

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE		PAGE OF PAGES 1 2	
2. AMENDMENT/MODIFICATION NO. PSA891		3. EFFECTIVE DATE See Block 16C		4. REQUISITION/PURCHASE REQ. NO.	
5. PROJECT NO. (If applicable) PSHC_MASS_MOD		6. ISSUED BY GSA/FAS/PSHC/HCATS ONE WORLD TRADE CENTER NEW YORK NY 10007		7. ADMINISTERED BY (If other than Item 6) GSA/FAS/PSHC/OASIS 819 TAYLOR ST, ROOM 13A33 FT WORTH TX 76102	
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) YOUR RECRUITING COMPANY, INC. Attn: Jeffrey J Kozak 3975 FAIR RIDGE DR SUITE 300S FAIRFAX VA 22033-2928		9A. AMENDMENT OF SOLICITATION NO.		9B. DATED (SEE ITEM 11)	
10A. MODIFICATION OF CONTRACT/ORDER NO. GS02Q16DCR0072		10B. DATED (SEE ITEM 13) 05/11/2016			
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS					

☐ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☐ is extended. ☐ is not extended.
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 _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication 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 letter or electronic communication, provided each letter or electronic communication 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)

See Schedule

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

CHECK ONE	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 data, 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:
X	D. OTHER (Specify type of modification and authority) Bilateral, IAW FAR 43.103(a) and Contract Sections I.1 and I.2

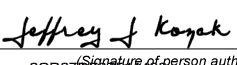
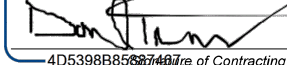
E. IMPORTANT: Contractor ☐ is not ☒ is required to sign this document and return 1 copies to the issuing office.

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

"The purpose of this bilateral modification is to update terms and conditions to incorporate the changes to Federal Acquisition Regulation (FAR) clauses and provisions in response to Executive Orders 11246 and the issuance of Executive Order 14208. Contractors must accept, sign, and return this modification by April 25, 2025. Failure to sign and return the modification may result in the contract being placed into dormant status.
See Continuation Sheet for a summary of the changes.
All other contract terms and conditions remain unchanged.
Point of contact for this modification is HCaTS Contracting Officer, Daniel Trimboli at daniel.trimboli@gsa.gov.

Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print) Jeffrey J Kozak		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Daniel Trimboli	
15B. CO-SIGNER FOR OFFEROR  (Signature of person authorized to sign)		16B. UNITED STATES OF AMERICA  (Signature of Contracting Officer)	
15C. DATE SIGNED 4/1/2025		16C. DATE SIGNED 4/25/2025	

Previous edition unusable

NAME OF OFFEROR OR CONTRACTOR
YOUR RECRUITING COMPANY, INC.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Payment: Period of Performance: 05/11/2016 to 05/10/2026				

Summary of Changes:

The subject HCaTS contract is modified pursuant to the following FAR Class Deviations (CD):

- CD-2025-04 for Revoked Executive Order 11246, Equal Employment Opportunity; and
- CD-2025-05 and Supplement 1 for Revoked Executive Order 14057 for Federal Sustainability and Ending Procurement and Forced Use of Paper Straws

Notice for CD-2025-04

Please note that system updates may lag policy updates. The System for Award Management (SAM) may continue to require entities to complete representations based on provisions that are not included in agency solicitations. Examples include:

- FAR 52.222-25, Affirmative Action Compliance
- FAR 52.212-3(d), Offeror Representations and Certifications—Commercial Products and Commercial Services.
- FAR 52.223-22, Public Disclosure of Greenhouse Gas Emissions and Reduction Goals—Representation

GSA will neither consider the representations when making award decisions nor enforce requirements. Entities are not required to, nor are they able to, update their entity registration to remove these representations in SAM.

Notice for CD-2025-05 and Supplement 1

Effective February 15, 2025, FAR clauses and provisions covered under E.O. 11246, Equal Employment Opportunity, will no longer be enforced. Therefore, contractors and their subcontractors will not be held accountable for applying the FAR clauses or provisions outlined in FAR subpart 22.8 - Equal Employment Opportunity or the associated provisions and clauses prescribed at FAR 22.810. In addition, contractors will no longer be required to comply with the System for Award Management (SAM) representation requirements based on these provisions and clauses. Examples include:

- FAR 52.222-25, Affirmative Action Compliance, and
- FAR 52.212-3(d), Offeror Representations and Certifications— Commercial Products and Commercial Services.
- FAR 52.223-22, Public Disclosure of Greenhouse Gas Emissions and Reduction Goals—Representation

This modification does not affect:

- Any FAR subparts that are based on statute or are not covered by E.O. 11246 such as:

- FAR subparts 22.13, Equal Opportunity for Veterans and its related clauses and provisions; and
- FAR subpart 22.14, Employment of Workers and Disabilities;
- Existing U.S. laws on civil rights, nondiscrimination, or any laws that generally apply to a company regardless of whether it is a government contractor.

This modification DELETES the following clauses and provisions:

- FAR 52.222-21, Prohibition of Segregated Facilities
- FAR 52.222-26, Equal Opportunity

This modification also updates the following contract sections (Changes to the highlighted text are hereby incorporated while highlighted text with a strikethrough is hereby removed):

C.1 SCOPE

Human Capital and Training Solutions Small Business (HCaTS SB), through delegated procurement authority and OPM assisted acquisition services, will provide Federal agencies with both direct access and assisted acquisition access to customized training and development services, customized human capital strategy services, and customized organizational performance improvement services

HCaTS SB will also address:

1. the goals of strategic sourcing, which include reducing contract duplication and administrative costs, improving the quality of solutions while managing demand, increasing transparency, and ensuring the Government obtains the best value at the best overall price, and
2. the requirements of 5 CFR 250, which provides authority for personnel actions in Subpart A and authority for strategic human capital management in Subpart B.

In accordance with the requirements prescribed in 5 CFR 250, HCaTS SB is also designed to assist Federal agencies in carrying out their roles in managing human capital according to the following principles:

1. A Federal agency's human capital management strategies, plans, and practices should:
 - a. Integrate strategic plans, annual performance plans and goals, and other relevant budget, finance, and acquisition plans, and

- b. Contain measurable and observable performance targets, and
 - c. Communicate in an open and transparent manner to facilitate cross-agency collaboration to achieve mission objectives.
- 2. A Federal agency's talent management system should enable a Federal agency to:
 - a. Plan for and manage current and future workforce needs,
 - b. Design, develop, and implement proven strategies and techniques and practices to attract, hire, develop, and retain talent, and
 - c. Make meaningful progress toward closing knowledge, skill, and competency gaps in all occupations within the Federal agency.
- 3. A Federal agency's approach to performance management should include:
 - a. Strategies and processes to foster a culture of engagement and collaboration, and
 - b. A ~~diverse~~, results-oriented, high-performing workforce, and
 - c. A performance management system that differentiates levels of performance of staff, provides regular feedback, and links individual performance to organizational goals.
- 4. A Federal agency's use of evaluation should contribute to agency performance by monitoring and evaluating outcomes of its human capital management strategies, policies, programs, and activities, checking both for merit system compliance and for success in identifying, implementing, and monitoring process improvements.

These four principles are consistent with the information prescribed within 5 CFR 250 and in OPM's current Human Capital Assessment and Accountability Framework (HCAAF), as referenced in 5 CFR 250. The HCAAF is a living approach to human capital management that is expected to evolve over time as a guide for defining scope at the task order level.

HCaTS SB seeks to acquire multiple qualified Contractors to provide customized training and development services, customized human capital strategy services, and customized organizational performance improvement services to meet the Federal government's workforce needs while conforming to the above stated principles, Federal agency-specific and OPM policies, procedures, rules, regulations, and other governing doctrines. At the same time, Federal agencies will continue looking for ways to achieve their goals in as cost-efficient a manner as possible. HCaTS SB has been designed to meet such challenges.

This modification DELETES the following contract section:

H.12 SUSTAINABILITY

HCaTS SB seeks to benefit from the use of sustainable management practices by Contractors including tracking and seeking continual reductions in energy usage, greenhouse gas emissions, water consumption, solid waste and hazardous waste, and other relevant environmental impacts and associated costs. Use of these sustainable management practices results in lower environmental impacts of delivered products and services, helping customers meet sustainable acquisition requirements under Executive Order 13514: Federal Leadership in Environmental, Energy and Economic Performance, and its precursors, successors and related regulations. Public disclosures of environmental impacts and sustainable management practices have been associated with increased operational efficiency, lower overhead costs, and reduced supply chain and other business risks for disclosing companies. Sustainability disclosures can help OCOs understand the major environmental impacts of procured products and services, familiarize themselves with the available strategies for reducing these impacts, and design projects and task order requirements which incorporate these strategies. HCaTS SB encourages Contractors to provide the location(s) (Internet URL(s)) of one or more sources of publicly available information regarding its company-wide environmental impacts and sustainable management practices (sustainability disclosures) on the Contractor's HCaTS SB webpage. In making sustainability disclosures, the Contractor is requested to utilize existing, widely recognized third-party sustainability reporting portals and services such as the Global Reporting Initiative (GRI) Sustainability Disclosure Database (database of corporate social responsibility (CSR) reports) and the Carbon Disclosure Project (CDP) Climate Change and Water Disclosure Questionnaires. HCaTS Small Business Master Contract Modification FY24 Page 47 of 71 These sustainability-related standards, including estimates of the lifecycle costs and environmental impacts of proposed solutions, may apply at the task order level.

This modification UPDATES the following section:

H.17 CONTRACTOR HCaTS SB WEBPAGE

Within 30 calendar days of the Notice to Proceed, the Contractor shall develop and maintain a current, publicly available webpage accessible via the Internet throughout the ordering period of its HCaTS SB contract and task orders awarded under its HCaTS SB contract. The Contractor shall make its HCaTS SB webpage Rehabilitation Act Section 508 compliant. The purpose of the webpage is for the Contractor to communicate with potential customers regarding the Contractor's ability to provide the awarded services under HCaTS SB. At a minimum, this webpage shall include, but is not limited to, the following:

1. Link to the HCaTS PMO website, and
2. General overview of HCaTS SB, and
3. HCaTS SB-related marketing materials and news releases, and

4. Contractor capabilities for HCaTS SB, and
5. Contractor Key Personnel POC information (names, titles, phone numbers, and email addresses), and
6. The HCaTS SB conformed contract (Sections A through K) and all modifications issued within thirty (30) days in pdf, and
7. DUNS Number, and
8. Sustainability Disclosures, if any

This modification ADDS the following section:

H.26 Mass Modifications:

The Government reserves the right to issue mass modifications revising the terms and conditions of the Master Contract to maintain a unified adherence to current and relevant Federal regulations, laws, statutes, and Executive Orders, and to ensure the program is operating in the best interest of the contracting parties. In order to preserve a fair opportunity environment where all Contractors are subject to equitable terms and conditions, all Contractors are required to accept mass modifications issued under the Master Contract should they wish to remain eligible to compete for subsequent task orders. Failure or unwillingness to accept mass modifications prevents a Contractor from continued participation in the task order fair opportunity process; HCaTS Contractors who have not accepted mass modifications by the acceptance date designated by the HCaTS CO may be placed into Dormant Status IAW Section H.25. Failure to resolve mass modification acceptance issues after being placed into Dormant status may result in contract termination for default.

Mass modifications may be processed unilaterally per the terms and conditions of this contract.