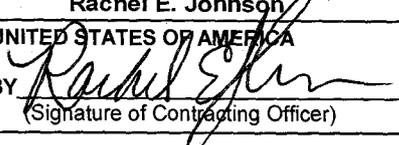


AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE 1 OF 5	
2. AMENDMENT/MODIFICATION NO. 000001	3. EFFECTIVE DATE 04/20/2009	4. REQUISITION/PURCHASE REQ. NO.		5. PROJECT NO.
6. ISSUED BY BBG/IBB OFFICE OF CONTRACTS Switzer Bldg - Room 2512A 330 "C" Street SW Washington, DC 20237 Attn: Rachel E. Johnson Phone: (202) 205-0388		CODE M/CON	7. ADMINISTERED BY (if other than Item 6) CODE	
8. NAME AND ADDRESS OF CONTRACTOR (NO., street, city, county, State, and ZIP Code)		X	9a. AMENDMENT OF SOLICITATION NO. BBG50-EHH-09-02	
			9b. DATED (SEE ITEM 11) 03/30/09	
			10a. MODIFICATION OF CONTRACT/ ORDER NO.	
			10b. DATED (SEE ITEM 13)	
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS				
<p>[X] The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers [] is extended, [X] is not extended</p> <p>Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning <u>1</u> copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.</p>				
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.				
A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) . THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.				
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b)				
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:				
D. OTHER (Specify type of modification and authority) AUTHORITY CITED IN BLOCK 14 OF THIS MODIFICATION				
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)				
1. The above-cited Solicitation is hereby amended to incorporate answers to Offeror's questions. 2. The cut-off date for submission of questions has passed. 3. The proposal due date is not extended and remains Thursday, April 30, 2009. 4. All other terms and conditions of the subject Solicitation remain unchanged.				
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.				
E. IMPORTANT: Contractor [] is not, [] is required to sign this document and return _____ copies to the issuing office.				
15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME OF CONTRACTING OFFICER Rachel E. Johnson		
15B. NAME OF CONTRACTOR/OFFEROR BY _____ (Signature of person authorized to sign)	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA BY  (Signature of Contracting Officer)	16C. DATE SIGNED 4/20/09	

The following information is provided to clarify the Solicitation and to answer questions submitted by Offerors:

Offeror Question No. 1: Regarding, "Current career senior executives, Qualification Review Board (QRB) certified graduates of an SES candidate development program, and individuals with SES reinstatement eligibility may be considered noncompetitively for appointment to this position if they meet the mandatory professional/technical qualifications requirements. Proof of noncompetitive eligibility is required." Does the aforementioned statement mean that an existing or former SES prospects might get the job regardless of who we turn up even after we start working on this?

IBB Answer No. 1: This vacancy will be filled in accordance with all applicable US Government merit system requirements and equal opportunity laws. The Contractor is expected to identify and screen candidates against the basic qualification requirements set forth in the Vacancy Announcement. Therefore, there is no predetermined individual selected for the position.

Offeror Question No. 2: Is international experience absolutely required?

IBB Answer No. 2: International experience is mentioned several times throughout the vacancy announcement and should be considered when evaluating individuals according to the requirements stated in the vacancy announcement (i.e. Mandatory Executive Core Qualifications (ECQs), Professional/Technical Qualifications (PTQs)).

Offeror Question No. 3: Can the Vendor assist in the filling out of paperwork via information derived from the screening?

IBB Answer No. 3: No, this vacancy will be filled in accordance with all applicable US Government merit system requirements and equal opportunity laws.

Offeror Question No. 4: Regarding: "6.0 Special Requirements During the performance of this Purchase Order, the Contractor shall: (a) Assure that each qualified candidate referred to the Agency complies with the Agency's application procedures, as defined in the Vacancy Announcement; (b) Advise all candidates that the Contractor is not the sole or primary avenue for employment with the Agency;" Will advising the candidates verbally be adequate or will this need to be in writing?

IBB Answer No. 4: The Offeror's proposal should describe the approach which will be used.

Offeror Question No. 5: The Government will reimburse travel expenses as an "Other Direct Charge" and need not be included in the Offeror's price proposal. Does this include travel for the vendor to meet with client stakeholders and if needed for in-person screening? Is the travel reimbursement only for candidate travel?

IBB Answer No. 5: All known expenses should be clearly presented and itemized in the proce proposal. Travel expenses not known when submitting proposal, will be reimbursed as negotiated and identified in the award.

Offeror Question No. 6: Regarding: "4.1.2 Remaining Criteria, Once the Agency determines that the Offeror has met the mandatory minimum criteria stated in above Paragraph 4.1.1 against the requirements stated in Part III, Paragraph 3.3.1, it will evaluate the Offeror's entire written proposal against the requirements stated in Part III, Paragraph 3.3.2. Specifically, the Offeror's written proposal will be evaluated on the: (1) Approach to be taken to meet the requirements of the Statement of Work, (2) Turnaround time necessary to identify applicants to fill an identified position on a short suspense or normal basis.

What does "short suspense" and "normal basis" mean? And please clarify "to fill an identified position" start and conclusion calculation criteria?

IBB Answer No. 6: Short suspense vs. normal basis is the difference in turnaround time. The planned period of performance as specified in the Solicitation is expected to be about 3 months (which would be normal basis); whereas less than 3 months may signify a short suspense turnaround. The start and conclusion calculation criteria to fill the identified position is the period of performance. The period of performance will be stated in the award.

Offeror Question No. 7: Is recruiting experience in the media industry and/or government positions mandatory for consideration, or lack of that experience just may impact risk rating or bid competitiveness?

IBB Answer No. 7: All proposals will be evaluated - This procurement is open to "all sources."

Offeror Question No. 8: When requirements to meet with Agency officials to ascertain qualifications, or attend follow-up meetings, should that cost be included in the bid, or will reimbursement be processed separately?

IBB Answer No. 8: It is a business decision to consider when presenting the costs of the services to fulfill the requirements. Costs are to be clearly presented either way - identified in the total bid price proposal or itemized in the proposal.

Offeror Question No. 9: Would any required oral presentation be performed telephonically or subject to face to face meeting?

IBB Answer No. 9: The gov't will decide if telephone or 'face to face' meetings would be most appropriate depending on the complexity of our questions after reviewing your proposal.

Offeror Question No. 10: The selected candidate will be working in two drastically different environments, CTO and Engineering, to what degree is one more important than the other?

IBB Answer No. 10: The incumbent serves as the Director of Engineering and Technical Services within the International Broadcasting Bureau (IBB). The incumbent also serves as the Chief Information Officer (CIO) and Chief Technology Officer (CTO) for the Broadcasting Board of Governors. The major duties of each of the aforementioned responsibilities are identified in the solicitation under, "Major Duties."

Offeror Question No. 11: As a CTO what specific experience will this person need to demonstrate on the Technical side, i.e. software, hardware, and infrastructure?

IBB Answer No. 11: The Contractor must review the Candidate's resume/CV against the criteria in the Vacancy Announcement.

Offeror Question No. 12: Regarding the execution of *engineering initiatives*, can you be more specific on what is required/expected?

IBB Answer No. 12: Engineering initiatives can be understood when read in the context of the sentence in the solicitation, as readiness to embark on bold new ventures for the "present and future of IBB." More details may be obtained during meeting(s) with Agency Officials after award.

Offeror Question No. 13: When you refer to *acquisitions of information systems* does this encompass hardware, software, and/or upgrades?

IBB Answer No. 13: This could encompass all of the above.

Offeror Question No. 14: Please specify the specific Database applications of which the candidate(s) must or should have knowledge and/or experience?

IBB Answer No. 14: There is no specific Database application to list. The Contractor will serve as a Subject Matter Expert (SME) to determine among the qualified and referred candidates, which specific experiences/knowledge provided in the candidates' resume/CV support inclusion of the Candidate for consideration by the Agency. More details may be obtained during meeting(s) with Agency Officials after award.

Offeror Question No. 15: How large is the current technical team and their locations?

IBB Answer No. 15: Approximately 150-175 people; Headquarters and 8 overseas stations and 1 domestic station.

Offeror Question No. 16: Has an initial framework been developed by his/her predecessor?

IBB Answer No. 16: As stated in the Vacancy Announcement, the incumbent is responsible for developing the framework that will provide a creative and innovative atmosphere to design, develop, and execute engineering initiatives for the present and future of IBB Engineering. More details may be obtained during meeting(s) with Agency Officials after award.

Offeror Question No. 17: Is it expected the candidates will possess experience as a manager and/or should also be "hands on"?

IBB Answer No. 17: The incumbent is responsible for providing executive leadership as prescribed in the Vacancy Announcement. The Contractor will serve as a Subject Matter Expert (SME) to determine among the qualified and referred candidates, which specific experiences/knowledge provided in the candidates' resume/CV are more significant for the position. More details may be obtained during meeting(s) with Agency Officials after award.

Offeror Question No. 18: Referencing "Building Coalitions," can you provide an example of what is expected of this person in building collaboration with various groups referred to in the RFP (i.e. metric goals)?

IBB Answer No. 18: Building partnerships is a way to achieve common goals internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, or international organizations. More details may be obtained during meeting(s) with Agency Officials after award.

Offeror Question No. 19: Will this person be responsible for developing new information Policies etc.?

IBB Answer No. 19: The incumbent is responsible for all matters dealing with information policy as prescribed in the Vacancy Announcement.

Offeror Question No. 20: Will these policies reach beyond the Washington DC office and if so what locations?

IBB Answer No. 20: The incumbent is responsible for all matters dealing with information policy for Broadcasting Board of Governors (BBG) which is an independent federal agency which supervises all U.S. government-supported broadcasting. Refer to Question and Answer No. 15 for details about agency locations.

Offeror Question No. 21: How much of the infrastructure has been completed by predecessor and is that person still going to be there for transition? If so how long will that transition in place?

IBB Answer No. 21: The incumbent has retired from federal service. The Office of Engineering continues to function within the existing organization structure.

Offeror Question No. 22: Will the overseas construction how often will this person need to travel and what locations are on the plans?

IBB Answer No. 22: The Vacancy Announcement states, "Willingness to travel at least 30 percent of the time (is desirable)." If more clarification for evaluation purposes is needed after reviewing candidates, meeting(s) with Agency Officials may be scheduled.

Offeror Question No. 23: Does this person act as a Construction Manager in building sites and will they be in charge of the process from concept through completion of construction and occupancy?

IBB Answer No. 23: The Major Duties are defined in the Vacancy Announcement. More details may be obtained during meeting(s) with Agency Officials after award.

Offeror Question No. 24: Desired start date for this position?

IBB Answer No. 24: The hiring process will be in accordance with all applicable U.S. Government merit system requirements and equal opportunity laws. The period of performance for the contract is expected to be up to 3 months. The desired start date for the Candidate could be projected to be about 3 months after award of the Contract.

Offeror Question No. 25: Has this position been filled before with this process and when?

IBB Answer No. 25: Yes, all positions within IBB are filled on accordance with applicable U.S. Government merit system requirements and equal opportunity laws. **The position was last filled 3 years ago.**

Offeror Question No. 26: To whom will this person be reporting?

IBB Answer No. 26: Director of International Broadcasting Bureau (IBB).

Offeror Question No. 27: How long is the average tenure for this position been?

IBB Answer No. 27: Three to five years.

Offeror Question No. 28: Will this person need to be bilingual?

IBB Answer No. 28: The Major Duties are defined in the Vacancy Announcement. The Contractor will serve as a Subject Matter Expert (SME) to determine among the qualified and referred candidates, which specific experiences/knowledge provided in the candidates' resume/CV support inclusion of the Candidate for consideration by the Agency. More details may be obtained during meeting(s) with Agency Officials after award.

Offeror Question No. 29: Is the designation of Professional Engineer (registered) applicable to this position?

IBB Answer No. 29: Registered Professional Engineer is not a specified requirement in the Vacancy Announcement.

Offeror Question No. 30: The requirement for this person to enter the SES, with the hiring of this person do they automatically becomes an SES? Under this contract is there a waiting period?

IBB Answer No. 30: Persons newly selected for appointment to an SES position must have their managerial qualifications approved by the Office of Personnel Management (OPM) and will be required to serve a one-year probationary period.

Offeror Question No. 31: We request an extension to allow us to analyze your answers to our questions.

IBB Answer No. 31: The proposal due date is not extended and remains Thursday, April 30, 2009.