



## Department of Energy

Bonneville Power Administration  
P.O. Box 3621  
Portland, Oregon 97208-3621

PUBLIC AFFAIRS

August 12, 2010

In reply refer to: DK-7

Dan Seligman  
Attorney at Law  
Columbia Research Corporation  
PO Box 99249  
Seattle, WA 98139

**RE: FOIA #BPA-2010-01613-F**

Dear Mr. Seligman:

This is a final response to your request for information that you made to Bonneville Power Administration (BPA) under the Freedom of Information Act (FOIA).

**You requested the following:**

1. A copy of all contracts between BPA and a company called "Team S.O.U.P., LLC."
2. Documents showing how much money BPA paid to the Team S.O.U.P., LLC, and each year since January 1, 2001. It could be in a table showing annual expenditures by year.

**Response:**

The enclosed documents are provided to you in their entirety or with portions withheld pursuant to Exemption 4 and 6 of the FOIA, 5 U.S.C. 552 (b)(4) and (b)(6), respectively.

The release of information submitted by Team S.O.U.P. that is related to unit pricing is authorized to be withheld by Exemption 4. Exemption 4 protects "trade secrets and commercial or financial obtained from a person and privileged or confidential." Information that is required to be submitted by a person is "confidential" for purposes of Exemption 4 if disclosure is likely to either (1) impair the Government's ability to obtain reliable and high quality necessary information in the future; or (2) cause substantial harm to the competitive position of the person from whom the information was obtained.

The information redacted under Exemption 4 is "commercial" or "financial" information because it relates to business activities. Team S.O.U.P., Inc., that submitted this information is considered to be a "person" for purposes of Exemption 4.

The home address and personal telephone number of an individual has been deleted from the documents provided to you pursuant to Exemption 6. Exemption 6 protects from disclosure "personnel and medical files and similar files the disclosure of which would constitute a clearly

unwarranted invasion of personal privacy.” In applying Exemption 6, the DOE considered (1) whether a significant privacy interest would be invaded; (2) whether release of the information would further the public interest by shedding light on the operations or activities of the Government; and (3) whether in balancing the privacy interest against the public interest, disclosure would constitute a clearly unwarranted invasion of personal privacy.

The information withheld under Exemption 6 is of a highly personal nature and the individuals to whom it pertains have an expectation that it will remain private. Disclosure of this information would constitute a clearly unwarranted invasion of the personal privacy of the individuals that could lead to unwarranted communications and intrusions. The deleted information is not information relative to the operations of the agency or the Federal Government. For these reasons, we concluded that the public interest in disclosure did not outweigh the privacy interests of the individuals to whom it pertains.

Our determination satisfies the standard set forth by the Attorney General on October 12, 2001. That standard states that an agency is justified in not releasing requested material on a discretionary basis where release of that material could adversely impact any particular process of the agency or government deliberations; could adversely impact other institutional, commercial, and personal privacy interests that might be implicated by disclosure, or could present an unwarranted risk of adverse impact on the ability of other agencies to protect other important records.

You may appeal, pursuant to 10 CFR 1004.8, the redactions by BPA. The appeal must be made within thirty (30) calendar days of receipt of a letter denying any portion of the request. The appeal should be sent to the Director, Office of Hearings and Appeals, HG-1, U.S. L’Enfant Plaza Building, U.S. Department of Energy, 1000 Independence Avenue, SW, Washington, DC 20585-1615.

I appreciate the opportunity to assist you with this matter. If you have any questions about this letter, please contact Laura M. Atterbury, FOIA/Privacy Act Specialist, at 503-230-7305.

Sincerely,



Christina J. Munro  
Freedom of Information Act/Privacy Act Officer

Enclosure(s): Responsive Documents

CONTRACT

Mail Invoice To

DISBURSEMENT OPERATIONS - DFRD  
BPA CORPORATE OFFICE  
P.O. BOX 3621  
PORTLAND OR 97208-3621

Contract : 00003250  
Release :  
Page : 1

Vendor:  
TEAM SOUP LLC  
Ex 6

Please Direct Inquiries to:  
PATRICIA G. LUNDY  
Title: PROCUREMENT TECHNIC  
Phone: (503) 230-4659  
Fax : 503-230-4508

Attn: PRESTON MICHIE Ex 6  
or Pam Field (503) 452-4003

Contract Title: NEGOTIATION SKILLS COURSES  
Project : 0001568

Total Value : \$7,500.00  
Pricing Method: FIRM FIXED PRICE  
Performance Period: 01/15/01 - 04/30/01

\*\* NOT TO EXCEED \*\*  
Payment Terms: % Days Net 30

 _____ Contractor Signature	 _____ BPA Contracting Officer
<u>Preston Michie</u> Printed Name/Title	<u>01-16-2001</u> Date Signed
<u>1/19/01</u> Date Signed	

This award contains the following - TEXT ATTACHED

SERVICE COMMERCIAL TERMS AND CONDITIONS

Scope of Work Attached

SCOPE OF WORK – CONTRACT NUMBER 00003250

Preston Michie to teach Negotiation Skills classes at BPA Headquarters as follows:

Session 1 - January 31, Feb 1 and half of February 2, 2001

Session 2 - March 7, 8 and half of March 9, 2001

The courses are scheduled for Rm 194 in the 905 building

Session size – not to exceed 28 participants.

Vendor will provide one master set of course handout materials to CHM, BPA at least one week in advance of the session so that BPA can print copies for participants.

BPA will provide an overhead projector and screen, flip charts, and copies of the course materials for each session

### CONTRACT

tail Invoice To:

DISBURSEMENT OPERATIONS - DFRD  
BPA CORPORATE OFFICE  
P.O. BOX 3621  
PORTLAND OR 97208-3621

Contract : 00003250  
Release :  
Page : 1

Vendor:  
TEAM SOUP LLC  
Ex 6

Please Direct Inquiries to:

PATRICIA G. LUNDY  
Title: PROCUREMENT TECHNIC - CP-4  
Phone: (503) 230-4659  
Fax : 503-230-4508

Attn: PRESTON MICHIE - Ex 6

Contract Title: NEGOTIATION SKILLS COURSES  
Project : 0001568

Total Value : \$11,250.00  
Pricing Method: FIRM FIXED PRICE  
Performance Period: 01/15/01 - 05/31/01

\*\* NOT TO EXCEED \*\*  
Payment Terms: % Days Net 30

 _____ Contractor Signature	_____ BPA Contracting Officer
Preston Michie, President Printed Name/Title	_____ Date Signed
3/22/01 Date Signed	

This award contains the following - TEXT ATTACHED

Revised Scope of Work

Contract Amendments

Title : EXTEND PERFORMANCE PERIOD, ADD FUNDS & REVISE SCOPE OF WORK  
Amendment: 001  
Amended Performance Period: 01/15/01 - 05/31/01  
Amendment Value: \$3,750.00  
Pricing Method : FIRM FIXED PRICE

SCOPE OF WORK – CONTRACT NUMBER 00003250 – Amendment 001

Vendor will provide instructor, Preston Michie, to teach an additional Negotiation Skills class at BPA Headquarters as follows:

Session 3 – May 2, 3 and half of May 4, 2001

The course is scheduled for Room 194 in the 905 building  
Session size – not to exceed 28 participants.

Vendor will provide one master set of course handout materials to CHM, BPA at least one week in advance of the session so that BPA can print copies for participants.

BPA will provide an overhead projector and screen, flip charts, and copies of the course materials for each session.

# CONTRACT

*Mail Invoice To:*

BONNEVILLE POWER ADMINISTRATION  
ATTN: ELIZABETH ERICKSON - CHM-1  
P. O. BOX 3621  
PORTLAND, OR 97208-3621

Contract : 00003250  
Release :  
Page : 1

*Vendor:*  
TEAM SOUP LLC  
Ex 6

*Please Direct Inquiries to:*  
PATRICIA G. LUNDY  
Title: PROCUREMENT TECHNIC  
Phone: (503) 230-4659  
Fax : 503-230-4508

Attn: PRESTON MICHIE Ex 6

Contract Title: NEGOTIATION SKILLS COURSES  
Project : 0001568

Total Value : \$11,250.00  
Pricing Method: ESTIMATE  
Performance Period: 01/15/01 - 12/31/01

**\*\* NOT TO EXCEED \*\***  
Payment Terms: % Days Net 30

\_\_\_\_\_  
Contractor Signature

\_\_\_\_\_  
Printed Name/Title

\_\_\_\_\_  
Date Signed

*PL*  
\_\_\_\_\_  
BPA Contracting Officer

*5-7-01*  
\_\_\_\_\_  
Date Signed

Contract Amendments

Title : EXTEND PERFORMANCE PERIOD FOR FUTURE COURSES  
Amendment: 002  
Amended Performance Period: 01/15/01 - 12/31/01  
Amendment Value:  
Pricing Method : ESTIMATE

PONNEVILLE  
POWER ADMINISTRATION

## CONTRACT

Mail Invoice To:

BONNEVILLE POWER ADMINISTRATION  
ATTN: ELIZABETH A. ERICKSON - CHM-1  
P. O. BOX 3621  
PORTLAND, OR 97208-3621

Contract : 00003250  
Release :  
Page : 1

Vendor  
TEAM SOUP LLC  
Ex 6

Please Direct Inquiries to  
PATRICIA G. LUNDY  
Title: PROCUREMENT TECHNIC  
Phone: (503) 230-4659  
Fax : 503-230-4508

Attn: PRESTON MICHIE Ex 6

Contract Title: NEGOTIATION SKILLS COURSES  
Project : 0001568

Total Value : \$26,250.00  
Pricing Method: ESTIMATE  
Performance Period: 01/15/01 - 12/31/01

**\*\* NOT TO EXCEED \*\***  
Payment Terms: % Days Net 30

~~Contractor Signature~~

~~Printed Name/Title~~

~~Date Signed~~

  
BPA Contracting Officer

05-27-01  
Date Signed

### Contract Amendments

Title : ADD FUNDS  
Amendment: 003  
Amended Performance Period: 01/15/01 - 12/31/01  
Amendment Value: \$15,000.00  
Pricing Method : ESTIMATE

## CONTRACT

*Mail Invoice To:*

BONNEVILLE POWER ADMINISTRATION  
ATTN: ELIZABETH A. ERICKSON - CHD-1 (503) 230-7337  
P. O. BOX 3621  
PORTLAND, OR 97208-3621  
NOTE: CONTACT ABOVE NAMED PERSON FOR ALL  
QUESTIONS REGARDING INVOICES OR PAYMENTS

Contract : 00003250  
Release :  
Page : 1

*Vendor:*  
TEAM SOUP LLC  
Ex 6

*Please Direct Inquiries to:*  
PATRICIA G. LUNDY  
Title: PROCUREMENT TECHNIC  
Phone: (503) 230-4659  
Fax : 503-230-4508

Attn: PRESTON MICHIE Ex 6

Contract Title: NEGOTIATION SKILLS COURSES  
Project : 0001568

Total Value : \$36,250.00  
Pricing Method: ESTIMATE  
Performance Period: 01/15/01 - 12/31/02

**\*\* NOT TO EXCEED \*\***  
Payment Terms: % Days Net 30

  
Contractor Signature  
Preston Michie, President  
Printed Name/Title  
2/20/02  
Date Signed

  
BPA Contracting Officer  
02-08-02  
Date Signed

**Contract Amendments**

Title : EXTEND PERFORMANCE PERIOD AND ADD FUNDS  
Amendment: 004  
Amended Performance Period: 01/15/01 - 12/31/02  
Amendment Value: \$10,000.00  
Pricing Method: ESTIMATE

This Amendment is issued to extend the performance period for one additional year through 12/31/02 and add funds in the amount of \$10,000.00 for two (2) additional Negotiation Skills courses.

CONTRACT NUMBER 00003250 – AMENDMENT 004

This Amendment is issued to extend the performance period for one additional year through 12/31/02 and add funds in the amount of \$10,000.00 for two (2) additional Negotiation Skills courses.

Vendor has presented this course several times to BPA employees and has an excellent presentation. There are other employees who will benefit from this course.

BONNEVILLE  
POWER ADMINISTRATION

CONTRACT

*Invoice To:*

BONNEVILLE POWER ADMINISTRATION  
ATTN: ELIZABETH A. ERICKSON - CHD-1 (503) 230-7337  
P. O. BOX 3621  
PORTLAND, OR 97208-3621

NOTE: CONTACT ABOVE NAMED PERSON FOR ALL  
QUESTIONS REGARDING INVOICES OR PAYMENTS

Contract : 00003250  
Release :  
Page : 1

*Vendor:*

TEAM SOUP LLC  
Ex 6

*Please Direct Inquiries to:*

PATRICIA G. LUNDY  
Title: PROCUREMENT TECHNICI  
Phone: (503) 230-4659  
Fax : 503-230-4508

Attn: PRESTON MICHE

Contract Title: NEGOTIATION SKILLS COURSES

Value : \$66,250.00  
Pricing Method: ESTIMATE  
Performance Period: 01/15/01 - 12/31/03

\*\* NOT TO EXCEED \*\*  
Payment Terms: % Days Net 30

Contractor Signature

Printed Name/Title

Date Signed

*PL*  
BPA Contracting Officer

*10-01-02*  
Date Signed

Contract Amendments

Title : EXTEND PERFORMANCE PERIOD, ADD FUNDS & REVISE SCOPE OF WORK  
Amendment: 005  
Amended Performance Period: 01/15/01 - 12/31/03  
Amendment Value: \$30,000.00  
Pricing Method : ESTIMATE

*Not Allowed  
for Valuation*

**CONTRACT NUMBER 00005251 – AMENDMENT 005**

This Amendment is issued to extend the performance period through 12/31/03 and add funds in the amount of \$30,000.00.

Vendor will conduct six additional Negotiation Skills courses through December 31, 2003. Two of these courses are scheduled for October 2002. The remaining course dates are to be determined.

Courses are to be two and one-half days and will be charged as follows:

Full-days	Ex 4
Half-day	
Total	\$4,500.00

Handouts and any other course materials are included in the cost of the course.

No financial penalty will be incurred if courses are cancelled or not scheduled.

Travel expenses are not authorized for this contract.

All other Terms and Conditions remain the same.

BONNEVILLE  
POWER ADMINISTRATION

CONTRACT

Mail Invoice To:

BONNEVILLE POWER ADMINISTRATION  
ATTN: ELIZABETH A. ERICKSON - CHD-1  
P. O. BOX 3621  
PORTLAND, OR 97208-3621

NOTE: CONTACT ABOVE NAMED PERSON FOR ALL  
QUESTIONS REGARDING INVOICES OR PAYMENTS

Contract : 00003250  
Release :  
Page : 1

Vendor:  
TEAM SOUP LLC  
Ex 6

Please Direct Inquiries to:

PATRICIA G. LUNDY  
Title: PROCUREMENT TECHNICI  
Phone: (503) 230-4659  
Fax : 503-230-4508

Attn: PRESTON MICHIE

Contract Title: NEGOTIATION SKILLS COURSES

Total Value : \$66,250.00  
Pricing Method: FIRM FIXED PRICE  
Performance Period: 01/15/01 - 12/31/03

\*\* NOT TO EXCEED \*\*  
Payment Terms: 8 Days Net 30

<del>Contractor Signature</del>	
<del>Printed Name/Title</del>	BPA Contracting Officer
<del>Date Signed</del>	04-01-03

Contract Amendments

Title : AMEND SCOPE OF WORK  
Amendment: 006  
Amended Performance Period: 01/15/01 - 12/31/03  
Amendment Value:  
Pricing Method : FIRM FIXED PRICE

**AMENDED SCOPE OF WORK  
CONTRACT NUMBER 00003250  
AMENDMENT 006**

This Contract is issued to amend the Scope of Work to include descriptions of the three negotiations classes: Introduction, Intermediate and Advanced.

**Introduction to Negotiations Class**

The Negotiation Process

This course describes the negotiations process. Students will address a variety of topics including: the negotiation process, the important role of trust, distributive negotiation, integrative "win-win" negotiations, pre-negotiation analysis, strategy, techniques to use at the table, communication do's and don'ts, skills competent negotiator try to develop, what to do at the negotiation table, setting up a negotiations team, tactics and how to respond to them, dealing with difficult personalities, post negotiation activity, ethics in negotiations, and secrets of successful negotiators. Students will negotiate four progressively more difficult problems with other class members. Time will be allowed to discuss additional topics of interest to students.

Students will be working over lunch in both full day sessions. Students can expect homework assignments each evening between classes. Please cancel all meetings and turn off all cell phones during class.

Class Format

20 hours of lecture/hands on exercises, over two full days and one morning.

Specific Topics Covered

- The Negotiation Process
- Role of trust
- Negotiation Skills
- Pre-Negotiation Analysis
- Tactics, Strategy and Bargaining at the Table
- Setting Up Successful Negotiation Teams
- Dealing With Difficult Personalities
- Secrets of Successful Negotiators

### **Intermediate (Building Negotiation Skills)**

This course builds on negotiations skills developed in the introductory class. A refresher on the negotiations process from the introductory class will be presented. Students will focus on a variety of skill building topics including: the art and science of persuasion, understanding risk in long-term contracts, techniques to manage risk, developing real options thinking, problems in decision-making, leading the negotiation team, and multi-party negotiations. Students will work with a team on a complex negotiation problem designed to connect negotiation strategy and decision-making to the bottom line. Time will be allowed to discuss additional topics of interest to students.

### **Specific Topics Covered**

- Negotiation Process in a Nutshell (Summary of Introductory Class)
- The Art and Science of Persuasion
- Special Problems With Long-Term Contracts
- Multi-Party Negotiations
- Leading the Negotiations Team
- Avoiding Decision-Making Traps
- Strategic Thinking
- Introducing Real Options Thinking

### **Advanced (Special Topics in Negotiations)**

This advanced negotiation class is for people who students of negotiation and wish to explore special topics in negotiations to enhance skills and concepts discussed in the first two classes. Areas of focus will include strategy and strategic thinking; behavior finance and its impact on negotiations; relationship strategy; negotiating the spirit of the deal; negotiating change; team decision-making; measuring and managing risk; and managing complex negotiations. Negotiation topics taken from current events may be discussed. Participants are encouraged to bring negotiation topics of interest to the class. Interesting case studies and examples are welcome. The class will engage in a variety of interactive exercises designed to illustrate key concepts. Participants will work on a challenging, complex negotiation case.

All other Terms and Conditions for this Contract remain the same.

August 10, 2010

Amendment# 007

Contract:	00003250	Facility:	CPT	Contract Status:	HISTORY	06/24/2010
Modification:	007	Facility Group:	CPT	Modification Status:	HISTORY	06/24/2010
Modified By:	PGL8804	Company:	CPT	Execution Date:	12/15/2003	
Project:	0001568	Print Status:	<input type="checkbox"/>	Image:		<input type="button" value="Execute"/>
Title:	ADD FUNDS					

Modification Details

Contract Value	Pricing Method
Prior: \$66,250.00	Prior: FFP
Modification: \$1,000.00	Modification:
New Value: \$67,250.00 USD	
NTX: <input checked="" type="checkbox"/>	
Start Date and End Date	Vendor
Prior: 01/15/2001 - 12/31/2003	Prior: TEAMSOUF 00
Modification:	Modification:

Scope Details

Modification Scope	Scope Updated: PGL8804	12/15/2003
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CONTRACT NUMBER 3250 – AMENDMENT 007

This Amendment is issued to add funds in the amount of \$1,000.00 to pay an invoice from the last class.

All other Terms and Conditions remain the same.

Amendment# 008

CONTRACT NUMBER 00003250 – AMENDMENT 008

This Amendment is issued to extend the performance period through December 31, 2004 and add funds in the amount of \$18,000.00.

Bonneville Power Administration may schedule up to four additional Negotiation Skills classes through the end of 2004. Each class will be billed at the rate of \$4,500.00.

All other Terms and Conditions remain the same.

Contract: 00003250	Facility: CPT	Contract Status: HISTORY	06/24/2010
Modification: 008	Facility Group: CPT	Modification Status: HISTORY	06/24/2010
Modified By: PGL8804	Company: CPT	Execution Date: 12/22/2003	
Project: 0001568	Print Status: <input checked="" type="checkbox"/>	Image:	<input type="button" value="Execute"/>
Title: EXTEND PERFORMANCE PERIOD AND ADD FUNDS			

Modification Details

<b>Contract Value</b>	<b>Pricing Method</b>
Prior: \$67,250.00	Prior: FFP
Modification: \$18,000.00	Modification: FFP
New Value: \$85,250.00 USD	
NTX: <input checked="" type="checkbox"/>	
<b>Start Date and End Date</b>	<b>Vendor</b>
Prior: 01/15/2001 - 12/31/2003	Prior: TEAMSOUPI00
Modification: 01/15/2001 - 12/31/2004	Modification:

Modification Details

Modification Scope 	Scope Updated: PGL8804 12/22/2003
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BONNEVILLE  
POWER ADMINISTRATION

CONTRACT

Mail Invoice To:

BONNEVILLE POWER ADMINISTRATION  
ATTN: BILL BEEBE - CHD-1 (503) 230-5222  
P. O. BOX 3621  
PORTLAND, OR 97208-3621

NOTE: CONTACT ABOVE NAMED PERSON FOR ALL  
QUESTIONS REGARDING INVOICES OR PAYMENTS

Contract : 00003250  
Release :  
Page : 1

Vendor:

TEAM SOUP LLC

Ex 6

Please Direct Inquiries to:

PATRICIA G. LUNDY  
Title: PROCUREMENT TECHNICI  
Phone: 503-230-4659  
Fax : 503-230-4508

Attn: PRESTON MICHIE

Contract Title: NEGOTIATION SKILLS COURSES

Total Value : \$98,750.00  
Pricing Method: FIRM FIXED PRICE  
Performance Period: 01/15/01 - 09/30/05

\*\* NOT TO EXCEED \*\*  
Payment Terms: % Days Net 30

\_\_\_\_\_  
Contractor Signature

\_\_\_\_\_  
Printed Name/Title

\_\_\_\_\_  
Date Signed

*Patricia G. Lundy*  
\_\_\_\_\_  
BPA Contracting Officer

*11-20-04*  
\_\_\_\_\_  
Date Signed

Contract Amendments

Title : ADD FUNDS AND EXTEND PERFORMANCE PERIOD  
Amendment: 009  
Amended Performance Period: 01/15/01 - 09/30/05  
Amendment Value: \$13,500.00  
Pricing Method:

CONTRACT NUMBER 00003250 - AMENDMENT 009

This amendment is issued to add funds in the amount of \$13,500.00 and extend the performance period through September 30, 2005.

All other Terms and Conditions remain the same.

BONNEVILLE  
POWER ADMINISTRATION

CONTRACT

Mail Invoice To:

BONNEVILLE POWER ADMINISTRATION  
ATTN: BILL BEEBE - CHD-1 (503) 230-5222  
P. O. BOX 3621  
PORTLAND, OR 97208-3621

NOTE: CONTACT ABOVE NAMED PERSON FOR ALL  
QUESTIONS REGARDING INVOICES OR PAYMENTS

Contract : 00003250  
Release :  
Page : 1

Vendor:  
TEAM SOUP LLC  
Ex 6

Please Direct Inquiries to:

PATRICIA G. LUNDY  
Title: PROCUREMENT TECHNICI  
Phone: 503-230-4659  
Fax : 503-230-4508

Attn: PRESTON MICHIE

Contract Title: NEGOTIATION SKILLS COURSES

Total Value : \$98,750.00  
Pricing Method: FIRM FIXED PRICE  
Performance Period: 01/15/01 - 09/30/05

**\*\* NOT TO EXCEED \*\***  
Payment Terms: % Days Net 30

Contractor Signature

Printed Name/Title

Date Signed

*Patricia G. Lundy*  
BPA Contracting Officer  
11-10-04  
Date Signed

Contract Amendments

Title : ADD OFFICIAL TRAVEL REQUIREMENT  
Amendment: 010  
Amended Performance Period:  
Amendment Value:  
Pricing Method :

CONTRACT 3250 – AMENDMENT 010

This Amendment is issued to include information on official travel which may be required for presentation of the Negotiation Skills classes. Vendor will be informed of travel budget for each instance of a travel required class.

Travel will be reimbursed at actual expense in accordance with the current Federal Travel Regulations (copy attached).

All other Terms and Conditions remain the same.

BONNEVILLE  
POWER ADMINISTRATION

CONTRACT

*Invoice To:*

Contract : 00003250  
Release :  
Page : 1

*Vendor:*  
TEAM SOUP LLC  
Ex 6

*Please Direct Inquiries to:*

PATRICIA G. LUNDY  
Title: PROCUREMENT TECHNICI  
Phone: 503-230-4659  
Fax : 503-230-4508

Attn: PRESTON MICHIE

Contract Title: NEGOTIATION SKILLS COURSES

Value : \$118,750.00  
Pricing Method: FIRM FIXED PRICE  
Performance Period: 01/15/01 - 09/30/05

**\*\* NOT TO EXCEED \*\***  
Payment Terms: % Days Net 30

\_\_\_\_\_  
Contractor Signature

\_\_\_\_\_  
Printed Name/Title

\_\_\_\_\_  
Date Signed

*pl*  
\_\_\_\_\_  
BPA Contracting Officer

*11-29-04*  
\_\_\_\_\_  
Date Signed

*This award contains the following - TEXT ATTACHED*

SERVICE COMMERCIAL TERMS AND CONDITIONS

Contract Amendments

Title : ADD FUNDS  
Amendment: 011  
Amended Performance Period: -  
Amendment Value: \$20,000.00  
Pricing Method : FIRM FIXED PRICE

CONTRACT NUMBER 00003250 – AMENDMENT 011

This Amendment is issued to add funds in the amount of \$20,000.00.

All other Terms and Conditions remain the same.

BONNEVILLE  
POWER ADMINISTRATION

CONTRACT

Mail Invoice To:

BONNEVILLE POWER ADMINISTRATION  
ATTN: BILL BEEBE - CHD-1 (503) 230-5222  
P. O. BOX 3621  
PORTLAND, OR 97208-3621

NOTE: CONTACT ABOVE NAMED PERSON FOR ALL  
QUESTIONS REGARDING INVOICES OR PAYMENTS

Contract : 00003250  
Release :  
Page : 1

Vendor:  
TEAM SOUP LLC  
Ex 6

Please Direct Inquiries to:

PATRICIA G. LUNDY  
Title: PROCUREMENT TECHNICI  
Phone: 503-230-4659  
Fax : 503-230-4508

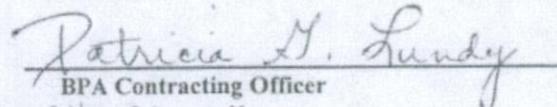
Attn: PRESTON MICHIE

Contract Title: NEGOTIATION SKILLS COURSES

Total Value : \$118,750.00  
Pricing Method: FIRM FIXED PRICE  
Performance Period: 01/15/01 - 12/31/05

\*\* NOT TO EXCEED \*\*  
Payment Terms: % Days Net 30

  
Contractor Signature

  
BPA Contracting Officer

Printed Name/Title  
4/7/05  
Date Signed

04-06-05  
Date Signed

Contract Amendments

Title : EXTEND PERFORMANCE PERIOD AND ADD CLASSES  
Amendment: 012  
Amended Performance Period: 01/15/01 - 12/31/05  
Amendment Value:  
Pricing Method : FIRM FIXED PRICE

CONTRACT NUMBER 0003250 – AMENDMENT 012

This amendment is issued to extend the performance period through December 31, 2005 and schedule three (3) additional Negotiation Skills courses on the dates below:

April 13-15, 2005  
May 4-6, 2005  
September 14-16, 2005

Courses are to be two and one half days.

BUDGET

The vendor will be paid as follows:

Three (3) Negotiation Skills courses	
Ex 4	\$13,500.00

Handouts and any other course materials are included in the cost of the course.

No financial penalty will be incurred if courses are cancelled or postponed.

Travel expenses are not authorized for this contract.

All other Terms and Conditions remain the same.

CONTRACT

il Invoice To:

Contract : 00003250  
Release :  
Page : 1

Vendor:  
TEAM SOUP LLC  
Ex 6

Please Direct Inquiries to:

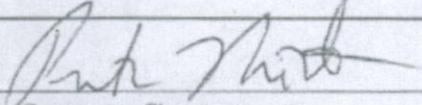
ELIDA MONROE  
Title: CONTRACT SPECIALIST  
Phone: 503-230-3821  
Fax : 503-230-4508

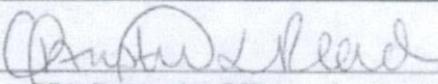
Attn: PRESTON MICHIE

Contract Title: NEGOTIATION SKILLS COURSES

Total Value : \$131,500.00  
Pricing Method: FIRM FIXED PRICE  
Performance Period: 01/15/01 - 03/31/06

**\*\* NOT TO EXCEED \*\***  
Payment Terms: % Days Net 30

  
Contractor Signature  
Preston Michie, President  
Printed Name/Title  
9/15/05  
Date Signed

  
BPA Contracting Officer  
09-07-2005  
Date Signed for E. Monroe

Title : ADD CLASSES; ADD FUNDS; EXTEND PERFORMANCE PERIOD  
Amendment: 013  
Amended Performance Period: - 03/31/06  
Amendment Value: \$12,750.00  
Pricing Method :



COVER SHEET CONTINUATION

Contract No. 00003250 - Amendment No. 013  
Negotiation Skills Course

COTR – Toni Cheatham (503) 230-7620 / e-mail  
CO – Christine L. Read (503) 230-5321 / clvachter@bpa.gov

This contract is hereby amended as follows:

1. Extend the performance period through March 31, 2006.
2. Authorize the following classes. All logistics will be arranged with the COTR.

**For TMC Group:**

Technical Writing	
Contract Basics	Ex 4
Intro Negotiations	
Intermediate Negotiations	
Advanced Negotiations	
<b>Total Cost:</b>	<b>\$18,000.00</b>

**Open enrollment** (previously authorized under Amendment 012):

Intro Negotiations	
Intermediate Negotiations	Ex 4
Advanced Negotiations	
<b>Total Cost:</b>	<b>\$13,500.00</b>

Travel & incidentals (not to exceed) \$ 250.00

TOTAL AUTHORIZED \$31,750.00

Less unspent contract balance: \$19,000.00

New funds to be added by amendment 013: \$12,750.00

-Handouts and any other course materials are included in the cost of the course.

-No financial penalty will be incurred if courses are cancelled or postponed.

3. Please mail invoices to:  
Bonneville Power Administration  
Attn: **Toni Cheatham / CHD-1**  
PO Box 3621  
Portland, OR 97208

ALL OTHER SPECIFICATIONS, TERMS & CONDITIONS REMAIN THE SAME

BONNEVILLE  
POWER ADMINISTRATION

CONTRACT

Mail Invoice To:

Attn Toni Cheatham, CHD-1  
Bonneville Power Administration  
PO Box 3621  
Portland OR 97208

Contract : 00003250  
Release :  
Page : 1

Vendor:  
TEAM SOUP LLC

Ex 6

Please Direct Inquiries to:

CORINNE I. MAUCK  
Title: PURCHASING AGENT  
Phone: 503-230-3720  
Fax : 503-230-4508

Attn: PRESTON MICHIE

Contract Title: NEGOTIATION SKILLS COURSES

Total Value : \$131,500.00  
Pricing Method: FIRM FIXED PRICE  
Performance Period: 01/15/01 - 12/31/06

**\*\* NOT TO EXCEED \*\***  
Payment Terms: % Days Net 30

Contractor Signature

Printed Name/Title

Date Signed

BPA Contracting Officer

Date Signed

*This award contains the following - TEXT ATTACHED*

SERVICE COMMERCIAL TERMS AND CONDITIONS

Title : EXTEND PERF. PERIOD, REVISE SCOPE OF WORK, ADD T&C'S  
Amendment: 014  
Amended Performance Period: - 12/31/06  
Amendment Value:  
Pricing Method :



COVER SHEET CONTINUATION

Contract No. 00003250 - Amendment No. 014  
Negotiation Skills Course

COTR – Toni Cheatham (503) 230-7620 / e-mail  
CO – Corinne Mauck (503) 230-3720 / cimauck@bpa.gov

This contract is hereby amended as follows:

1. Extend the performance period through December 31, 2006.
2. Amends Scope of Work to reflect new class: Contract Negotiations. All logistics will be arranged with the COTR. Current unspent funds shall be used for the following classes.

Contract Negotiations (FY '06)

Ex 4  
Estimated preparation -  
Travel & incidentals (not to exceed)

Subtotal =	\$9,100
TOTAL AUTHORIZED	\$ 9,100.00
Less unspent contract balance:	\$ 9,100.00
Total added funds	\$ 0.00

-No financial penalty will be incurred if courses are cancelled or postponed.

3. Replaces terms and conditions  
Attached Terms and Conditions replace any and all previous Terms and Conditions.
4. Incorporates attached non-disclosure agreement.

ALL OTHER SPECIFICATIONS REMAIN THE SAME.

**Scope of Work**  
**Contract No. 00003250, Amendment No. 014**  
**Negotiation Skills Courses**

**1. Background –**

Negotiation skills have been identified as a critical skill gap area here at BPA. This skill has been determined a necessary area of development and training, especially for employees involved in long-term contracts that will soon be or that are currently under negotiations. BPA plans to quickly close this skill gap by offering a series of "contract" specific negotiation skills training.

**2. Objective –**

The training is intended to provide employees with tools to identify individual negotiation skill levels, learn various contract negotiations strategies, and provide a forum to practice current and new skill sets.

**3. Dates and Location –**

The vendor shall conduct training at BPA facilities at Portland Headquarters or Vancouver locations (Van Mall or Ross Complex).

Training shall be conducted between the hours of 8:00 am and 5:00 pm PST, with the exact start, stop, and break schedule to be determined by the instructor. Exact locations and dates shall be arranged by the COTR at least 30 days prior to course delivery date.

**4. Government provided services**

- BPA will provide adequate training space furnished with an overhead projector, screen and flip charts.
- BPA will also provide duplication of the course materials for each session.
- BPA will provide access to various BPA contract negotiations subject matter experts, as needed, for the purpose of designing the training.
- Registration and other administration services as needed for the purpose of the training.

**5. Vendor provided materials/services –**

- Vendor shall work in conjunction with BPA to design course curriculum.
- Vendor shall conduct four each two-day training sessions designed specifically for contract negotiations with an emphasis on BPA practices.
- Vendor will provide one master set of course handout materials for duplication at least one week in advance of each session. Course materials shall be mailed to:

Bonneville Power Administration  
Attn: Toni Cheatham, CHD-1  
P.O. Box 3621  
Portland OR 97208

**7. Attendance –**

Anticipated attendance for this class is 25.

**8. Budget –**

Vendor	Regular Rate(per/hr)	Negotiations Training Hours	Estimated total	Adjusted Training Hours	Estimated total per session
Preston Michie	Ex 4	Ex 4	Ex 4	Ex 4	Ex 4
Travel and Incidentals (M)		Ex 4			
Estimated preparation -					
Subtotal			\$9,100		

*Team Soap, LLC*

**9) Payment**

All invoices shall reference the contract number and shall be mailed to:

Bonneville Power Administration  
Attn: Toni Cheatham – CHD-1  
905 NE 11<sup>th</sup> Ave  
Portland OR, 97232  
PH 503-230-7620  
tvcheatham@bpa.gov

BONNEVILLE  
POWER ADMINISTRATION

CONTRACT

Mail Invoice To:

Contract : 00003250  
Release :  
Page : 1

Vendor:  
TEAM SOUP LLC

Ex 6

Please Direct Inquiries to:

CORINNE I. MAUCK  
Title: PURCHASING AGENT  
Phone: 503-230-3720  
Fax : 503-230-4508

Attn: PRESTON MICHIE

Contract Title: NEGOTIATION SKILLS COURSES

Total Value : \$121,982.03  
Pricing Method: FIRM FIXED PRICE  
Performance Period: 01/15/01 - 12/31/06

**\*\* NOT TO EXCEED \*\***  
Payment Terms: % Days Net 30

Contractor Signature

Printed Name/Title

Date Signed

*Corinne Mauck*

BPA Contracting Officer

*10/23/07*

Date Signed

*This award contains the following - TEXT ATTACHED*

SERVICE COMMERCIAL TERMS AND CONDITIONS

Title : DEOBLIGATE REMAINING FUNDS AND CLOSE

Amendment: 015

Amended Performance Period: -

Amendment Value: (\$9,517.97)

Pricing Method :

**CONTRACT NO. 00003250**  
**Negotiation Skills Courses**  
**Amendment No. 015**

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This amendment is being issued to de-obligate the remaining funds and close the contract.

BONNEVILLE  
POWER ADMINISTRATION

CONTRACT

Mail Invoice To:

Contract : 00033363  
Release :  
Page : 1

Vendor:  
TEAM SOUP LLC  
Ex 6

Please Direct Inquiries to:

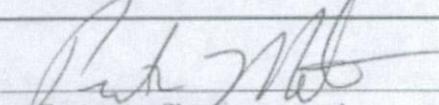
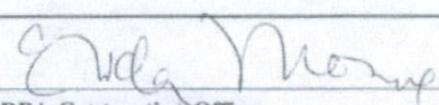
ELIDA MONROE — NSSP-4  
Title: CONTRACT SPECIALIST  
Phone: 503-230-3821  
Fax : 503-230-4508

Attn: Preston Michie

Contract Title: NEGOTIATION SKILLS TRAINING

Total Value : \$12,000.00  
Pricing Method: FIRM FIXED PRICE  
Performance Period: 06/19/07 - 09/29/08

**\*\* NOT TO EXCEED \*\***  
Payment Terms: % Days Net 30

 _____ Contractor Signature Preston Michie/President _____ Printed Name/Title 7/1/07 _____ Date Signed	 _____ BPA Contracting Officer 6/19/2007 _____ Date Signed
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*This award contains the following - TEXT ATTACHED*

CONTRACT TERMS AND CONDITIONS



COVER SHEET CONTINUATION

Contract No. 00033363
Contract Renewal (Previous Contract No. 0003250)
Negotiation Skills Training

COTR - Toni Cheatham (503) 230- / tvcheatham@bpa.gov
CO - Elida Monroe (503) 230-3821 / emonroe@bpa.gov

This contract is authorized as follows:

- 1. Incorporate the contract value of \$12,000.00 for the attached Terms and Conditions, Statement of Work, and Attachment I per pricing dated 6/19/2007.

Table with 5 columns: Line item, Description, Unit, Ea., Amount. Includes line items for Negotiation Skills Training and Travel and materials, and a TOTALS row with a Not-to-exceed amount of \$12,000.00.

- 2. Performance period for this contract is June 19, 2007 through September 29, 2008.

- 3. Please mail invoices to:

Bonneville Power Administration
Attn: Toni Cheatham
P.O. Box 3621
Portland, OR 97208



UNIT 3 — STATEMENT OF WORK

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**STATEMENT OF WORK**  
**Negotiation Skills Training**  
**#00033363**

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**1. Goal of this contract**

The goal of this contract is to obtain expert negotiation skills training for account executives, employees who initiate, develop, or maintain BPA contracts and employees who otherwise negotiate in behalf of BPA interests. The training is purposed to develop and enhance individual and collective effectiveness in executing BPA's business strategy.

**2. Background**

Negotiation skills have been identified as a critical skill gap area here at BPA. This skill has been determined a necessary area of development and training especially for employees involved in long-term contracts that will soon be or that are currently under negotiations. This also supports BPA's succession planning efforts wherein negotiation skills trainings will increase BPA's employee pool of skilled negotiators. BPA plans to quickly close this skill gap by offering a series of "contract" specific negotiation skills training. The training is intended to provide employees with tools to identify individual negotiation skill levels, to develop and apply various contract negotiations strategies and to provide a forum to practice current and new skill sets.

**3. Location of Work**

The work will typically be performed at BPA office locations in Portland, Oregon; Vancouver, Washington; or a mutually agreeable location in the immediate area; and/or via video-conferencing. A training session in one of BPA's field offices is possible on occasion (travel terms to be addressed and determined upon request of training to be delivered in a field office and shall comply with the federal travel regulations).

**4. Scope of Work**

The Contractor shall work together with the Training and Organization Development workgroup as well as various BPA contract negotiations subject matter experts to design the training. This will be done by extracting parts of the Contractor's current Negotiation Skills training series and adding BPA specific practicum for training content and format development. The Contractor shall then deliver either 2-day sessions or 3-day sessions of Negotiation Skills training to BPA employees.

**5. Services for training**

Working closely with NHT and subject matter experts, the Contractor shall develop and deliver the course in such a manner, with particular interest in achieving BPA current and future goals and targets. The course will directly address pre-determined and unique competencies associated with negotiating BPA specific utility contracts. The purpose of the course is to assist employees and provide real world practicum in determining personal competency weaknesses with negotiating BPA contracts, strengthening these competencies through real and imagined utility focused and competency driven exercises, while at the same time maintaining and even strengthening relationships.

**BPA intends to offer a 2-day training once in fiscal year 2007 and at least two times in fiscal year 2008.**

**6. BPA-Furnished Property or Services**

BPA will provide specific programs and resources that may support the training development and delivery including appropriate on-site meeting/conference rooms, audio-visual equipment, and the names, locations, and phone numbers of the BPA employees, including various subject matter experts, consulted in the course of this work.

**7. Contractor-Furnished Property or Services**

The contractor shall provide all property and services in support of this contract, except those mentioned under #7 above.

**8. General Requirements**

BPA's Training and Organizational Development (NHT) will sponsor and coordinate the curriculum development and training session scheduling in conjunction with identified subject matter experts. BPA expects that the Contractor will exercise his independent discretion and judgment in determining how best to fulfill contractual obligations for tasks assigned to him under this contract. The Contractor will receive no direct or continuous BPA supervision or control over work assigned under this contract.

BPA personnel shall review contractor's work at each stage of contract performance where value judgments must be made or discretionary authority must be exercised in order to retain control by BPA. BPA may rely on the Contractor's expertise; however, BPA personnel shall make necessary decisions.

**9. Methods to be used**

The training is an instructor-led, group oriented course entailing complex exercises and tasks, homework, small and large group discussions, role playing, debriefs, power point slides and guest speakers.

**10. Specific requirements**

- A. Review feedback from the first session of the initial version of the training delivered in 2006.
- B. Based on BPA's current need and feedback provided after 2006 session, work with NHT to revise the following:
  - a. Training exercises
  - b. Power Point slides
  - c. Discussion questions
  - d. Guest speakers and role plays
  - e. Timeline and structure of training agenda
  - f. Training objectives
- C. Work closely with NHT to finalize training content and materials.
- D. Deliver training on the agreed upon date(s).
- E. Work with NHT to compile and review training session evaluations.

#### 11. Deliverables

BPA intends to offer one 2-day training session in fiscal year 2007 and two sessions in fiscal year 2008.

#### 12. Time Schedule

NHT will begin working with the Contractor beginning June 2007 to revise the content and structure. The 2007 session is scheduled to take place in August. The dates and times for the 2008 sessions are to be determined at a later date. Again, **BPA intends to offer one 2-day training session in fiscal year 2007 and two sessions in fiscal year 2008.**

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## STATEMENT OF WORK

### Negotiation Skills Training Team Soup, LLC #00033363

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#### 1. Goal of this contract

The goal of this contract is to obtain expert negotiation skills training for account executives, employees who initiate, develop, or maintain BPA contracts and employees who otherwise negotiate in behalf of BPA interests. The training is purposed to develop and enhance individual and collective effectiveness in executing BPA's business strategy.

#### 2. Background

Negotiation skills have been identified as a critical skill gap area here at BPA. This skill has been determined a necessary area of development and training especially for employees involved in long-term contracts that will soon be or that are currently under negotiations. This also supports BPA's succession planning efforts wherein negotiation skills trainings will increase BPA's employee pool of skilled negotiators. BPA plans to quickly close this skill gap by offering a series of "contract" specific negotiation skills training. The training is intended to provide employees with tools to identify individual negotiation skill levels, to develop and apply various contract negotiations strategies and to provide a forum to practice current and new skill sets.

#### 4. Location of Work

The work will typically be performed at BPA office locations in Portland, Oregon, Vancouver, Washington, or a mutually agreeable location in the immediate area, and/or via video-conferencing. A training session in one of BPA's field offices is possible on occasion (Travel terms to be addressed and determined upon request of training to be delivered in a field office).

#### 5. Scope of Work

The Contractor will work together with the Training and Organization Development workgroup as well as various BPA contract negotiations subject matter experts to design the training. This will be done by extracting parts of the Contractor's current Negotiation Skills training series and adding BPA specific practicum for training content and format development. Preston will then deliver either 2-day sessions or 3-day sessions of Negotiation Skills training to BPA employees.

#### 6. Services for training

Working closely with NHT and subject matter experts, Team Soup, LLC will develop and deliver the course in such a manner, with particular interest in achieving BPA current and future goals and targets. The course will directly address pre-determined and unique competencies

associated with negotiating BPA specific utility contracts. The purpose of the course is to assist employees and provide real world practicum in determining personal competency weaknesses with negotiating BPA contracts, strengthening these competencies through real and imagined utility focused and competency driven exercises, while at the same time maintaining and even strengthening relationships.

*BPA intends to offer a 2-day training once in fiscal year 2007 and at least two times in fiscal year 2008.*

#### **7. BPA-Furnished Property or Services**

BPA will provide specific programs and resources that may support the training development and delivery including appropriate on-site meeting/conference rooms, audio-visual equipment, and the names, locations, and phone numbers of the BPA employees, including various subject matter experts, consulted in the course of this work.

#### **8. Contractor-Furnished Property or Services**

The contractor provides all property and services in support of this contract, except those mentioned under #7 above.

#### **9. General Requirements**

BPA's Training and Organizational Development (NHT) will sponsor and coordinate the curriculum development and training session scheduling in conjunction with identified subject matter experts. BPA expects that the Contractor will exercise his independent discretion and judgment in determining how best to fulfill contractual obligations for tasks assigned to him under this contract. The Contractor will receive no direct or continuous BPA supervision or control over work assigned under this contract.

BPA personnel shall review contractor's work at each stage of contract performance where value judgments must be made or discretionary authority must be exercised in order to retain control by BPA. BPA may rely on the Contractor's expertise; however, BPA personnel shall make necessary decisions.

#### **10. Methods to be used**

The training is an instructor-led, group oriented course entailing complex exercises and tasks, homework, small and large group discussions, role playing, debriefs, power point slides and guest speakers.

#### **11. Specific requirements**

- A. Review feedback from the first session of the initial version of the training delivered in 2006.
- B. Based on BPA's current need and feedback provided after 2006 session, work with NHT to

revise the following:

- a. Training exercises
- b. Power Point slides
- c. Discussion questions
- d. Guest speakers and role plays
- e. Timeline and structure of training agenda
- f. Training objectives

- C. Work closely with NHT to finalize training content and materials.
- D. Deliver training on the agreed upon date(s).
- E. Work with NHT to compile and review training session evaluations.

## **12. Deliverables**

*BPA intends to offer one 2-day training session in fiscal year 2007 and two sessions in fiscal year 2008.*

## **13. Time Schedule**

NHT will begin working with Team Soup, LLC beginning June 2007 to revise the content and structure. The 2007 session is scheduled to take place in August. The dates and times for the 2008 sessions are to be determined at a later date. Again, *BPA intends to offer one 2-day training in fiscal year 2007 and two sessions in fiscal year 2008.*

**Statement of Work for  
Team Soup, LLC**

**Date of Contract Req.:** May 22, 2007

**Contractor Name:** Preston Michie

**Work to perform:** Negotiation Skills Training

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**1. Goal of this contract**

The goal of this contract is to obtain expert negotiation skills training for account executives, employees who initiate, develop, or maintain BPA contracts and employees who otherwise negotiate in behalf of BPA interests. The training is purposed to develop and enhance individual and collective effectiveness in executing BPA's business strategy.

**2. Background**

Negotiation skills have been identified as a critical skill gap area here at BPA. This skill has been determined a necessary area of development and training especially for employees involved in long-term contracts that will soon be or that are currently under negotiations. This also supports BPA's succession planning efforts wherein negotiations trainings will increase BPA's employee pool of skilled negotiators. BPA plans to quickly close this skill gap by offering a series of "contract" specific negotiation skills training. The training is intended to provide employees with tools to identify individual negotiation skill levels, apply various contract negotiations strategies and provide a forum to practice current and new skill sets.

**3. Source Rationale**

A market analysis (last page) reveals Team Soup, LLC to offer the best training according to BPA's strategy and goals, as well as the most cost-effective choice. Success of the training depends on the contractor's intrinsic knowledge of various BPA business acumen topics as well as an understanding of the dynamics of BPA customer relations. Preston Michie of Team Soup, LLC is a former BPA employee and has contracted with BPA to deliver negotiation skills trainings. Preston currently works with BPA on various projects and also seems a natural choice in the interest of limiting external access to sensitive BPA information.

**4. Location of Work**

The work will typically be performed at BPA office locations in Portland, Oregon, Vancouver, Washington, or a mutually agreeable location in the immediate area, and/or via video-conferencing. A training session in one of BPA's field offices is possible on occasion (Travel terms to be addressed and determined upon request of training to be delivered in a field office).

**5. Scope of Work**

Preston will work together with the Training and Organization Development workgroup as well as various BPA contract negotiations subject matter experts to design the training. This will be done by extracting parts of Team Soup's current Negotiation Skills training series and adding BPA specific practicum for training content and format development. Preston will then deliver either 2-day sessions or 3-day sessions of Negotiation Skills training to BPA employees.

*BPA intends to offer a 2-day training once in fiscal year 2007 and at least two times in fiscal year 2008. Approximately \$4,000 will be needed for one session in FY '07 and \$8,000 for two sessions in FY '08. BPA anticipates more sessions for FY '09 - FY '10. (TBD).*

**6. Negotiations Training Cost Analysis**

Vendor	Regular Rate(per/ 8hr day of training)	# of Training days	Estimated total	Adjusted # of Training days	Adjusted Estimated total
Preston Michie	Ex 4	Ex 4	Ex 4	Ex 4	Ex 4
Ex 4					
<del>Grand Total = \$11,700</del>					

*(Fees subject to future increases based on market valuations)*

**7. BPA-Furnished Property or Services**

BPA will provide specific programs and resources that may support the training development and delivery including appropriate on-site meeting/conference rooms, audio-visual equipment, and the names, locations, and phone numbers of the BPA employees contacted in the course of this work.

**8. Contractor-Furnished Property or Services**

The contractor provides all property and services in support of this contract, except those mentioned under #7 above.

**9. General Requirements**

BPA's Training and Organizational Development (NHT) will sponsor and coordinate the curriculum development and training session scheduling in conjunction with identified subject matter experts. BPA expects that the Contractor will exercise his independent

discretion and judgment in determining how best to fulfill contractual obligations for tasks assigned to him under this contract. The Contractor will receive no direct or continuous BPA supervision or control over work assigned under this contract.

BPA personnel shall review contractor's work at each stage of contract performance where value judgments must be made or discretionary authority must be exercised in order to retain control by BPA. BPA may rely on Mr. Michie's expertise; however, BPA personnel shall make necessary decisions.

Contract Id	Invoice No	Payment Amt	Payment Date	Contr Auth No	Company	Contr Amt Fx	Contr Inv Amt Fx	Contr Auth Td Fx	Balance
00003250	3250 020400	\$3,750.00	03/06/2001	00007600	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250 030901	\$3,750.00	04/08/2001	00009179	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250 0301	\$3,750.00	04/14/2001	00011371	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250 0901	\$4,125.00	11/18/2001	00018072	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250 1101	\$4,125.00	12/16/2001	00021166	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250 111601	\$4,125.00	12/16/2001	00025282	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
		\$23,625.00							
00003250	3250 100402	\$4,500.00	11/07/2002	00039654	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250 1002	\$4,500.00	12/01/2002	00040984	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
		\$9,000.00							
00003250	3250 0103	\$4,500.00	02/20/2003	00045050	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250 0203	\$4,500.00	03/09/2003	00046217	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250 022103	\$4,500.00	03/26/2003	00046808	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250 0303	\$4,500.00	04/06/2003	00047587	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3825 0403	\$4,500.00	05/21/2003	00049828	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250 0903	\$3,150.00	10/18/2003	00057441	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
		\$25,650.00							
00003250	3250 120503	\$4,500.00	01/14/2004	00061896	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3825 0104	\$4,500.00	02/20/2004	00063647	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3825 030504	\$4,500.00	04/08/2004	00065928	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250 0404	\$4,500.00	05/09/2004	00068234	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250 0604	\$4,500.00	07/16/2004	00070801	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250/1004	\$4,500.00	11/08/2004	00077055	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250/102204	\$4,932.81	11/22/2004	00079013	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
		\$31,932.81							
00003250	3250/1204	\$4,500.00	01/03/2005	00079556	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250/1005	\$3,500.00	11/07/2005	00094556	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
		\$8,000.00							
00003250	3250/120605	\$3,045.36	01/09/2006	00097324	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250/121505	\$3,045.36	02/02/2006	00098396	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250/011706	\$4,113.40	02/16/2006	00099113	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250/0206	\$4,056.70	03/30/2006	00101423	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250/0306	\$4,113.40	05/01/2006	00103224	CPT	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
00003250	3250/0606	\$5,400.00	07/19/2006	00106641	TBL	\$121,982.03	\$121,982.03	\$121,982.03	\$0.00
		\$23,774.22							
00033363	33363/0807	\$3,900.00	09/17/2007	00128722	CPT	\$12,000.00	\$8,977.77	\$8,977.77	\$3,022.23
00033363	33363/1107	\$5,077.77	12/17/2007	00133444	CPT	\$12,000.00	\$8,977.77	\$8,977.77	\$3,022.23
		\$8,977.77							