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★ YOUR TEAM FOR WINNING FEDERAL CONTRACTS

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KNOWLEDGE IS POWER — GSA POST-AWARD TRAINING SEMINAR

Global Services is proud to offer a new seminar: “Staying Compliant and Making Your GSA Contract Work.” This 3-hour seminar will cover a range of essential topics that the new GSA Schedule Holder may encounter throughout the lifetime of their contract. Global Services offers an interactive presentation with an in-depth review of contract administration, compliance, and business development issues. The workshop will also

give each participant an opportunity to fully understand the responsibilities and advantages that come with holding a GSA Schedule contract.

To register for the upcoming “Staying Compliant and Making Your GSA Contract Work” seminar, please visit: <http://www.globalservicesinc.com/registration.html>. Our next seminar is schedule for December 14, 2006.

GITGO - GSA RELEASES NEW 5-YEAR, \$300M IT GWAC AS 100% 8(A) STARS SET-ASIDE

The GSA recently announced the release of the new Infrastructure Technology Global Operations (GITGO) Acquisition Initiative.

According to Federal Computer Week, “GSA is expected to award the contract in February 2007 to an 8(a) company listed on its Streamlined Technology Acquisition Resources for Services (STARS) government-wide acquisition contract. GITGO will centralize GSA’s entire information technology infrastructure and create an agency-wide IT management framework.

The proposed contract is a 100-percent set-aside for an 8(a)-certified small business. Business analysts say GSA’s set-aside decision sur-

prised large systems integrators as much as it did small businesses. The contract has prompted small companies to team with large partners for a chance to win the contract.”

This exciting opportunity for STARS contractors and their teaming partners, both large and small, has generated considerable interest and discussion. The GSA fielded questions at a pre-solicitation conference attended by hundreds of interested parties on October 5th. More information about GITGO is available at http://www.gsa.gov/Portal/gsa/ep/contentView.do?content-Type=GSA_BASIC&contentId=21697&noc=T.

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JACKSON LEWIS LLP — GUEST ARTICLE

Global Services has developed a referral relationship with Jackson Lewis LLP, one of the largest law firms dedicated exclusively to representing management in workplace law and related litigation. As part of this relationship, Jackson Lewis is providing a question and answer section that highlights issues that many of its federal contractor clients face with respect to workplace law.

Question:

Do I have to pay my exempt employees their full salary for a week when they do not bill our government client 40 hours? Does it change the analysis if I pay them more in weeks when they bill over 40 hours?

Answer:

Generally, exempt employees need to be paid the same amount every week regardless of the quantity of work performed or the exact number of hours worked. The Fair Labor Standards Act (FLSA) regulations require that a salaried, exempt employee must receive the full salary for any workweek in which the employee performs any work, regardless of the number of days and hours worked. This rule does not change even if the employer provides extra compensation when the employee works more than 40 hours in certain weeks.

There are some limited exceptions. For example, if an employee is absent from work for a *full* day for personal or disciplinary reasons, or for sickness or disability (if the employer has a sick leave policy), the employer can deduct one day's pay. But if the employee performs any work in that day, he or she is entitled to a full day's pay. (The one exception to this rule is if the employee misses part of a day for intermittent FMLA leave).

The regulations provide some leeway for an employer that inadvertently makes an improper deduction for a reason other than one of the limited exceptions. However, an employer who has a practice of making improper deductions from an exempt employee's salary risks losing the em-

ployee's exemption. Some common examples of improper deductions that employer's mistakenly make include deductions for partial-day absences to attend to personal matters and deductions due to inclement weather or a company holiday.

If improper deductions are made, the loss of the exemption may extend far beyond the employees from whom the deduction was made and include *all* employees in the same job classification as the employees from whom the deduction was made and *all* employees working for the same manager responsible for the improper deductions.

Bottom line:

You should not make hour-by-hour deductions from salary because your exempt employees fail to bill your government client 40 hours in a week, even if you pay them extra when they bill more than 40 hours.

Questions? Please call or e-mail John M. Remy at Jackson Lewis LLP at (703) 821-2189 or myj@jacksonlewis.com. With 26 offices throughout the U.S. and 400 attorneys, Jackson Lewis is one of the largest law firms dedicated exclusively to representing management in workplace law and related litigation. This article is provided for informational purposes only. It is not intended as legal advice nor does it create an attorney/client relationship between Jackson Lewis LLP and any readers or recipients. Readers should consult counsel to discuss how these matters relate to their individual circumstances.

CLIENT CORNER: QUESTIONS FROM OUR CLIENTS

Our monthly feature that allows you to see examples of the kinds of questions we get from our clients and how we respond to their needs.

ARE YOU LOOKING FOR SOME HELPFUL FEDERAL CONTRACTING RESOURCE LINKS?

Try our [Links](#) page.

ARE YOU CURIOUS ABOUT WHAT OUR PREVIOUS CLIENTS SAY ABOUT THEIR EXPERIENCE WITH GLOBAL SERVICES?

Please visit our [Testimonials](#) page.

HAVE A QUESTION YOU WANT ANSWERED IN OUR CLIENT CORNER SECTION?

Please fill out our [brief form](#) and send us your [questions](#).

Question:

As a business marketing to the federal government, we have been following the news about the recent changes in government contracting such as the GSA reorganization, its new leadership and other 'hot topics' affecting how contracts will be awarded. Given how many different issues are in the news, I want to make our marketing approach speak to all of these current events. To do this, what are the pressures and concerns felt by the contracting officers that I am marketing my company to that I need to be aware of, and what are some ways to address these concerns to provide the solutions government buyers want while growing my business?

Answer:

That's a great question, and the answer is research, research, research. Your question really pinpoints the difference between success and failure in government contracting - knowledge of your customer's situation and your understanding of their situation. Competitive sourcing, scrutiny of contract awards, confusing and multiplying compliance statutes - all of these are on the minds of your buyers, and we have seen many successful contractors win repeat awards through the strategy of knowing where the procurement staff is coming from and proactively responding to their needs.

Global Services obtains one-on-one insight right from the contracting officers themselves. This May we conducted several focus groups of program managers and end users as well as procurement staff at a couple of federal agencies. Our goal was to open up a dialogue to interact and

learn about how government purchasers and their vendors can better understand the procurement process and facilitate a smoother way to do business. What we heard from the government buyers definitely resonated with the success stories of hundreds of contractors we have worked with - what works in government sales is understanding where your buyers are coming from and meeting them there. You can accomplish this with market research which can assist your business development team by providing them a well-researched understanding of the specific issues affecting your company's vertical market. To formulate a knowledgeable sales pitch is to formulate an ultimately successful sales pitch.

Furthermore, this month, this very issue was highlighted in an article in *Government Executive* magazine (see link to article at end of newsletter). The article, entitled, "Acquisition managers: We're overwhelmed with oversight", illustrated many examples of procurement officials having a hard time reconciling the swirl of different regulations and programs being introduced, which includes as you mentioned competitive sourcing but also new ways to make sure that the most efficient methods of procurement are being utilized and constantly innovated. A common factor in this heightened scrutiny definitely seems to be "contracts in the wake of Hurricane Katrina, and Iraq reconstruction contracts", which have received much negative attention and resulted in calls for reform.

To see the full text of the Government Executive article, please click on the following link: <http://www.govexec.com/dailyfed/1106/110206k1.htm>

ARE YOU LOOKING FOR OTHER
CONTRACTOR EVENTS?

Try our [Events](#) page.

DO YOU NEED TO REFERENCE
ONE OF OUR OLD
NEWSLETTERS?

Please visit our [Winning Times archive](#) page.

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SPECIAL CONTRACTOR EVENTS –

INFORMATIVE AND EDUCATIONAL OPPORTUNITIES

November 30, 2006: Washington, DC Chapter of SCORE presents "Business Development in the Federal Sector" in Reston, VA. This course is from 9:00 AM to Noon, and this workshop will be held at the Greater Reston Chamber of Commerce, 1763 Fountain Drive, Reston, VA (703-707-9045). Directions can be found at <http://www.restonchamber.org/contactus.html>. Please register at <http://www.scoredc.org/apply/additem.cfm?itemID=218> or call the SCORE DC office at (202) 272-0390. We regret that we will be unable to accept credit card payments for this workshop; payment may be made in cash or by check.

December 1, 2006: Washington, DC Chapter of SCORE presents "Business Development in the Federal Sector." This course is from 9:00 AM to Noon. Please contact SCORE at www.scoredc.org or 202-606-4000 x 287.

December 7, 2006: Washington, DC Chapter of SCORE presents "GSA Schedules 101" in Reston, VA. This course is from 9:00 AM to Noon, and this workshop will be held at the Greater Reston Chamber of Commerce, 1763 Fountain Drive, Reston, VA (703-707-9045). Directions can be found at <http://www.restonchamber.org/contactus.html>. Please register at <http://www.scoredc.org/apply/additem.cfm?itemID=218> or call the SCORE DC office at (202) 272-0390. We regret that we will be unable to accept credit card payments for this workshop; payment may be made in cash or by check.

December 8, 2006: Washington, DC Chapter of SCORE presents "GSA Schedules 101" This course is from 9:00 AM to Noon. Please contact SCORE at www.scoredc.org or 202-606-4000 x 287.

December 13, 2006: Global Services presents our GSA Post-Award Training Seminar: "Staying Compliant and Making Your GSA Contract Work" This course is from 9:00 AM to 12:30 PM and will be held in our offices at 1401 14th, Street, NW, Third Floor, Washington, DC, 20005. Please [click here](#) to register or call 202-234-8933. Space is extremely limited, so register today.

December 14, 2006: Global Services presents our GSA Post-Award Training Seminar: "Staying Compliant and Making Your GSA Contract Work" This course is from 9:00 AM to 12:30 PM and will be held in our offices at 1401 14th, Street, NW, Third Floor, Washington, DC, 20005. Please [click here](#) to register or call 202-234-8933. Space is extremely limited, so register today.

December 15, 2006: Washington, DC Chapter of SCORE "Preparing A Winning Proposal." This course is from 9:00 AM to Noon. Please contact SCORE at www.scoredc.org or 202-606-4000 x 287.

December 15, 2006: Washington, DC Chapter of SCORE "Preparing A Winning Proposal." This course is from 9:00 AM to Noon. Please contact SCORE at www.scoredc.org or 202-606-4000 x 287.

To find out when our next internal seminar will be held, please contact us at global@globalservicesinc.com or call 202.234.8933.