

Environmental Quality Management, Inc.



**Professional Services available
through
GSA Contract No. GS-10F-0293K**

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| www.eqm.com

1800 Carillon Boulevard, Cincinnati, OH 45240
PHONE: (800) 229-7495 or (513) 825-7500 FAX: (513) 825-7495

GENERAL SERVICES ADMINISTRATION

Federal Supply Service *Authorized Federal Supply Schedule Price List Supplement No. 4*

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through **GSA Advantage!**[®], a menu-driven database system. The INTERNET address for **GSA Advantage!**[®] is: **<http://www.gsaadvantage.gov>**.

**Schedule for - Professional Services Schedule
Federal Supply Group: Industrial Group 00CORP**

Contract Number: GS-10F-0293K

**For more information on ordering from Federal Supply Schedules
click on the FSS Schedules button at
<http://www.gsa.gov/schedules-ordering>**

**Contract Period: 6-22-2000 through 6-21-2020 (through Option
Renewal Period 3)**

(Initial 5 Year Contract Period plus three 5-year Option Renewal Periods)

Pricelist Effective June 22, 2015

Contractor: Environmental Quality Management, Inc.

1800 Carillon Boulevard
Cincinnati, OH 45240

Business Size: Small Business

Telephone: (513) 825-7500

Extension: 7330 (John Miller)

FAX Number: (513) 825-7495

Web Site: www.eqm.com

E-mail: jmiller@eqm.com, jgreber@eqm.com, bkuhlenberg@eqm.com

Contract

Administration: Betsy R. Kuhlenberg

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Customer Information

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

899-1, 899-1RC, 899-8, and 899-8RC.

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.

1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.

2. Maximum Order: \$1,000,000

3. Minimum Order: \$100

4. Geographic Coverage (delivery Area): FOB Worldwide

5. Point(s) of production (city, county, and state or foreign country): Same as Contractor

6. Discount from list prices or statement of net price: Government Net Prices (discounts already deducted). See prices attached.

7. Quantity discounts: None offered

8. Prompt payment terms: Net 30 days

9a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold: Yes

9b. Notification whether Government purchase cards are

accepted or not accepted above the micro-purchase threshold:
Contact Contractor

10. Foreign items (list items by country of origin): None

11a. Time of Delivery (Contractor insert number of days):
Specified on the Task Order

11b. Expedited Delivery. The Contractor will insert the sentence "Items available for expedited delivery are noted in this price list." under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor

11c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor

11d. Urgent Requirements. The Contractor will note in its price list the "Urgent Requirements" clause of its contract and advise agencies that they can also contact the Contractor's representative to effect a faster delivery: Contact Contractor

12. F.O.B Points(s): Destination

13a. Ordering Address(es): Same as contractor

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment address(es): Environmental Quality Management, Inc., P.O. Box 881, Middletown, OH 45044-0881.

15. Warranty provision: Contractor's Standard Commercial Warranty

16. Export Packing Charges (if applicable): N/A

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):
Contact Contractor

18. Terms and conditions of rental, maintenance, and repair (if applicable): N/A

19. Terms and conditions of installation (if applicable): N/A

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A

20a. Terms and conditions for any other services (if applicable):
N/A

21. List of service and distribution points (if applicable): N/A

22. List of participating dealers (if applicable): N/A

23. Preventive maintenance (if applicable): N/A

24a. Special attributes such as environmental attributes, (e.g., recycled content, energy efficiency, and/or reduced pollutants):
N/A

24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov/.

25. Data Universal Numbering System (DUNS) number:
62-2824886

26. Notification regarding registration in Central Contractor Registration (CCR) database: EQM has been registered in the CCR database since May 8, 1998. EQM is currently registered with System for Award Management (SAM) (formerly CCR), and registration is updated annually.

Environmental Quality Management, Inc.'s (**EQM**) goal is to provide quality Environmental Services to the General Services Administration (GSA) and its clients in the Federal sector in a timely and cost-effective manner. This GSA contract allows easy and efficient access to **EQM**, so that we can help you meet your environmental goals and requirements.

EQM's senior staff averages over 20 years experience in professional and cost-effective consulting, engineering, and environmental services in the areas of air, water, hazardous waste, and environmental management. **EQM's** services are available to all federal agencies in the United States and throughout the world.

As an experienced government contractor, we are proud of our ability to meet the demands of a variety of federal clients and contracts. **EQM's** clients include:

- Department of Defense (USAF, USACE, U.S. Navy, US Army)
- Environmental Protection Agency
- Department of Energy

- Department of Transportation (FAA)

For additional information about **EQM's** services and capabilities, please contact:

John Miller

Program Manager

(800) 229-7495

Email: jmiller@eqm.com

SIN 899-1 - Environmental Consulting Services

The services **EQM** provides in SIN 899-1 include, but are not limited to, the following:

- Environmental assessments/impact statements under the National Environmental Policy Act
- Economic, technical, and risk analyses in support of environmental needs
- Endangered species, wetlands, watersheds, and other natural resource management plans and studies
- Aquatic resources alteration planning
- Natural resources damage assessment
- Environmental compliance audits
- Pollution prevention
- Permitting (air, hazardous waste, wastewater, solid waste)
- Underground storage tank services
- Spill prevention, control, and countermeasure plans
- Solid waste management plans
- Hazardous waste management plans
- Spill contingency plans
- ISO 14000/Environmental Management Systems
- Emergency Planning and Community Right to-Know Act reporting
- Environmental baseline surveys
- Air emissions inventories
- Community relations
- Data collection
- Data development
- Analyses of comments
- Regulatory and economic analyses
- Feasibility analyses
- Hazard assessments
- Exposure assessments
- Risk analyses
- Waste characterization studies
- Recommendation of management strategy including recycling
- Studies for collection and treatment of waste
- Source reduction
- Evaluation of energy/fuel options
- Human health risk assessments
- Ecological risk assessments
- Hazardous materials programs
- Hazard communications programs
- RCRA and CERCLA site investigation, remedial analysis and remedial design
- Landfill closure/post-closure

A brief discussion of our qualifications for providing these services follows:

EQM provides planning services, environmental management activities, and associated support documents. We will generate, obtain, and evaluate information to meet the requirements of the National

Environmental Policy Act (NEPA), including Environmental Impact Statements (EIS) and Environmental Assessments, in order to determine if a proposed action will significantly affect the quality of the environment. **EQM**'s approach is to design and implement programs to evaluate the impact of an action on soil, surface water, groundwater, air, and human health. We will prepare EA documents which include discussions of the need for the proposed action, alternatives to the proposed action, and a listing of applicable contacts. Our approach includes an assessment of the relationship between the short-term use of the environment and the maintenance and enhancement of long-term productivity.

Our experience includes natural community assessments, wetland delineation, rare plant status reports, and threatened/endangered species surveys. Recently, **EQM** performed a wetland delineation of archaeological and historic areas for an Ohio Department of Transportation Corridor Study. The work included a review of aquatic and terrestrial ecology, endangered species, and wetlands within the corridor.

EQM performs economic, technical, and risk analyses in support of environmental needs. Our staff have completed 700 site assessment, remedial design, and remedial action projects. As part of our site assessment work, we perform ecological and human health assessments including human exposure assessments and quantification of risk posed by specific chemical or radiological contaminants. The assessments may involve modeling of contaminant fate in groundwater and soil and the impact of contaminants on air quality. **EQM** staff are very familiar with the US EPA's exposure and risk assessment guidelines and accepted models and protocols.

We recently performed a feasibility study for the US Army Construction Engineering Research Laboratories on new technologies for removing lead-based paint from exterior wood siding and brick substrates.

EQM has developed electronic environmental information management systems for a range of environmental purposes including environmental planning calendars; document control databases; and electronic data monitoring, recordkeeping, and reporting systems. Recently, **EQM** assisted a hazardous waste management facility with developing an ISO 14001 environmental management system and an action plan for internal development of the EMS to meet the standard. Based on a gap analysis, an action plan was developed that provided a detailed plan for cost-effectively meeting all ISO 14001 requirements, including program documentation, training, and procedure writing.

EQM has comprehensive broad-based experience in the development of environmental regulations and interpretation, development of plans to meet environmental regulations, and compliance auditing. **EQM** has evaluated new technologies and automated systems in support of environmental compliance activities performed under SIN 2. We routinely provide environmental compliance services relating to regulatory requirements under the Clean Water Act (CWA); Clean Air Act (CAA); Safe Drinking Water Act (SDWA); Emergency Planning and Community Right-

to-Know Act (EPCRA); Pollution Prevention Act (PPA); Resource Conservation and Recovery Act (RCRA); Hazardous and Solid Waste Amendments (HSWA); Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA); and state and local environmental laws.

EQM has a large staff dedicated to multi-media environmental compliance services. Examples of these services include regulatory applicability assessments, preparation of permit applications for construction and operation of new installations and equipment, preparation of release prevention and response plans, environmental reporting assistance, pollution prevention studies, environmental compliance data management system development, environmental compliance and management program development, and compliance audits.

We also assist with permit notifications and with compliance measurement/monitoring, recordkeeping, and reporting, and we will develop site-specific environmental compliance management tools (e.g., database systems, compliance management plans, calendars) to facilitate future compliance efforts. We understand the challenges of environmental compliance management and can assist by developing information management systems and modifying management tools that will ease ongoing compliance efforts.

As part of our multimedia assessment services, **EQM** provides compliance assistance with requirements that cross different media. This assistance includes annual reporting under EPCRA (i.e., toxic release inventory [TRI] reporting and hazardous chemical inventories) and multi-media compliance auditing. **EQM** staff have completed TRI and hazardous chemical inventory reports for more than 100 facilities since 1991.

EQM typically performs pollution prevention projects as part of a client's overall strategic environmental management program or as part of media-specific source reduction projects. We will guide or serve as a member of a facility's pollution prevention team. After characterizing sources, we identify source reduction methods and technologies and evaluate the technical and economic feasibility of each alternative. **EQM** staff also help to establish the benchmark or baseline for the reduction and the best method for measuring progress toward the goal of zero discharge.

As the solid and hazardous waste regulatory requirements increase in both volume and complexity, government agencies need to be able to properly characterize their waste streams to ensure compliance and cost-effective storage and disposal methods. **EQM** has extensive experience in the characterization, sampling, transportation, and disposal of waste streams generated from a variety of sources. We have assisted these facilities in developing waste management plans to allow plant personnel to best manage and minimize wastes generated during facility operations.

EQM also has extensive expertise and experience in characterization and

disposal of unknown drums of waste that may be found at facilities. For example, **EQM** completed a review and characterization of over 50 hazardous and nonhazardous waste streams for one of the largest manufacturing facilities in the United States. This characterization involved a review of MSDSs, generator knowledge, and analytical data, and resulted in a one-third reduction in hazardous waste sent off site for disposal and a commensurate cost savings.

Our waste characterization efforts may be used to develop waste management plan components. For example, **EQM** staff completed a waste characterization for a facility that generated a variety of solvent, paint, and plasticizer wastes. This project involved the review of MSDSs and extensive work with plant personnel to fully characterize the waste streams. As part of this project, **EQM** prepared an easy-to-use manual to be used by plant personnel to determine the proper disposal method for each waste stream.

EQM conducts feasibility analyses, hazard assessments, exposure assessments, and risk analyses with the goal of ultimately reducing the cost of waste management for our clients. We employ these analyses to develop waste management plans, which may be either waste stream-specific or comprehensive plant- or facility-wide plans, and typically incorporate such strategies as recycling, reuse, and source reduction.

EQM can provide municipal refuse management services, including collection, transportation, disposal via landfills and incineration, composting, and recycling/refuse derived fuels. **EQM** staff members have provided technical assistance in these areas to EPA Regions 5, 6, and 7. For example, we have conducted feasibility assessments for using municipal refuse as a recycled fuel to energy source at 13 municipalities. This assessment encompassed technical, regulatory, and economic comparative analyses, primarily of landfilling with recycling/ power plants.

EQM also offers wastewater and storm water monitoring and management services. **EQM** staff are trained in the proper use and calibration of field sampling equipment and EPA-approved sampling methodologies. We maintain a complete inventory of automatic water samplers, velocity meters, rain gauge recording systems, flow meters, confined-space entry monitors and equipment, and field instrumentation.

Wastewater management projects we have completed include the design and construction of a 2,000-gpm carbon water treatment system for minimizing pesticide wastes (DDT, DDD, DDE, ITBB, PBB) at the Pine River Velsicol Chemical site; the design and construction of a 1,200-gpm settling, filtration, and polishing plant for dredging PCB sediment at Manistique Harbor, Michigan; and the design and construction of an 80-gpm water treatment system for an automotive plating facility in Virginia.

The services **EQM** provides in SIN 899-8 include, but are not limited to, the following:

- Investigations
- Remedial Actions
 - Containment
 - Removal
 - Treatment (on- and off-site)
 - Transportation and disposal
- Long-term environmental restoration (CERCLA, RCRA, other)
- Brownfields support
- Entire spectrum of contaminants
- Entire spectrum of in-situ/ex-situ remediation technologies
- O&M of hazardous waste facilities

A brief discussion of our capabilities in providing these services follows.

Environmental Quality Management, Inc. (**EQM**) is highly experienced as a Federal Hazardous, Toxic, and Radioactive Waste (HTRW) and overall remediation/ emergency response prime contractor. Our staff averages more than 20 years of experience providing high quality, time-sensitive, cost-effective remediation services to the government and private sector clients. During the past 5 years, **EQM** has served as a prime contractor on 21 contracts (valued at \$890 million), representing 420 task orders in support of the Air Force Center for Environmental Excellence (AFCEE), Air Force Institute of Environmental Safety and Occupational Health Risk Assessment (AFIERA). U.S. EPA, USACE, and the U.S. DOE.

EQM currently serves as the prime contractor on 16 federal ID/IQ contracts, valued at \$175 million, to perform environmental services nation- and/or world-wide and 11 federal ID/IQ contracts, valued at \$265 million, with multi-state coverage. This demonstrates our ability to perform on a wide variety of federal environmental contracts nationwide.

Our CAS-covered accounting system is approved by U.S. EPA OIG (our cognizant government audit agency) for cost reimbursable contracting. Our CPSR-approved procurement system is in place and fully operational.

The remediation services **EQM** has provided to federal and private sector clients completely covers the breadth of cleanup activities which GSA's refreshed schedule covers. This full range of services includes, but is not limited to the following:

- dismantling
- site security
- demobilization
- traffic control
- soil/debris removal
- decontamination
- transportation
- community relations
- multi-media sampling
- air monitoring
- onsite laboratory
- free product removal
- in-situ and ex-situ remediation technologies
 - soil vapor extraction
 - air sparging
 - phytoremediation

- excavation
- site restoration
- dredging
- wetland restoration
- emergency response
- chemical data
- safety and health
- geotechnical analyses
- support facilities
- UST remediation
- pump and treat
- stabilization/solidification
- low temperature thermal desorption
- reactive walls/barriers
- incineration
- bioventing
- intrinsic bioremediation
- air stripping
- capping
- carbon adsorption
- groundwater pumping

EQM has completed projects using in-situ technologies for the remediation of vadose zone soil contaminated with VOCs, inorganics, and petroleum hydrocarbons. Our experience includes SVE, bioventing, intrinsic bioremediation, and soil stabilization/fixation. We have designed and operated these systems, both as stand-alone remediation technologies and as integral parts of treatment trains.

At the Letterkenny Army Depot in Pennsylvania, **EQM** performed in-situ stabilization of chromium-contaminated soils below an underground sump beneath an electroplating facility. Drilling and mixing operations were conducted within a negative-pressure enclosure to allow several plating lines to remain in operation during the remedial action.

We have designed, constructed, and operated onsite remedial systems including stabilization and fixation, sludge dewatering, wastewater treatment, and volume reduction. For example, at the Murray Machinery site in Wisconsin, **EQM** excavated metals-contaminated sediments from surface impoundments, dewatering, onsite water treatment, onsite stabilization/fixation of sediments, and the design and construction of an onsite landfill and cap for disposal of the stabilized sediment.

EQM has completed projects involving abatement of asbestos and lead-based paint, low-level radioactive waste, PCBs, decontamination of process equipment and building surfaces, above-and underground storage tanks, oil/water separators, emergency interceptors, closure of lagoons and impoundments, closure of TSDFs, and demolition of facilities and equipment.

At the Bear Lake in Michigan, **EQM** assessed, dismantled, and decontaminated a residential building, foundation, septic tank, drywells, and subsurface soils contaminated with Radium 226 from aviation gauges. The entire site was restored and revegetated and returned to the property owner.

At the Lorain County Pesticide site in Ohio, **EQM** characterized, decontaminated, and restored 225 residences contaminated with deadly methyl parathion from an illegal pesticide operation. This was one of the

largest EPA ERCS projects in the U.S. and involved heavy publicity, coordination with numerous public health agencies, and continuous pressures to expedite return of displaced families to their homes.

EQ's ID/IQ HTRW Contracts	Geographic Coverage	Performance Period	Contract Value	Annual Volume	Number of TOs
USAF IERA Environmental and Occupational Health Assessment (2 Contracts)	Worldwide	7/95 - 6/02 9/01 - 9/06	\$50M \$25M	\$8M \$4M	30 1
Environmental Remediation and Construction Contract	Worldwide	5/01 - 7/06	\$50M	Open	1
EPA Innovative Technology Evaluation Program (ITEP)	Nationwide	9/95 - 7/00	\$9M	\$1M	20
U.S. Army Construction Engineering Research Laboratory Technology Evaluation	Nationwide	9/97 - 9/99	\$1M	\$130K	3
EPA Field Evaluation and Technical Services (FEATS)	Nationwide	9/00 - 9/05	\$55M	\$1.5M	5
GSA Environmental Services Schedule (remediation services pending)	Nationwide	6/00 - 6/10	\$10M	\$1M	4
USACE Small Project Indefinite Delivery Type (SPIDT), Remediation	IL, MI, MN, ND, NY, OH, PA, SD, WI	1/98 - 1/03	\$5M	\$1M	1
EPA Emergency Response Cleanup Services (ERCS) Region 5 (2 Contracts)	IL, IN, OH, MI, MN, WI	7/93 - 10/98 7/98 - 7/03	\$100M \$132M	\$17M \$18M	120 75
EPA Emergency and Rapid Response Services (ERRS) Region 10 (2 Contracts)	AK, ID, OR, WA	9.99 - 12/01 11/01 - 11/06	\$19M \$43M	\$4M	9 2

BPA for Environmental Services for Navy Great Lakes NTC	Midwest Great Lakes and 15 State Region	6/99 - 6/04	By D.O.	Open	3
FAA Federal Aviation Admin Environmental Safety & Health Services	Great Lakes Region	10/99 - 9/03	\$100K	Open	3
U.S. Dept. of Interior BOR Environmental Support Services	Upper Colorado Region	2/00 - 3/03	By D.O.	Open	0
EPA Region 7 Environmental Collection and Analysis Program (RECAP)	IA, KS, MO, NE	8/99 - 7/04	\$9M	\$3M	60
AFCEE Rickenbacker ANGB Full Service Remedial Action Contract	Site-specific	7/94 - 7/02	\$25M	\$3M	8
DOE Groundwater Service/Compliance at Portsmouth Gaseous Diffusion Plant	Site-specific	3/12 - 3/04	\$5M	\$1M	73
EPA Emergency and Rapid Response Services Region 6	TX, LA, OK, AR, NM	12/01 - 12/06	\$95M	Open	7
EMCOS Environmental Minor Construction and Operations & Services	Worldwide	06/01 - 06/06	\$10M	Open	1
EPA Emergency and Rapid Response Services Region 9	CA, AR, NV, American Samoa, Guam	11/01 - 11/06	\$43M	Open	5

Rate Tables

Table 1 provides the revised prices for SIN 899-1/899-1RC (Environmental Consulting Services), and Table 2 the revised prices for SIN 899-8/899-8RC (Remediation and Reclamation Services).

ENVIRONMENTAL QUALITY MANAGEMENT, INC.**Table 1. GSA Contract Labor Rates for SINS 899-1/899-1RC**

	OPTION III RENEWAL PERIOD				
	<u>Contract Year 16</u>	<u>Contract Year 17</u>	<u>Contract Year 18</u>	<u>Contract Year 19</u>	<u>Contract Year 20</u>
	6/22/2015 - 6/21/2016	6/22/2016 - 6/21/2017	6/22/2017 - 6/21/2018	6/22/2018 - 6/21/2019	6/22/2019 - 6/21/2020
OFF SITE RATES					
<u>Labor Category:</u>					
Principal	\$168.08	\$171.44	\$174.87	\$178.36	\$181.93
Senior Staff	\$142.85	\$145.71	\$148.62	\$151.59	\$154.63
Project Director	\$141.98	\$144.82	\$147.72	\$150.67	\$153.69
Senior Project Mgr	\$138.42	\$141.19	\$144.02	\$146.90	\$149.83
Project Manager 3	\$130.20	\$132.81	\$135.46	\$138.17	\$140.94
Project Manager 2	\$111.00	\$113.22	\$115.48	\$117.79	\$120.15
Project Manager 1	\$99.04	\$101.02	\$103.04	\$105.10	\$107.21
Proj Engr/Sci. 3	\$87.22	\$88.96	\$90.74	\$92.56	\$94.41
Proj Engr/Sci. 2	\$74.42	\$75.91	\$77.43	\$78.97	\$80.55
Proj Engr/Sci. 1	\$63.32	\$64.59	\$65.88	\$67.20	\$68.54
Admin Specialist	\$77.46	\$79.01	\$80.59	\$82.20	\$83.84
Senior Field Tech.**	\$54.58	\$55.67	\$56.79	\$57.92	\$59.08
Field Technician**	\$47.19	\$48.13	\$49.09	\$50.07	\$51.07
Clerk Typist**	\$53.21	\$54.28	\$55.36	\$56.47	\$57.60
ON SITE RATES					
<u>Labor Category:</u>					
Principal	\$142.82	\$145.68	\$148.59	\$151.56	\$154.59
Senior Staff	\$121.38	\$123.81	\$126.28	\$128.81	\$131.39
Project Director	\$120.65	\$123.06	\$125.52	\$128.03	\$130.59
Senior Project Mgr	\$117.63	\$119.98	\$122.38	\$124.83	\$127.32
Project Manager 3	\$112.73	\$114.99	\$117.28	\$119.63	\$122.02
Project Manager 2	\$94.31	\$96.20	\$98.12	\$100.08	\$102.08
Project Manager 1	\$84.33	\$86.02	\$87.74	\$89.50	\$91.29
Proj Engr/Sci. 3	\$74.51	\$76.00	\$77.52	\$79.07	\$80.65
Proj Engr/Sci. 2	\$67.27	\$68.61	\$69.99	\$71.39	\$72.81
Proj Engr/Sci. 1	\$53.79	\$54.87	\$55.97	\$57.09	\$58.23
Admin Specialist	\$65.83	\$67.15	\$68.49	\$69.86	\$71.26
Senior Field Tech.**	\$49.84	\$50.83	\$51.85	\$52.89	\$53.95
Field Technician**	\$42.78	\$43.63	\$44.51	\$45.40	\$46.31
Clerk Typist**	\$47.38	\$48.33	\$49.29	\$50.28	\$51.28

** Indicates SCA eligible categories. See the SCA Matrix following the price list for

additional information regarding these labor categories. The prices for the above SCA labor categories are based on actual personnel salaries but are equal to or higher than the U.S. Department of Labor Wage Determination Numbers(s) identified in the matrix. Because the rates have been developed based on actual salaries, the rates have been escalated. Should work be performed in an area where the wage determination has a raw rate higher than that proposed, the higher rate will be paid to the employee.

Supplement No. 4 (Effective 06/22/2015)					
ENVIRONMENTAL QUALITY MANAGEMENT, INC.					
Table 2. GSA Contract Labor Rates for SIN 899-8/899-8RC					
	OPTION III RENEWAL PERIOD				
	Contract Year 16	Contract Year 17	Contract Year 18	Contract Year 19	Contract Year 20
	6/22/2015 - 6/21/2016	6/22/2016 - 6/21/2017	6/22/2017 - 6/21/2018	6/22/2018 - 6/21/2019	6/22/2019 - 6/21/2020
Labor Category:					
Project Engr/Sr Project Mgr	\$136.65	\$139.38	\$142.17	\$145.01	\$147.91
Site Engineer	\$95.92	\$97.84	\$99.80	\$101.79	\$103.83
Gen'l Superintendent/Site Project Mgr.	\$96.31	\$98.23	\$100.20	\$102.20	\$104.25
Site Supervisor	\$82.16	\$83.80	\$85.48	\$87.19	\$88.93
Hydrogeologist	\$77.22	\$78.77	\$80.34	\$81.95	\$83.59
T&D Coordinator	\$93.46	\$95.33	\$97.24	\$99.18	\$101.17
QA/QC Chemist	\$94.06	\$95.95	\$97.86	\$99.82	\$101.82
Equipment Operator**	\$57.50	\$58.65	\$59.82	\$61.02	\$62.24
Field Chemist	\$47.47	\$48.42	\$49.39	\$50.38	\$51.38
Foreman	\$67.30	\$68.65	\$70.02	\$71.42	\$72.85
Clerk/Typist**	\$44.85	\$45.75	\$46.66	\$47.59	\$48.55
Site Safety Officer	\$51.37	\$52.39	\$53.44	\$54.51	\$55.60
Vacuum Truck Operator**	\$49.03	\$50.01	\$51.01	\$52.03	\$53.07
Cost Administrator	\$47.43	\$48.38	\$49.35	\$50.33	\$51.34
Cleanup Technician**	\$37.87	\$38.63	\$39.40	\$40.19	\$40.99
** Indicates SCA eligible categories. See the SCA Matrix following the price list for additional information regarding these labor categories. The prices for the above SCA labor categories are based on actual personnel salaries but are equal to or higher than the U.S. Department of Labor Wage Determination Numbers(s) identified in the matrix. Because the rates have been developed based on actual salaries, the rates have been escalated. Should work be performed in an area where the wage determination has a raw rate higher than that proposed, the higher rate will be paid to the employee.					

Supplement No. 4 (Effective 06/22/2015)

ENVIRONMENTAL QUALITY MANAGEMENT, INC.

Table 3. SCA Matrix

SCA Eligible Contract Labor Category	SCA Equivalent Code - Title	Applicable Wage Determination
Senior Field Technician	30090 - Environmental Technician	Determination No. 2005-2413, Revision 15, dated 12/22/14
Field Technician	23470 - Laborer	Determination No. 2005-2413, Revision 15, dated 12/22/14
Equipment Operator	23440 - Heavy Equipment Operator	Determination No. 2005-2413, Revision 15, dated 12/22/14
Vacuum Truck Operator	31362 - Truck driver, Medium	Determination No. 2005-2413, Revision 15, dated 12/22/14
Cleanup Technician	23470 - Laborer	Determination No. 2005-2413, Revision 15, dated 12/22/14
Clerk Typist	01613 - Word Processor III	Determination No. 2005-2413, Revision 15, dated 12/22/14

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the cited SCA labor categories are based on actual personnel salaries but are equal to or above the U.S. Department of Labor Wage Determination Numbers(s) identified in the SCA matrix. The prices offered are based on the preponderance of where work is performed and should the Contractor perform in the area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

Labor Education and Qualification Matrix

GSA Labor Category	Education	Years Experience	Description
SIN 899-1 Environmental Consulting Services			
Principal	BS/BA in Engineering or Equiv. Substitution: MS	10 8	Plans, organizes, directs, and controls the activities of the development, management, operations, and resources of the division or branch. Reviews and approves specific plans for the control of planned outputs, budget spending, staff efficiency, equipment efficiency, and customer service, along with staff utilization. Reviews performance against operating plans and standards. Provides reports on interpretation of results and approved changes in direction of plans. Develops, recommends, and implements corporate operations policy.
Senior Staff	BS/BA in Engineering	10	In concert with overall company planning efforts, assists in developing plans for the

Labor Education and Qualification Matrix

GSA Labor Category	Education	Years Experience	Description
	or Equiv. Substitution: MS	8	company's technical/regulatory activities required to achieve long range and annual goals and objectives. Contributes to the development of other technical services plans and related company-wide activities. In working with existing and past clients or as the primary contact with new clients, listen for and seek out new projects that may exist or are being formulated. Participate in the development of proposals as required. For those clients that will best be served by being the primary contact or when this is requested by the client, be the individual that is the lead contact person for interaction with firm and the client's decision maker. Assists in establishing project teams. Active member of a project team when required. Produces advice, counsel, and peer review to ensure the technical appropriateness and accuracy of field work, including subcontractor work, and all documents and reports. Maintains technical expertise in the field of Science. Maintains awareness of regulatory changes and their implications on our current and future projects.
Project Director	BS/BA in Engineering or Equiv. Substitution: MS	10 8	In concert with overall company planning efforts, assists in developing plans for the company's technical/regulatory activities required to achieve long range and annual goals and objectives. Contributes to the development of other technical services plans and related company-wide activities. In working with existing and past clients or as the primary contact with new clients, listen for and seek out new projects that may exist or are being formulated. Participate in the development of proposals as required. For those clients that will best be served by being the primary contact or when this is requested by the client, be the individual that is the lead contact person for interaction with firm and the client's decision maker. Assists in establishing project teams. Active member of a project team when required. Provides advice, counsel, and peer review to ensure the technical appropriateness and accuracy of work, including subcontractor work, and all

Labor Education and Qualification Matrix			
GSA Labor Category	Education	Years Experience	Description
			documents and reports. Maintains technical expertise in the field of Science. Maintains awareness of regulatory changes and their implications on our current and future projects.
Sr. Project Mgr.	BS/BA in Engineering or Equiv. Substitution: MS	10 8	Has full responsibility for interpreting, organizing, executing, and coordinating engineering projects which have unique or controversial problems and an important effect on major company programs. May serve as Senior Project Manager, Department Head or Chief Engineer for the Company. As Senior Project Manager (or Project Director) – plans, develops, coordinates, and directs a number of large and important projects or a project of major scope and importance. May supervise Project Managers. As a Department Head – is the Company’s foremost authority in the application of advanced theories, concepts, principles, and processes for the assigned area. As a Chief Engineer – is engaged in complex research for the purpose of contributing inventions, new designs, or techniques that will be of material benefit to the Company.
Project Manager Level 3	BS/BA in Engineering or Equiv. Substitution: MS	5 3	Serves as Project Manager, Project Engineer, or Staff Engineer with responsibility for applying intensive and diversified knowledge of engineering principles and practices in broad areas. Uses advanced techniques, theory, precepts and practices in a specialized engineering field and related sciences and disciplines. As a Project Manager – plans, coordinates and directs a large and important engineering projects or a number of smaller projects with many complex features. As a Project Engineer – serves as technical specialist, staff advisor and consultant for a technical specialty (civil, mechanical, electrical, chemical, etc.). As a Staff Engineer – carries out complex or novel assignments requiring the development of new or improved techniques or procedures to create new or refined equipment, materials, processes, or methods.
Project Manager Level 2	BS/BA in Engineering	3	Independently performs engineering assignments with clear and specified

Labor Education and Qualification Matrix			
GSA Labor Category	Education	Years Experience	Description
	or Equiv.		objectives involving conventional types of plans, surveys, investigations, structures or equipment. Work is reviewed for the application of sound professional judgment. Performs calculations, prepares equipment or material specifications, and provides direction to technical support or drafting personnel. Assignments require the investigation of limited number of variables; supervisory assistance is provided on unusual problems and possible solutions.
Project Manager Level 1	BS/BA in Engineering or Equiv.	0	Performs entry-level engineering work including assignments involving the application of standard techniques, procedures, and criteria in carrying out routine engineering tasks under close supervision.
Project Engr/Scientist III	BS/BA	5	Under minimal supervision, performs a variety of routine and nonroutine tasks related to environmental projects including investigations of air, water, and solid/hazardous waste management issues, regulatory interpretation, health and safety compliance, and permitting. Under minimal supervision, performs routine and nonroutine environmental investigations, calculations, and regulatory interpretations. May serve as team leader for plant-level projects including emission investigations, compliance audits, and permit applications. Prepares permit applications, remediation plans, SAP's, closure plans, health and safety plans, QA/QC documents, and other project-specific reports.
Project Engr/Scientist II	BS/BA	3	Under general supervision, performs a variety of routine and nonroutine tasks related to environmental projects including investigations of air, water, and solid/hazardous waste management issues, regulatory interpretation, health and safety compliance, and permitting. Under general supervision, performs routine and nonroutine environmental investigations, calculations, and regulatory interpretations. May serve as a team member or team leader for plant-level projects including emission inventories, compliance audits, and permit applications. Prepares project reports,

Labor Education and Qualification Matrix			
GSA Labor Category	Education	Years Experience	Description
			permit applications, remedial action plans, SAP's, closure plans, health and safety plans, QA/QC documents, and other project-specific reports. May perform routine and nonroutine field work including sample collection and field measurements.
Project Engr/Scientist I	BS/BA	0	Under supervision, performs a variety of routine tasks related to environmental projects including investigation of air, water, and solid/hazardous waste management issues, regulation interpretation, health and safety compliance, and permitting. Under close supervision, performs routine or nonroutine investigations, calculations, and regulatory interpretations. May perform routine field work including sample collection and field measurements. May serve as a team member for plant-level projects including emission inventories and permit applications. Assists in the preparation of project reports, permit applications, remedial action plans, closure plans, health and safety plans, QA/QC documents, and other project-specific reports.
Administrative Specialist	HS	3	Provides principal administrative support. Handles differing situations, problems, and deviations in the work of the office according to the supervisor's general instructions, priorities, duties, policies, and program goals. Duties include or are comparable to the following: screens telephone calls, visitors, and incoming correspondence; personally responds to requests for information concerning office procedures; determines which requests should be handled by the supervisor, appropriate staff member, or other offices; may prepare and sign routine, non-technical correspondence in own or supervisor's name; schedules tentative appointments without prior clearance; makes arrangements for conferences and meeting and assembles established background materials as directed; collects information for routine inquiries or periodic reports; refers non-routine requests to supervisor or staff.
Sr. Field Tech.	HS	5	Performs nonroutine and complex assignments. Works under general

Labor Education and Qualification Matrix			
GSA Labor Category	Education	Years Experience	Description
	Substitution: BS/BA	4	supervision of a scientist or engineer. Performs experiments or tests which may require nonstandard procedures and complex instrumentation. Records, computes, and analyzes test data; prepares test reports. May supervise lower level technicians.
Field Tech.	HS	1	Performs simple and routine tasks or tests under close supervision. Records test data and may prepare simple charts or graphs. Performs routine maintenance and may install or set up test equipment.
Clerical/Support	HS	3	Responsible for the production (both typing and reproduction) of correspondence and reports. Responsible for assessing priorities on all typing requests to assure all deadlines are met. Under supervision performs routine typing tasks, assuring that all reports are typed in the proper format. Completes reproduction of reports, as requested. Under supervision completes QA/QC review of final reports to assure no pages, tables, or figures are missing and to assure all sections/headers are in proper order and format. May assist proposal department in the typing and production of major proposals. Competent in word processing software including WordPerfect and Microsoft Word. Ability to answer multi-line switchboard on a back up basis.

GSA Labor Category	Education	Years Experience	Description
SIN 899-8 Remediation and Reclamation Services			
Project Engr/Sr. PjM	BS/BA in Engineering or Equivalent	8	Serves as Project Manager, Project Engineer, or Staff Engineer with responsibility for applying intensive and diversified knowledge of engineering principles and practices in broad areas. Uses advanced techniques, theory, precepts and practices in a specialized engineering field and related sciences and disciplines. As a Project Manager – plans, coordinates and directs a large
	Substitution: MS	5	

GSA Labor Category	Education	Years Experience	Description
			and important engineering projects or a number of smaller projects with many complex features. As a Project Engineer – serves as technical specialist, staff advisor and consultant for a technical specialty (civil, mechanical, electrical, chemical, etc.).
Site Engr	BS/BA in Engineering or Equivalent	3	Independently performs engineering assignments with clear and specified objectives involving conventional types of plans, surveys, investigations, structures or equipment. Work is reviewed for the application of sound professional judgment. Performs calculations, prepares equipment or material specifications, and provides direction to technical support or drafting personnel. Assignments require the investigation of limited number of variables; supervisory assistance is provided on unusual problems and possible solutions.
Gen. Super/Site PjM	BS/BA or equivalent experience	8	Understanding of waste treatment techniques, T&D of Hazardous and special waste, Heavy equipment operations, Emergency Response, Health and Safety Light Construction and Project management skills.
Site Super.	HS	5	Understanding of waste treatment techniques, T&D of Hazardous and special waste, Heavy equipment operations, Emergency Response, Health and Safety Light Construction and Project management skills.
Hydrogeologist	BS in Geology/ Hydrogeology	5	Prepares proposals and reports, develops soil and groundwater sampling plans, and conducts data analysis, site remediation, project management as well as client maintenance.
T&D Coord.	BS Chemistry or equivalent	5	Working knowledge of all hazardous substance transportation and disposal regulations. Ability to prepare Hazardous waste manifests, apply appropriate placards or labels and proper shipping containers. Have a knowledge of current innovative

GSA Labor Category	Education	Years Experience	Description
			treatment technologies for hazardous waste
QA/QC Chemist	BS Chemistry or equivalent	5	Performs chemical analysis. Reviews and interprets laboratory results. Responsible for analytical data validation, collection and analysis of QA data, and identification of out-of-control analytical systems. Set up and operate field or mobile laboratories.
Equip. Operator	HS	3	Operates Power construction equipment cranes, shovels, tractors, dozers and scrapers to excavate, move and grade earth or erect structures. Position includes water treatment plant operators.
Field Chemist	BS in Chemistry	1	Performs chemical analysis and analyzes the results. Prepares brief reports. Responsible for procuring the services of qualified laboratories for analytical support, coordination of laboratory and field sampling activities, and oversight of sample acceptance and log-in of all samples.
Foreman	HS	5	Directs and oversees response or construction activities of the crew at the direction of the site superintendent
Clerk/Typist	HS	1	Responsible for the production (both typing and reproduction) of correspondence and reports. Responsible for assessing priorities on all typing requests to assure all deadlines are met. Under supervision performs routine typing tasks, assuring that all reports are typed in the proper format. Completes reproduction of reports, as requested. Under supervision completes QA/QC review of final reports to assure no pages, tables, or figures are missing and to assure all sections/headers are in proper order and format. May assist proposal department in the typing and production of major proposals. Competent in word processing software including WordPerfect and Microsoft Word. Ability to answer

GSA Labor Category	Education	Years Experience	Description
			multi-line switchboard on a back up basis.
Site Safety Officer	BS in Industrial Hygiene or equivalent	1	Performs Safety duties onsite to include perimeter and personal sampling. Ability to assess new hazards and provide recommendations for amendments to Safety Plans.
Vacuum/Truck Operator	HS	3	Experience in driving large trucks. CDL license.
Cost Administrator	BS/BA or equivalent experience	3	Ability to perform accounting, purchasing and clerical duties on field sites
Cleanup Tech.	HS	1	Applies non technical skills to remove hazardous materials using all levels of personal protection. Assists chemist in sampling activities to include personnel sampling. Assists site safety officer in sampling, monitoring

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