL 9, 2004, PM LOCAL TIME.

REQUESTS FOR CLARIFICATION (RFC) MUST BE RECEIVED NO LATER THAN MARCH 19, 2004, 5:00 P.M. LOCAL TIME.

Only electronic submission of requests will be accepted. They shall be submitted to Chari A. Magruder at magruder.chari@dol.gov. Should any RFC be received after the date stated above, the Government reserves the right not to provide an answer. If, however, the Government determines the RFC raises an issue of significant importance, the Government will respond electronically.

SECTION C - DESCRIPTION/SPECIFICATIONS/STATEMENT OF WORK**C. 1. PURPOSE**

The U.S. Department of Labor, Employment and Training Administration (ETA) is soliciting proposals for an evaluation of the Unemployment Insurance (UI) benefits program with a focus on regular not extended benefits. The evaluation is intended to provide detailed, empirical information on the effectiveness and impact of the UI benefits program in light of its goals and underlying premises. The study will identify: changes in the labor market, population and economy pertinent to the UI program; detailed characteristics of who receives and does not receive UI benefits; the macro- and micro-economic impacts of the program; and UI's role in preventing dispersal of workers, sacrifice of skills and breakdown in labor standards. Overall, the evaluation is intended to provide fresh data and analyses that can be used in developing policy and in planning future research, including demonstration projects.

This evaluation will build on, update and expand the extensive foundation of past UI research. The evaluation will employ multiple research strategies, including telephone surveys, econometric simulations, and new analyses of administrative data from UI and other programs. As yet unknown are other approaches that may be used, pursuant to their being proposed for this solicitation and accepted by ETA.

The evaluation will be conducted over 5 years and will be funded incrementally over that time period. Issues relating to UI taxes and employer reporting requirements are planned for a separate evaluation.

C.2. BACKGROUND

The federal-state UI benefits program was authorized with the enactment of the Social Security Act in 1935. Workers who lose their jobs through no fault of their own may collect UI benefits if they file claims and meet their state's monetary and non-monetary eligibility requirements. Typically, workers must have an adequate work history, be ready and able to accept suitable employment, and must actively search for a new job. Benefits are financed out of state trust funds into which employers pay taxes. Benefit levels, eligibility rules and filing requirements are determined by states within a federally determined framework. Most claims are now filed electronically either via the telephone or the internet.

In most states, the maximum duration of regular benefits is limited to 26 weeks and benefits replace 30 to 50 percent of lost wages up to a maximum weekly amount. Among states there are wide variations in benefit levels and maximum amounts, as well as in eligibility and work test requirements. States now also identify individuals at risk of exhaustion of UI benefits and require them to register and receive additional services to help them in securing new employment. Additional weeks of unemployment compensation, called extended benefits, have also been provided through second and third tier UI programs during times of higher unemployment in specific states.

In providing partial replacement income to individuals while they search for work, the UI program was intended to meet several goals. At a microeconomic level, UI benefits were designed to assure that workers retain purchasing power and to prevent dire financial problems for individuals and their families. In the aggregate, the UI system was designed to provide macroeconomic stabilization during recessions by sustaining the overall consumer base's purchasing power, thus preventing widespread poverty, and cushioning national and local levels of economic activity.

However, the distinguishing features of the UI system -- as a social *insurance* program, with *mandatory* financing by employers, providing *temporary* and *limited* benefits to workers with *substantial work histories* --

also reflect a number of values and assumptions about workers, employers, the nature of unemployment, the appropriate role of government, and what was required for financial solvency. UI was created at a time of widespread unemployment, when husbands were the sole breadwinners in most families and public "relief" was viewed as shameful. UI was therefore designed as an insurance program that clearly rewarded those who had demonstrated strong attachment to the labor market and that offered benefits which had little or no stigma. The program was also designed to pool resources across huge numbers of employers, none of whom could opt out, based on the assumption that this was the best way to fairly and reliably finance the system and that employers bore some responsibility for the unemployment of their workers. UI benefits were also limited in duration and amount in order to avoid rewarding or creating dependency as well as to avoid causing reduced employment or longer unemployment spells. Finally, it was also developed at a time when unemployment itself was viewed as cyclical rather than structural, and when employment was assumed to usually be full-time, year-round with the same employer for many years.

Many aspects of the U.S. labor market have altered since the inception of the UI system. There have been great increases in two-earner families, women working, geographic and job mobility, new production technologies, educational attainment, outsourcing to small companies, access to foreign workers via immigration and technology, reliance on temporary employment agencies, and self-employment. There have been dramatic changes in the distribution of workers by industry, types of jobs, and skills as well as significant declines in the percentage of unionized workers and in the number of children in families. The pace of change itself is also widely perceived to have increased dramatically.

Understanding the dynamic effects of these changes on the UI program and its effectiveness is needed for formulating future policy and research.

Past research on the UI program, in all its aspects, is extensive. While much of this has not been updated for some time, it provides a critical base upon which to build. A list of key publications is attached as an appendix to this solicitation; many more can be found at the ETA research and evaluation website <http://wdr.doleta.gov>.

C.3. OBJECTIVES

Building on past research, this study will evaluate the incidence and impacts of the UI federal-state benefits program. The evaluation will examine cross-sections of the UI population (recipients, exhaustees, ineligible claimants, and non-filers) to determine key characteristics and programmatic experiences, explore the effectiveness of UI as an economic stabilizer, and the program's effectiveness in meeting other goals. The objectives of the evaluation are thus to answer questions regarding the following:

- a. **Labor Market Changes and Their Implications for UI:** What demographic, economic, and labor market changes are the most important for the UI benefits program? What has been the likely effect of these changes on the UI benefits program at the national, regional or state level? What are the implications of these changes for other parts of this evaluation? What are possible implications of the changes for the UI benefits program and for further research, including demonstrations? Given the changes in the labor market, is there a new role for the UI program?
- b. **Characteristics and Changes Over Time in UI Recipients: Who collects UI, who doesn't and why?** The evaluation will answer specific questions about and make comparisons among, four groups: UI recipients, exhaustees, ineligible claimants, and non-filers. Questions include: What are the demographic (age, race, gender, educational level, marital status, size of household, etc.), industry, geographic, earnings, and other characteristics of four groups, and how do they compare with one another? How have these characteristics changed over time? Are there any systematic differences between states? How well has the UI system matched changes in the labor market? What types of job search activities do people in all these groups undertake while

unemployed and are there significant variations in job search behavior by gender, age, ethnic group, former industry, or other characteristics? Questions should include but not be limited to the following:

- i. **Recipients:** Are there any discernible changes over time in terms of recipient characteristics and duration and exhaustion of benefits? Are there any significant interactions that can be observed among characteristics? For example, what is the percentage of recipients in two-earner or multi-earner families and does this have any relationship to benefit duration? Are there significant numbers of former TANF recipients, and if so, how does their usage of UI compare to the non-TANF recipients? What are the characteristics of workers who are recalled to the same company or have received UI multiple times in recent years? What types of re-employment activities do most recipients engage in, and at what time?
 - ii. **Exhaustees:** Are there any differences in the characteristics of those who exhaust UI benefits compared to past years and to UI recipients those who don't exhaust benefits? What are the reasons for the rise in the number of exhaustees? What happens to exhaustees after their benefits are over? Do they become employed and if so, how long after benefit exhaustion? How many have withdrawn from the labor market? How many have gone on to other benefits programs?
 - iii. **Ineligible Claimants:** How do those who file claims but are deemed ineligible or partially ineligible differ from those found eligible? What are the major reasons for ineligibility? How does the duration of their unemployment and job search activity compare to those who are found eligible? Are there significant differences between states? What are the characteristics of people who receive some benefits but are found ineligible in the middle of their claim? Is the UI system equitable in who is determined or not determined eligible?
 - iv. **Non-filers:** What are the characteristics of unemployed individuals who may have been eligible to collect UI but do not file claims? Why don't they file claims? Would the UI system be more effective in meeting its goals if these individuals were to file? How long are their unemployment spells and how do their new jobs compare with the ones they left or lost? Have the reasons for non-filing changed since the last two non-filer surveys (see Wandner and Stettner, 2000 and Vroman 1991)?
- c. **Effectiveness of UI:** How well does the program meet its goals of micro- and macro-economic stabilization, income maintenance, facilitating re-employment, and preventing dispersal of companies' skilled employees, sacrifice of skills and a breakdown of labor standards? Important topics to be covered include, but are not limited to:
- i. **Macroeconomic Stabilization:** How well does the UI system perform its macroeconomic stabilization functions during recessionary and non-recessionary periods in local, regional and national labor markets? How has this function changed over time and how can it be improved? What differences can be discerned from this stabilization study and previous stabilization studies (see Black et al 1999)?
 - ii. **Microeconomic Stabilization:** Macroeconomic stabilization is thought to be the result of stabilization at the microeconomic or household level with effects on both consumption and incentive effects. Questions to be addressed regarding **consumption** include, at a minimum: How well does the UI program provide partial replacement of lost wages in

today's economy? What effect does the UI program have on recipients' consumption patterns, savings levels, and spending decisions? Does UI effectively target those persons within the income distribution who are in jeopardy of poverty in the event of unemployment spells? How important are UI benefits compared to alternative temporary forms of income support, such as severance payments, credit cards, and other income from family members? Questions related to **incentive** effects include: What are the incentive effects of UI benefits on job search, pursuit of additional training or education, and timing of re-employment decisions? For example, while receiving UI, what is the pattern and timing of individuals' activities regarding job search or attending training? Have these patterns changed in recent years compared to what was found in past studies?

- iii. Re-employment and Preventing Dispersal of Workers; Sacrifice of Skills, and Breakdown of Labor Standards: How do differing UI program features help motivate or support claimants in finding new work? What programmatic or administrative features could be altered to promote desirable outcomes regarding the timing and quality of reemployment? Does UI have a significant effect in preventing companies' skilled workers from transitioning to new jobs or new areas geographically? Do UI benefits help in preventing skill loss or nonuse, or in preserving basic workplace protections and wages? If so, which industries or types of companies are affected most by the existence of the UI benefits program, and which benefit the most? Is preventing dispersal, sacrifice of skills and breakdown of labor standards still an important function of the program?
- d. **Promising Areas for Future Research**: Given changes in the labor market, the characteristics of UI claimants, exhaustees and non-filers, UI's impact at the macro-economic and micro-economic levels, and UI's effectiveness in meeting its ostensible goals, what changes, both incremental and structural, should be considered in the program? What are promising options for future empirical and experimental study? How do these potentially intersect with UI system financing or employer tax issues? What criteria should be used for determining what are and are not promising options for further exploration?

C.4. TASKS

The contractor will perform the following tasks:

- a. **Completion of the Evaluation Design**: It is expected that the technical proposal submitted for this solicitation will constitute a prospective evaluation design. During the first 6 months, the contractor will refine this design in consultation with the DOL staff and the Advisory Board.
- b. **Analysis of Labor Market Changes and Their Implications for UI**: The contractor will complete the analysis of labor market trends and their possible implications for UI, as proposed for this solicitation and included in the "Understanding" Section of the proposal. The information from this analysis and on past UI research will be used to produce a paper, as discussed in the deliverables below.
- c. **Data Collection and Analysis of Characteristics and Changes in UI Reciprocity**: Major data collection activities here will be telephone surveys of UI claimants (including recipients and ineligible) and exhaustees. The surveys will be designed so that analysis can be done at both the individual and household levels. The contractor will be responsible for designing the survey instruments and questions, preparing all documentation required for OMB clearance, assisting ETA

in obtaining such clearance, and conducting the survey. In addition the contractor will analyze the survey data and identify significant relationships. The contractor may also link survey data with administrative data and perform additional analyses.

Regarding non-filers, the Bureau of Labor Statistics (BLS), has tentatively agreed to a four-quarter supplement to the Current Population Survey (CPS) for the purpose of identifying and interviewing this subgroup. Funding for the CPS supplement would not derive from this contract, however. An unedited public use data file would be provided 6 months post data collection (likely in mid 2006). The contractor will be responsible for editing and analyzing the data, which will cover all respondents in the CPS sample including non-filers and other subgroups.

- d. **Data Collection and Analyses Re: Macro- and Micro-economic Impacts:** The contractor will be responsible for obtaining the necessary data and for conducting econometric simulations and other data analyses to explore the macro- and micro economic stabilization effect of the UI regular benefits program. Data from the telephone surveys as well as the CPS survey may be used for addressing micro-economic issues relating to consumption and incentives.
- e. **Data Collection and Analyses Re: Re-employment, Dispersal, Skills, and Labor Standards:** The contractor will be responsible for acquiring and analyzing data that can help determine the effectiveness of UI in meeting these goals, as per the methodology proposed by the contractor. Administrative data and information from the participant surveys are, among other resources, are expected to be used. Other methodologies may be used, as per the proposal. These could include, for example, site visits or surveys of administrators, employers, or others.
- f. **Administrative data acquisition:** The contractor shall be responsible for acquiring all data necessary for this effort, including wage records and benefits reports, Census data, employer survey data, and other administrative and survey data. The contractor will make all data requests to applicable agencies and states and develop agreements with those entities.
- g. **Advisory Board:** The contractor shall nominate for ETA's selection distinguished researchers, academics, and program experts, including officials involved with the UI program, to review and critique the study's design and progress to make sure it meets the highest standard of scientific rigor. The contractor shall convene this group at least three times throughout the course of the evaluation and provide presentations and status reports as necessary to keep the board informed of the study's plans and progress.
- h. **Reports and Oral Briefings:** The contractors will provide clear, concise, coherent, internally consistent and related reports as discussed below.

C.5. SPECIAL REQUIREMENTS

The contractor shall be required to provide the necessary personnel to accomplish each task listed above. The key personnel positions and their required time commitments are as follows:

Project Director – 40%
 Principal Investigator – 30%
 Task Leader – 20%

SECTION D - PACKAGING AND MARKING

[FOR THIS SOLICITATION, THERE ARE NO CLAUSES IN THIS SECTION]

SECTION E - INSPECTION AND ACCEPTANCE**E.1 NOTICE LISTING CONTRACT CLAUSES INCORPORATED BY REFERENCE**

The following contract clauses pertinent to this section are hereby incorporated by reference (by Citation Number, Title, and Date) in accordance with the clause at FAR "52.252-2 CLAUSES INCORPORATED BY REFERENCE" in Section I of this contract. See FAR 52.252-2 for an internet address (if specified) for electronic access to the full text of a clause.

NUMBER	TITLE	DATE
52.246-9	INSPECTION OF RESEARCH AND DEVELOPMENT (SHORT FORM)	APR 1984

SECTION F - DELIVERIES OR PERFORMANCE**F.1 NOTICE LISTING CONTRACT CLAUSES INCORPORATED BY REFERENCE**

The following contract clauses pertinent to this section are hereby incorporated by reference (by Citation Number, Title, and Date) in accordance with the clause at FAR "52.252-2 CLAUSES INCORPORATED BY REFERENCE" in Section I of this contract. See FAR 52.252-2 for an internet address (if specified) for electronic access to the full text of a clause.

NUMBER	TITLE	DATE
52.242-15	STOP-WORK ORDER ALTERNATE I (APR 1984)	AUG 1989

F.2 PERIOD OF PERFORMANCE

The period of performance shall be sixty (60) months from the date of contract execution.

F.3 LEVEL OF EFFORT

The level of effort for this project is between 59 and 60 professional person years. A professional person year is estimated to be between \$90,000 and \$100,000. This includes all costs.

F.3. DELIVERABLES

The contractor shall deliver the following at the time and in the number of copies specified to the DOL federal project officer designated in the contract. In addition to the copies specified below, interim and final reports shall include a camera-ready copy and a computer disk containing the report in Microsoft Word and PDF formats. For the Interim and Final reports, a proposed outline should be provided 120 days before the paper is due. For those reports and the background paper, a draft report should be submitted 90 days before the final is due.

- a. Monthly Progress Reports in two (2) hard copies and sent electronically in Microsoft Word. The first such report shall be due thirty days after the contract beginning date and subsequent reports shall be due monthly thereafter. Reports should address monthly progress in terms of completing the tasks specified in the statement of work, identification of problems and plans for the resolution of those problems, and plans for the upcoming month. Each report will also include a summary of expenditures for the month compared to planned expenditures, and a brief discussion of planned activities for the next reporting period. If necessary, an updated work plan for the remainder of the contract period should be included.
- b. Final Evaluation Design in ten (10) copies and sent electronically in Microsoft Word. The final evaluation design will be due by the end of the sixth month of the period of performance and will

include refinements of the prospective evaluation design, as well as a table of contents and an executive summary of key elements.

- c. Background Paper(s): UI, Labor Market Trends, and UI Research in twenty-five (25) copies and sent electronically in Microsoft Word: The contractor will produce a paper or papers that review the UI program and the UI research literature; analyze critical trends in the labor market, population, and economy; and discuss the implications of the literature and labor market trends for this evaluation. This paper will build on the "Understanding" section of the proposal and will include a table of contents, an executive summary, and a short summary of key findings or "highlights" section.
- d. Interim Reports in twenty-five (25) copies and sent electronically in Microsoft Word. The contractor will submit interim reports on characteristics of UI recipients, macro and micro-economic stabilization issues, and UI's effectiveness in meeting its other purposes (facilitating re-employment and preventing dispersal of workers, skill loss and breakdown in labor standards). It is anticipated that there will be three or more interim reports, each of which will include a table of contents, executive summary, and a short summary of findings.
- e. Final Synthesis Report in twenty-five (25) copies and sent electronically in Microsoft Word. The final synthesis report will summarize, synthesize and analyze information from the background paper(s) and the interim reports, and will include a new section on implications of all the information for future research, including demonstration projects. The final report will contain a table of contents, an executive summary, highlights, and a bibliography.
- f. Oral Briefings. The contractor will present up to 10 oral briefings on the evaluation at ETA's request. Topics could cover the proposed evaluation design, the interim reports, and the final report. As requested, the briefings will involve Power Point visual presentations and handouts. These briefings will be provided to ETA and DOL officials, members of the Advisory Board, and possibly other interested audiences, such as state and local administrators or their representative organizations.
- g. Public Use Files and Documentation. The contractor shall provide 2 copies of edited electronic files or public use compact discs containing all data gathered for the evaluation, stripped of personal identifiers, along with documentation and instructions sufficient to allow easy and accurate retrieval of the data and its use by other researchers. The electronic formats will conform to those specified by the ETA project officer. A clean and clear paper version of the data specifications, variable listing, and summary statistics should be provided for each data set, regardless of format. The electronic files or CDs shall be submitted to the project officer no later than 10 days before the expiration date of the contract. Data sets are to be provided to DOL in SAS-transport, Windows SAS, STATA, or SPSS. (If the file is available only in ASCII format, the file must have a fixed record length.)

SECTION G - CONTRACT ADMINISTRATION DATA**G.1 IDENTITY AND AUTHORITY OF THE CONTRACTING OFFICER'S REPRESENTATIVE (GOVERNMENT AUTHORIZED REPRESENTATIVE)**

(A) The authorized representative of the Contracting Officer is TBD whose authority to act on behalf of the Contracting Officer is limited to the extent set forth in (B) below. Under no circumstances is the Government Authorized Representative (GAR) authorized to sign any contractual documents or approve any alteration to the contract involving a change in the scope, price, terms or conditions of the contract or order.

(B) The Government Authorized Representative is authorized to:

- (1) Monitor and inspect Contractor's performance to ensure compliance of the scope of work.
- (2) Make determinations relative to satisfactory or unsatisfactory performance, including acceptance of all work performed and/or all products produced under the terms of the contract.
- (3) Review and approve invoices.
- (4) Review and approve Contractor's project staff as may be called for on the contract.
- (5) Recommend program changes to the Contracting Officer as a result of monitoring or as may be requested by the Contractor.
- (6) Review, coordinate changes or corrections, if any, and accept all reports (including any final reports) required under the contract.

G.2 INVOICE REQUIREMENTS

Contractor will prepare and submit proper invoices (as defined in C below) in accordance with the criteria outlined below. (Also, see Clause 52.232-8 "Discount for Prompt Payment", contained in Section I of the contract.):

A. (1) If the contract is a cost-reimbursement type contract, the contractor will submit three (3) ink- signed copies of the invoice, Cost Contractor's Invoice, (ETA 3100-1), together with a detailed report of expenditures, Cost Contractor's Detailed Statement of Costs (ETA 3-2), to the Government Authorized Representative (GAR), U.S. Department of Labor, not more frequently than monthly, unless otherwise so authorized in the contract.

(2) If the contract is a fixed-price type contract, the contractor may submit SF-1034, Public Voucher, or the equivalent thereto; i.e., contractor's own invoice, in lieu of the forms described in A(I) above.

(3) Invoices should be submitted to the individual listed below:

TBD
U.S. Department of Labor, ETA
200 Constitution Avenue, NW, Room TBD
Washington, D.C. 20210

B. The Detailed Report of Expenditures (ETA 3-2) submitted with the Invoice (ETA 3100-1) must include the same budget line items or cost categories as appears in the contract, including any modifications thereto.

C. To constitute a proper invoice, the invoice, must include the following information and/or attached documentation:

(1) Name and address of the Contractor;

(2) Invoice date;

(3) Contract number or other authorization for supplies delivered or services performed (including order number and contract line item number).

(4) Description, quantity, unit of measure, unit price, and extended price of supplies delivered or services performed.

(5) Shipping and payment terms (e.g., shipment number and date of shipment, prompt payment discount terms. Bill of lading number and weight of shipment will be shown for shipments on Government bills of lading.

(6) Name and address of Contractor official to whom payment is to be sent (must be the same as that in the contract or in a proper notice of assignment).

(7) Name (where practicable), title, telephone number and mailing address of person to be notified in event of a defective invoice.

(8) Any other information or documentation required by other requirements of the contract.

In addition to the above, invoices should be numbered consecutively. All final invoices shall be clearly marked Final Invoice.

G.3 METHOD OF PAYMENT

A. Payments under this contract will be made either by check or electronic funds transfer (through the Treasury Fedline Communications System (FEDLINE) or the Automated Clearing House (ACH)), at the option of the Government. After award, but no later than 14 days before an invoice or contract financing request is submitted, the Contractor shall designate a financial institution for receipt of electronic funds transfer payments. The contractor shall submit this designation to the Contracting Officer or other Government official as directed.

B. For payments through FEDLINE, the Contractor shall provide the following information:

(1) Name, address, and telegraphic abbreviation of the financial institution receiving payment.

(2) The American Bankers Association 9-digit identifying number of the financing institution receiving payment if the institution has access to the Federal Reserve Communications System.

(3) Payee's account number at the financial institution where funds are to be transferred.

(4) If the financial institution does not have access to the Federal Reserve Communications System, provide the name, address, and telegraphic abbreviation of the correspondent financial institution through which the financial institution receiving payment obtains electronic funds transfer messages. Provide the telegraphic abbreviation and American Bankers Association identifying number for the correspondent institution.

C. For payments through ACH, the Contractor shall provide the following information:

(1) Routing transit number of the financial institution receiving payment (same as American Bankers Association identifying number used for FEDLINE).

(2) Number of account to which funds are to be deposited.

(3) Type of depositor account ("C" for checking, "S" for savings).

(4) If the Contractor is a new enrollee to the ACH system, a "Payment Information Form," SF 3881, must be completed before payment can be processed.

D. In the event the Contractor, during the performance of this contract, elects to designate a different financial institution for the receipt of any payment made using electronic funds transfer procedures, notification of such change and the required information specified above must be received by the appropriate Government official 30 days prior to the date such change is to become effective.

E. The documents furnishing the information required in paragraphs B and C above must be dated and contain the signature, title, and telephone number of the Contractor official authorized to provide it, as well as the Contractor's name and contract number.

F. Contractor failure to properly designate a financial institution or to provide appropriate payee bank account information may delay payments of amounts otherwise properly due.

G. The Contractor shall forward the information required above to:

U.S. Department of Labor, ETA
Division of Accounting, Room N-4702
200 Constitution Avenue, NW
Washington, DC 20210

SECTION H - SPECIAL CONTRACT REQUIREMENTS**H.1 BUDGET LINE ITEM FLEXIBILITY**

Flexibility of Direct Costs will be allowed within the Prime Contract Budget, provided no single line item of cost shall be increased or decreased in excess of 20 percent and provided further that the total estimated cost of the Contract is not exceeded. This flexibility of cost does not apply to the wages, salaries and fringe benefits line items (including proposed changes by the Contractor in the mixture, number of hours, wages, and/or bonus or personnel paid under the contract) wherein no increase is permitted without the prior review and approval by the Contracting Officer.

In contracts with OPTION TO EXTEND SERVICES provisions, this clause is applicable to each yearly negotiated budget line item amounts, and not the accumulated budget line item totals.

H.2 FRINGE BENEFITS

Social Security, Worker's Compensation, Unemployment Compensation and any other fringe benefits are a normal practice of the Contractor at the time of final negotiations for this contract and are available to all employees. Fringe benefits from an immediate previous employer which may be continued while employed under this contract are an allowable cost. In no event will duplicate fringe benefits be allowable to an individual under this contract.

H.3 VACATIONS, SICK-LEAVE HOLIDAYS

The Contractor may grant leave in accordance with its established written policy, provided that policy is accepted by the Contracting Officer or, in the absence of an established policy, leave may be granted as follows:

Vacation: Maximum 2 weeks (10 working days)

Sick Leave: Maximum 2 weeks (10 working days)

Holiday: Maximum of paid holidays

Leave shall be accrued at the rate of 5/6 of 1 day per month for each month employed. If the term of this contract is for more than or less than 1 year, the above leave shall be adjusted accordingly.

H.4 TRAVEL AND PER DIEM

Travel policies as set forth in the Travel Regulations referred to below are required of the Contractor and consultants hereunder. Where the Contractor has a more restrictive travel policy than the Federal Travel Regulations, the more restrictive requirements shall apply.

It is the responsibility of the Contractor to authorize only such per diem allowances as justified by the circumstances affecting the travel. Care should be exercised to prevent fixing per diem rates in excess of those required to meet the necessary authorized subsistence expenses. To this end, consideration should be

given to factors which reduce the expenses of the employee such as: known arrangements at temporary duty locations where lodging and meals may be obtained without cost or at prices advantageous to the traveler; established cost experience in the localities where lodging and meals are required; situations where special rates for accommodations have been made available for a particular meeting or conference; the extent to which the traveler is familiar with establishments providing lodging and meals at a lower cost in certain localities, particularly, where repeated travel is involved; and the use of methods of travel where sleeping accommodations are provided as part of the transportation expenses.

All travel shall be at tourist, coach, or less than first class unless itinerary or unavailability dictate otherwise. All temporary duty and local area automobile travel shall be allowed as prescribed by the applicable Travel Regulations.

Copies of applicable Travel Regulations can be obtained as follows at a fee:

a. Federal Travel Regulations, prescribed by the General Services Administration, for travel in the conterminous 48 United States: Available on a subscription basis from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402, Stock No. 022-001-81003-7.

b. Joint Travel Regulations, Volume 2, DoD Civilian Personnel, Appendix A, prescribed by the Department of Defense, for travel in Alaska, Hawaii, the Commonwealth of Puerto Rico, and territories and possessions of the United States: Available on a subscription basis from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, Stock No. 908-010-00000-1.

c. Standardized Regulations, (Government Civilians, Foreign Areas), Section 925, "Maximum Travel Per Diem Allowances for Foreign Areas," prescribed by the Department of State, for travel in areas not covered in 1 and 2 above: Available on a subscription basis from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, Stock No. 744-008-00000-0.

H.5 USE OF AND PAYMENT TO CONSULTANTS

(a) Consultant(s) hired to perform under this contract may be compensated at a rate for time actually worked (e.g., amount per day, per week, per month, etc.), or at a fixed price for performance of a specific task, or at nominal compensation in accordance with Contractor's policies. However, for the use and payment to consultant(s) prior written approval must be obtained from the Contracting Officer.

(b) The amount or rate of payment will be determined on a case-by- case basis, taking into account (among any other relevant factors) the relative importance of the duties to be performed, the stature of the individual in his specialized field, comparable pay for positions under the Classification Act or other Federal pay systems, rates paid by private employers and rates previously paid other experts or consultants for similar work.

(c) The contractor shall maintain a written report for the files on the results on all consultations charged to the contract. This report must include, as a minimum: (1) the consultant's name, dates, hours and amounts charged to the contract; (2) the names of the contractor's staff to which the services are provided; and (3) the results of the subject matter of the consultation.

H.6 UNEMPLOYMENT INSURANCE COST

Unemployment insurance costs shall be paid by the contractor as they are incurred.

However, in the event billings for Unemployment Insurance costs are received by the contractor after the expiration date of this contract and the billings cover the period that this contract was effective, the Government agrees to reimburse the contractor at the same rate that would have been applicable had the cost been paid as they were incurred.

H.7 ACCOUNTING AND AUDITING SERVICES

(a) Accounting

The contractor may procure and utilize such accounting services as are required to establish and maintain an accounting system which reflect accurate, current and complete financial transactions and which meet the standards of the Comptroller General of the United States and the Department of Labor.

(b) Auditing

The contractor shall audit or have audited subcontractor financial records as may be required to determine, at a minimum, the fiscal integrity of financial transactions and compliance with laws, regulations and administrative requirements.

The U.S. Department of Labor shall be responsible for scheduling all audits of the prime contractor's books, documents, papers and records. The Department will use its own audit resources or shall use certified or public accountants under contract or auditors from another Federal agency.

Cost of Accounting Services and Audit of subcontractors as described herein are allowable cost under this contract. Costs for audits for which the U.S. Department of Labor is responsible are unallowable.

H.8 PRINTING

Unless otherwise specified in this contract, the contractor shall not engage in, nor subcontract for, any printing (as that term is defined in Title 1 of the Government Printing and Binding Regulations in effect on the effective date of this contract) in connection with the performance of work under this contract: provided, however, that performance of a requirement under this contract involving the reproduction of less than 5,000 production units of any one page or less than 25,000 production units in the aggregate of multiple pages, will not be deemed to be printing. A production unit is defined as one sheet, size 8 by 11 inches, one side only, and one color.

H.9 KEY PERSONNEL

The personnel specified below or in attachment to this contract are considered to be essential to the work being performed hereunder. Prior to diverting any of the specified individuals to other programs, the Contractor shall notify the Contracting Officer reasonably in advance and shall submit justification (including proposed substitutions) in sufficient detail to permit evaluation of the impact on the program. No diversion shall be made by the Contractor without the written consent of the Contracting Officer; Provided, that the Contracting Officer may ratify in writing such diversion and such ratification shall constitute the consent of the

Contracting Officer required by this clause. The below list or attachment to this contract may be amended from time to time during the course of the contract to either add or delete personnel, as appropriate.

For the purpose of this contract, the key personnel positions are identified below as:

- (Project Director)
- (Principal Investigator)
- (Task Leader)
-
-
-

H.10 CONTRACT NUMBER IDENTIFICATION

The Contractor agrees to utilize the number of this contract on all correspondence, communications, reports, vouchers and such other data concerning this contract or delivered hereunder.

H.11 SUBMISSION OF CORRESPONDENCE

All correspondence relating to contractual aspects shall be directed to the Division of Contract Services, Attention: Division Chief.

H.12 OTHER CONTRACTORS

The Government may undertake or award other contracts for the same, essentially similar, or related work, and the Contractor shall fully cooperate with such other contractors and Government employees. The Contractor shall not commit or permit any act which will interfere with the performance of work by any other contractor or by Government employees.

The foregoing paragraph shall be included in the contracts of all Contractors with whom this Contractor will be required to cooperate. The Government shall equitably enforce this clause as to all contractors, to prevent the imposition of unreasonable burdens on any contractor.

H.13 LAWS APPLICABLE

The contractor will perform its duties in accordance with the applicable Act, and the regulations, procedures and standards promulgated thereunder. The Contractor will comply with all applicable Federal and State and Local laws, rules, and regulations which deal with or relate to the employment of persons who perform work or are trained under contract.

This contract in no way relieves the Contractor of responsibility for compliance with the provisions of the Fair Labor Standards Act, as amended.

H.14 DISPOSITION OF MATERIAL

Upon termination or completion of all work under this contract, the Contractor shall prepare for shipment, deliver FOB destination, or dispose of all materials received from the Government and all residual materials produced in connection with the performance of this contract as may be directed by Contracting Officer, or as specified in other provisions of this contract. All materials produced or required to be delivered under this contract become and remain the property of the Government.

H.15 NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITIES

(a) No person shall on the ground of race, religion, color, handicap, national origin, sex, age, political affiliation, or beliefs be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity funded or otherwise financially assisted, in whole or in part with funds made available hereunder. (b) In addition, this contract and any subcontract hereunder is subjected to Title VI of the Civil Rights Act of 1964 (78 Stat. 252) and the Regulations issued thereunder and found at 29 CFR 31. The Contractor agrees that any service, financial aid, or other benefit to be provided by it under this contract shall be furnished without discrimination because of race, color, sex, or national origin; and that his employment practices shall be subject to the same restrictions to ensure nondiscriminatory treatment of beneficiaries of assistance under the Act.

H.16 FEDERAL REPORTS

In the event that it subsequently becomes a contractual requirement to collect or record information calling for answers to identical questions from 10 or more persons other than Federal employees, or for information from Federal employees which is to be used for statistical compilations of general public interest, the Paperwork Reduction Act of 1980 and 5 CRF 1320 shall apply to this contract. No plan, questionnaire, interview guide or similar device for collecting formation (whether repetitive or single-time) may be used without first obtaining clearance from the Office of Management and Budget (OMB).

The contractor shall obtain the required OMB clearance through the Project Officer before expending any funds or making public contracts for the collection of data. The authority to expend funds and to proceed with the collection of data shall be issued in writing by the Contracting Officer.

H.17 DISCLOSURE OF CONFIDENTIAL INFORMATION

The Contractor agrees to maintain the confidentiality of any information regarding applicants, project participants or their immediate families which may be obtained through application forms, interviews, test reports from public agencies or counselors, or any other source. Without the permission of the applicant or participant, such information shall be divulged only as necessary for purposes related to the performance or evaluation of the contract and to persons having responsibilities under the contract, including those furnishing services to the projects under subcontracts.

H.18 ELIMINATION OF SEXIST LANGUAGE AND ART WORK

All written materials issued by the Contractor or grantee shall conform to the following guidelines for eliminating sexist language and art work:

(a) Avoid the use of sex reference in job titles. Titles should conform to the Census Bureau's occupational classification system and the most recently published edition of the Dictionary of Occupational Titles.

-- Longshore workers instead of longshoremen.

(b) Avoid the use of male and female gender word forms.

-- Aviator to include men and women pilots, not aviatrix.

(c) Include both sexes by using terms that refer to people as a whole.

-- Human beings or people instead of mankind.

(d) Avoid the use of masculine and feminine pronouns or adjectives in referring to a hypothetical person or people in general. Change sentences such as: The average American worker spends 2 years of his life in the workforce.

-- By rewording to eliminate unnecessary gender pronouns and adjectives. (The average American worker spends 20 years in the workforce.)

-- By recasting into the plural. (Most Americans spend 20 years of their lives in the workforce.)

-- By replacing the masculine or feminine pronoun or adjective with "one", "you", "he or she", "her or him", or "his or her". (An average American spends 20 years of his or her life in the workforce.)

(e) Refer to both men and women in such generic terms as economist, doctor, or lawyer. Identify sex through the use of pronouns.

-- The lawyer made her final summation.

(f) Avoid the use of stereotyped terms or expressions such as "man-sized" job.

-- Employee-years and employee-hours (or staff-hours) instead of man-years and man-hours.

(g) The use of art work in publications should conform to the following guidelines:

(i) Strive to use racially and sexually balanced designs.

(ii) Depict both men and women in art work on general subject matters.

(iii) Show men and women in a variety of roles in photographs, illustrations, and drawings.

-- Show women and men as managers and skilled laborers.

H.19 HAZARDOUS OCCUPATION ORDERS

The Contractor shall comply with the Hazardous Occupation Orders issued pursuant to the Fair Labor Standards Act and set forth at 20 CFR 570.50 et seq. with respect to the employment of youths under 18 years of age and the Child Labor Standards of 29 CFR 570.31 et seq. with respect to the employment of youths aged 14 and 15.

H.20 INSURANCE REQUIREMENTS (FAR-SUBPART 28.3)

In accordance with the Federal Acquisition Regulation, 48 CFR, Clause 52.228-7 entitled, "Insurance-Liability to Third Persons" the following kinds and amounts of insurance must be procured and maintained in force during the lifetime of the above numbered contract.

A. Worker's Compensation - In the amounts required by State law or the United States Longshoremen's and Harbor Workers' Compensation Act (33 U.S.C. 901).

B. Occupational Diseases Insurance - As required by applicable law. In any area where all occupational diseases are not compensable under applicable law, insurance for occupational diseases shall be secured under the employer liability section of your insurance policy, minimum per accident \$100,000.

C. Employer Liability - This insurance is to cover any liability imposed upon an employer, by law, for damages on account of personal injuries, including death resulting therefrom, sustained by his employees by reason of accident.

D. General Liability Insurance (Bodily Injury) - This insurance protects the insured against claims arising from bodily injury or death to third parties occurring on its business premises or through its operations except those arising from motor vehicles away from the premises, those covered by any Workman's Compensation law, and other exclusions stated in the policy. The required coverage for bodily injury shall be \$200,000 per person and \$500,000 per occurrence.

E. Automobile Liability - The required coverage is \$200,000 per person and \$500,000 per occurrence for bodily injury and \$20,000 per occurrence for property damage.

F. The policies evidencing such insurance as required under this contract shall contain the following endorsement:

"No cancellation, termination, or modification of this policy shall take effect prior to the expiration of 35 days after written notice of the cancellation, termination or modification together with suitable identification of the policy and name insured has been sent by registered letter to the Government representative at the address stated below:

Name of Contracting Officer: Keith A. Bond

Address: USDOL/ETA/DASET/OGCM/DCS
200 Constitution Ave., N.W.
Room N-5425
Washington, D.C. 20210

The types and minimum limits reflected above for vehicle insurance shall apply to any vehicle operated or used in connection with performance of official business under this contract. In the event a privately-owned vehicle is used, the Government's share of insurance premiums, including any additional coverage required to conform with the above limits, shall be prorated in accordance with the vehicle's actual use while conducting business under the terms of this contract.

H.21 DATA COLLECTION FOR THE DEPARTMENT OF LABOR

The Contractor shall be responsible for informing any grantee that they have been requested to collect information for the Department of Labor. The collection of such data shall be the responsibility of the Contractor solely. The Contractor may request assistance from ETA grantees in locating the data. However, the actual data gathering must be done by the Contractor.

H.22 PERFORMANCE STANDARDS

The composition, workmanship, printing or reproduction and substantive content of all reports, evaluations, charts, tables, graphs, and other data to be furnished under this contract shall strictly conform to the generally accepted quality standards of the Contractor's profession and shall be suitable for dissemination and use without revision, to DOL, other Government agencies and the general public.

Reports shall include a complete disclosure of all data relevant to the work performed, the techniques developed, the investigations made, and shall be relevant to the materials studies and methods and processes employed.

H.23 RESTRICTION ON USE OF DOL FUNDS FOR LOBBYING

In accordance with the cost principles incorporated in the Federal Acquisition Regulations (FAR) at 31.205-22, lobbying costs (direct or indirect) are unallowable under this agreement. The exclusion of lobbying costs using Department of Labor funds is not intended to penalize, discourage, or prevent lobbying activities by utilizing non-Federal funds.

H.24 PUBLICATION OF MATERIALS

The Contractor shall receive permission from the Contracting Officer prior to publishing any works performed under this contract. Further, the Contractor shall acknowledge the support of the Department of Labor whenever publicizing any work performed under this contract. To implement the foregoing, the Contractor shall include in any publication resulting from work performed under this contract, an acknowledgement substantially the same as follows:

"This project has been funded, either wholly or in part, with Federal funds from the Department of Labor, Employment and Training Administration under Contract Number TBD the contents of this publication do not necessarily reflect the views or policies of the Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement of same by the U.S. Government."

H.25 INDIRECT COSTS

In order to avoid major audit problems, disallowed costs, and to receive timely reimbursement of indirect costs, contractors should take those necessary steps to comply with this clause as well as the critical timeframes for submission of indirect cost proposals.

You are governed by one of the categories of cost principles listed below. Please comply with your cost principles as appropriate to your organization. (1) Federal Acquisition Regulation (FAR) Subparts 31 and 42 apply to private-for-profit contractors. (2) OMB Circular A-87 applies to state and local governments and Federally-recognized Indian Tribes. States receiving JTPA formula-allocated funds can elect to waive A-87 coverage. (3) OMB Circulars A-21, A-88 and FAR 42.705-3 apply to educational institutions. (4) OMB Circular A-122 applies to nonprofit institutions excluding those addressed in the preceding as well as hospitals.

The total amount of contract funds will not be increased to reimburse organizations for higher indirect cost rates than those rates identified in this clause. Also, the contractor must obtain approval from the Contracting Officer to transfer funds from other budget line items to the indirect cost budget line items to accommodate higher indirect cost rates.

The foregoing does not relieve the contractor of any other administrative cost limitations regarding the contract.

Billing rates are only temporary for the 90 days period from the effective date of your contract. Failure to submit an acceptable indirect cost proposal to your cognizant agency for provisional rates within the aforementioned 90-day period means that you shall not receive any further reimbursement of your indirect billing rates until the provisional rate proposal is received. Also, action may be taken to recoup all indirect costs already paid to you.

A private-for-profit contractor is to submit an acceptable indirect cost proposal for final rates to its cognizant agency within 90 days after the end of its fiscal year. All other contractors must submit their final rate proposals within 6 months after the end of their fiscal year.

Block 1 or 2 is completed below as appropriate for affected new contracts or modifications.

BLOCK 1

Rate category: (check one)	Your rates and bases are:
Billing	Overhead
Provisional	Base:
Final	(And, if applicable)
See Attached Agreement	General and Admin.
Other (Explain)	Base:

Effective from to or if multi-year, please explain here:

BLOCK 2

(For special indirect cost ceilings)

Special percent ceiling is % for (usually overhead) and if applicable, % for General and Administrative. Base:

OR

Special dollar ceiling is \$ for (usually overhead) and if applicable, \$ for General and Administrative. Base:

Effective from to or if multi-year, please explain here:

If applicable for ceilings, please describe here any situation whereby the bases in Block 2 above differ from the bases in Block 1 above. Also, the maximum reimbursement for indirect costs under this contract will be based on the lower of the negotiated rates or ceilings.

If the Department of Labor (DOL) is your cognizant agency, proposals for indirect cost rates and supporting data and documentation should be sent to the Division of Cost Determination (DCD) Negotiator in the

appropriate DOL Regional Office or if applicable, to the OCD National Office whose address and phone number is listed below. In addition, if you do not know your cognizant Federal agency, please call the phone number listed below:

Director, Division of Cost Determination (DCD)
U.S. Department of Labor, OASAM
200 Constitution Avenue, N.W.,
Room S-1513
Washington, D.C. 20210
Tel. (202) 693-4102

(End of Clause)

PART II - CONTRACT CLAUSES**SECTION I - CONTRACT CLAUSES****I.1 NOTICE LISTING CONTRACT CLAUSES INCORPORATED BY REFERENCE**

The following contract clauses pertinent to this section are hereby incorporated by reference (by Citation Number, Title, and Date) in accordance with the clause at FAR "52.252-2 CLAUSES INCORPORATED BY REFERENCE" in Section I of this contract. See FAR 52.252-2 for an internet address (if specified) for electronic access to the full text of a clause.

NUMBER	TITLE	DATE
52.202-1	DEFINITIONS	DEC 2001
52.203-3	GRATUITIES	APR 1984
52.203-5	COVENANT AGAINST CONTINGENT FEES	APR 1984
52.203-6	RESTRICTIONS ON SUBCONTRACTOR SALES TO THE GOVERNMENT	JUL 1995
52.203-7	ANTI-KICKBACK PROCEDURES	JUL 1995
52.203-8	CANCELLATION, RESCISSION, AND RECOVERY OF FUNDS FOR ILLEGAL OR IMPROPER ACTIVITY	JAN 1997
52.203-10	PRICE OR FEE ADJUSTMENT FOR ILLEGAL OR IMPROPER ACTIVITY	JAN 1997
52.203-12	LIMITATION ON PAYMENTS TO INFLUENCE CERTAIN FEDERAL TRANSACTIONS	JUN 2003
52.204-4	PRINTED OR COPIED DOUBLE-SIDED ON RECYCLED PAPER	AUG 2000
52.204-7	CENTRAL CONTRACTOR REGISTRATION (OCT 2003)	OCT 2003
52.209-6	PROTECTING THE GOVERNMENT'S INTEREST WHEN SUBCONTRACTING WITH CONTRACTORS DEBARRED, SUSPENDED, OR PROPOSED FOR DEBARMENT	JUL 1995
52.215-2	AUDIT AND RECORDS--NEGOTIATION	JUN 1999
52.215-8	ORDER OF PRECEDENCE--UNIFORM CONTRACT FORMAT	OCT 1997
52.216-7	ALLOWABLE COST AND PAYMENT	DEC 2002
52.216-8	FIXED-FEE	MAR 1997
52.217-2	CANCELLATION UNDER MULTIYEAR CONTRACTS	OCT 1997
52.219-6	NOTICE OF TOTAL SMALL BUSINESS SET-ASIDE	JUN 2003
52.219-8	UTILIZATION OF SMALL BUSINESS CONCERNS	OCT 2000
52.222-21	PROHIBITION OF SEGREGATED FACILITIES	FEB 1999
52.222-26	EQUAL OPPORTUNITY	APR 2002
52.222-35	EQUAL OPPORTUNITY FOR SPECIAL DISABLED	DEC 2001

SECTION I

	VETERANS, OF THE VIETNAM ERA, AND OTHER ELIGIBLE VETERANS	
52.222-36	AFFIRMATIVE ACTION FOR WORKERS WITH DISABILITIES	JUN 1998
52.222-37	EMPLOYMENT REPORTS ON SPECIAL DISABLED VETERANS, VETERANS OF THE VIETNAM ERA, AND OTHER ELIGIBLE VETERANS	DEC 2001
52.222-38	COMPLIANCE WITH VETERANS' EMPLOYMENT REPORTING REQUIREMENTS	DEC 2001
52.223-6	DRUG-FREE WORKPLACE	MAY 2001
52.225-13	RESTRICTIONS ON CERTAIN FOREIGN PURCHASES	DEC 2003
52.227-1	AUTHORIZATION AND CONSENT ALTERNATE I (APR 1984)	JUL 1995
52.227-2	NOTICE AND ASSISTANCE REGARDING PATENT AND COPYRIGHT INFRINGEMENT	AUG 1996
52.227-11	PATENT RIGHTS -- RETENTION BY THE CONTRACTOR (SHORT FORM)	JUN 1997
52.228-7	INSURANCE--LIABILITY TO THIRD PERSONS	MAR 1996
52.232-17	INTEREST	JUN 1996
52.232-22	LIMITATION OF FUNDS	APR 1984
52.232-23	ASSIGNMENT OF CLAIMS	JAN 1986
52.232-34	PAYMENT BY ELECTRONIC FUNDS TRANSFER-- OTHER THAN CENTRAL CONTRACTOR REGISTRATION	MAY 1999
52.233-1	DISPUTES	JUL 2002
52.233-3	PROTEST AFTER AWARD ALTERNATE I (JUN 1985)	AUG 1996
52.242-1	NOTICE OF INTENT TO DISALLOW COSTS	APR 1984
52.242-3	PENALTIES FOR UNALLOWABLE COSTS	MAY 2001
52.242-4	CERTIFICATION OF FINAL INDIRECT COSTS	JAN 1997
52.242-13	BANKRUPTCY	JUL 1995
52.243-2	CHANGES--COST REIMBURSEMENT ALTERNATE V (APR 1984)	AUG 1987
52.244-2	SUBCONTRACTS ALTERNATE II (AUG 1998)	AUG 1998
52.244-5	COMPETITION IN SUBCONTRACTING	DEC 1996
52.246-23	LIMITATION OF LIABILITY	FEB 1997
52.246-25	LIMITATION OF LIABILITY--SERVICES	FEB 1997
52.248-1	VALUE ENGINEERING	FEB 2000
52.249-6	TERMINATION (COST-REIMBURSEMENT)	SEP 1996
52.249-14	EXCUSABLE DELAYS	APR 1984
52.253-1	COMPUTER GENERATED FORMS	JAN 1991

I.2 52.232-25 PROMPT PAYMENT (OCT 2003)

Notwithstanding any other payment clause in this contract, the Government will make invoice payments under the terms and conditions specified in this clause. The Government considers payment as being made on the day a check is dated or the date of an electronic funds transfer (EFT). Definitions of pertinent terms are set forth in sections 2.101, 32.001, and 32.902 of the Federal Acquisition Regulation. All days referred to in

this clause are calendar days, unless otherwise specified. (However, see paragraph (a) (4) of this clause concerning payments due on Saturdays, Sundays, and legal holidays.)

(a) Invoice payments—

(1) Due date.

(i) Except as indicated in paragraphs (a) (2) and (c) of this clause, the due date for making invoice payments by the designated payment office is the later of the following two events:

- (A) The 30th day after the designated billing office receives a proper invoice from the Contractor (except as provided in paragraph (a) (1) (ii) of this clause).
- (B) The 30th day after Government acceptance of supplies delivered or services performed. For a final invoice, when the payment amount is subject to contract settlement actions, acceptance is deemed to occur on the effective date of the contract settlement.

(ii) If the designated billing office fails to annotate the invoice with the actual date of receipt at the time of receipt, the invoice payment due date is the 30th day after the date of the Contractor's invoice, provided the designated billing office receives a proper invoice and there is no disagreement over quantity, quality, or Contractor compliance with contract requirements.

(iii) If the contract does not require submission of an invoice for payment (e.g., periodic lease payments), the due date will be as specified in the contract.

(2) Contractor's invoice. The Contractor shall prepare and submit invoices to the designated billing office specified in the contract. A proper invoice must include the items listed in paragraphs (a) (3) (i) through (a) (3) (x) of this clause. If the invoice does not comply with these requirements, the designated billing office will return it within 7 days after receipt (3 days for meat, meat food products, or fish; 5 days for perishable agricultural commodities, dairy products, edible fats or oils, and food products prepared from edible fats or oils), with the reasons why it is not a proper invoice. The Government will take into account untimely notification when computing any interest penalty owed the Contractor.

(i) Name and address of the Contractor.

(ii) Invoice date and invoice number. (The Contractor should date invoices as close as possible to the date of the mailing or transmission.)

(iii) Contract number or other authorization for supplies delivered or services performed (including order number and contract line item number).

(iv) Description, quantity, unit of measure, unit price, and extended price of supplies delivered or services performed.

(v) Shipping and payment terms (e.g., shipment number and date of shipment, discount for prompt payment terms). Bill of lading number and weight of shipment will be shown for shipments on Government bills of lading.

(vi) Name and address of Contractor official to whom payment is to be sent (must be the same as that in the contract or in a proper notice of assignment).

(vii) Name (where practicable), title, phone number, and mailing address of person to notify in the event of a defective invoice.

(viii) Taxpayer Identification Number (TIN). The Contractor shall include its TIN on the invoice only if required elsewhere in this contract.

(ix) Electronic funds transfer (EFT) banking information.

(A) The Contractor shall include EFT banking information on the invoice only if required elsewhere in this contract.

(B) If EFT banking information is not required to be on the invoice, in order for the invoice to be a proper invoice, the Contractor shall have submitted correct EFT banking information in accordance with the applicable solicitation provision (e.g., 52.232- 38, Submission of Electronic Funds Transfer Information with Offer), contract clause (e.g., 52.232-33, Payment by Electronic Funds Transfer--Central Contractor Registration, or 52.232-34, Payment by Electronic Funds Transfer--Other Than Central Contractor Registration), or applicable agency procedures.

(C) EFT banking information is not required if the Government waived the requirement to pay by EFT.

(x) Any other information or documentation required by the contract (e.g., evidence of shipment).

(3) Interest penalty. The designated payment office will pay an interest penalty automatically, without request from the Contractor, if payment is not made by the due date and the conditions listed in paragraphs (a) (4) (i) through (a) (4) (iii) of this clause are met, if applicable. However, when the due date falls on a Saturday, Sunday, or legal holiday, the designated payment office may make payment on the following working day without incurring a late payment interest penalty.

(i) The designated billing office received a proper invoice.

(ii) The Government processed a receiving report or other Government documentation authorizing payment, and there was no disagreement over quantity, quality, or Contractor compliance with any contract term or condition.

(iii) In the case of a final invoice for any balance of funds due the Contractor for supplies delivered or services performed, the amount was not subject to further contract settlement actions between the Government and the Contractor.

(4) Computing penalty amount. The Government will compute the interest penalty in accordance with the Office of Management and Budget prompt payment regulations at 5 CFR part 1315.

(i) For the sole purpose of computing an interest penalty that might be due the Contractor, Government acceptance is deemed to occur constructively on the 7th day (unless otherwise specified in this contract) after the Contractor delivers the supplies or performs the services in accordance with the terms and conditions of the contract, unless there is a disagreement over quantity, quality, or Contractor compliance with a contract provision. If actual acceptance occurs within the constructive acceptance period, the Government will base the determination of an interest penalty on the actual date of acceptance. The constructive acceptance requirement does not, however, compel Government officials to accept supplies or services, perform contract administration functions, or make payment prior to fulfilling their responsibilities.

(ii) The prompt payment regulations at 5 CFR 1315.10(c) do not require the Government to pay interest penalties if payment delays are due to disagreement between the Government and the Contractor over the payment amount or other issues involving contract compliance, or on amounts temporarily withheld or retained in accordance with the terms of the contract. The Government and the Contractor shall resolve claims involving disputes and any interest that may be payable in accordance with the clause at FAR 52.233-1, Disputes.

(5) Discounts for prompt payment. The designated payment office will pay an interest penalty automatically, without request from the Contractor, if the Government takes a discount for prompt payment improperly. The Government will calculate the interest penalty in accordance with the prompt payment regulations at 5 CFR part 1315.

(6) Additional interest penalty.

(i) The designated payment office will pay a penalty amount, calculated in accordance with the prompt payment regulations at 5 CFR part 1315 in addition to the interest penalty amount only if--

(A) The Government owes an interest penalty of \$1 or more;

(B) The designated payment office does not pay the interest penalty within 10 days after the date the invoice amount is paid; and

(C) The Contractor makes a written demand to the designated payment office for additional penalty payment, in accordance with paragraph (a) (7) (ii) of this clause, postmarked not later than 40 days after the invoice amount is paid.

(ii)(A) The Contractor shall support written demands for additional penalty payments with the following data. The Government will not request any additional data. The Contractor shall--

(1) Specifically assert that late payment interest is due under a specific invoice, and request payment of all overdue late payment interest penalty and such additional penalty as may be required;

(2) Attach a copy of the invoice on which the unpaid late payment interest is due; and

(3) State that payment of the principal has been received, including the date of receipt.

(B) If there is no postmark or the postmark is illegible--

(1) The designated payment office that receives the demand will annotate it with the date of receipt, provided the demand is received on or before the 40th day after payment was made; or

(2) If the designated payment office fails to make the required annotation, the Government will determine the demand's validity based on the date the Contractor has placed on the demand, provided such date is no later than the 40th day after payment was made.

(iii) The additional penalty does not apply to payments regulated by other Government regulations (e.g., payments under utility contracts subject to tariffs and regulation).

(b) Contract financing payment. If this contract provides for contract financing, the Government will make contract financing payments in accordance with the applicable contract financing clause.

(c) Fast payment procedure due dates. If this contract contains the clause at 52.213-1, Fast Payment Procedure, payments will be made within 15 days after the date of receipt of the invoice.

(d) Overpayments. If the Contractor becomes aware of a duplicate contract financing or invoice payment or that the Government has otherwise overpaid on a contract financing or invoice payment, the Contractor shall immediately notify the Contracting Officer and request instructions for disposition of the overpayment.

I.3 52.252-2 CLAUSES INCORPORATED BY REFERENCE (FEB 1998)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address (as):

www.arnet.gov/far/loadmain.html

PART III - LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACHMENTS

SECTION J - LIST OF ATTACHMENTS

ATTACHMENT NUMBER	TITLE	DATE	NO. PAGES
J.1	CONTRACT PRICING PROPOSAL COVER SHEET, SF 1411, (1 PAGE)		
J.2	COST AND PRICE ANALYSIS, ETA 8555, (8 PAGES)		
J.3	STATEMENT OF FINANCIAL CAPABILITY, ETA 8554, (2 PAGES)		
J.4	COST CONTRACTOR'S INVOICE, ETA 3100-1 (1 PAGE)		
J.5	COST CONTRACTOR'S DETAILED STATEMENT OF COST, ETA 3-2 (1 PAGE)		
J.6	VETS-100 - FEDERAL CONTRACTOR VETERANS EMPLOYMENT REPORT, OMB 1293-0005 (2 PAGES)		
J.7	PAST PERFORMANCE REFERENCE INFORMATION (2 PAGES)		
J.8	PAST PERFORMANCE EVALUATION QUESTIONNAIRE (2 PAGES)		
J.9	ORAL PRESENTATION EVALUATION QUESTIONNAIRE (2 PAGES)		

PART IV - REPRESENTATIONS AND INSTRUCTIONS**SECTION K - REPRESENTATIONS, CERTIFICATIONS AND****OTHER STATEMENTS OF OFFERORS****K.1 NOTICE LISTING SOLICITATION PROVISIONS INCORPORATED BY REFERENCE**

The following solicitation provisions pertinent to this section are hereby incorporated by reference (by Citation Number, Title, and Date) in accordance with the FAR provision at FAR "52.252-1 SOLICITATION PROVISIONS INCORPORATED BY REFERENCE" in Section L of this solicitation. See FAR 52.252-1 for an internet address (if specified) for electronic access to the full text of a provision.

NUMBER	TITLE	DATE
52.203-11	CERTIFICATION AND DISCLOSURE REGARDING PAYMENTS TO INFLUENCE CERTAIN FEDERAL TRANSACTIONS	APR 1991

K.2 52.209-5 CERTIFICATION REGARDING DEBARMENT, SUSPENSION, PROPOSED DEBARMENT, AND OTHER RESPONSIBILITY MATTERS (DEC 2001)

(a)(1) The Offeror certifies, to the best of its knowledge and belief, that -

(i) The Offeror and/or any of its Principals -

(A) Are [] are not [] presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any Federal agency;

(B) Have [] have not [], within a three-year period preceding this offer, been convicted of or had a civil judgment rendered against them for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, state, or local) contract or subcontract; violation of Federal or state antitrust statutes relating to the submission of offers; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, tax evasion or receiving stolen property; and

(C) Are [] are not [] presently indicted for, or otherwise criminally or civilly charged by a governmental entity with, commission of any of the offenses enumerated in subdivision (a)(1)(i)(B) of this provision.

(ii) The Offeror has [] has not [], within a 3-year period preceding this offer, had one or more contracts terminated for default by any Federal agency.

(2) "Principals," for the purposes of this certification, means officers; directors; owners; partners; and, persons having primary management or supervisory responsibilities within a business entity (e.g., general manager; plant manager; head of a subsidiary, division, or business segment, and similar positions).

THIS CERTIFICATION CONCERNS A MATTER WITHIN THE JURISDICTION OF AN AGENCY OF THE UNITED STATES AND THE MAKING OF A FALSE, FICTITIOUS, OR FRAUDULENT CERTIFICATION MAY RENDER THE MAKER SUBJECT TO PROSECUTION UNDER SECTION 1001, TITLE 18, UNITED STATES CODE.

(b) The Offeror shall provide immediate written notice to the Contracting Officer if, at any time prior to contract award, the Offeror learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.

(c) A certification that any of the items in paragraph (a) of this provision exists will not necessarily result in withholding of an award under this solicitation. However, the certification will be considered in connection with a determination of the Offeror's responsibility. Failure of the Offeror to furnish a certification or provide such additional information as requested by the Contracting Officer may render the Offeror nonresponsible.

(d) Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render, in good faith, the certification required by paragraph (a) of this provision. The knowledge and information of an Offeror is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

(e) The certification in paragraph (a) of this provision is a material representation of fact upon which reliance was placed when making award. If it is later determined that the Offeror knowingly rendered an erroneous certification, in addition to other remedies available to the Government, the Contracting Officer may terminate the contract resulting from this solicitation for default.

K.3 52.215-6 PLACE OF PERFORMANCE (OCT 1997)

(a) The offeror or respondent, in the performance of any contract resulting from this solicitation, [] intends, [] does not intend [check applicable block] to use one or more plants or facilities located at a different address from the address of the offeror or respondent as indicated in this proposal or response to request for information.

(b) If the offeror or respondent checks "intends" in paragraph (a) of this provision, it shall insert in the following spaces the required information:

Place of performance (street		Name and address of owner and
(street address, city, state,		operator of the plant or facility
county, code)		if other than offeror or respondent

_____		_____
_____		_____
_____		_____
_____		_____
_____		_____
_____		_____
_____		_____
_____		_____

**K.4 52.219-1 SMALL BUSINESS PROGRAM REPRESENTATIONS
(APR 2002)**

(a)(1) The North American Industry Classification System (NAICS) code for this acquisition is-- 541611.

(2) The small business size standard is 6 million.

(3) The small business size standard for a concern which submits an offer in its own name, other than on a construction or service contract, but which proposes to furnish a product which it did not itself manufacture, is 500 employees.

(b) Representations. (1) The offeror represents as part of its offer that it is, is not a small business concern.

(2) (Complete only if the offeror represented itself as a small business concern in paragraph (b)(1) of this provision.) The offeror represents, for general statistical purposes, that it is, is not, a small disadvantaged business concern as defined in 13 CFR 124.1002.

(3) (Complete only if the offeror represented itself as a small business concern in paragraph (b)(1) of this provision.) The offeror represents as part of its offer that it is, is not a women-owned small business concern.

(4) [Complete only if the offeror represented itself as a small business concern in paragraph (b)(1) of this provision.] The offeror represents as part of its offer that it is, is not a veteran-owned small business concern.

(5) [Complete only if the offeror represented itself as a veteran-owned small business concern in paragraph (b)(4) of this provision.] The offeror represents as part of its offer that it is, is not a service-disabled veteran-owned small business concern.

(6) [Complete only if the offeror represented itself as a small business concern in paragraph (b)(1) of this provision.] The offeror represents, as part of its offer, that--

(i) It is, is not a HUBZone small business concern listed, on the date of this representation, on the List of Qualified HUBZone Small Business Concerns maintained by the Small Business Administration, and no material change in ownership and control, principal office, or HUBZone employee percentage has occurred since it was certified by the Small Business Administration in accordance with 13 CFR part 126; and

(ii) It is, is not a joint venture that complies with the requirements of 13 CFR part 126, and the representation in paragraph (b)(6)(i) of this provision is accurate for the HUBZone small business concern or concerns that are participating in the joint venture. [The offeror shall enter the name or names of the HUBZone small business concern or concerns that are participating in the joint venture:_____.] Each

HUBZone small business concern participating in the joint venture shall submit a separate signed copy of the HUBZone representation.

(c) Definitions. As used in this provision--

Service-disabled veteran-owned small business concern--

(1) Means a small business concern-- (i) Not less than 51 percent of which is owned by one or more service-disabled veterans or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more service-disabled veterans; and

(ii) The management and daily business operations of which are controlled by one or more service-disabled veterans or, in the case of a veteran with permanent and severe disability, the spouse or permanent caregiver of such veteran.

(2) Service-disabled veteran means a veteran, as defined in 38 U.S.C. 101(2), with a disability that is service-connected, as defined in 38 U.S.C. 101(16).

Small business concern, as used in this provision, means a concern, including its affiliates, that is independently owned and operated, not dominant in the field of operation in which it is bidding on Government contracts, and qualified as a small business under the criteria in 13 CFR Part 121 and the size standard in paragraph (a) of this provision.

Veteran-owned small business concern means a small business concern--

(1) Not less than 51 percent of which is owned by one or more veterans (as defined at 38 U.S.C. 101(2)) or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more veterans; and

(2) The management and daily business operations of which are controlled by one or more veterans.

Women-owned small business concern, as used in this provision, means a small business concern--

(1) That is at least 51 percent owned by one or more women; or in the case of any publicly owned business, at least 51 percent of the stock of which is owned by one or more women; and

(2) Whose management and daily business operations are controlled by one or more women.

(d) Notice. (1) If this solicitation is for supplies and has been set aside, in whole or in part, for small business concerns, then the clause in this solicitation providing notice of the set-aside contains restrictions on the source of the end items to be furnished.

(2) Under 15 U.S.C. 645(d), any person who misrepresents a firm's status as a small, HUBZone small, small disadvantaged, or women-owned small business concern in order to obtain a contract to be awarded under the preference programs established pursuant to section 8(a),8(d), 9, or 15 of the Small Business Act or any other provision of Federal law that specifically references section 8(d) for a definition of program eligibility, shall--

(i) Be punished by imposition of fine, imprisonment, or both;

(ii) Be subject to administrative remedies, including suspension and debarment; and

(iii) Be ineligible for participation in programs conducted under the authority of the Act.

**K.5 52.222-22 PREVIOUS CONTRACTS AND COMPLIANCE REPORTS
(FEB 1999)**

The offeror represents that--

(a) It [] has, [] has not participated in a previous contract or subcontract subject to the Equal Opportunity clause of this solicitation; the clause originally contained in Section 310 of Executive Order No. 10925, or the clause contained in Section 201 of Executive Order No. 11114;

(b) It [] has, [] has not filed all required compliance reports; and

(c) Representations indicating submission of required compliance reports, signed by proposed subcontractors, will be obtained before subcontract awards.

K.6 52.222-25 AFFIRMATIVE ACTION COMPLIANCE (APR 1984)

The offeror represents that--

(a) It [] has developed and has on file, [] has not developed and does not have on file, at each establishment, affirmative action programs required by the rules and regulations of the Secretary of Labor (41 CFR 60-1 and 60-2), or (b) It [] has not previously had contracts subject to the written affirmative action programs requirement of the rules and regulations of the Secretary of Labor.

**K.7 52.227-15 STATEMENT OF LIMITED RIGHTS DATA AND
RESTRICTED COMPUTER SOFTWARE (MAY 1999)**

(a) This solicitation sets forth the work to be performed if a contract award results, and the Government's known delivery requirements for data (as defined in FAR 27.401). Any resulting contract may also provide the Government the option to order additional data under the Additional Data Requirements clause at 52.227-16 of the FAR, if included in the contract. Any data delivered under the resulting contract will be subject to the Rights in Data--General clause at 52.227-14 that is to be included in this contract. Under the latter clause, a Contractor may withhold from delivery data that qualify as limited rights data or restricted computer software, and deliver form, fit, and function data in lieu thereof. The latter clause also may be used with its Alternates II and/or III to obtain delivery of limited rights data or restricted computer software, marked with limited rights or restricted rights notices, as appropriate. In addition, use of Alternate V with this latter clause provides the Government the right to inspect such data at the Contractor's facility.

(b) As an aid in determining the Government's need to include Alternate II or Alternate III in the clause at 52.227-14, Rights in Data--General, the offeror shall complete paragraph (c) of this provision to either state that none of the data qualify as limited rights data or restricted computer software, or identify, to the extent

feasible, which of the data qualifies as limited rights data or restricted computer software. Any identification of limited rights data or restricted computer software in the offeror's response is not determinative of the status of such data should a contract be awarded to the offeror.

(c) The offeror has reviewed the requirements for the delivery of data or software and states [offeror check appropriate block]--

[] None of the data proposed for fulfilling such requirements qualifies as limited rights data or restricted computer software.

[] Data proposed for fulfilling such requirements qualify as limited rights data or restricted computer software and are identified as follows:

Note: "Limited rights data" and "Restricted computer software" are defined in the contract clause entitled "Rights in Data--General."

K.8 SIGNATURE BLOCK

I, the undersigned, do hereby attest that all representations and certifications made in this Section K are true.

Also, I, the undersigned, am aware of the penalties prescribed in 18 U.S. Code 1001 for making false statements in offers; and I am legally authorized to bind the company or organization represented.

(Signature)

(Date)

(Typed or Printed Name)

(Title)

(Solicitation Number)

(Name of Company/Organization Represented)

(Address, including Zip Code)

(Telephone Number, including Area Code)

SECTION L - INSTRUCTIONS, CONDITIONS, AND NOTICES TO OFFERORS**L.1 NOTICE LISTING SOLICITATION PROVISIONS INCORPORATED BY REFERENCE**

The following solicitation provisions pertinent to this section are hereby incorporated by reference (by Citation Number, Title, and Date) in accordance with the FAR provision at FAR "52.252-1 SOLICITATION PROVISIONS INCORPORATED BY REFERENCE" in Section L of this solicitation. See FAR 52.252-1 for an internet address (if specified) for electronic access to the full text of a provision.

NUMBER	TITLE	DATE
52.215-1	INSTRUCTIONS TO OFFERORS--COMPETITIVE ACQUISITION ALTERNATE I (OCT 1997)	MAY 2001
52.222-24	PREAWARD ON-SITE EQUAL OPPORTUNITY COMPLIANCE EVALUATION	FEB 1999

L.2 52.216-1 TYPE OF CONTRACT (APR 1984)

The Government contemplates award of a (Cost Plus Fixed Fee) contract resulting from this solicitation.

L.3 52.233-2 SERVICE OF PROTEST (AUG 1996)

(a) Protests, as defined in section 33.101 of the Federal Acquisition Regulation, that are filed directly with an agency, and copies of any protests that are filed with the General Accounting Office (GAO), shall be served on the Contracting Officer (addressed as follows) by obtaining written and dated acknowledgment of receipt from:

Keith A. Bond
Contracting Officer

Hand-Carried Address:

U.S. Department of Labor/ETA
Division of Contract Services
200 Constitution Avenue, N.W.
Room N-5425
Washington DC 20210

Mailing Address:

U.S. Department of Labor/ETA

Division of Contract Services
200 Constitution Avenue, N.W.
Room N-5425
Washington DC 20210

(b) The copy of any protest shall be received in the office designated above within one day of filing a protest with the GAO.

L.4 52.252-1 SOLICITATION PROVISIONS INCORPORATED BY REFERENCE (FEB 1998)

This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at this/these address(es):

www.arnet.gov/far/loadmain.html

L.5 PAST PERFORMANCE

Offerors shall submit the following information as part of their proposal for both the offeror and proposed major subcontractors:

A. A list of ten (10) "relevant" contracts and subcontracts completed during the past three (3) years. The reference should be on project/work similar in nature. Contracts listed may include those entered into by the Federal Government, agencies of state and local governments and commercial customers. Offerors that are newly formed entities without prior contracts should list contracts and subcontracts as required above for all key personnel. Include the following information for each contract and subcontract:

1. Name of contracting activity
2. contract number
3. Contract type
4. total contract value
5. contract work
6. contracting officer and telephone
7. program manager and telephone
8. administrative contracting officer, if different from #6 and telephone number
9. list of major subcontractors

PLEASE NOTE: Offerors are to use Attachment J.7 - Past Performance Reference Information when providing this information.

B. The offeror may provide information on problems encountered on the contract and subcontracts identified in A above and corrective actions taken to resolve those problems. Offerors should not provide general information of their performance on the identified contracts. General performance information will be obtained from the references.

C. The offeror may describe any quality of awards or certifications that indicate the offeror possess a high quality process for developing and producing the product or service required.

Identify what segment of the company (one division or the entire company) that received the award or certification. Describe when the award or certification was bestowed. If the award or certification is over three years old, present evidence that the qualifications still apply.

D. Each offeror will be evaluated on his/her performance under existing and prior contracts for similar products or services. Performance information will be used for both responsibility determinations and as an evaluation factor against which offerors' relative rankings will be compared to assure best value to the Government. The Government will focus on information that demonstrates quality of performance relative to the size and complexity of the procurement under consideration. The contractor's reference questionnaire form identified in Section J.8 will be used to collect this information. References other than those identified by the offeror may be contacted by the Government with the information received used in the evaluation of the offeror's past performance. The Government also reserves the right to decide not to contact all of the references provided by the offeror. Names of individuals providing reference information about an offeror's past performance shall not be disclosed. Offerors are advised to provide the correct point of contact and telephone numbers of past performance references.

L.6 ORAL PRESENTATION

After the receipt of offers (proposals) by the Government, every eligible offeror must make an oral presentation to the Government's evaluation panel and participate in a question and answer session. The sole purpose of the oral presentation and question and answer session is to test an offeror's understanding of the work that the Government will require under the prospective contract.

The oral presentation and the question and answer session are not part of the offer and are not themselves offers. The oral presentation and the question and answer session will not constitute discussions, as defined by FAR Part 15, and will not obligate the Government to determine a competitive range, conduct discussions, or solicit to entertain revised or final offers.

Statements made by the offeror during the oral presentation or the question and answer session will not become a part of any contract resulting from this RFP, unless the Government and the offeror agree to make it part of an offer during discussions. If the Government decides to conduct discussions the Government will not solicit or entertain revisions to the oral presentations or to the answers given during the question and answer session.

1. Schedule for presentation: Oral presentations will commence approximately three weeks after the receipt of proposals. The Contract Specialist will notify offerors of the scheduled date and time of their presentation within two weeks of the receipt of offerors. The order in which offerors will make presentations will be determined by drawing lots by the Contract Specialist. Once notified of their scheduled presentation date and time, offerors shall complete their presentations on the scheduled date and time. Requests from offerors to reschedule their presentations will be entertained only in emergency situations. The Government reserves the right to reschedule an offeror's oral presentation at the discretion of the Contract Specialist.

2. Form of presentation: Offerors will make their oral presentations in person, at the Department of Labor/ETA, 200 Constitution Ave., NW, Washington, D.C., to the Technical Evaluation Panel, Contract Specialist, and other representatives of the Government. Submission of videotapes or other forms of media containing the presentation for evaluation are not authorized.
3. Time allowed for presentation: Offerors shall receive transparencies one half hour prior to the presentation to caucus and prepare for the actual presentation. Oral presentations, excluding the question and answer session, will be limited to 90 minutes. The Contract Specialist will strictly enforce this time limit. Following the oral presentation there will be a recess of 1 hour. After the recess there will be a one hour question and answer session.
4. Offeror's presentation team: A maximum of five contractor personnel (prime and subcontractor) may participate. These individuals/presenters will attend the oral presentation and the question and answer session and shall answer questions directed to them. The presentation shall be made by one or more of the personnel whom the offeror will employ to manage or supervise contract performance on a full time basis or as designated in Sections C.5 and L.8. The Project Director who will have a 100% time operational responsibility for contract performance, and Principal Investigator(s) shall be present and shall, at a minimum, answer questions directed to him/her during the question and answer session.

Offerors may not use company senior or general managers or consultants to make any part of the oral presentation. In addition to the maximum of five individuals who will participate, the offeror may send two non-participating representatives to observe. Hence a total of seven contractor personnel will be permitted to attend (only five may participate) the presentation. No other officers, employees, consultants, agents, or other representatives of the offeror may attend.

5. Content of presentation: The presentation shall not encompass price or cost and fee. During the 90 minute oral presentation, the offeror's presenters must demonstrate the offeror's understanding of the work that will be required under the prospective contract by addressing the following topics, in the following order, in accordance with the following instructions:

- a) Introduction: The offeror should provide information about itself and any partners or subcontractors as firms, briefly describing its own and the others' organization, history, products and services. (10 minutes)
- b) Work Breakdown: Briefly describe the proposed evaluation, the various methodologies to be employed, and the size and scope of each part of the work. Describe how each part of the evaluation will be accomplished, in terms of major tasks, deliverables, and other activities. Briefly describe interrelationships and interdependencies among the different parts of the evaluation and its task. (20 minutes)
- c) Contract Work Schedule: Present a summary list of proposed dates for key activities and deliverables as well as a detailed Gantt chart that illustrates the contract work schedule by [week, month, quarter, or year]. Show the starting date and ending date of each activity identified in the work breakdown analysis. Describe concurrent and interrelated tasks. (10 minutes)
- (d) Contract Resource Allocations: Identify in summary the resources that are proposed to be used, including professional personnel and subcontractors as well as data sources, computer systems, etc. List the total number of hours of each key personnel and a summary regarding other staff, while showing number of personnel and hours for the tasks or activities identified in the work breakdown analysis. (10 minutes)
- (e) Risk Analysis: Identify contingencies that could, if they were to occur, endanger satisfactory performance. Focus on critical events that are realistically likely to occur and that would pose serious problems. (Do not try to identify every event that could cause some minor difficulty.) Briefly describe the nature of each of the contingencies, the work activity with which each is associated, the estimated likelihood of the occurrence of

the contingency, its likely effect on performance if it were to occur, its likely causes, and what plans will be put in place to prevent its occurrence and respond in the event that it does occur. (20 minutes)

(f) Personnel Qualifications: Identify the individuals (and their organizational affiliation) who will have primary responsibility for the performance of the tasks and/or activities identified in the work breakdown analysis.

Include individuals from affiliates, subsidiaries, and subcontractors. Briefly describe the qualifications of all key personnel, including education and training and especially their experience doing such work. (10 minutes)

(g) Conclusion: The offeror should summarize the main points of its presentation and state why the Government should select the offeror for contract award. (10 minutes)

An offeror may address any other topic, as well, within the 90 minute limit. The Contract Specialist will strictly enforce the 90 minute time limit.

6. Clarification of oral presentation points: After completion of the oral presentation, the Government may request clarification of any points addressed which are unclear and may ask for elaboration by the offeror on any point which was not supported. Any such interchange between the offeror and the Government will be for clarification only, and will not constitute discussions within the meaning of FAR Part 15. The time required for clarification will not be counted against the offeror's presentation time limit.

7. Government Personnel:

Contract Specialist and/or Contracting Officer.

Federal Staff to assist in the administration of the presentations.

The Technical Evaluation Panel consisting of (3-5) individuals with expertise in employment and training programs administered by the Department of Labor/ETA.

8. Documentation: The Government will provide blank flip chart paper for the offeror to use during the presentation caucus time period. An overhead slide projector will be provided by the Government for offeror use during the presentation. At the close of the presentation, the offeror shall provide the Technical Evaluation with a listing of the names, firms, and position titles of all presenters, along with all flip charts and/or overhead slides used during the presentation. The Government will not accept for evaluation any additional documentation which may or may not have been referenced during the presentation.

Each offeror shall use black and white overhead transparencies (slides) to document key points of its presentation. The Government will provide one overhead projector, one flip-chart pad, and marker pens for the offeror's use during the oral presentation. The offeror may not use or submit any other media documents. "The offeror shall submit its set of overhead transparencies and five (5) paper copies to the Government in a sealed package with its offer" (see L.7). Failure to submit the overhead transparencies and paper copies by the date established for receipt of offers will cause the offer to be rejected as non-responsive.

Thirty (30) minutes before the presentation, the Contract Specialist will give the transparencies to the offeror for its use during the presentation. The overhead transparencies must be 8.5 by 11 inches. The legibility and clarity of the transparencies is the responsibility of the offeror. The transparencies submitted will be considered the offeror's technical proposal. If there is a discrepancy between any of the transparencies and what is verbally stated during the presentation, the information that appears on the transparency will take precedence over what the presenters say.

There is no limit to the number of overhead transparencies that an offeror may use during its presentation. However, when evaluating the offeror's presentation, the Government will consider only the information on the transparencies that were actually projected during the presentation. The production and use of an excessive number of slides may be detrimental to an offeror's interests. The presentations will be audio taped by the

Government. Offerors should mark slides in accordance with FAR 52.215-1 (e), Restrictions on Disclosure and Use of Data, as appropriate.

L.7 SUBMISSION OF PROPOSAL

(A) - General Instructions:

Each offeror must submit an offer (proposal) and other written information and make an oral presentation in strict accordance with these instructions. When evaluating an offeror, the Government will consider how well the offeror complied with the letter and spirit of these instructions. The Government will consider any failure on the part of an offeror to comply with both the letter and spirit of these instructions to be an indication of the type of conduct it can expect during contract performance. Therefore, the Government encourages offerors to contact the Contracting Officer by telephone, facsimile transmission, e-mail, or mail in order to request an explanation of any part of these instructions.

Your proposal must be submitted in three (3) separate and distinct parts as outlined below, consisting of the number of stated copies and accompanied by the required supportive materials to insure that the proposal will be considered responsible to the Request for Proposals.

Part 1

Original and two (2) signed copies of completed Standard Form 33, Solicitation, Offer and Award, Original and two (2) signed copies of Section K, the Representations, Certifications and other Statements of Offerors, and all attachments thereto except those items required in Part 2 and 3 will be submitted as outlined in their respective parts.

Legible copies are acceptable. (All copies shall be ink-signed.)

Part 2

(1) Offerors shall submit an original and three copies of their technical proposal, which includes technical approach/understanding, resumes, letters of intent for all "professional personnel," and management plan, etc. (See Section M.2 (A, B, and F)). Responses under this evaluation criteria that do not meet the requirements will be determined technically unacceptable and not considered for award.)

The proposal shall include an table of contents and an executive summary not to exceed 3 pages covering the technical approach only.

(2) Offerors shall submit an original and three copies of relevant past performance information (See Section L.5 and M.2(C)); and

The Technical Proposal shall not make reference to cost or price data so that an independent technical evaluation may be made on the basis of technical merit alone. Failure to comply with this requirement will result in a determination of nonresponsiveness. Proposals specifying less than one hundred twenty (120) days Government Acceptance may be considered not acceptable. Any exceptions taken by a proposer to any provisions of this Request for Proposals or any condition placed upon a proposal may result in a finding of not acceptable. Only one proposal may be submitted by each respondent.

(3) A set of overhead transparencies and five (5) paper copies in a sealed package. These transparencies shall form the basis of the offeror's Oral Presentation. PLEASE NOTE: The sealed package containing the transparencies will not be opened until the scheduled date for an offeror's presentation, in the presence of the

Contract Specialist and a representative of the offeror. Both the transparencies and the Oral Presentation will be used to evaluate the offeror's capability to perform the contract (See section M.2(D));

Part 3

A detailed Business Management Proposal for the prime contractor and all subcontractors as further outlined in the below instructions and consisting of:

- (a) Three (3) copies of Attachment J.2 - Cost and Price Analysis, ETA 8555 (Mar. 1981);
- (b) One (1) copy of Attachment J.3 - Statement of Financial Capability, ETA 8554 (Mar. 1981);
- (c) One (1) each Accounting System Certification which is a statement certifying that the offeror has an established accounting system with internal controls adequate to safeguard their assets, insure that funds are accounted for by cost categories, check the accuracy and reliability of the accounting data, promote operating efficiency and permit compliance with Government requirements and accounting procedures with respect to Cost Reimbursement types of contracts.

The statement shall be executed by a certified public accountant (CPA), licensed public accountant, a bona-fide accounting or audit organization such as Defense Contract Audit Agency (DCAA) or an entity of equivalent status acceptable to the Government. Failure to include the above stated supportive materials with your proposal will be a basis for determination of not being acceptable.

NOTE: Parts 1, 2, and 3 should be sealed in separate envelopes and included in one master package. The RFP number and related Part numbers outlined above, if applicable, must be shown in the upper left hand corner of each of the envelopes as well as the master package.

The Government warns offerors that taking exception to any term or condition of the RFP (including submitting any alternative proposal that requires a relaxation of a requirement), will make an offer unacceptable, and the offeror ineligible for award, unless the RFP expressly authorizes such an exception with regard to that specific term or condition. The Government will consider any exception to a term or condition of the RFP that is not expressly authorized by the RFP to be a deficiency, as defined in FAR Part 15.

An offeror may eliminate a deficiency in its offer only through discussions, as defined and prescribed in FAR Part 15. However, the Government intends to award a contract without discussions, as authorized by FAR Part 15. Therefore, any offeror planning to take exception to a term or condition of the RFP should consult with the Contracting Officer prior to submitting and offer, unless the RFP expressly authorizes such an exception.

Notwithstanding its plan to award without discussions, the Government reserves the right to conduct technical and cost discussions with offers in a competitive range, if necessary, and to permit such offerors to revise their proposals. The government also reserves the right to change any terms and conditions of their RFP by amendment at any time prior to contract award and to allow offerors to revise their offers accordingly, as authorized by FAR Part 15.

The offeror shall complete and submit all certifications included in or attached to this Request for Proposal.

The Cost Analysis (Attachment J.2) and Financial Capability Forms (Attachment J.3) support information shall be augmented as follows:

Offerors are required to submit cost proposals fully supported by cost and pricing data adequate to establish the reasonableness of the proposed costs.

1. Most current published annual balance sheet and profit or loss statement.
2. The offeror shall furnish a total cost breakdown utilizing the enclosed cost and price analysis form.
 - (a) Include the backup data to support the type of labor and estimated numbers of hours within each category.
 - (b) Include a breakdown of the amount estimated for travel including destination, duration, purpose and cost (per diem and transportation).
 - (c) Include backup data to support the estimated amount of material and subcontracting (if applicable) including description of materials to be procured, basis for proposed subcontract, type of subcontract and amounts proposed.
3. List the names and addresses of any subcontractor* the offeror intends to use in the performance of a resulting contract. Include the following information about the subcontract(s).
 - (a) How subcontractor was selected?
 - (b) Has the subcontractor submitted a cost proposal?
 - (c) Will he be able to start performance at the start of the contract period?
 - (d) What is the total cost of (each) subcontract?
 - (e) What services (skills) will the subcontract provide?
 - (f) What experience do they have in this technical area?

*Also provide the above information for consultants you intend to use in the performance of a resulting contract.

Consultants: Persons who are members of a particular profession or possess a special skill and who are not officers or employees of the contractor.

L.8 SPECIAL REQUIREMENTS

The contractor shall be required to provide the necessary personnel to accomplish each task listed above. The key personnel positions and their required time commitments are as follows:

Project Direct (40%) Principal Investigator(s) (30%) Task Leader(s) (20%)

L.9 REQUEST FOR CLARIFICATION (RFC)

All Requests For Clarification (RFC) must be received no later than 5:00 p.m. local time, March 19, 2004.

Only electronic submission of requests will be accepted. They shall be submitted to Ms. Chari Magruder at magruder.chari@dol.gov. Should any RFC be received after the date stated above, the Government reserves

the right not to provide an answer. If, however, the Government determines that the RFC raises an issue of significant importance, the government will respond electronically.

The Government will not provide any information concerning requests for clarifications in response to telephone calls from offerors. All requests will be answered electronically and will be available to all offerors at the DOLETA Internet site (<http://wdsc.doleta.gov/sga/rfp.asp>).

Please be advised that it is the sole responsibility of the offeror to continually view the website for any amendments to this solicitation.

SECTION M - EVALUATION FACTORS FOR AWARD**M.1 BASIS FOR AWARD (BEST VALUE)**

The Government intends to evaluate proposals using a two-step methodology. The first step will involve the evaluation of the offeror's UNDERSTANDING/TECHNICAL APPROACH, INDIVIDUAL STAFF EXPERIENCE AND QUALIFICATIONS, MANAGEMENT PLAN, and PRICE (evaluation factors A, B, E and F listed below). Based on these evaluations, a Competitive Range (FAR Part 15) consisting of the most highly rated proposals will be established.

The second step will involve evaluation of CONTRACTOR'S PAST PERFORMANCE of each offeror within the Competitive Range. Past Performance will be evaluated in accordance with Section L.7 of the solicitation and evaluation factor C listed below. The second step will also involve evaluation of an ORAL PRESENTATION presented by each of the offerors within the Competitive Range. Evaluation of oral presentations will consist of the offeror's CAPABILITY TO PERFORM THE WORK (evaluation factor D listed below). Therefore, each offer should contain the best terms from a cost or price and technical standpoint.

A cost realism analysis and a Field Pricing Review will be performed for all technically acceptable offerors. Contract award will be based on the combined evaluations of the Understanding/Technical Approach, Individual Staff Experience and Qualifications, Contractor's Past Performance, Contractor's Capability to Perform the Work, Management Plan, and Price. The contract resulting from this solicitation will be awarded to the responsible offeror whose offer, conforming to the solicitation, is determined to provide the "best value" to the Government, which may not necessarily be the proposals offering the lowest cost nor receiving the highest technical score. It should be noted that cost is not a numerically weighted factor.

Although non-cost factors are significantly more important than cost, cost is an important factor and should be considered when preparing responsive offers (proposals). The importance of cost as an evaluation factor will increase with the degree of equality of the proposals in relation to the remaining evaluation factors.

When the offerors within the competitive range are considered essentially equal in terms of technical, past performance and other non-cost factors (if any), or when cost is so significantly high as to diminish the value of the technical superiority to the Government, cost may become the determining factor for award. In summary, cost/non-cost trade offs will be made, and the extent to which one may be sacrificed for the other if governed only by the tests of rationality and consistency with the established factors.

Prospective contractors are advised that the selection of a contractor for contract award is to be made, after a careful evaluation of the offers (proposals) received, by a panel of specialists chosen by DOL/ETA. Each panelist will evaluate the proposals for technical acceptability using a range of scores assigned to each factor. The factors are presented in the order of emphasis that they will receive (i.e., Factor A has the greatest weight, Factor B the second greatest weight, etc.). The scores will then be averaged to select a contractor for award on the basis of their proposal being the most advantageous to the Government, price and other factors considered.

Proposals for this evaluation of the UI program should address each of the factors and criteria below. As a courtesy to reviewers, it is requested that the technical proposal be organized according to those factors and criteria, in the order listed, to the extent feasible.

A. UNDERSTANDING/PROPSECTIVE EVALUATION DESIGN (60 POINTS)

1. UNDERSTANDING (20 points)

For this section, offerors should provide: an overview of the UI program currently and its origins; a broad-ranging discussion of policy issues that have been and are of interest in regard to UI benefits; a partial exploration of the demographic, economic and labor market trends that affect the UI program and implications for this evaluation and for other further study; a discussion of past research and its implications for this evaluation.

PLEASE BE ADVISED THAT OFFERORS WILL BE EVALUATED UNDER THIS FACTOR BASED ON THE FOLLOWING:

- a. The clarity and completeness of the description of: key features of the UI system currently and historically, of the assumptions, rationales and goals that influenced the development of the program historically and the policy issues that have arisen from different parts of the political spectrum;
- b. The relevance and completeness of the description of the economic and labor market trends identified as bearing on the UI benefits program and of areas that need further analysis or research; and
- c. The thoroughness and coherence of the discussion of past research on the UI program and its implications for this evaluation. To obtain the highest score, the proposal must demonstrate mastery of the past research (including the foundational literature in Appendix A and from other sources) and clarify how this evaluation will update, improve, and extend this body of knowledge.

2. TECHNICAL APPROACH (40 points)

In this section, the offeror should provide a prospective design for the evaluation covering tasks b-e, in Section C.4, including the Analysis of Labor Market Changes and Their Implications for UI; Data Collection and Analysis of Characteristics and Trends in UI Reciprocity; Simulations and Analyses Re: Macro- and Micro-economic Impacts; and Analyses Re: Re-employment, Dispersal, Skills, and Labor Standards. A separate description for each task should be provided.

PLEASE BE ADVISED THAT OFFERORS WILL BE EVALUATED UNDER THIS FACTOR BASED ON THE FOLLOWING:

- a) The degree to which the **Analysis of Labor Market Changes and Their Implications for UI** is sound and comprehensively covers:
 - the remaining questions to explore
 - the data sources and types of analyses, and
 - the implications of this section for other parts of the technical approach and the final report on UI,
- b) The degree to which the design for the **Data Collection and Analysis of Characteristics and Trends in UI Recipients** is sound, comprehensive and innovative regarding:
 - which questions and issues in the Objectives will be covered,
 - other related questions,
 - how the surveys will be conducted and question lists developed,
 - methodological or statistical issues (including the size and specifications of each sample, sampling strategy, precision, error rates, how to assure high response rates),

- types of data analysis and specific statistical interactions that will be explored; and
 - potential limitations of the data and the technical analysis, and
 - how the research is related to other components of the evaluation.
- c) The degree to which the design(s) for the **Data Collection and Analyses Re: Macro- and Micro-economic Impacts** is sound, comprehensive, and innovative regarding:
- which questions and issues discussed in the Objectives will be covered,
 - other related questions,
 - data sources and data quality,
 - analytical methods to be used,
 - hypotheses and interactions to be explored,
 - methodological or statistical issues,
 - potential limitations to the data, and
 - the relevance of this research to other parts of the evaluation and how it will be linked to them.
- d) The degree to which the design for the **Data Collection and Analyses Re: Re-employment, Dispersal, Skills, and Labor Standards** is sound, creative, and comprehensive regarding:
- the questions and issues that will be covered,
 - the methodology or strategies to be used and issues relating to the methodology;
 - the quantitative and qualitative data sources, including existing databases and new sources, if any,
 - types of data analysis and statistical interactions that will be explored,
 - potential limitations of the data and the analysis, and
 - the relevance of this part of the evaluation to other components of the evaluation.
- e) The degree to which technical approach as a whole as well as all parts of it are clear, concise, coherent and internally consistent.

B. INDIVIDUAL STAFF EXPERIENCE AND QUALIFICATIONS (25 points)

Successful performance of the proposed work depends heavily on the qualifications of the individuals committed to this project and the adequacy of the time commitment for each individual in relation to the specific tasks that they will perform. This section of the proposal shall provide sufficient information for judging the quality and competence of staff proposed to be assigned.

Proposals shall include:

Modified resumes for all key personnel, with information that will make it possible for reviewers to determine if the criteria have been met. An example of part of the modified resume is included in Appendix B to this solicitation. In addition to standard information on individuals' work history, educational background, honors and awards, and publications, modified resumes should include the following:

- Proposed title/position(s), component or task of the evaluation in which these will be performed, functional role(s), activities, number of hours and percentage (of 10,400 hour) for each functional role, and total hours and total percentage of hours for the individual. Each position in the project should be separately listed.
- Current employment status, title, and the activities or projects on which the individual is currently working;
- Start and stop dates (by month/year) and roles for each item under work experience and a brief description of activities for each role.

Loading charts showing the number and percentage of hours for each staff for the total duration of the project (based on a total of 10,400 hours), staff time for each year (based on a year of 2,080 hours) and staff time by task or project subpart (as per the management plan).

Signed letters of intent for all professional staff, including consultants (and excluding clerical staff) with a countersignature from the contractor/offeror.

PLEASE BE ADVISED THAT OFFERORS WILL BE EVALUATED UNDER THIS FACTOR BASED ON THE FOLLOWING:

- 1) Information on all key professional personnel is supplied in the modified resume format.
- 2) The experience and qualifications of the Project Director(s), to include a minimum of five years of experience in managing large, multi-part social science research, program evaluations, or demonstration projects; 2 years experience in projects related to unemployment insurance, and a Masters Degree in field related to social science research (such as economics, statistics, sociology, political science or public administration).
- 3) The experience and qualifications of the Principal Investigator(s) to include a minimum of ten years experience in performing social science research, including five years of experience designing and coordinating large, multi-part research projects. The principle investigator(s) will at a minimum have a PhD in economics, political science, statistics, or mathematics. In addition, the Principle Investigator(s) must collectively demonstrate extensive knowledge of the UI system and extensive experience in analyzing complex data sets, econometric modeling, development and management of surveys, use of data in natural experiments, and practical issues surrounding collection of data.
- 4) The experience and qualifications of Task Leaders (as defined in the organizational plan). Each task leader must demonstrate at least 3 years prior experience directly relevant to their proposed role, familiarity with the UI program, and graduate education in relevant areas of social science (economics, political science, public administration, mathematics, or statistics).
- 5) The experience and qualifications of all senior staff, demonstrating at least 3 years of relevant experience and, where necessary, a strong familiarity with the UI program.
- 6) The adequacy of the time commitment of all personnel assigned to the project, according to each task and sub-task (the number of hours per year that each individual will devote to each aspect of the project). It is expected that the Project Director(s) will devote a minimum of 40% of time; the Principal Investigator(s) a total of 30% of time; and Task Leaders, 20% of their time per task (as identified in the organizational plan). If an individual is performing more than one function or leading more than one task, the time commitment should be commensurate (i.e., 40% for two tasks, etc.). Where an individual is performing multiple tasks but time is not fully additive to the requirements noted here, a full explanation must be provided for a lesser amount of time. Where needed, time commitments far above the minimum should be identified. When leadership roles are shared among two or more individuals, the combined time commitment may equal the minimum.
- 7) Letters of intent are provided for each professional personnel, including employees, contractors or contingency hires (defined as person not currently employed but who have executed a binding letter for commitment for employment with the offeror, if the offeror receives award under this solicitation). Letters of intent must be dated and include signatures from the individual and the offeror/contractor.

The letter must state that the individual will be available for the number of hours stated in the proposal.

C. CONTRACTOR'S PAST PERFORMANCE (25 POINTS)

Past performance shall include evaluating offerors with no relevant performance history, and shall provide offerors an opportunity to identify past or current contracts (Federal, State and local government, and private) for efforts similar to the Government requirement. Offerors will be provided the opportunity to address unfavorable reports of past performance, if the offeror has not had a previous opportunity to review the rating. Offerors shall provide information on problems encountered on the identified contracts and the offerors' corrective actions. The Government shall consider this information, as well as information obtained from any other sources, when evaluating the offeror's past performance. The contracting officer shall determine the relevance of similar past performance information. Offerors shall submit past performance information regarding predecessor companies, key and subcontractors that will perform major or critical aspects of the requirement. Offerors without relevant past performance history or for whom information on past performance is not available may not be evaluated favorably or unfavorably on past performance. In this instance the offeror would receive a neutral score.

D. CONTRACTOR'S CAPABILITY TO PERFORM THE CONTRACT (25 points)

The Government will evaluate each offeror's capability to perform the contract on the basis of its oral presentation and the responses it gives during the question and answer session that will follow the oral presentation. In making this evaluation, the government will consider the quality of: (1) the evaluation design, methodologies, tasks, deliverables and other activities, as well as of interrelationships and interdependencies among different parts, and whether these are likely to lead to successfully meeting evaluation objectives (See Section L.6 (5b)); (2) the sequence and realistic duration of the work activities (See Section L.6 (5c)); (3) the adequacy of resources required to perform the work activities (See Section L.6 (5d)); (4) the knowledge of the difficulties, uncertainties, and risks associated with the work and the quality of the plans to address or mitigate these risks (See Section L.6 (5e)); and (5) knowledge of the personnel and subcontractor qualifications necessary to the performance of the work (See Section L.6 (5f)).

E. MANAGEMENT PLAN (15)

This evaluation will include multiple, overlapping activities, involving many people and data sets. A management plan must be provided that includes the following:

- A 1–page chart or diagram showing how the project will be organized, including all tasks and deliverables and the overall leadership, business management, task or team leaders, and staff for each part. The organizational affiliations for all staff should be identified. Please note that the organization of the project does not have to conform strictly to the tasks in C.4, but must clearly show all tasks and deliverables and who will be responsible for them.
- A timeline or schedule of task startups, endings, and milestones;
- A list of key products, their delivery dates and the lead person responsible for each.
- A brief overview of how the project will be managed.
- Brief descriptions of how tasks f -h under Section C.4 (Data Acquisition, Advisory Board, and Reports and Oral Briefings) will be conducted. Offerors should demonstrate their familiarity with key activities associated with administrative acquisition and managing an advisory board. Examples

of possible members of the Advisory Board should be included, but no resumes, time allocations, or letters of commitment are expected. Offerors should also describe their internal process for writing, reviewing, and editing the reports under the deliverables.

PLEASE BE ADVISED THAT OFFERORS WILL BE EVALUATED UNDER THIS FACTOR BASED ON THE FOLLOWING:

- 1) The organizational plan covers all parts of the evaluation design and is likely to be effective and efficient with reporting relationships that are clear and reasonable;
- 2) The timeline and schedule cover all major tasks, are reasonable, and appear likely to result in meeting all deadlines.
- 3) Plans for Data Acquisition, the Advisory Board, and for producing reports and briefings demonstrate an awareness of the key variables for success, possible problems and contingencies and strategies for addressing them.

F. PRICE

Cost Realism will be performed on all acceptable business management proposals as part of the proposal evaluation process. The purpose of this evaluation shall be to (a) verify the offeror's understanding of the requirement; (b) to assess the degree to which the cost/price proposal reflects the approaches and/or risk assessments made in the technical proposal as well as the risk that the offeror will provide the services for the offered price/cost; and (c) assess the degree to which the cost reflected in the cost/price proposal accurately represents the work effort included in the technical offer (proposal).

M.3 DETERMINING BEST OVERALL VALUE

In order to determine which offeror represents the best overall value, the Contracting Officer will make a series of paired comparisons among only those offerors that submitted acceptable offers (proposals). If, in any paired comparison, the offeror with the higher expected value also has the lower price, then the Contracting Officer will consider that offeror to represent the better overall value. If the offeror with the higher expected value has the higher price, then the Contracting Officer will decide whether the difference in expected value is worth the difference in price. If the Contracting Officer decides that it is, then they will consider the offeror with the higher technical score and the higher price to represent the better overall value. If not, then the Contracting Officer will consider the offeror(s) with the lower technical score and the lower price to represent the better value. The Contracting Officer will continue to make paired comparisons in this way until they have identified the best overall value. Please be advised that in the event that the offerors within the competitive range are essentially technically equal in terms of technical, past performance, other non-cost factors, and price, the Government reserves the right to award multiple contracts under this solicitation.

Pursuant to FAR Subpart 52.215-1 Instructions to Offerors - Competitive Acquisition, the Contracting Officer reserves the right to award without discussion to the source(s) whose offer is the most advantageous to the Government, price and other factors considered.

Appendix A:**UI Literature Relevant to this Solicitation****Demographic and Economic Changes Relevant to the UI Program****1. Recipients**

Vroman, W. (1998) "Labor Market Changes and Unemployment Insurance Benefit Availability" (UI Occasional Paper 98-3). Washington DC: U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service. NTIS PB98-157563

Davidson, Carl and Stephen A. Woodbury. (1995) "Optimal Unemployment Insurance," Staff Working Papers 95-35, W.E. Upjohn Institute for Employment Research.

2. Exhaustees

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Appendix B

Example of a Modified Resume:

Plato Jones
Ideal Research Associates
Ether, CO

Proposed Position(s) in UI Evaluation: Task Leader and Team Member

Position # 1:

Proposed title: Task Leader
Task Area: UI Reciprocity Study
Functional role: Leader, coordinator and analyst
Activities: Will provide direction and coordinate team of researchers, communicate with Project Director, analyze data on non-filers, and be part of writing and editorial team producing interim report
Time Commitment Over 5-Years: 2,080 hours, or 20% of 10,400

Position # 2

Proposed Title: Team Member
Task Area: Final Synthesis Paper
Functional Role: Analyst and Writer
Activities: Will review other components of project and as part of a team will write and edit section on UI reciprocity and its implications for future research. Will also edit and review other sections of the report
Time Commitment Over 5 years: 520 hours, or 5 percent of 10,400

Total Time Commitment Over 5 years: 2,600 or 25% of 10,400

Relationship to Proposer Organization: Member of subcontractor organization

Current Title and Role: Senior Research Analyst, Project Manager

Current Work/Projects: CO UI studies on...

Experience:

September 03 to Present – Project Director, Social Science Research Section, Ideal Research; coordinates with all team members, manages development of site visit protocol etc.
Aug 1999-Sept. 03 – Senior Analyst at Ideal Research

Papers:

Jones, Plato and Troy, Helen, UI in the Mountains: Shifts in reciprocity during off-peak seasons, 1999, Principal author

Jones, Plato and Smith, Aristotle, Is Empiricism Dead or Just Sleeping?, 1994, Contributed to literature search.

Education: (as per typical resume).....

Awards: (as per typical resume)