

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>			1. CONTRACT ID CODE	PAGE OF PAGES 1   1
2. AMENDMENT/MODIFICATION NO. PA-0001	3. EFFECTIVE DATE Refer to Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (IF APPLICABLE) HCATS 8 (a)	
6. Issued By Code	7. ADMINISTERED BY (If other than Item 6) Code			
General Services Administration Federal Acquisition Service One World Trade Center, 55th Floor New York, NY 10007				
8. Name and Address of Contractor (No., street, county, State and ZIP Code)			(x)	9A. AMENDMENT OF SOLICITATION No.
Changeis, Inc 1530 Wilson Boulevard # 340 Arlington, VA, 22209-2447				9B. DATED (SEE ITEM 11)
CODE			X	10A. MODIFICATION OF CONTRACT/ORDER No. 47QREB21D0022
FACILITY CODE				10B. DATED (SEE ITEM 13) Dec 22, 2020

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

<input type="checkbox"/>	The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers	<input type="checkbox"/>	is extended	<input type="checkbox"/>	is not extended.
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Offer's must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:  
(a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or  
(c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

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

<input type="checkbox"/>	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO : (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
<input checked="" type="checkbox"/>	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b). FAR 52.243-1 (Alternate I)
<input type="checkbox"/>	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF :
<input type="checkbox"/>	D. OTHER (Specify type of modification and authority)

**E. IMPORTANT:** Contractor  is not,  is required to sign this document and return 1 copies to the issuing office.

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

Please see summary of changes.

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

15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)	
		Nasim Lashaninejad, Contracting Officer	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA	16C. DATE SIGNED
(Signature of person authorized to sign)		Nasim BY Lashaninejad (Signature of Contracting Officer)	Digitally signed by Nasim Lashaninejad Date: 2021.03.08 09:55:34 -05'00'

## Summary of Changes

### **SECTION C:**

#### **C.3.1.2 KSA 2 (CUSTOMIZED HUMAN CAPITAL STRATEGY SERVICES)**

##### **FROM:**

The scope of KSA 2 is inclusive of, but not limited to, a broad range of human capital and human resources services. These services may include, as a part of talent management and human capital management, the following:

- HR strategy
- Organizational and position management
- Staff acquisition
- Performance management
- Compensation management (excluding payroll)
- HR Development
- Employee relations
- Labor relations
- Separation management

The scope of KSA 2 excludes payroll processing, benefits management, and personnel action processing, which are provided through Public and Private Shared Service Centers (SSCs).

##### **TO:**

The scope of KSA 2 is inclusive of, but not limited to, a broad range of human capital and human resources services. These services may include, as a part of talent management and human capital management, the following:

- HR strategy
- Organizational and position management
- Staff acquisition
- Performance management
- Compensation management
- HR Development
- Employee relations
- Labor relations
- Separation management

#### **C.3.5 SERVICES NOT IN SCOPE**

The following sentence has been deleted:

“At no time shall an OCO award a task order and a Contractor provides a learning management system(s).”

**SECTION G:**

The following section has been added.

**G.3.11 INDUSTRIAL OPERATIONS ANALYST (IOA)**

The HCaTS PMO may designate IOAs for HCaTS contracts and task orders. The IOA is a GSA Government official who assesses Contractor records and conducts Contractor Assistance Visits (CAVs) to the Contractor’s place of business to assist the Contractor with task order reporting, Contract Access Fee (CAF) management, and other general contract administration functions deemed necessary by the Government.

**SECTION H:**

**H.7 LIMITATIONS ON SUBCONTRACTING**

**FROM:**

In performance of services awarded under HCaTS 8(a), at least 50% of the cost of task order performance incurred for personnel shall be expended for employees of the concern. FAR 52.219-14 will be monitored and strictly enforced by the HCaTS 8(a) CO.

The Contractor shall specifically identify the total Prime and Sub-contracted labor dollars combined and the total labor dollars subcontracted separately in each invoice submitted under HCaTS 8(a) task orders.

If an ordering agency has a supplemental regulation that does not coincide with FAR 52.219-14, the OCO may tailor this section at the task order level.

**TO:**

In performance of services awarded under HCaTS 8(a), at least 50% of the cost of task order performance incurred for personnel shall be expended for employees of the concern. Class deviation 52.219-14 (2020-19) will be enforced at the master IDIQ level and for each Period of Performance of the contract. Based on the Class deviation, a similarly situated entity has the same small business program status as that which qualified the prime contractor for the award. Any work subcontracted to subcontractors not similarly situated will count towards the prime contractor's 50 percent subcontract amount that cannot be exceeded. Any work that a similarly situated entity further subcontracts will count towards the prime contractor's 50 percent subcontract amount that cannot be exceeded.

The Contractor shall specifically identify the total Prime and Sub-contracted labor dollars combined and the total labor dollars subcontracted separately in each invoice submitted under HCaTS 8(a) task orders.

If an ordering agency has a supplemental regulation that does not coincide with Class Deviation 52.219-14 (2020-19), the OCO may tailor this section at the task order level.

**SECTION I:**

- The FAR clause 52.219-14, Limitation on Subcontracting, has been replaced with Class Deviation **52.219-14 Limitations on Subcontracting (CD 2020-19) (Oct 2020)**
- The following clauses have been updated:
  - 52.215-2 Audit and Records-Negotiation (Jun 2020)**

**END OF SUMMARY OF CHANGES**