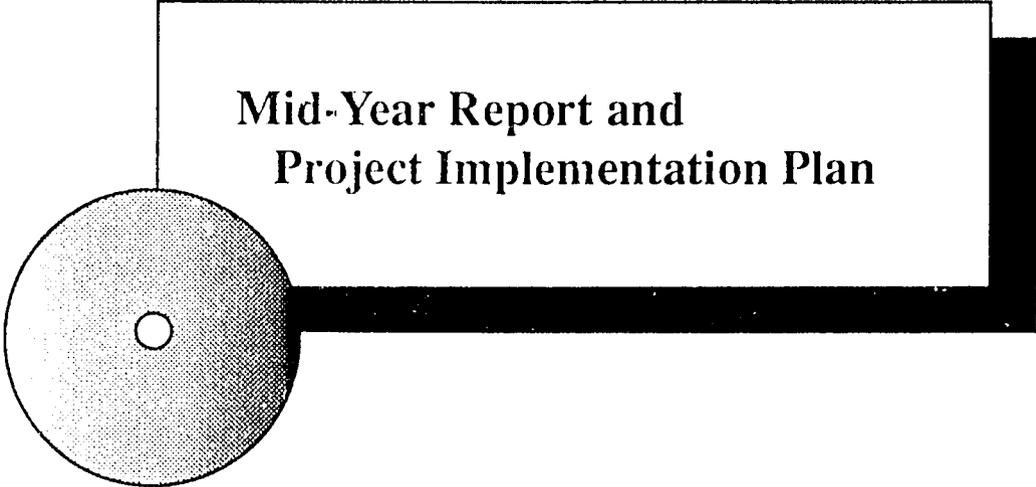


54317



**Mid-Year Report and
Project Implementation Plan**

UNITED STATES AGENCY
FOR
INTERNATIONAL DEVELOPMENT
Office of Natural Resource Management
New Delhi, India

January 23, 1990

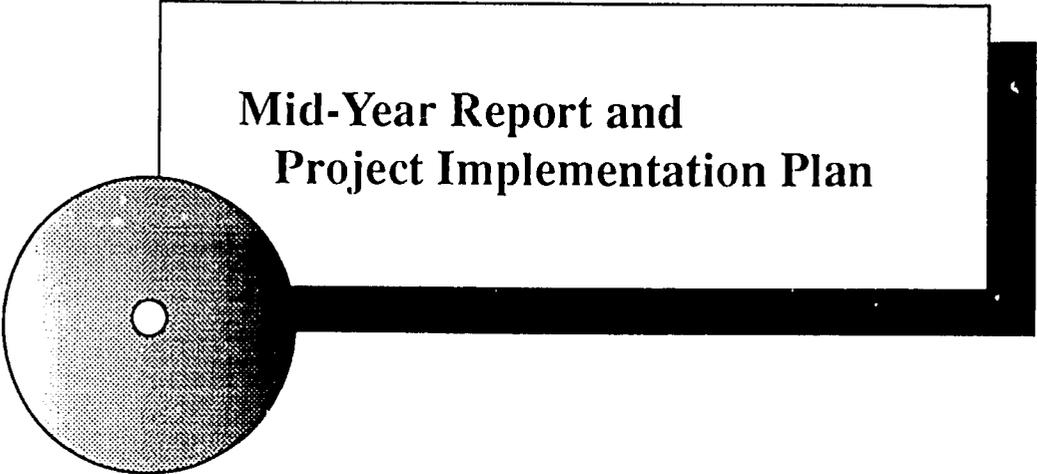
EDC

Education
Development
Center, Inc.

MCBVID•IRRIGATION•MANAGEMENT•AND•TRAINING•PROJECT

Project # 386-0484

Contract # 386-0484-C-00-9131-00



**Mid-Year Report and
Project Implementation Plan**

UNITED STATES AGENCY
FOR
INTERNATIONAL DEVELOPMENT
Office of Natural Resource Management
New Delhi, India

January 23, 1990

EDC

Education
Development
Center, Inc.

MCBVID•IRRIGATION•MANAGEMENT•AND•TRAINING•PROJECT

Project # 386-0484

Contract # 386-0484-C-00-9131-00

Section 1

INTRODUCTION

This report describes the activities of the Education Development Center (EDC) during the first six months of the Microcomputer-based Interactive Videodisc Training (MCBIVD) Project. The report also discusses important current issues regarding project design and implementation. Under this project, EDC is providing training and technical assistance in the production and use of interactive videodiscs for irrigation management training.

Section 2 of the report provides a summary of significant events under the project during the first six months.

Section 3 describes EDC activities and results during the first six months. These activities are organized under four topics:

- Planning and Administration
- Training and technology transfer
- Videodisc production
- Evaluation

Section 4 discusses key current issues and recommends actions to achieve project goals effectively and efficiently.

The report also includes twelve Annexes:

- A. Detailed budget identifying changes that result from actions recommended in Section 4
- B. Time-lines of project activities and staffing as recommended in Section 4.
- C. Minutes of the Management Committee Meeting held on November 27, 1989.
- D. Approval process for each major step of IVD production
- E. Summary of Evaluation Plans
- F. Biodata sheets for Janice Brodman and Eric Schnur
- G. Progress reports
- H. Consultants' Assignments and Duration
- I. Contract with Geovision
- J. Budget for Rod Daynes and Associates
- K. Copy of the Request for Quotation for hardware/software procurement and shipping support
- L. Contract with NIIT

Section 2

SUMMARY OF SIGNIFICANT EVENTS

This section presents a summary of the significant events occurring in the project from May - December 1989.

1. The project orientation meeting was conducted in Aurangabad on August 7-8, 1989.
2. The first meeting of the Project Management Committee Meeting was held in New Delhi on November 27, 1989.
3. Contracts were executed with subject matter experts approved by the Management Committee.
4. The content for Module 1, "Canal Maintenance," was completed, distributed to the participating institutions for comment, and finalized.
5. The design document and script for Module 1 were completed.
6. A search for an Indian partner firm capable of providing C programming "systems" expertise was completed, with a contract to be executed pending approval by USAID.
7. Evaluation plans were developed at each project site, in a collaborative effort of EDC and the WALMI or University faculty.
8. Evaluation counterparts were identified at each site.
9. Core team members, to be trained in the U.S., were nominated by WALMI Aurangabad and RAJAU. A core team was subsequently approved by the State Technical Councils of Maharashtra and Rajasthan. That core team is being submitted to USAID and the Ministry of Water Resources for approval.

Section 3

EDC ACTIVITIES AND RESULTS

This section describes EDC activities and results for the first six months.

3.1 Planning and Administration

a. Conduct Project Orientation Meeting

The Microcomputer-based interactive videodisc (MCBVID) Training Project Orientation Meeting was conducted in Aurangabad on August 7-8, 1989. Participants included representatives from USAID; Water Resources Department, Bihar; WALMI Bihar; WALMI Aurangabad; Rajasthan Agricultural University at Udaipur (RAJAU); WALMI Bhopal; WALMI Patana; IMTI, Kota Rajasthan; Datamation; NIRD, Hyderabad; IMTI, Trichy; WALMI Gujarat. The meeting introduced participants to the goals of the MCBVID project, the capabilities of MCBVID technology and the milestones of a MCBVID development process.

b. Establish a Project Management Committee

The first Management Committee Meeting was held on November 27, 1989. It established the permanent membership of the committee, to include Mr. D.R. Arora, Project Officer of the MCBVID Project; Dr. R. K. Aeron, Associate Professor, Rajasthan Agricultural University; Dr. B. A. Vaishnav, Professor, WALMI, Gandhinagar; Dr. A. M. Vaghela, Professor, WALMI, Gandhinagar; Mr. Ghomatinayagam, Assistant Professor, Irrigation Management Training Institute, Tamil Nadu, Dr. Janice Brodman, Head of IVD Evaluation, EDC; and Mr. Eric Schnur, Field Project Manager, EDC. The Committee has also requested CWC to identify a participant who will become a permanent member of the Management Committee.

c. Finalize IVD Module topics for the first three modules

The Management Committee considered the criteria presented by Eric Schnur and gave final approval for the first three module topics: maintenance, drainage, and operations.

d. Approve Subject Matter Experts for the first three interactive videodiscs

The Management Committee approved subject matter experts to develop content for the first three modules: Mr. H. V. Dhamdhare and Mr. R. K. Inamdar for maintenance; Professor J. F. Correia and Mr. K. M. Maheshwari for drainage; and Mr. G. C. Kanjolia for operations.

e. Establish an approval process for each major step of the interactive videodisc production process

The Management Committee Meeting approved an approval process for each major step of the IVD production process (see Annex D).

f. Execute contracts with the approved Subject Matter Experts

Contracts were executed with the Subject Matter Experts, Mr. Dhamdhere, Mr. Kanjolia, and Dr. Correia. Contract is pending with Mr. Maheswari, until completion of his discussions with Dr. Correia.

g. Identify an Indian partner firm capable of providing "systems" C programming expertise

In December 1989 and January 1990, an RFP and interview process was conducted and several firms were considered. In view of the responses to the RFP, EDC chose NIIT to participate in the project as the Indian partner firm, subject to approval by USAID.

h. Conduct demo of IVD

EDC conducted a demonstration of the IVD equipment in New Delhi on December 4, 1989 for interested parties from USAID, CWC, and the Ministry of Water Resources.

i. Identify Indian experts in Technology evaluation to collaborate on the evaluation

Dr. Jayalakshmi Indiresan and Dr. Sudharao of the National Institute of Educational Planning and Administration and Dr. Pundarikanthan and Dr. Mohandoss of Anna University joined the project in November 1989, as consultants to collaborate on analysis of the evaluation test results.

3.2 Training and technology transfer

a. Finalize the training program

A revised training format, described below, was developed in January 1990, to meet the needs of the project as they have evolved and is submitted herein (see Section 4.5.1) for USAID approval.

b. Execute a subcontract with Rod Daynes and Associates

A revised training program, to reflect new training needs of the project, was negotiated with Rod Daynes and Associates in January 1990. The rationale for contracting with Rod Daynes and Associates is presented in Section 4.5.1. The budget for Rod Daynes and Associates is attached. A subcontract will be finalized during the week of January 29, 1990, and submitted to USAID for approval.

3.3 Videodisc production

a. Complete design of Module #1

The content for Module 1, "Canal Maintenance," was completed by Mr. Dhamdhere, and reviewed by Mr. Kanjolia in December, 1989, under the management of Mr. Eric Schnur.

b. Complete design document and script

The design document and script for Module 1 were completed in early January, 1990, and will be reviewed by WALMI Aurangabad faculty, Mr. Dhamdhere, and Mr. Kanjolia for comment on the approach. The script will also be submitted to Mr. D.R. Arora, Project Officer, and Mr. B.G. Manohar, Chief Engineer, CWC for their comments on the approach.

c. Negotiate a subcontract for video production

EDC has negotiated a contract with Geovision for video production support (see Annex I)

3.4 Evaluation

a. Establish evaluation plans

During November 6 - 23, 1989, Dr. Janice Brodman traveled to each project site and met with faculty to develop extensive evaluation plans for Module 1, which were approved at the Management Committee Meeting.

b. Identify evaluation counterparts at each site

Rajasthan Agricultural University at Udaipur (RAJAU), and each participating WALMI, identified an evaluation counterpart who will be responsible for the institutions' role in conducting the evaluation of Module 1 (see Summary of Evaluation Plans, Attachment E).

Section 4

CURRENT ISSUES AND RECOMMENDATIONS

This section discusses important current issues and recommendations for achieving project goals efficiently and effectively. The major issues raised in this report relate to changes in project priorities and consequent recommendations for alterations in project staffing and structure.

Each recommended change presented below is discussed first in terms of its substantive impact on the project; second, in terms of its general impact on the project financial structure. A summary budget is presented in Annex A, giving each line item, its original level, and the new level based on the recommended changes. Accompanying schedules provide details of actual expenses through 12/31 and expected expenses for the rest of the project.

It is important to note at the outset that the changes recommended below will not affect the project bottom line. Nor will they alter the schedule of IVD production. EDC has worked very hard during the past month to formulate these recommendations in order to ensure project success, given the new priorities, while adhering to the existing budget and production time-line.

4.1 Background: Changes in project priorities

During the past quarter, there have been important shifts in project priorities, expressed both by USAID and the participating institutions. If we refer to priorities set at the outset of the project, we note they were to:

- Produce 5 interactive videodiscs
- Evaluate the IVD technology for its appropriateness and effectiveness in irrigation management training
- Train one core team, drawn from two participating institutions, to be "intelligent consumers" of IVD technology

During the second quarter, however, the high level of interest and involvement of the participating institutions, and recognition of their commitment to IVD technology, has altered these priorities considerably. Currently, the priorities can be summarized as:

- Train two core teams, one at WALMI Aurangabad and one at RAJAU, in the skills for designing and producing interactive videodiscs
- Produce 5 IVDs, using a process of "hands-on" training of the core teams
- Evaluate the IVD technology

These changes in project priorities generate important implications for project staffing and structure, in order to achieve the objectives within the time and budget constraints of the original project agreement. It is important to note that the current priorities, as well as the project staffing and structure recommended below, are very close to EDC's proposal that won this contract.

4.2 Recommended changes in project staffing

Substantive change:

Given the emphasis on producing five interactive videodiscs simultaneously with "hands-on" training of core teams at WALMI Aurangabad and RAJAU, EDC recommends the following changes in project staffing.

- 4.2.1 Dr. Janice Brodman will assume the role of Project Director as well as head of the evaluation effort.

Dr. Brodman will replace Dr. Jim Van Patten as Project Director. Dr. Brodman has extensive experience managing training, technology transfer, and technology evaluation projects, as well as experience living and working in India. Given the shift in project focus from simply producing discs to production-cum-training, Dr. Brodman is eminently qualified to provide strong project leadership. Dr. Van Patten will continue to provide valuable project technical advice, as well as participating in the U.S.-based training.

- 4.2.2 Eric Schnur will take on the role of Project Field Manager, and serve as long-term advisor in Aurangabad for the duration of the project.

Mr. Schnur returns to India January 27, 1990, as a short-term advisor until this recommendation is approved by USAID. We request the change because it is essential to have a long-term advisor stationed in Aurangabad in order to provide the core team in Aurangabad with strong "hands-on" training as they develop two IVDs. Mr. Schnur has extensive experience in the design and development of interactive videodiscs. He has also been stationed in Aurangabad during the first three and a half months (August - December, 1989), and has established relationships with the faculty at WALMI Aurangabad and RAJAU and the subject matter experts.

- 4.2.3 Recruit a second long-term advisor to be stationed in Udaipur from June 15, 1990 - June 15, 1991, to provide "hands-on" training to the RAJAU core team.

EDC's original proposal, and the subsequent discussions and contract, had specified a single core team, drawn from WALMI Aurangabad and RAJAU. Originally, all training was to be conducted at WALMI Aurangabad and in the U.S.

During the first quarter of the project, however, it became clear that there were powerful arguments for having two core teams, one at the WALMI and one at RAJAU. As was noted in the Management Committee meeting, it is important to conduct IVD production at both sites: WALMI Aurangabad and RAJAU. Involving both sites in production of videodiscs will provide greater opportunity for the other two sites to interact in the IVD project, it will provide the technical backup support of both WALMI and University, it ensures both academic and field-oriented involvement in IVD production and skills development, and it will help to spread IVD throughout India. It was observed that from the inception of the IVD project, participating institutions expected that IVD production would be conducted at these sites. Therefore, we have arranged for training and production of videodiscs to take place at both sites. In this way, project efforts can be leveraged, and a far greater impact can be gained.

In order to provide the expertise and technical assistance required to train the core team at RAJAU, as well as at WALMI Aurangabad, EDC requests permission to station a long-term advisor in Udaipur for one year. This advisor will have deep interactive videodisc design and development experience, as well as strong graphics skills. The graphics skills will complement Mr. Schnur's programming expertise. In addition, because graphics skills are limited in India, this advisor can develop the graphics for the disks produced at Aurangabad and Udaipur as well as providing the expertise needed to train RAJAU faculty in graphics development.

This videodisc expert will join the project for the U.S. training (May 14 - June 15, 1990), and commence from there to Udaipur, living in Udaipur June 16, 1990 - June 16, 1991.

4.2.4 Eliminate the role of Field Director.

With the shift in priorities, and the consequent staffing pattern recommended above, the role of Field Director, undertaken by Dr. Pat Harrison, overlaps greatly with the Project Field Manager. EDC recommends that this position be eliminated to maximize project efficiency.

Financial implications for the project:

Placing two long-term advisors in India will involve greater costs for IVD development staff in India. At the same time, those expenses are in part offset by eliminating the Field Director role, and by eliminating the long term courseware developer position in the U.S.

4.3 Recommended Change in Indian Partner Firm

4.3.1 Select an Indian partner firm with strong skills in training technologies, and capable of providing "systems" C programming expertise.

Substantive change:

- a. EDC acknowledges with gratitude the contributions Datamation has made to this project. Mr. Chetan Sharma, Executive Director of Datamation, has been a valuable resource and ally of the project. However, given the shift in project priorities, Mr. Sharma and EDC have concluded that it is not appropriate for Datamation to take on the roles the project now demands.

Previously, all disc production and programming was to be conducted in the U.S. Now, however, much of the production will be done in India. Therefore, it will be possible to limit the use of U.S. programmers only to building the "shell" for developing the IVD programs; we can then use Indian programmers to build the rest of the programs. Thus, it is essential to involve a firm with a strong background in training technologies, that can provide "systems" C programming skills in Aurangabad and Udaipur.

EDC has conducted discussions with a number of firms, distributed a RFP, and reviewed the responses. Based on those responses, the curriculum vitae of the staff that the firms proposed to work in Aurangabad and Udaipur, interviews with those staff, firm experience and commitment to training technologies, and understanding of interactive videodisc technology, EDC has selected the National Institute of Information Technology (NIIT) as the

Indian partner firm for this project. EDC has negotiated a contract with NIIT, and both parties are prepared to execute the contract upon approval by USAID.

Datamation will continue to provide valuable assistance to the project in selected, limited roles related to obtaining equipment import licenses and GOI approvals for staff trips to India.

Financial implications for the project:

Utilizing Indian programmer skills in place of most of the U.S. programming effort will greatly reduce programming costs. The liaison role previously conducted by Datamation will be conducted at reduced cost by NIIT. We have also found that the logistics role of Datamation can be undertaken at lower cost and greater efficiency by utilizing the services of Maegabyte, since they have offices in three of the four sites, and will soon be opening an office in the fourth site. Many other services Datamation has provided will soon be completed.

4.4 Recommended Changes in IVD Production

4.4.1 Conduct post-production activities in India.

Substantive change:

- a. Shifting the IVD post-production to India makes good sense if all the other production steps are to be conducted in India as recommended. Post-production of the first disc will take place in the U.S., as planned. For discs 2-5, however, post-production can be done in India.

During the video shooting for the first disc, Juan Mandelbaum will examine post-production facilities in Bombay, and identify an appropriate studio for post-production. Initial inquiries and Mr. Mandelbaum's experience working with Indian video crews suggests that there are adequate post-production facilities in Bombay. Using post-production facilities in Bombay will also enable the WALMI and RAJAU core teams to gain experience in the area of post-production.

Financial implications for the project:

The cost of post-production facilities in Bombay is not significantly lower than in the U.S. Furthermore, doing post-production in Bombay will require us to place an experienced IVD video director/producer in India for a total of four months to oversee both post-production and video shooting. On balance, however, the project will realize some savings by shifting post-production to Bombay.

4.2.2 Utilize the core team video skills.

Substantive change:

- a. Both WALMI Aurangabad and RAJAU have in-house or locally available staff for video shooting. For the first disc, EDC will use a professional video team, as planned. For discs 2-5, however, an experienced EDC IVD video director/producer will work with the core team to direct shooting by in-house or local video team. In this way, the core team will gain

experience in that area of IVD production. This will strengthen their complete repertoire of IVD skills.

Financial implications for the project:

There will be some savings directly realized by using core team video skills. Furthermore, although we will also have to place a video director/producer in India for a total of four months for the video shooting and post-production of discs 2-5, this is less than the five months in India (one month per disc) in the original budget. We believe the assignment of the director/producer is essential to provide the core team with adequate support for discs 2-5. In addition, we have budgeted rental of video equipment that is appropriate for IVD, which the core team will use in shooting the IVD. Thus, on balance, this change will produce a small savings.

4.5 Recommended Changes in Training

4.5.1 Reorient training to better serve the "hands-on" training needs.

Substantive change:

- a. We believe that the subcontract with WGBH should not be executed given the departure of its principal MCBIVD resource, Rod Daynes. Mr. Daynes was the leader in developing the training plan for this project and is a well-known and extremely talented trainer in MCBIVD skills. In fact, we sought out WGBH specifically because Rod Daynes was the principal training resource and subcontract manager at WGBH.

Mr. Daynes continues to be very interested in leading the training of this project. He has been very valuable in helping to develop a new training format that responds to the changes in training needs which have developed in the first six months of the project. We believe Rod Daynes and Associates (RDA) is the best resource for designing and implementing the MCBIVD training for this project.

We have developed a budget with RDA, as well as a new training format, described below. The budget is presented in Annex J of this report. During the week of January 29, 1990, we will negotiate a contract and submit it for USAID approval.

The revised training program maximizes hands-on training of the core team in IVD design and production. In contrast, the original training program emphasized introduction and experimentation. In that program, Rod Daynes and another WGBH staff member were to conduct orientation training in India for two weeks. During the following six weeks, training was to be conducted in the U.S. with an emphasis on exposing the core team to various types of IVD equipment, software, and operations, using field trips, equipment experimentation, and classroom discussion. This type of training program was well suited to the training needs earlier envisioned.

The current training needs, however, have shifted to emphasize hands-on training and actual conduct of design and development tasks during training. Therefore, EDC recommends the following changes in the training program. We would like to note that the training as described below is very close to that outlined in EDC's original proposal.

- The U.S. training will be conducted in five, rather than eight weeks (May 14, 1990 - June 15, 1990). The first week will introduce the core teams to interactive videodisc development frameworks and principles. The following four weeks will deliver intensive hands-on training during which the core teams will actually design the next two discs. This in-depth, hands-on training will be provided by a very high trainer/trainee ratio. Trainers will include Mr. Schnur, Ms. Jane Sallis, Mr. Rod Daynes, and the videodisc graphics expert to be stationed in Udaipur -- all highly skilled and sophisticated IVD developers.
- The training in India will take place in the winter of 1990/1991. For this training, the core teams will again receive intensive hands-on instruction during which they will design the next two videodiscs. This training will be conducted by Jane Sallis, Eric Schnur, and the videodisc expert stationed in Udaipur. This training will be conducted for two weeks at each site, Aurangabad and Udaipur.

These changes will enable EDC to transfer strong IVD skills design and development skills among the core teams, as well as produce the five IVDs required by the project.

Financial implications for the project:

The reorientation of training towards hands-on training will not only better achieve current project goals, it will also reduce training costs considerably. Reducing the number of field trips, and emphasizing skills development on the chosen equipment rather than experimentation with many different types of equipment will be the major sources of savings. In addition, using Rod Daynes and Associates rather than WGBH will cut administration and overhead costs.

The training conducted during the Winter 1990/91, in Aurangabad and Udaipur, will also reduce costs because two of the experts will already be in place. The only additional TA costs will be for Jane Sallis.

4.6 Recommended Changes in Evaluation Effort

- 4.6.1 Focus evaluation efforts on the first disc, and establish processes for evaluating discs 2-5.

Substantive change:

- a. Early discussions with USAID encouraged extensive evaluation of IVD, although it was acknowledged that this would involve additional project costs. In order to conduct an evaluation of the IVD technology within the financial parameters of the project, we envision conducting a solid evaluation of Module #1. Doing so will provide value in three ways. First,

it will enable us to gather baseline data related to Module #1 before IVD is widely used at the sites. Second, it will provide important evaluation information about Module #1 as an independent training mechanism as well as a supplementary tool for training. Third, it will establish and test processes for effective evaluation of discs 2-5.

Financial implications for the project:

There are no significant financial implications for the original project budget. The current budget reflects greater reliance on Indian experts, however. It also shows a greater delineation of the types of expertise needed in India to support the evaluation effort.

4.4 Recommended Change in Hardware/software Subcontractor

- 4.7.1 Execute subcontracts with the bidder providing the strongest hardware and software procurement and shipping support for the lowest price.

Substantive changes:

- a. EDC has disseminated a Request for Quotation (see Annex K) to identify the best agent to conduct the bidding process for the IVD equipment and handle the equipment procurement and shipping for this project. Upon selection, EDC will submit the agent for USAID approval.

Financial implications for the project:

There are no significant financial implications for the project. Estimated shipping costs are somewhat higher than in the original budget; procurement services costs are somewhat lower.

4.8 Other issues

- 4.8.1 The process of obtaining duty-free import permits for the project equipment continues to move ahead, with P.N. Writer and Datamation working on this effort as agents of EDC.

ANNEXES

ANNEX A

1/24/90

Budget of Changes from Recommended Actions and Expenditures to Date

EDUCATION DEVELOPMENT CENTER

SUMMARY BUDGET FOR RFP NO. INDIA 88 01

(in US dollars)

	YEAR 1	YEAR 2	YEAR 2	YEAR 2	YEAR 3	REVISED	ORIGINAL
	Actual	Qtr 1 Actual	Qtrs 2-4	Total		TOTAL	TOTALS
1 PERSONNEL (Schedule A)							
Field Production Team	12,768	18,601	82,761	101,362	109,190	223,320	179,843
U.S. Management Team	35,134	19,333	106,240	125,573	133,637	294,344	380,719
Technical Support Team	25,275	3,298	55,931	59,219	23,020	107,513	90,041
Total	73,176	41,222	244,932	286,153	265,847	625,177	650,603
2 TRAVEL (Schedule B)							
Field Team Allowances	0	1,200	34,472	35,672	44,000	79,672	0
Field Team Other	1,000	0	2,468	2,468	1,485	4,953	0
Consultants	13,135	10,774	45,910	56,684	45,394	115,213	128,882
Home Office Staff	2,555	0	1,374	1,374	1,440	5,369	9,624
Total	16,690	11,974	84,224	96,198	92,319	205,206	138,506
3 TRAINING IN INDIA (Schedule C)	0	0	0	0	0	0	23,690
4 TRAINING IN U.S. (Schedule D)	0	0	73,385	73,385	0	73,385	96,920
5 EQUIPMENT (Schedule E)	6,053	3,345	479,988	483,333	0	489,386	446,000
6 OTHER DIRECT COSTS (Schedule F)	9,681	8,322	64,751	73,073	76,259	159,012	140,191
SUBTOTAL	105,600	64,862	947,278	1,012,141	434,424	1,552,165	1,495,910
7 G&A ON DIRECT COSTS (excluding equipment & training in the U.S.)	34,841	20,916	133,928	154,844	147,704	337,390	333,547
8 SUBCONTRACTS							
Training	0	0	36,276	36,276	0	36,276	119,122
Geovision	0	8,631	191,395	200,026	78,587	278,613	326,691
Gateway Systems	0	4,617	84,988	89,605	0	89,605	69,737
Datamation	6,000	0	6,166	6,166	0	12,166	92,150
'C' Programming	0	0	28,654	28,654	48,933	77,587	0
Destinations Unlimited	16,610	4,359	40,561	45,359	49,159	111,128	55,160
Subtotal	22,610	17,647	388,439	406,086	176,679	605,375	662,860
9 G&A ON SUBCONTRACTS	1,130	882	19,422	20,304	8,834	30,269	33,143
10 TOTAL PROJECT COSTS	164,182	104,307	1,489,068	1,593,375	767,641	2,525,198	2,525,460

11

SCHEDULE A - PERSONNEL

	UNIT COST	5/88-9/89	10/89-12/89		1/90-9/90		10/90-9/90		10/89-9/90		10/90-8/91		PROJECT TOTAL			
		YEAR 1	YEAR 2	YEAR 2	YEAR 2	YEAR 2	YEAR 2	YEAR 3	TOTAL	# UNITS	TOTAL	(excludes Qtr 1, Yr. 2)				
		# PER.-MO.	TOTAL	TOTAL	# PER.-MO.	TOTAL	TOTAL	# PER.-MO.	TOTAL	# PER.-MO.	TOTAL	# UNITS	TOTAL			
1 FIELD PRODUCTION TEAM																
Field Manager (E. Schnur)																
in India	3,175	3.00	10,913	9,298	7.00	23,333	32,631	10.50	36,667	20.50	80,211					
post-differential @ 25%	794	0.00	0		7.00	5,833	5,833	10.50	9,167	17.50	15,000					
in US	3,175	0.00	0		2.00	6,667	6,667	0.50	1,746	2.50	8,413					
Fringe Benefits	794	0.00	1,855	2,194	9.00	7,500	9,694	11.00	9,603	23.00	21,153					
Courseware Designer (TBA)																
in India	3,413	0.00	0		3.50	12,542	12,542	8.50	31,909	12.00	44,450					
post-differential @ 25%	853	0.00	0		3.50	3,135	3,135	8.50	7,977	12.00	11,113					
in US	3,413	0.00	0		1.00	3,583	3,583	0.00	0	1.00	3,583					
Fringe Benefits	853	0.00	0		4.50	4,031	4,031	8.50	7,977	13.00	12,008					
Subject Matter Experts																
in India	2,200	0.00	0	7,108	4.00	9,240	16,348	1.00	2,420	5.00	18,768					
in US	6,270	0.00	0		0.25	1,646	1,646	0.25	1,724	0.50	3,370					
Video Team (Indian) (2 persons)	250	0.00	0		20.00	5,250	5,250	0.00	0	20.00	5,250					
Subtotal Field Production Team		6.00	12,768	18,601	51.25	82,761	101,362	40.25	109,190	97.50	223,320					
2 U.S. MANAGEMENT TEAM																
Project Manager - J. Van Patten	6,167	3.00	19,267	5,167	0.00	0	5,167	0.00	0	3.00	24,434					
Project Manager/Evaluator - J. Brodman																
in India	5,873	0.00	0	2,209	3.00	18,500	20,709	4.50	29,071	7.50	49,780					
in US	5,873	0.00	4,891	2,209	6.00	37,000	39,209	6.50	41,992	12.50	86,092					
Contracts Manager - K. Clauzet	4,354	0.16	670	0	1.80	8,229	8,229	1.80	8,621	3.76	17,521					
Administrative Assistant	2,250	3.00	6,697	7,488	9.00	21,263	28,750	11.00	27,225	23.00	62,672					
Courseware Designer	3,750	0.00	0	0	0.00	0	0	0.00	0	0.00	0					
Course Developer/Programmer	3,750	0.00	0	0	0.00	0	0	0.00	0	0.00	0					
Fringe Benefits @ 25%			3,608	2,261		21,248	23,509		26,727		53,845					
Subtotal U.S. Team		6.16	35,134	19,333	19.80	106,240	125,573	23.80	133,637	49.76	294,344					
3 TECHNICAL SUPPORT TEAM																
Jane Sallis	6,270	1.62	10,171	3,288	3.86	25,436	28,724	1.00	6,897	6.48	45,792					
Authoring Expert	6,270	0.00	0	0	1.14	7,481	7,481	0.00	0	1.14	7,481					
Pat Harrison	6,028	2.40	14,454	0	0.00	0	0	0.00	0	2.40	14,454					
Juan Mandelbaum	6,028	0.10	650	0	0.00	0	0	0.00	0	0.10	650					
Test Preparation																
in India	2,068	0.00	0	0	1.82	3,952	3,952	0.45	1,024	2.27	4,976					
in US	6,270	0.00	0	0	0.36	2,370	2,370	0.09	621	0.45	2,991					
Test Administration																
in India	2,068	0.00	0	0	1.82	3,952	3,952	0.90	2,047	2.72	5,999					
in US	6,270	0.00	0	0	0.00	0	0	0.00	0	0.00	0					
Scoring																
in India	2,068	0.00	0	0	1.36	2,953	2,953	1.36	3,094	2.72	6,047					
in US	6,270	0.00	0	0	0.45	2,963	2,963	0.23	1,586	0.68	4,549					

Data Entry											
in India	1,430	0.00	0	0	1.82	2,733	2,733	0.90	1,416	2.72	4,148
in US	6,270	0.00	0	0	0.00	0	0	0.00	0	0.00	0
Data Analysis											
in India	2,200	0.00	0	0	0.23	531	531	0.45	1,089	0.68	1,620
in US	6,270	0.00	0	0	0.23	1,514	1,514	0.45	3,104	0.68	4,618
Report Preparation											
in India	2,200	0.00	0	0	0.23	531	531	0.23	557	0.46	1,088
in US	6,270	0.00	0	0	0.23	1,514	1,514	0.23	1,586	0.46	3,101
Subtotal Technical Support		4.11	25,275	3,288	13.55	55,931	59,219	6.29	23,020	23.95	107,513
TOTAL PERSONNEL		16.27	73,176	41,222	74.10	244,932	286,153	51.34	265,847	141.71	625,177

SCHEDULE B - TRAVEL

(excluding international airfares)

	UNIT COST	YEAR 1	10/89-12/89		YEAR 2	10/89-9/90		YEAR 3	YEAR 4	PROJECT TOTAL	TOTAL
		#UNITS	TOTAL	YEAR 2	YEAR 2	TOTAL	YEAR 2	#UNITS	TOTAL	#UNITS	
1 FIELD TEAM ALLOWANCES											
Temporary Living Allowance	930	0	0	0	1	977	977	0	0	1	977
Sea Freight (7200 lbs)	9,000	0	0	0	1	9,450	9,450	2	19,800	3	29,250
Consumables (2500 lbs)	2,000	0	0	0	0	0	0	0	0	0	0
Air Freight (450 lbs)	2,500	0	0	0	2	5,250	5,250	2	5,500	4	10,750
Private Vehicle Shipment	4,000	0	0	0	1	4,200	4,200	1	4,400	2	8,600
Storage (in US)	150	0	0	0	12	1,890	1,890	20	3,300	32	5,190
Movement (in & out storage)	1,000	0	0	0	2	2,100	2,100	2	2,200	4	4,300
House Rent	300	0	0	900	8.5	2,678	3,578	20	6,600	28.5	10,178
House Utilities	100	0	0	300	15.5	1,628	1,928	20	2,200	35.5	4,128
House Furniture	3,000	0	0	0	2	6,300	6,300	0	0	2	6,300
TOTAL ALLOWANCES			0	1,200		34,472	35,672		44,000		79,672
AIRFARES (Domestic Only)		# Trips			# Trips			# Trips		# Trips	
Orientation											
Field Manager	500	1	500	0	0	0	0	0	0	1	500
Courseware Developer	500	1	500	0	1	525	525	0	0	2	1,025
Video Director	0	0	0	0	0	0	0	0	0	0	0
Subject Matter Expert (US)	500	0	0	0	1	525	525	0	0	1	525
Other											
Subject Matter Expert (US)	500	0	0	0	1	525	525	1	550	2	1,075
Jane Sallis (Seattle-Bos)	850	0	0	0	1	893	893	1	935	2	1,828
Subtotal			1,000	0		2,468	2,468		1,485		4,953
PER DIEM & GROUND TRANSPORT		# person-days			# person-days			# person-days		# person-days	
Field Team											
E. Schnur											
Boston	115	6	690	0	21	2,536	2,536	14	1,771	41	4,997
Ground Transport in Boston	25	6	150	0	21	551	551	14	385	41	1,086
Stopovers	165	1	165	330	0	0	330	0	0	1	495
Per Diem-Delhi	92	20	1,840	1,288	10	966	2,254	16	1,619	46	5,713
Per Diem-Other	62	30	1,860	3,038	30	1,953	4,991	39	2,660	99	9,511
Ground Transport in Aurangabad	5	0	0	0	132	693	693	231	1,271	363	1,964
Ground Transport in India	20	25	500	1,280	40	840	2,120	55	1,210	120	3,830
Courseware Designer											
Boston	115	0	0	0	30	3,623	3,623	5	633	35	4,255
Ground Transport in Boston	25	0	0	0	30	788	788	5	138	35	925
Stopovers	165	0	0	0	0	0	0	0	0	0	0
Per Diem-Delhi	92	0	0	0	5	483	483	5	506	10	989
Per Diem-Other	62	0	0	0	10	651	651	10	682	20	1,333
Ground Transport in India	20	0	0	0	15	315	315	15	330	30	645

Evaluator/Project Director												
Stopovers	165	2	330	330	0	0	330	0	0	2	660	
Per Diem-Delhi	92	20	1,840	2,760	56	5,410	8,170	84	8,501	160	18,510	
Per Diem-Other	62	15	930	868	28	1,823	2,691	42	2,864	85	6,485	
Ground Transport in India	20	18	360	880	84	1,764	2,644	126	2,772	228	5,776	
J. Sallis												
Boston	115	10	1,150	0	30	3,623	3,623	0	0	40	4,773	
Ground Transport in Boston	25	10	250	0	30	788	788	0	0	40	1,038	
Stopovers	165	2	330	0	0	0	0	0	0	2	330	
Per Diem-Delhi	92	10	920	0	1	97	97	7	708	18	1,725	
Per Diem-Other	62	10	620	0	13	846	846	23	1,569	46	3,035	
Ground Transport in India	20	10	200	0	14	294	294	30	660	54	1,154	
Autnoring Expert												
Boston	115	0	0	0	0	0	0	0	0	0	0	
Ground Transport in Boston	25	0	0	0	0	0	0	0	0	0	0	
Stopovers	165	0	0	0	0	0	0	0	0	0	0	
Per Diem-Delhi	92	0	0	0	1	97	97	0	0	1	97	
Per Diem-Other	62	0	0	0	13	846	846	0	0	13	846	
Ground Transport in India	20	0	0	0	14	294	294	0	0	14	294	
J. Mandelbaum												
Boston	115	0	0	0	0	0	0	0	0	0	0	
Ground Transport in Boston	25	0	0	0	0	0	0	0	0	0	0	
Stopovers	165	0	0	0	0	0	0	0	0	0	0	
Per Diem-Delhi	92	0	0	0	1	97	97	4	405	5	501	
Per Diem-Other	62	0	0	0	29	1,888	1,888	116	7,911	145	9,799	
Ground Transport in India	20	0	0	0	30	630	630	120	2,640	150	3,270	
Per Diem-Other- Video Team	62	0	0	0	30	1,953	1,953	0	0	30	1,953	
Per Diem-Delhi- Sub. Matter Exp	92	0	0	0	25	2,415	2,415	5	506	30	2,921	
Per Diem-Other- Sub. Matter Exp	62	0	0	0	10	651	651	5	341	15	992	
Per Diem-Other- Eval. Team	62	0	0	0	60	3,906	3,906	40	2,728	100	6,634	
Ground Transport in India	20	0	0	0	125	2,625	2,625	50	1,100	175	3,725	
Subtotal			12,135	10,774		43,443	54,217		43,909		110,260	
SUBTOTAL			13,135	10,774		45,910	56,684		45,394		115,213	
2 HOME OFFICE SITE VISIT							0					
PER DIEM		# person-days			# person-days			# person-days		# person-days		
Stopovers	165	2	330	0	0	0	0	0	0	2	330	
Assignment-Delhi	100	10	1,000	0	7	735	735	7	770	24	2,505	
Assignment-Other Sites	67	15	1,005	0	7	492	492	7	516	29	2,013	
Ground Transport in India	10	22	220	0	14	147	147	14	154	50	521	
SUBTOTAL HOME OFFICE			2,555	0		1,374	1,374		1,440		5,369	
3 TOTAL TRAVEL			16,690	11,974		84,224	96,198		92,319		205,206	

SCHEDULE C - TRAINING IN INDIA

	UNIT COST	10/89-12/89		10/89-9/90		YEAR 3		PROJECT TOTAL		TOTAL	
		YEAR 1 #UNITS	YEAR 2 TOTAL	YEAR 2 TOTAL	YEAR 2 TOTAL	YEAR 2 TOTAL	YEAR 3 #UNITS	TOTAL	#UNITS		
ADVISORY GROUP MEETING											
Domestic Travel in India	150	0	0	0	0	0	0	0	0	0	0
Per Diem (for participants)	92	0	0	0	0	0	0	0	0	0	0
Meeting Expenses	100	0	0	0	0	0	0	0	0	0	0
Preparation of Briefing Books	25	0	0	0	0	0	0	0	0	0	0
Equipment Rental	500	0	0	0	0	0	0	0	0	0	0
Subtotal			0	0	0	0	0	0	0	0	0
ORIENTATION WORKSHOP											
Domestic Travel in India	150	0	0	0	0	0	0	0	0	0	0
Per Diem (for participants)	67	0	0	0	0	0	0	0	0	0	0
Meeting Expenses	200	0	0	0	0	0	0	0	0	0	0
Preparation of Briefing Books	50	0	0	0	0	0	0	0	0	0	0
Equipment Rental	500	0	0	0	0	0	0	0	0	0	0
Subtotal			0	0	0	0	0	0	0	0	0
TOTAL TRAINING IN INDIA COSTS			0	0		0	0		0		0

SCHEDULE D - TRAINING IN U.S.

(5 week workshop)

	UNIT COST	10/89-12/89		10/89-9/90		YEAR 3		PROJECT TOTAL		TOTAL	
		YEAR 1 #UNITS	YEAR 2 TOTAL	YEAR 2 TOTAL	YEAR 2 TOTAL	YEAR 2 TOTAL	YEAR 3 #UNITS	TOTAL	#UNITS		
International Travel	2,046	0	0	0	10	21,483	21,483	0	0	10	21,483
Per Diem in Boston	115	0	0	0	350	42,263	42,263	0	0	350	42,263
Domestic Travel	450	0	0	0	10	4,725	4,725	0	0	10	4,725
Training Materials - IVD Wkshp	100	0	0	0	10	1,050	1,050	0	0	10	1,050
Participant Administrative Cost	300	0	0	0	10	3,150	3,150	0	0	10	3,150
Health & Accident Coverage	68	0	0	0	10	714	714	0	0	10	714
TOTAL TRAINING IN U.S. COSTS			0	0		73,385	73,385		0		73,385

SCHEDULE E - EQUIPMENT

	UNIT COST	10/89-12/89		10/89-9/90		YEAR 3		PROJECT TOTAL		TOTAL	
		YEAR 1 #UNITS	YEAR 2 TOTAL	YEAR 2 TOTAL	YEAR 2 TOTAL	YEAR 2 TOTAL	YEAR 3 #UNITS	TOTAL	#UNITS		
EQUIPMENT FOR INDIA											
Development Systems	11,571	0.67	6,053	3,345	9.25	112,388	115,733	0	0	9.92	121,786
Delivery Systems	8,095	0	0	0	40	340,000	340,000	0	0	40	340,000
Authoring Software	2,057	0	0	0	5	10,800	10,800	0	0	5	10,800
Portable Telefax Machine	1,000	0	0	0	1	1,050	1,050	0	0	1	1,050
Voltage Stabilizer	300	0	0	0	50	15,750	15,750	0	0	50	15,750
TOTAL EQUIPMENT			6,053	3,345		479,988	483,333		0		489,386

SCHEDULE F - OTHER DIRECT COSTS

	UNIT COST	YEAR 1	10/89-12/89		YEAR 2	10/89-9/90		YEAR 3	PROJECT TOTAL		TOTAL
		#UNITS	TOTAL	YEAR 2	YEAR 2	TOTAL	YEAR 2	#UNITS	TOTAL	#UNITS	
TRAVEL RELATED EXPENSES											
DBA Insurance - LT	127	3	380	507	11	1,397	1,903	19	2,647	33	4,931
DBA Insurance - ST	250	4	1,004	0	4	1,081	1,081	1	344	9	2,429
DBA Insurance - Brodman	234	0	0	352	3	738	1,090	5	1,160	8	2,250
Medevac Insurance - LT	105	0	0	0	4	441	441	3	347	7	788
Medevac Insurance - ST	30	4	120	180	4	130	310	1	41	9	471
Medical Exams	200	0	0	0	4	840	840	1	220	5	1,060
Vaccinations	50	4	201	300	8	426	726	4	234	16	1,160
Visas/Photographs	50	4	201	300	8	426	726	4	234	16	1,160
Subtotal			1,906	1,638		5,478	7,116		5,227		14,248
FIELD EXPENSES											
Equip. Service	1,000	0	0	0	4	4,200	4,200	11	12,100	15	16,300
Supplies	200	2.5	500	200	12	2,520	2,720	20	4,400	34.5	7,620
Telephone/Telex/Fax	500	2.5	1,250	500	12	6,300	6,800	20	11,000	34.5	19,050
Reproduction/Printing	200	2.5	500	200	12	2,520	2,720	20	4,400	34.5	7,620
Postage/Courier	200	2.5	500	200	12	2,520	2,720	20	4,400	34.5	7,620
Aurangabad Office Rent	150	0	0	0	4	630	630	11	1,815	15	2,445
Indian Programmer Housing	100	0	0	0	12.5	1,313	1,313	22	2,420	34.5	3,733
Indian Programmer Furniture	1,000	0	0	0	2	2,100	2,100	0	0	2	2,100
Subtotal			2,750	1,100		22,103	23,203		40,535		66,488
U.S. TEAM EXPENSES											
Supplies	150	3	450	450	12	1,890	2,340	11	1,815	26	4,605
Telephone/Telex/Fax	250	3	750	750	12	3,150	3,900	11	3,025	26	7,675
Reproduction/Printing	100	3	300	300	12	1,260	1,560	11	1,210	26	3,070
Postage/Courier	250	3	750	375	12	3,150	3,525	11	3,025	26	7,300
Computer Depreciation	175	3	525	263	12	2,205	2,468	11	2,118	26	5,110
Rent	750	3	2,250	3,446	12	9,450	12,896	11	9,075	26	24,221
Subtotal			5,025	5,584		21,105	26,689		20,268		51,981
PRODUCTION EXPENSES											
Video Equipment Rental	450	0	0	0	30	14,175	14,175	20	9,900	50	24,075
Video Team Transport	300	0	0	0	6	1,890	1,890	1	330	7	2,220
Subtotal			0	0		16,065	16,065		10,230		26,295
TOTAL OTHER DIRECT COSTS			9,681	8,322		64,751	73,073		76,259		159,012

TRAINING SUBCONTRACT

	UNIT COST	YEAR 1 #UNITS	10/89-12/89		YEAR 2 #UNITS	10/89-9/90		YEAR 3 #UNITS	PROJECT TOTAL		TOTAL
			TOTAL	YEAR 2 TOTAL		TOTAL	YEAR 2 TOTAL		TOTAL	#UNITS	
PERSONNEL											
Director of Development											
Training Director - R. Daynes	271	0	0	0	35	9,975	9,975	0	0	35	9,975
James Van Patten	271	0	0	0	8	2,280	2,280	0	0	8	2,280
Jane Sallis	271	0	0	0	20	5,700	5,700	0	0	20	5,700
Administrative Assistant	114	0	0	0	10	1,200	1,200	0	0	10	1,200
Subtotal		0	0	0	73	19,155	19,155	0	0	73	19,155
TRAINING EXPENSES											
Production of Training Materials	4,769	0	0	0	1	5,007	5,007	0	0	1	5,007
OFFICE EXPENSES											
Supplies & Other Direct Costs	2,500	0	0	0	2	5,250	5,250	0	0	2	5,250
Equipment Rental	50	0	0	0	2	105	105	0	0	2	105
Software	250	0	0	0	2	525	525	0	0	2	525
Subtotal			0	0		5,880	5,880		0		5,880
TOTAL DIRECT COSTS			0	0		30,042	30,042		0		30,042
G & A @ 15%			0	0		4,506	4,506		0		4,506
FIXED FEE @ 5%			0	0		1,727	1,727		0		1,727
TOTAL SUBCONTRACT COSTS			0	0		36,276	36,276		0		36,276

GEOVISION VIDEO PRODUCTION SUBCONTRACT

	UNIT COST	YEAR 1 #UNITS	10/89-12/89		YEAR 2 #UNITS	10/89-9/90		YEAR 3 #UNITS	PROJECT TOTAL		TOTAL
			TOTAL	YEAR 2 TOTAL		TOTAL	YEAR 2 TOTAL		TOTAL	#UNITS	
PERSONNEL											
Video Director											
in India	271	0	0	0	55	15,675	15,675	33	9,853	88	25,528
in US	271	0	0	7,557	77	21,945	29,502	33	9,853	110	39,355
Fringe	25	0	0	663	132	3,465	4,128	66	1,815	198	5,943
Associate Director	224		0	0	33	7,755	7,755	0	0	33	7,755
Fringe	15	0	0	0	33	520	520	0	0	33	520
Subtotal		0	0	8,220	165	49,360	57,580	66	21,521		79,100
PRODUCTION EXPENSES											
Tape Stock	1,475	0	0	0	3	4,680	4,680	2	1,170	5	5,850
Post-Production/Graphics Costs	29,365	0	0	0	3	92,500	92,500	2	42,500	5	135,000
Disc Pressing/Copying	7,875	0	0	0	3	24,800	24,800	2	6,200	5	31,000
Post Production Travel to NYC (from Boston & Seattle)	4,750	0	0	0	1	5,000	5,000	0	0	1	5,000
Subtotal			0	0		126,980	126,980		49,870		176,850
OFFICE EXPENSES											
Supplies	140	0	0	0	7.5	1,103	1,103	4.5	693	12	1,796
Telephone/Telex/Fax	140	0	0	0	7.5	1,103	1,103	4.5	693	12	1,796
Reproduction	30	0	0	0	7.5	236	236	4.5	149	12	385
Rent	255	0	0	0	7.5	2,008	2,008	3.5	982	11	2,990
DBA Insurance @ 3.99%	11	0	0	0	55	625	625	33	393	88	1,019
Postage/Courier	110	0	0	0	7.5	866	866	4.5	545	12	1,411
Subtotal			0	0		5,941	5,941		3,454		9,395
TOTAL COSTS			0	8,220		182,281	190,501		74,845		265,345
FIXED FEE @ 5%			0	411		9,114	9,525		3,742		13,267
TOTAL SUBCONTRACT			0	8,631		191,395	200,026		78,587		278,613

PROCUREMENT SUPPORT SUBCONTRACT

	UNIT COST	YEAR 1 #UNITS	10/89-12/89		YEAR 2 #UNITS	10/89-9/90		YEAR 3 #UNITS	YEAR PROJECT TOTAL		TOTAL
			TOTAL	YEAR 2 TOTAL		TOTAL	YEAR 2 TOTAL		TOTAL	#UNITS	
PERSONNEL											
Procurement Services	271	0	0	3,420	52	14,820	18,240	0	0	52	18,240
Testing & Installing Equipment	271	0	0	0	40	11,400	11,400	0	0	40	11,400
OTHER DIRECT COSTS											
Stopovers	165	0	0	0	2	347	347	0	0	2	347
Assignment-Delhi	92	0	0	0	3	290	290	0	0	3	290
Assignment-Other Sites	62	0	0	0	18	1,172	1,172	0	0	18	1,172
Ground Transport in India	20	0	0	0	22	462	462	0	0	22	462
DBA Insurance @ 3.99%	11	0	0	0	18	205	205	0	0	18	205
Subtotal			0	0		2,475	2,475	0	0	18	2,475
TOTAL DIRECT COSTS			0	3,420		28,695	32,115		0		32,115
G & A @ 35%			0	1,197		10,043	11,240		0		11,240
Shipment of Equipment to India	9	0	0	0	5,000	46,250	46,250	0	0	5,000	46,250
TOTAL SUBCONTRACT COSTS			0	4,617		84,988	89,605		0		89,605

DATAMATION SUBCONTRACT

	UNIT COST	YEAR 1	10/89-12/89		YEAR 2	10/89-9/90		YEAR 3	PROJECT TOTAL		
		#UNITS	TOTAL	YEAR 2	YEAR 2	TOTAL	YEAR 2	#UNITS	TOTAL	#UNITS	TOTAL
PERSONNEL											
Technical Liaison Officer	833	2	1,667	0	2	1,750	1,750	0	0	4	3,417
Secretary	333	2	667	0	2	700	700	0	0	4	1,367
Fringe @ 35%			817	0		858	858		0	0	1,674
Subtotal			3,150	0		3,308	3,308		0		6,458
TRAVEL EXPENSES											
Airfare in India	300	0	0	0	0	0	0	0	0	0	0
Per Diem-Other Sites	67	0	0	0	0	0	0	0	0	0	0
Ground Transport in India	10	0	0	0	0	0	0	0	0	0	0
Subtotal			0	0		0	0		0		0
OFFICE EXPENSES											
Supplies	50	3	238	0	3	158	158	0	0	6	395
Telephone/Telex/Fax	150	3	450	0	3	473	473	0	0	6	923
Reproduction/Printing	50	3	150	0	3	158	158	0	0	6	308
Postage/Courier	50	3	150	0	3	158	158	0	0	6	308
Subtotal			988	0		945	945		0		1,933
TOTAL DIRECT COSTS			4,138	0		4,253	4,253		0		8,390
OVERHEAD @ 45%			1,862	0		1,914	1,914		0		3,776
TOTAL SUBCONTRACT COSTS			6,000	0		6,166	6,166		0		12,166

PROGRAMMER SUBCONTRACT

	UNIT COST	YEAR 1		YEAR 2		10/89-9/90 YEAR 2		YEAR 3		PROJECT TOTAL	
		#UNITS	TOTAL	#UNITS	TOTAL	TOTAL	TOTAL	#UNITS	TOTAL	#UNITS	TOTAL
PERSONNEL											
Programmer Manager	1,714	0	0	0	2	3,600	3,600	3	5,657	5	9,257
Programmer Aurangabad	1,429	0	0	0	9.5	14,250	14,250	11	17,286	20.5	31,536
Programmer Udaipur	1,429	0	0	0	3	4,500	4,500	11	17,286	14	21,786
Fringe @ 12.5%			0	0		2,344	2,344		4,321	0	6,665
Subtotal			0	0		24,694	24,694		44,550		69,244
TRAVEL EXPENSES											
Airfare in India (Udaipur-Delhi)	89	0	0	0	1	94	94	1	98	2	192
Airfare in India (Aur-Delhi)	179	0	0	0	2	375	375	1	196	3	571
Per Diem-Delhi	42	0	0	0	15	656	656	10	458	25	1,115
Subtotal			0	0		1,125	1,125		753		1,878
OFFICE EXPENSES											
Supplies	50	0	0	0	9	473	473	11	605	20	1,078
Telephone/Telex/Fax	150	0	0	0	9	1,418	1,418	11	1,815	20	3,233
Reproduction/Printing	50	0	0	0	9	473	473	11	605	20	1,078
Postage/Courier	50	0	0	0	9	473	473	11	605	20	1,078
Subtotal			0	0		2,835	2,835		3,630		6,465
TOTAL SUBCONTRACT COSTS			0	0		28,654	28,654		48,933		77,587

DESTINATIONS UNLIMITED SUBCONTRACT
International Airfares

	UNIT COST	YEAR 1	10/89-12/89		YEAR 2	10/89-9/90		YEAR 3	YEAR PROJECT TOTAL		TOTAL
		#UNITS	TOTAL	YEAR 2	YEAR 2	TOTAL	YEAR 2	#UNITS	TOTAL	#UNITS	
1 FIELD PRODUCTION/TECHNICAL SUPPORT											
Field Manager - E. Schnur (Bos-India OW)	1,595	2	3,190	1,120	4	6,699	7,819	6	10,527	12	21,536
Airfare in India	300	1	300	0	7	2,205	2,205	12	3,960	20	6,465
Courseware Developer Assignment (Bos-India OW)	1,595	2	3,190	0	2	3,350	3,350	2	3,509	6	10,049
Airfare in India	300	0	0	0	3	945	945	3	990	6	1,935
Video Director Assignment (Bos-India RT)	3,190	1	3,190	0	1	3,350	3,350	2	7,018	4	13,558
Airfare in India	300	1	300	0	1	315	315	2	660	4	1,275
Subject Matter Expert (Indian) Airfare in India	300	0	0	0	5	1,575	1,575	1	330	6	1,905
J. Sallis Assignment (Seattle-India RT)	3,190	1	3,190	0	1	3,350	3,350	1	3,509	3	10,049
Airfare in India	300	0.2	60	0	1	315	315	1	330	2.2	705
Authoring Expert Assignment (NY-India RT)	300	0	0	0	1	315	315	0	0	1	315
Airfare in India	0	0	0	0	1	0	0	0	0	1	0
Evaluation Team Airfare in India	300	0	0	0	12	3,780	3,780	8	2,640	20	6,420
Subtotal			13,420	1,120		26,198	27,318		33,473		74,211
2 U.S. PRODUCTION TEAM											
Project Manager Assignment (Bos-India RT)	3,190	1	3,190	2,818	2	6,699	9,517	3	10,527	6	23,234
Airfare in India	500	0	0	461	2	1,050	1,511	3	1,650	5	3,161
Home Office Site Visit Assignment (Bos-India RT)	3,190	0	0	0	1	3,350	3,350	1	3,509	2	6,859
Procurement Specialist Assignment (Bos-India RT)	3,190	0	0	0	1	3,350	3,350	0	0	1	3,350
Airfare in India	300	0	0	0	1	315	315	0	0	1	315
Subtotal			3,190	3,279		14,763	18,042		15,686		36,918
3 TOTAL TRAVEL											
			16,610	4,399		40,961	45,359		49,159		111,128

B.1. Project Activities

	1/1/90	6/90	1/91	6/91	9/91
Project Activities and Schedule					
Here is a set of project activities and schedule:					
Phase One:					
Content research for Module 1	[complete]				
Evaluation Planning	[complete]				
Final selection of MCBIVD hardware	[complete]				
Design Module 1	---				
Develop Module 1	-----				
Order 1 development system	[complete]				
Evaluation test construction	-----				
Install 2 development systems in Aurangabad	-----				
Produce Module 1					
Video	-----				
Text/Graphics	-----				
Order and test 40 delivery and 8 development systems	-----				
Test and Debug Module 1		-----			
Evaluation Pretesting			---		
Deliver Module 1 (to Core Group in U.S.)		-----			
Ship and install 40 delivery and 6 development systems to India		-----			
Five weeks of training in U.S.		-----			
Evaluation of Module 1		-----			
Phase Two:					
Content research for Modules 2-5	-----				
Design Modules 2-3 (in training)		-----			
Develop Modules 2-3		-----			
Pretest for Modules 2-3			---		
Produce Modules 2-3					
Video			-----		
Text/Graphics			-----		
Test and Debug Modules 2-3				---	
Deliver Modules 2-3				---	
Design Modules 4-5 (in training)				---	
Develop Modules 4-5				-----	
Pretest Modules 4-5					---
Produce Modules 4-5					-----
Video					-----
Text/Graphics					-----
Test and Debug Modules 4-5					-----
Deliver Modules 4-5					-----

ANNEX C

Computer-based Training Project
Management Committee Meeting
November 27, 1989

Minutes of the Computer-based training/IVD Project Management
Committee Meeting on November 27, 1989.

The Management Committee Meeting (MCM) was attended by the
following participants:

Mr. D.R. Arora
Project Officer
USAID

Dr. K.N. Nag
Vice Chancellor
Rajasthan Agricultural University

Dr. K.S. Hiran
Professor
Rajasthan Agricultural University

Dr. R.K. Aeron
Associate Professor
Rajasthan Agricultural University

Prof. R. Gopalakrishnan
Director
Irrigation Management Training Institute, Tamil Nadu

Dr. B.A. Vaishnav
Professor
Water and Land Management Institute, Gandhinagar

Mr. Navin Kumar
Deputy Secretary
Ministry of Water Resources

Dr. Janice Brodman
Project Director
EDC

Mr. Eric Schnur
Field Project Manager
EDC

It was noted in the meeting that Dr. S.B. Varade, Joint Director
of WALMI Aurangabad, was unable to attend due to a last-minute
flight cancellation by Indian Airlines.

1. Constitution of the IVD Project Management Committee

The first order of business was to formally establish the
constitution of the Management Committee. The permanent members

of the Management Committee were determined to be: Mr. D.R. Arora of USAID, Dr. R.K. Aeron of RAJAU, Dr. S.B. Varade of Aurangabad, Dr. B.A. Vaishnav and Dr. A.M. Vaghela of WALMI Gandhinagar, Mr. Ghomatinayagam of IMTI Tamil Nadu; and Dr. Janice Brodman and Mr. Eric Schnur of EDC.

Participants in the Management Committee Meeting (MCM) noted the importance of having a representative from the Central Water Commission (CWC) join the Management Committee. They arranged to request that Mr. B.G. Manohar appoint a representative from CWC to the Management Committee.

The Committee also expressed their appreciation to Mr. Navin Kumar for attending the meeting and their hope that he will be able to attend future Committee meetings.

The Committee established that copies of each MCM will be distributed to all participating institutions.

2. Sites of the IVD Production

The members of the Management Committee discussed the importance of conducting IVD production at two sites: WALMI Aurangabad and Rajasthan Agricultural University, Udaipur (RAJAU). They noted that it is important for both sites to be involved in producing videodiscs because that will provide greater opportunity for the other sites to interact in the IVD project, it will provide the technical backup support of both WALMI and University, it ensures both academic and field-oriented involvement in IVD production and skills development, and it will help to spread IVD throughout India. It was also observed that from the inception of the IVD project, participating institutions expected that IVD production would be conducted at these two sites.

3. Approval of Module Topics and Content Experts

The Committee established priorities for the first three modules: maintenance, canal operations, drainage. The Committee agreed to finalize the last two module topics at the next Committee meeting.

The Committee also nominated content experts for each module. They noted the importance of having content experts who can provide both academic and field understanding for each subject.

The Committee approved the following nominations for content experts: Mr. H.V. Dhamdhare as lead content expert for the maintenance module, working with Mr. R.K. Inamdar. Prof. J.F. Correia as lead expert for the drainage module, working with Mr. K.M. Maheshwari. Mr. G.C. Kanjolia as lead expert for the canal operations module.

The Committee also approved Mr. Dhamdhere as Final Review Expert, to provide assistance to Eric Schnur in managing the review process and ensuring that each module is in the proper format for the IVD.

The EDC team will contact all content experts, finalize contractual arrangements, and inform the Management Committee members of final agreements.

4. Approval Process for the IVD Modules

The committee established the following approval process to be conducted for each IVD Module:

Materials

Review Process

Outlines	The lead institution will be responsible for developing the outline. They will send the outline to the Management Committee member from each participating organization for comments, and incorporate those comments in the final version. Final reviews will be conducted by EDC Project Manager, Mr. Arora, key faculty at the lead institution for the particular module
Content	The content expert will work closely with the lead institution responsible for the particular module. The lead institution will circulate the content for comments according to the same process as described for the outlines. Final reviews will be conducted by the EDC Project Manager, Mr. Arora, Final Review Expert
Script	The lead institution will be responsible for developing the script. Final reviews will be conducted by the EDC Project Manager and the Final Review Expert
Alpha version	The Management Committee will review and approve the alpha version of each module.

5. Evaluation Plan

The Management Committee reviewed and approved the Evaluation Field Report submitted by Dr. Brodman. Dr. Brodman emphasized the valuable contributions made by the faculty at each of the participating institutions in designing the evaluation plan.

6. Other Key Issues

The Committee discussed the importance of selecting Core Group members who will actually be working at the participating

institutions and actively involved in developing the IVD modules. The EDC representatives discussed the importance of training an IVD team rather than isolated individuals.

The Committee noted that participation in the IVD project by WALMI Aurangabad, RAJAU, WALMI Gandhinagar, and IMTI Tamil Nadu will be funded from regular IM&T activities.

The Committee briefly discussed some technical issues, such as the value of using high density disks, and the acceptability of 600 sq. feet rather than 1200 sq. feet to house the IVD equipment.

Before adjourning, the Committee established the second or third week of March for the next MCM. Dr. Brodman will submit alternative dates to the Committee members when her schedule in India is established. Based on feedback from the Management Committee members, a date will be determined in early February and communicated to all Committee members.

ANNEX D

Approval Process for Each Major Step of IVD Production

The Management Committee established the following approval process to be conducted for each IVD Module:

<u>Materials</u>	<u>Review Process</u>
Outlines	The lead institution will be responsible for developing the outline. They will send the outline to the Management Committee member from each participating organization for comments, and incorporate those comments in the final version. Final reviews will be conducted by EDC Project Manager, Mr. Arora, key faculty at the lead institution for that particular module.
Content	The content expert will work closely with the lead institution responsible for the particular module. The lead institution will circulate the content for comments according to the same process as described for the outlines. Final reviews will be conducted by the EDC Project Manager, Mr. Arora, Final Review Expert.
Script	The lead institution will be responsible for developing the script. Final reviews will be conducted by the EDC Project Manager and the Final Review Expert
Alpha version	The Management Committee will review and approve the alpha version of each module.

ANNEX E

The Evaluation Plan: A Summary

Purposes

The purpose of this evaluation is to generate data which will assist decision makers in determining the value and effectiveness of IVD as a training technology for the Water and Land Management Institutes and Agricultural Universities.

Major Issues

The major issues which this evaluation will attempt to inform include:

- The value and effectiveness of IVD as a training technology where trainers are not available
- The value and effectiveness of IVD as a supplement to regular classroom lectures and field practicals
- The extent to which trainees enjoy and feel positive about using IVD as a training medium
- The extent to which the faculty feels IVD makes a positive contribution as a training medium
- The extent to which the physical environment at the sites are suitable for IVD technology

The evaluation plans of each site, submitted to and approved by the Management Committee of 11/27/89, address the first two issues. It was agreed that EDC will design the instruments to assess these issues, to be reviewed by WALMIs and RAU. EDC will also design instruments to address the last three issues.

Methods

The fundamental evaluation design to address the first two issues will utilize pre- and post-tests of trainee skills/conceptual gains in regular courses and with IVD. The format is as follows:

<u>Data Gathered</u>	<u>Method</u>
Base-line data	Pre-test on skills/knowledge -- regular course on maintenance -- post-test
Data on IVD as a	(1) Pre-test on skills/knowledge -- regular course on maintenance -- post-test -- IVD training -- post-post test. (2) Pre-test -- IVD training -- post-test -- regular classroom to teach maintenance (e.g., to delve into particular issues in depth) -- post-post test
Data on IVD as	Pre-test -- IVD training -- post-test

Key Participants

The key participants in the IVD evaluation include an IVD evaluation team at each site, a subject matter expert, advisors from Anna University and the Indian Institute of Technology, as well as the EDC Evaluation Head.

The evaluation team at Aurangabad includes Dr. Kulkarni and Mrs. Purandare. The evaluation team at Udaipur includes Dr. Aeron and Dr. Hiran. The evaluation team at Ghandinagar includes Dr. Vaghela and Dr. Vaishnav. The evaluation team at Trichy includes Dr. Hariram and Dr. Gomathinayagam.

The advisors at the National Institute of Education Planning and Administration are Dr. Jayalakshmi Indiresan and Dr. Sudharao. The advisors at Anna University include Dr. Pundarikanthan and Dr. Mohandoss.

The EDC Evaluation Head is Dr. Janice Brodman.

ANNEX F

Form Approved
OMB No. 24-R0064

CONTRACTOR EMPLOYEE BIOGRAPHICAL DATA SHEET

(SEE PRIVACY ACT STATEMENT ON REVERSE)

INSTRUCTIONS:

Submit in triplicate to contracting officer. See reverse for Contractor Certification.

1. Name (Last, First, Middle) <input checked="" type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Miss <input type="checkbox"/> Ms. SCHNUR, Eric Lee		2. Contractor's Name EDUCATION DEVELOPMENT CENTER, INC.	
3. Address (include ZIP Code) [REDACTED]		4. Contract No.	5. Position Under Contract IVD Field Technician - Longterm
9. Telephone Number (include area code) [REDACTED]		6. Proposed Salary	7. Country of Assignment INDIA
10. Marital Status <input type="checkbox"/> Married <input checked="" type="checkbox"/> Single <input type="checkbox"/> Other (specify) _____		8. Duration of Assignment 27 Months	
13. Place of Birth [REDACTED]		11. Names and Ages of Dependents to Accompany Individual (if applicable)	
14. Citizenship (if non-U.S. citizen, give dual status) U.S.A.			

15. EDUCATION (include all secondary, business college or university training)

NAME AND LOCATION OF INSTITUTION	MAJOR SUBJECTS	Credits Completed		Type of Degree	Date of Degree
		Semester Hours	Quarter Hours		
Harvard University, Cambridge, MA	Educational Technology	30		Ed.M.	8/87
SUNY, Binghamton, Binghamton, NY	Computer Science	60		M.S.	5/82
SUNY, Binghamton, Binghamton, NY	Psychology	120		B.S.	5/80
Walt Whitman High School, Huntington, NY					6/75

16. EMPLOYMENT HISTORY

1. Give last three (3) years. Continue on reverse to list all employment related to duties of proposed assignment.

2. Salary definition - basic periodic payment for services rendered.

Exclude bonuses, profit-sharing arrangements, commissions, consultant fees, extra or overtime work payments, overseas differential, or quarters, cost of living or dependent education allowances.

POSITION TITLE	EMPLOYER'S NAME AND ADDRESS	Dates of Employment (Mo., Yr.)		Salary	
		From	To	Dollars	Per.
Project Manager	Spinnaker Software	8/82	5/87	\$57,000	Yr.
IVD Field Manager	EDC, Inc. 55 Chapel St., Newton, MA	7/89	Present	\$40,000	Yr.

17. SPECIFIC CONSULTANT SERVICES (give last three (3) years)

SERVICE PERFORMED	EMPLOYER'S NAME AND ADDRESS	Dates of Employment (Mo., Day)		DAILY RATE
		From	To	
Project Manager	E.D.C.	1/87	7/89	\$220
Dir. of Software	Synectics, Inc.	9/86	7/89	\$300

18. LANGUAGE PROFICIENCY

LANGUAGE	Speaking		Reading		Writing		Understanding	
	Fair	Good	Fair	Good	Fair	Good	Fair	Good
	Excl.	Excl.	Excl.	Excl.	Excl.	Excl.	Excl.	Excl.
French	Y		Y		Y		Y	
English		X		Y		X		X

19. Special Qualifications (honors, professional societies, special licenses, publications, research, special skills, and relevant education not previously mentioned; use reverse side of form, if necessary)

20. CERTIFICATION: To the best of my knowledge, the above facts as stated are true and correct.

Signature of Employee: Eric Lee Schnur Date: 4/25/89

CONTRACTOR EMPLOYEE BIOGRAPHICAL DATA SHEET

(SEE PRIVACY ACT STATEMENTS ON REVERSE)

INSTRUCTIONS:

Submit in duplicate to contracting officer. See reverse for Contractor Certification.

1. Name (Last, First, Middle) Mr. Mrs. Miss Ms.

BRODMAN, Janice Donna

2. Contractor's Name
Education Development Center, Inc. (EDC)

3. Contract No. 4. Position Under Contract

5. Proposed Salary \$285/day 6. Country of Assignment 7. Duration of Assignment

8. Name and Type of Department or Company (Individual if applicable)

14. Citizenship (Indicate all countries of citizenship)

U.S.

Harvard University

Political Sc.

Ph.D. 11/83

Rutgers University

Political Sc.

B.A. 1968

16. EMPLOYMENT HISTORY

1. Give last three (3) years. Continue on reverse to list all employment related to duties of proposed assignment.
2. Salary definition - Basic periodic payment for services rendered. Exclude bonuses, profit-sharing arrangements, commissions, consultant fees, extra or overtime work payments, overseas differential, or quarters, cost of living or dependent education allowances.

POSITION TITLE	EMPLOYER'S NAME AND ADDRESS	Dates of Employment (Mo., Yr.)		Salary	
		From	To	Dollars	Per.
Vice-President, Washington Office	Human Resources Corp. San Francisco, Calif.	2/79	12/79	\$30,000*	year
Research & Devt Officer	Human Resources Corp.	1977	1979	24,000	year

17. SPECIFIC CONSULTANT SERVICES (prior last three (3) years)

SERVICE PERFORMED	EMPLOYER'S NAME AND ADDRESS	Dates of Employment (Mo., Day)		DAILY RATE
		From	To	
Evaluator	EDC - Newton USAID India Interactive Video	6/89	current	\$285 (AID max. when proposed)
Econ. & Mgt. Devt.	Management Analysis Center Cambridge, Mass. 02138	1984	present	\$650 /day + benefits
Microcomputer evaluation	New World Development	1984	present	\$600-\$1000, depending on assignment
IT Strategy	Executive Resources Assoc., Inc. 2011 Crystal Dr., Arlington VA	1987	1989	\$269/day funded (AID)

18. LANGUAGE PROFICIENCY

LANGUAGE	Speaking		Reading		Writing		Understanding	
	Fair	Good	Excl	Fair	Good	Excl	Fair	Good
Indonesian			X	X	X			X
French	X			X	X		X	

19. Special Qualifications (honors, professional societies, special licenses, publications, research, special skills, and relevant education not previously mentioned; use reverse side of form, if necessary)

20. CERTIFICATION: To the best of my knowledge, the above facts as stated are true and correct.

Signature of Employee *Janice Brodman*

Date

ANNEX G

PROGRESS REPORTS

EDC prepares and issues Quarterly, Mid-year, and Annual Progress reports and implementation plans. A list of reports with the current status of each is presented below.

Progress Reports

A. Quarterly Reports

1. Quarterly Report and Project
Implementation Plan
May - August 1989
issued
October 1989

B. Mid-year Reports

1. Mid-year Report
May - December 1989
issued
January 1990

ANNEX H

Consultants' Assignments and Duration

The major inputs are in terms of consultant time and of cash expenditures. The latter are included in the budget presented in Annex A. Consultants' time and assignments are presented below.

Consultant Time and Assignment

<u>Consultant</u>	<u>Time (months)</u>	<u>Assignment&Location</u>
James Van Patten Project Director	June - December 1989 1 in India 2.75 in U.S.	Project Director handles administration and supervision and coordination and guidance of all project activities: <ul style="list-style-type: none">• Production of 5 IVDs• Training Core Team• Evaluation of IVD In India, headed orientation
Patrick Harrison Field Director	June - September 1989 2 months in India 1 in U.S.	Field Director handles liaison with all participating organizations, including WALMIs, RAJAU, and GOI Ministries. Also handles early preparations for institutionalization of IVD technology in WALMIs
Janice Brodman Evaluation Head	July - December 1989 1.5 months in India 1 in U.S.	Develop Evaluation plans at each site; direct project in the field in absence of Project Director
Jane Sallis IVD Designer/Developer	August - December 1989 1 month in India 1 in U.S.	Design and script of Module #1

Eric Schnur
IVD Field Manager

July - December 1989

3.5 months in India
2.5 in U.S.

Coordinated and implemented content development, design, and scripting of Module #1; developing equipment specs; developing software; manages Indian firm and consultants

Juan Mandelbaum
Video Producer/Director

July - December 1989

1 month in U.S.

Develops shooting plan and script; identifies and manages video production activities

ANNEX I

SUBCONTRACT between EDUCATION DEVELOPMENT CENTER, INC., and GEOVISION, INC.

This agreement is made and entered into between Education Development Center, Inc., a publicly supported nonprofit organization incorporated under the laws of the state of Delaware (hereinafter referred to as "EDC") whose main office is at 55 Chapel Street, Newton, Massachusetts, and Geovision, Inc., a private company incorporated under the laws of the state of Massachusetts, (hereinafter referred to as "the Subcontractor") whose main office is at 1166 Beacon St., Brookline, MA 02146.

SECTION A - Solicitation/Contract Form

This is a subcontract between EDC and Geovision, Inc., under the Prime Contract AID No. 386-0484-C-00-9131-00 between EDC and U.S. Agency for International Development (hereinafter referred to as "AID"). Both the Subcontract and the Prime Contract are cost reimbursable.

SECTION B - Supplies or Services and Prices/Costs

B.1. Services

The Subcontractor will provide the services described in Section C - Work Statement.

B.2. Estimated Cost and Obligated Funds

The total estimated cost of the effort stated herein is \$278,613. The amount of funds obligated under this subcontract and available for payment is \$100,000 to cover the estimated period of 13 months' performance from July 1, 1989 to July 31, 1990.

B.3. Budget

a. The following itemized budget sets forth the estimates for reimbursement for individual line items of cost. Without the prior written approval of the EDC Contracting Officer, the Subcontractor may not exceed the total estimated cost set forth in the budget hereunder, or obligated amount, whichever is less.

Without the prior written approval of the EDC Contracting Officer, the Subcontractor may not exceed the estimated dollar cost for any individual line item of cost shown below by more than 15% of such line item.

b. The subcontractor agrees to furnish data which the EDC Project Director may request on costs expended or accrued under this subcontract in support of the budget information provided herein.

BUDGET

GEOVISION VIDEO PRODUCTION SUBCONTRACT

	UNIT COST	YEAR 1	10/89-12/89		10/89-12/89		10/89-12/89		YEAR 3	PROJECT TOTAL	
		#UNITS	TOTAL	TOTAL	#UNITS	TOTAL	TOTAL	#UNITS	TOTAL	#UNITS	TOTAL
PERSONNEL											
Video Director											
in India	271	0	0	0	55	15,675	15,675	33	9,853	88	25,528
in US	271	0	0	7,557	77	21,945	29,502	33	9,853	110	39,355
Fringe	25	0	0	663	132	3,465	4,127	66	1,815	198	5,943
Associate Director	224		0	0	33	7,755	7,755	0	0	33	7,755
Fringe	15	0	0	0	33	520	520	0	0	33	520
Subtotal		0	0	8,220	165	49,360	57,580	66	21,521		79,100
PRODUCTION EXPENSES											
Tape Stock	1,475	0	0	0	3	4,680	4,680	2	1,170	5	5,850
Post-Production/Graphics Costs	29,365	0	0	0	3	92,500	92,500	2	42,500	5	135,000
Disc Pressing/Copying	7,875	0	0	0	3	24,800	24,800	2	6,200	5	31,000
Post Production Travel to NYC (from Boston & Seattle)	4,750	0	0	0	1	5,000	5,000	0	0	1	5,000
Subtotal			0	0		126,980	126,980		49,870		176,850
OFFICE EXPENSES											
Supplies	140	0	0	0	7.5	1,103	1,103	4.5	693	12	1,796
Telephone/Telex/Fax	140	0	0	0	7.5	1,103	1,103	4.5	693	12	1,796
Reproduction	30	0	0	0	7.5	236	236	4.5	149	12	385
Rent	255	0	0	0	7.5	2,008	2,008	3.5	982	11	2,990
DBA Insurance @ 3.99%	11	0	0	0	55	625	625	33	393	88	1,019
Postage/Courier	110	0	0	0	7.5	866	866	4.5	545	12	1,411
Subtotal			0	0		5,941	5,941		3,454		9,395
TOTAL COSTS			0	8,220		182,281	190,501		74,845		265,345
FIXED FEE @ 5%			0	411		9,114	9,525		3,742		13,267
TOTAL SUBCONTRACT			0	8,631		191,395	200,026		78,587		278,613

2

B.4. Costs Reimbursable and Logistic Support and Local Currency Support

a. The United States dollar costs allowable under this subcontract shall be limited to reasonable, allocable, and necessary costs determined in accordance with the clauses of this subcontract entitled "Allowable Cost and Payment".

b. Costs payable in Indian rupees: The Subcontractor shall be provided with U.S.Dollars, at the rate of exchange at which it purchased rupees for contract use for the following: local travel, housing, vehicle rental, per diem, salaries to local national employees, equipment rental, and all other contract costs payable in rupees.

c. Method of payment: The contract costs specified stated in Subparts B.2 and B.3 entitled "Estimated Cost, and Obligated Funds" and "Budget" and shall be paid to the Subcontractor by invoice, excluding post-production costs, which will be paid as follows: For Module 1, 30% at beginning of post-production activities; 30% at delivery of videotapes; 40% at beginning of on-line editing. For Modules 2-5, 30% at beginning of post-production, 30% at delivery of videotapes, 40% at beginning of on-line editing.

The documentation for all budgeted costs shall be on such forms and in such manner as EDC shall prescribe.

d. Costs paid directly by EDC: The following costs will be paid by EDC and are not part of this subcontract:

1. Video Producer/Director International Travel, Travel and Per Diem in India.
2. Salary, Travel and Per Diem, and Transportation of Video Team in India.
3. Rental of Video Equipment in India.

The budgets for video team salaries (\$34,320), video equipment rental (\$33,800), and video team transport and per diem (\$27,752) will be under the joint supervision of the project director and video producer.

B.5. Personnel Compensation

a. In addition to the requirements set forth in the contract clause entitled "Personnel Compensation" (AID 752.7007, August 1984) the following provisions are required:

1. Return of Overseas Employees

Salaries and wages paid to an employee serving overseas who is discharged by the Subcontractor for misconduct, inexcusable nonperformance, or security reasons will in no event be reimbursed for a period which extends beyond the time required to return him promptly to his point of origin by the most direct and expeditious air route.

2. Annual Salary Increases

Annual salary increases of not more than five percent of the employee's base salary may, subject to the Subcontractor's established policy and practice, be granted after the employee's completion of each twelve month period of satisfactory service under the contract. Annual salary increases of any kind exceeding these limitations or exceeding the maximum salary of FS-1 payable to A.I.D. employees may be granted only with the advance written approval of the EDC contracting officer.

3. Consultants

No compensation for consultants will be reimbursed unless their use under the subcontract has the advance written approval of the EDC Contracting Officer; and if such provision has been made or approval given, compensation shall not exceed, without specific approval of the rate by the EDC Contracting Officer, (1) the current compensation of the highest rate of annual compensation received by the consultant during any full year of the immediately preceding three years, or (2) the maximum daily salary rate of FS-1, whichever is less.

b. Definitions

As used herein, the terms "Salaries," "Wages," and "Compensation" mean the periodic remuneration received for professional or technical services rendered exclusive of overseas differential or other allowances associated with overseas service unless otherwise stated. The term "compensation" includes payments for personal services (including fees and honoraria). It excludes earnings from sources other than the individual's professional or technical work, overhead, or other charges.

SECTION C - Description/Specifications/Work StatementC.1 Level of Effort

C.1.1 Activity	PHASE 1	PHASE 2	Total
1) Pre-production/ research	2 months	1 month	3
2) India production	1 month	2 months	3
3) Post Production	2 months	4 months	6
	5 months	7 months	12

C.1.2 Project Milestones

This project will be conducted in two phases with module 1 being produced initially. Modules 2-5 will be produced together in Phase 2. All project costs are estimated given this phase development process.

C.2 Scope of Work

1. Research and solve logistics issues of producing a PAL video disc in India.
2. Identify and select Indian production crew. EDC will hire this crew out of its project budget.
3. Finalize video storyboards and scripts given draft scripts and treatments.
4. Budget, manage, and shoot broadcast-quality videotape on location in India of content and to specifications provided in Storyboards and scripts.
5. Record broadcast-quality audio: both 'wild' sound on location where specified in storyboard, and studio-quality 'voice-over' where specified in storyboard and script.
6. Identify, select, hire, manage, and pay post-production studio to complete broadcast-quality production of video to result in five sides of PAL videodisc. As specified in storyboards and scripts, video discs may contain:
 - Linear video with and without sound
 - Graphic animation with and without sound
 - 'Rolling stills' with sound
 - Sound without video
 - Still frames from 35mm slides without sound
 - Still graphic frames with and without sound.
7. For each of the five video disc sides, deliver to EDC:
 - Six NTSC 1/2' tape dubs (VHS format) of final off-line edit
 - One Check disc
 - 50 copies of the final disc
8. Ensure each Video Disc also has:
 - Correct label
 - Appropriate packaging to accommodate floppy disks, video disk, and user's guide

C.3 Key Personnel

a. The key personnel which the Subcontractor will furnish for the performance of this contract is Juan Mandelbaum who will serve as Producer/Director for all video production.

b. The above personnel are considered essential to the work being performed hereunder. Prior to diverting the services of these individuals to other projects or programs, the Subcontractor will notify the EDC Contracting Officer reasonably in advance and shall submit justification (including proposed substitutions) in sufficient detail to permit evaluation of the impact on the program. No diversion will be made by the Subcontractor without the written consent of the EDC Contracting Officer as required by this clause. The list of key personnel may, with the consent of the contracting parties, be amended from time to time during the course of the contract to either add or delete personnel, as appropriate.

SECTION D - Packing and Marking.

In accordance with best commercial practices.

SECTION E - Inspection and Acceptance

In accordance with the clauses of this Subcontract entitled "Inspection of Services - Cost Reimbursement" (FAR 52.246.05) and "Limitation of Liability Services" (FAR 52.246.25) inspection and acceptance of all services and supplies required hereunder shall be made by the cognizant EDC Project Officer (see Section G of this Subcontract).

SECTION F - Deliveries or Performance

F.1. The effective date of this subcontract is July 1, 1989. The estimated completion date is August 31, 1991.

F.2. In the event that the Subcontractor fails to furnish the level of effort set forth herein for the specified term, then the EDC Contracting Officer may require the Subcontractor to continue performance of the work beyond the estimated completion date until the Subcontractor has furnished the specified level of effort or until the estimated cost of the work for such period shall have been expended.

F.3. Clause Incorporated by Reference: 52.212-13, Stop-Work Order (April 1984), Alternate 1 (April 1984)

SECTION G - Contract Administration Data

G.1. Prime Contract No. 386-0484-C-00-9131-00

G.2. Subcontract Period: July 1, 1989 to August 31, 1991.

G.3. Total Estimated Cost of Subcontract: \$326,691.00.

G.4. EDC Project Officer: James Van Patten

G.5. EDC Contracting Officer: Kent John Chabotar (However, contact person on contractual issues is Karl H. Clauset, Jr.)

G.6. EDC Project Office:
55 Chapel Street
Newton, MA. 02160
telephone (617) 969-7100 x620
telex 922476 EDC NEW
telefax (617) 332-6405

SECTION H - Special Contract Requirements

H.1. Technical Directions

Performance of the work hereunder shall be subject to the technical directions of the cognizant EDC Project Officer. As used herein, "Technical Directions" are directions to the Subcontractor which fill in details, suggest possible lines of inquiry, or otherwise complete the general scope of the work. "Technical Directions" must be within the terms of the subcontract, shall not change or modify them in any way, and shall not constitute changes within the meaning of the subcontract clause entitled "Changes-Cost Reimbursement, " Alternate I - April 1984 (52 . 243-02). The Subcontractor shall notify the EDC Contracting Officer in writing of any Technical Directions which it considers to constitute changes prior to performing such changes.

H. 2 . Relationships and Responsibilities

The Subcontractor shall be responsible to the EDC Project Officer, James Van Patten, for performance under this subcontract.

H. 3 . Special Provision Regarding the Clauses Entitled "Travel and Transportation" (AIDAR 752.7002, Alternate 70) and "Personnel" (AIDAR 752 . 7027 . Alternate 71)

- (a) In accordance with each of the above clauses of this contract, whereunder the Subcontractor may not send individuals outside the United States to perform work under this contract without the prior written approval of the AID Contracting Officer, the AID Contracting Officer does hereby provide said approval for those individuals required to travel outside the United States; provided, however, that concurrence with the assignment of any and all said individuals outside the United States is obtained by the Subcontractor, in writing, from the cognizant AID Project Officer prior to their assignment abroad. Such approval must be within the terms of this Subcontract, and should not be construed as authorization to increase the total estimated cost or the obligated amount (see Section B . 2) . A copy of each approval issued pursuant to this paragraph shall be retained by the subcontractor for audit purposes.
- (b) After approval of the proposed international travel, the Subcontractor shall provide the USAID Mission with a copy of the cognizant AID Project Officer if not in the USAID Mission of the arrival date and time and flight identification of AID financed travellers.
- (c) This approval process should be channeled through the EDC Project Officer.

H.4. Defense Base Act (DBA) Insurance

Pursuant to the clause of this contract entitled "Insurance Workers' Compensation, Private Automobiles, Marine, and Air Cargo" (AIDAR 752.228-70, Alternate 70), the insurance carrier currently under contract with AID to provide DBA insurance is Insurance Company of North America; Wright & Co.; 1400 I Street, N.W.; Washington, DC 20005; telex 440508; telephone (202) 289-0200, or (800) 424-9801 outside the Washington area (toll-free).

H. 5. Submission of Completion Voucher

The clause of this subcontract entitled "Allowable Subcontractor Cost and Payment" (FAR 52.216.07) provides in Paragraph (h) (1) that "...the Contractor shall submit a completion invoice or voucher, designated as such, promptly (emphasis added) upon completion of the work...".

The term "promptly" is not defined in the clause. In order to avoid ambiguity, and to ensure expeditious closeouts of completed contracts, the term "promptly" is defined as 60 days from the actual completion date of the subcontract, unless otherwise approved in writing by the EDC Contracting Officer. The Subcontractor shall have up to six months after completion of the subcontract effort (or longer, as the EDC Contracting Officer may approve in writing), or until a mutually acceptable final release has been signed, to submit a revised completion voucher, should circumstances warrant. Upon receipt of the final voucher, the EDC Contracting Officer shall begin actions necessary to properly close the subcontract. Processing of the final voucher for payment shall not begin until compliance by the Subcontractor with all terms and conditions of the subcontract.

H. 6. Rights in Data (September 1986)

- (a) The term "Subject Data" as used herein includes writings, software, electronic or punched card stored data, sound recordings, pictorial reproductions, drawings or other graphical representations, and works of any similar nature (whether or not copyrighted) which are specified to be delivered under this subcontract. The term does not include financial reports, cost analyses, and other information incidental to contract administration. The term "software" means any computer programs with supporting documentation and specifications necessary to produce desired outputs except that this term excludes programs supplied by the hardware manufacturer.
- (b) All Subject Data first produced in the performance of this subcontract shall be the sole property of the U.S. Government. The Subcontractor agrees not to assert any rights at common law or equity and not to establish any claim to statutory copyright in such Data. The Subcontractor shall not publish or reproduce such Data in whole or in part or in any manner or form, nor authorize others to do so, without the written consent of EDC until such time as EDC may have released such Data to the public.

- (c) The Subcontractor agrees to grant and does hereby grant to EDC and to its officers, agents and employees acting within the scope of their official duties, a royalty-free, nonexclusive, and irrevocable license throughout the world to publish, translate, reproduce, deliver, perform, use, and dispose of, in any manner, any and all Data NOT first produced in the performance of this subcontract but which is incorporated in the work furnished under this subcontract; however the license does not include the right to authorize others to do so.
- (d) The Subcontractor shall identify and save and hold harmless EDC, its officers, agents and employees acting within the scope of their official duties against any liability including costs and expenses: (i) for violation of proprietary rights, copyright or right of privacy, arising out of the publication, translation, reproduction, delivery, performance, use or disposition of any Data furnished under this subcontract; or (ii) based upon any libelous or other unlawful matter contained in such Data.
- (e) Nothing contained in this clause shall imply a license to EDC under any patent or be construed as affecting the scope of any license or other right otherwise granted to EDC under any patent.
- (f) Paragraphs (c) and (d) of this section are not applicable to material furnished to the Subcontractor by the U.S. Government and incorporated in the work furnished under the subcontract; provided such incorporated material is identified by the Subcontractor at the time of delivery of such work.
- (g) The Subcontractor shall secure from all personnel engaged in the performance of this subcontract commitments adequate to assure that EDC will be able to discharge its obligations under this "Rights in Data" clause.

H.7. Title and Possession of Furniture and Equipment

Goods purchased with project funds for use on AID-financed projects by host country project authorities will be titled and consigned as specified by GOI project authorities in the purchase request.

H.8. AID Approval of Subcontractor Staff

All individuals named for assignment under this subcontract, including U.S. citizens, cooperating country citizens and citizens of any other country, are subject to the approval of both USAID/India and the Government of India.

H.9. Termination

This agreement may be terminated by either party with thirty days' written notice.

H.10. Applicable Laws

This agreement shall be governed by the laws of the Commonwealth of Massachusetts.

SECTION I - Contract Clauses

Clauses Incorporated by Reference

This contract incorporates by reference the following clauses identified by a check mark, with the same force and effect as if they were given in full text. Upon request, the EDC Contracting Officer will make their full text available.

I.1. Federal Acquisition Regulation (48 CFR CHAPTER 1) Clauses

- 52.202-01 Definitions (April 1984)
- 52.203-01 Officials Not to Benefit (April 1984)
- 52.203-03 Gratuities (April 1984)
- 52.203-05 Covenant Against Contingent Fees (April 1984)
- 52.203-07 Anti-Kickback procedures (October 1988)
- 52.204-02 Security Requirements (April 1984)
- 52.215-01 Examination of Records by Comptroller General (April 1984)
- 52.215-02 Audit-Negotiation (April 1988)
- 52.215-22 Price Reduction for Defective Cost or Pricing Data (April 1988)
- 52.215-24 Subcontractor Cost or Pricing Data (April 1985)
- 52.215-30 Facilities Capital Cost of Money (September 1987)
- 52.215-31 Waiver of Facilities Capital Cost of Money (Sept. 1987)
- 52.215-33 Order of Precedence (January 1986)
- 52.216-07 Allowable Cost and Payment (April 1984)
- 52.219-08 Utilization of Small Business Concerns and Small Disadvantaged Business Concerns (June 1985)
- 52.219-09 Small Business and Small Disadvantaged Business Subcontracting Plan (April 1984)
- 52.219-13 Utilization of Women-Owned Small Businesses (Aug. 1986)
- 52.220-01 Preference for Labor Surplus Area Concerns (April 1984)
- 52.220-03 Utilization of Labor Surplus Area Concerns (April 1984)
- 52.220-04 Labor Surplus Area Subcontracting Program (April 1984)
- 52.222-03 Convict Labor (April 1984)
- 52.222.26 Equal Opportunity (April 1984)
- 52.222.28 Equal Opportunity Preaward Clearance of Subcontract (April 1984)
- 52.222-29 Notification of Visa Denial (April 1984)
- 52.222-35 Affirmative Action for Special Disabled and Vietnam Era Veterans (April 1984)
- 52.222-36 Affirmative Action for Handicapped Workers (April 1984)
- 52.223-02 Clean Air and Water (April 1984) (if subcontract exceeds \$100,000)
- 52.223-06 Drug-Free Workplace (March 1989)
- 52.225-11 Certain Communist Areas (April 1984)
- 52.227.01 Authorization and Consent (April 1984)
- 52.227.02 Notice & Assistance Regarding Patent and Copyright Infringement (April 1984)
- 52.227-12 Patent Rights - Retention by the Contractor (Long Form), (April 1984)

- [x] 52.227.14 Rights in Data - General (June 1987)
- [x] 52.227-19 Commercial Computer Software - Restricted Rights (June 1987)
- [] 52.228.04 Workers' Compensation and War Hazard Insurance Overseas (April 1984)
- [x] 52.228-07 Insurance-Liability to Third Persons (April 1984)
- [x] 52.229-08 Taxes-Foreign Cost-Reimbursement Contracts (April 1984)
- [x] 52.230-03 Cost Accounting Standards (September 1987)
- [x] 52.230-04 Administration of Cost Accounting Standards (Sept.1987)
- [x] 52.230-05 Disclosure and Consistency of Cost Accounting Practices (September 1987)
- [] 52.232-17 Interest (April 1984)
- [x] 52.232-20 Limitation of Cost (April 1984)
- [x] 52.232-22 Limitation of Funds (April 1984)
- [x] 52.232-23 Assignment of Claims (January 1986)
- [] 52.233-01 Disputes (April 1984)
- [] 52.233-03 Protest After Award (June 1985)
- [x] 52.243-02 Changes-Cost Reimbursement (August 1987)
- [] 52.244-05 Competition in Subcontracting (April 1984)
- [x] 52.245-05 Government Property (Cost Reimbursement, Time and Material, or Labor-Hour Contract (January 1986)
- [x] 52.246-05 Inspection of Services-Cost Reimbursement (April 1984)
- [x] 52.246-25 Limitation of Liability-Services (April 1984)
- [x] 52.247-01 Commercial Bill of Lading Notations (April 1984)
- [x] 52.247-63 Preference for U.S.-Flag Air Carriers (April 1984)
- [x] 52.247-64 Preference for Privately Owned U.S. Flag Commercial Vessels (April 1984)
- [x] 52.249-06 Termination (Cost-Reimbursement) (May 1986)
- [x] 52.249-14 Excusable Delays (April 1984)
- [x] 52.251-01 Governmental Supply Sources (June 1988)

I.2. Agency for International Development
(48 Chapter 7) Clauses

- [x] 752.202-70 AID Definitions Clause - General Supplement for Use in All AID Contracts (April 1984)
- [x] 752.202-72 AID Definitions Clause - Supplement for AID Contracts Involving Performance Overseas (April 1984)
- [] 752.228-70 Insurance: Worker's Compensation, Private Automobiles, Marine, and Air Cargo (April 1984)
- [] 752.232-70 Letter of Credit Advance Payment (August 1984)
- [x] 752.245-70 Government Property: AID Reporting Requirements (January 1986)
- [x] 752.245-71 Title to and Care of Property (April 1984)
- [x] 752.7001 Biographical Data (April 1984)
- [x] 752.7002-70 Travel Expenses and Transportation and Storage Expenses (August 1986)
- [x] 752.7003-70 Interest on Overdue Payments/Payment Due Dates (Apr. 1984)
- [x] 752.7003-71 Documentation for Payment (April 1984)
- [x] 752.7004 Source and Nationality Requirements for Procurement of Goods and Services (May 1986)

- 752.7005 Language, Weights and Measures (April 1984)
- 752.7006 Notices (April 1984)
- 752.7007 Personnel Compensation (August 1984)
- 752.7008 Use of Government Facilities or Personnel (April 1984)
- 752.7009 Marking (April 1984)
- 752.7010 Conversion of U.S. Dollars to Local Currency (April 1984)

- 752.7011 Orientation and Language Training (April 1984)
- 752.7013-70 Contractor-Mission Relationships (April 1984)
- 752.7014 Notice of Changes in Travel Regulation (April 1984)

- 752.7015 Use of Pouch Facilities (April 1984)
- 752.7017 Local Cost Financing with U.S. Dollars (April 1984)
- 752-7018 Health and Accident Coverage for AID Participant Trainees
- 752.7019 Participant Training
- 752.7020 Organizational Conflicts of Interest (March 1985)
- 752.7025 Approvals (April 1984)
- 752.7026-70 Reports (April 1984)
- 752.7027-71 Personnel (April 1984)
- 752.7028 Differentials and Allowances (March 1986)
- 752.7029 Post Privileges (April 1984)
- 752.7031-70 Leave and Holidays (April 1984)
- 752.7031-72 Leave and Holidays (April 1984)

I.3. Alterations in Contract (April 1984)

Portions of this contract are altered as follows:

[x] 52.204-02 Security Requirements (April 1984).
Paragraph (a) of the clause is revised as follows:

"(a) This clause applies to the extent that this contract involves access to classified ('Confidential,' 'Secret,' or 'Top Secret'), or administratively controlled ('Limited Official Use') information."

[x] 52 . 216-07 Allowable Cost and Payment (April 1984)
Delete the reference to "Subpart 31. 2" and insert in lieu thereof "Subpart 31. 7" .

IN WITNESS WHEREOF, the parties hereto have executed this subcontract as of July 1, 1989.

Education Development Center, Inc.

Geovision, Inc.

BY: _____

BY: _____

NAME: Kent John Chabotar

NAME: _____

TITLE: Vice President and Treasurer

TITLE: _____

DATE: _____

DATE: _____

ANNEX J
Budget for Subcontract with Rod Daynes and Associates

	UNIT COST	YEAR 1 #UNITS	10/89-12/89		YEAR 2 #UNITS	10/89-9/90		YEAR 3 #UNITS	PROJECT TOTAL		TOTAL
			TOTAL	TOTAL		TOTAL	TOTAL		TOTAL	#UNITS	
PERSONNEL											
Director of Development		0	0	0	35	9,975	9,975	0	0	35	9,975
Training Director - R. Daynes	271	0	0	0	8	2,280	2,280	0	0	8	2,280
James Van Patten	271	0	0	0	20	5,700	5,700	0	0	20	5,700
Jane Sallis	271	0	0	0	10	1,200	1,200	0	0	10	1,200
Administrative Assistant	114	0	0	0	73	19,155	19,155	0	0	73	19,155
Subtotal		0	0	0				0	0		
TRAINING EXPENSES											
Production of Training Materials	4,769	0	0	0	1	5,007	5,007	0	0	1	5,007
OFFICE EXPENSES											
Supplies & Other Direct Costs	2,500	0	0	0	2	5,250	5,250	0	0	2	5,250
Equipment Rental	50	0	0	0	2	105	105	0	0	2	105
Software	250	0	0	0	2	525	525	0	0	2	525
Subtotal		0	0	0		5,880	5,880	0	0		5,880
TOTAL DIRECT COSTS			0	0		30,042	30,042		0		30,042
G & A @ 15%			0	0		4,506	4,506		0		4,506
FIXED FEE @ 5%			0	0		1,727	1,727		0		1,727
TOTAL SUBCONTRACT COSTS			0	0		36,276	36,276		0		36,276

ANNEX K

The following Request for Quotation was disseminated to identify hardware/software procurement and shipping support.

Dear Mr.:

Pursuant to our telephone conversation, this letter serves to clarify and expand the parameters of our RFQ. As mentioned in the original RFQ, EDC has a contract with USAID to develop interactive video disks to support training for irrigation water management. The contract calls for us to procure and ship to India 10 IVD development systems and 40 delivery systems (tentative specs attached). Estimated costs are about \$430,000.

We have already purchased one of the development systems for early IVD development work. However, we need someone to take responsibility for ensuring the rest of the equipment is in India, tested, burned, and up and running by approximately June 1, 1990. We would like to have two of the development systems to India by May 1, 1990, and the rest of the systems in India ready for use by about June 1, 1990.

The firm will thus be responsible for the following tasks:

1. Procure the equipment as directed by USAID regulations.
2. Test the equipment, ship the equipment to India and ship within India to the four project sites. (Two sites -- one at the Water and Land Management Institute (WALMI) in Aurangabad, Maharashtra and one at Rajasthan Agricultural University in Udaipur -- will each receive 5 development systems and 10 delivery systems. Two other sites -- the WALMI at Anand, Gujarat and the WALMI at Trichy, Tamil Nadu -- will each receive 10 delivery systems.) Test the equipment to ensure that equipment runs properly after shipping.
3. Install the equipment at the four sites in India, troubleshoot any problems with hardware and software, and ensure the systems are up and running at each site.
4. Provide EDC with recommendations regarding equipment in the Indian environment, totalling a few days of consultation and advice.

Are these services your firm can provide? If so, with whom would we work? What would these services cost?

We would like to know what experience your company has had in procurements of this type. Please send a capability statement. Also, please advise as to whether your firm is considered by USAID to be a Gray amendment or 8(a) firm - a small business, small minority-owned business, or a small women-owned business?

Please respond to this RFQ to Eric Schnur, Project Field Manager (617-969-7100 ext. 626) or Dr. Janice Brodman, Director, International Information Technology Projects (ext. 620). Thank you.

Sincerely,

Dr. Janice Brodman

ANNEX L

SUBCONTRACT between EDUCATION DEVELOPMENT CENTER, INC., and NATIONAL INSTITUTE OF INFORMATION TECHNOLOGY

This agreement is made and entered into between Education Development Center, Inc., a publicly supported nonprofit organization incorporated under the laws of the state of Delaware (hereinafter referred to as "EDC") whose main office is at 55 Chapel Street, Newton, Massachusetts, and the National Institute of Information Technology (NIIT), a private company incorporated under the laws of the government of India whose main office is at C-125 Okhla Ph-1, New Delhi.

The agreement consists of Part I: Schedule and Contract Clauses, and Part II: Other attachments.

Part I. The Schedule

SECTION A - Solicitation/Contract Form

This is a subcontract between EDC and NIIT under the Prime Contract AID No. 386-0484-C-00-9131-00 between EDC and AID. Both the Subcontract and the Prime Contract are cost reimbursable.

SECTION B - Supplies or Services and Prices/Costs

B.1. Services

Datamation will provide the services described in Section C - Work Statement.

B.2. Estimated Cost and Obligated Funds

The total estimated cost of the effort stated herein is \$54,106. The amount of funds obligated under this subcontract and available for payment is \$31,800 to cover the estimated period of 12 months' performance from February 1, 1990 to January 31, 1991.

B.3. Budget

a. The following itemized budget sets estimates for reimbursement of dollar/rupee costs for individual line items of cost. Without the prior written approval of the EDC Contracting Officer, NIIT may not exceed the total estimated cost set forth in the budget hereunder.

Without the prior written approval of the EDC Contracting Officer, NIIT may not exceed the estimated dollar cost for any individual line item of cost shown below by more than 15% of such line item.

51

b. Estimated Budget: (see Part II Attachment A for a detailed budget)

<u>Line Item</u>	<u>Amount</u>
1. Salaries	\$47,745
2. Travel and Per Diem	1,552
3. Other Direct Costs	4,809
Total Estimated Cost	\$54,106 (U.S.D.)

c. Other indirect/direct expenses and fees. All long distance communication charges required for the project (Fax, telephones, telex) are in addition to the costs shown above and will be paid by EDC against invoices based on actual expenses.

d. NIIT agrees to furnish data which the EDC Project Director may request on costs expended or accrued under this subcontract in support of the budget information provided herein.

B.4. Costs Reimbursable and Logistic Support and Local Currency Support

a. The United States dollar costs allowable under this subcontract shall be limited to reasonable, allocable, and necessary costs determined in accordance with the clauses of this subcontract entitled "Allowable Cost and Payment".

b. As per Indian laws, salaries would be payable in US dollars. The figures quoted include the salaries and benefits payable to the Project Manager and 'C' Programmers employed by NIIT. The salaries do not include the allowance paid to an employee when posted outside his/her home station. Tours required as part of the contract are also not included.

c. NIIT shall be provided with Indian Rupees at the rate of exchange at the time when EDC purchased rupees for contract use for the following: travel in India, housing, vehicle rental, per diem, video equipment rental and all other direct and indirect contract costs, except salaries, in rupees.

d. Method of payment: The contract costs specified as local currency in Paragraph c above are included in the obligated U.S. dollar amount stated in Subparts B.2 and B.3 entitled "Estimated Cost, and Obligated Funds" and "Budget" and shall be paid to NIIT as follows:

1. An advance of 4 months salary of both the programmers would be payable on acceptance of the contract by both parties and approval of the contract by USAID. The advance would be adjusted against salaries due in the last 4 months of the contract.
2. NIIT will raise an invoice on the last day of every month for the work done for EDC in that month. EDC will remit payment within 20 business days of receipt in Boston of a proper invoice. The basis for invoicing will be as per the detailed budget shown in Attachment A. Payment should be made by wire transfer to the NIIT Bank Account in Delhi or by Banker's Draft in US dollars payable in Delhi.
3. Expenses for travel, per diem, and other direct costs, will be paid as they are incurred and invoiced by NIIT. NIIT agrees to invoice EDC for these costs approximately once a month.

58

4. If EDC requests, and NIIT agrees to pay additional expenses not covered under this contract, such as video equipment rental or computer maintenance, then EDC agrees to reimburse NIIT for these expenses within 20 business days upon receipt in Boston of a proper invoice.

The documentation for all costs shall be on such forms and in such manner as EDC shall prescribe.

B.5 Personnel Compensation

- a. In addition to the requirements set forth in the contract clause entitled "Personnel Compensation" (AID 752.7007, August 1984) the following provisions are required:

1. Return of Overseas Employees

Salaries and wages paid to an employee serving overseas who is discharged by NIIT for misconduct, inexcusable nonperformance, or security reasons will in no event be reimbursed for a period which extends beyond the time required to return him promptly to his point of origin by the most direct and expeditious air route.

2. Annual Salary Increases

Annual salary increases of not more than five percent of the employee's base salary may, subject to NIIT's established policy and practice, be granted after the employee's completion of each twelve month period of satisfactory service under the contract. Annual salary increases of any kind exceeding these limitations or exceeding the maximum salary of FS-1 payable to A.I.D. employees may be granted only with the advance written approval of the EDC Contracting Officer.

3. Consultants

No compensation for consultants will be reimbursed unless their use under the subcontract has the advance written approval of the EDC Contracting Officer, the EDC Project Director, or the EDC Project Field Manager, and if such provision has been made or approval given, compensation shall not exceed, without specific approval of the rate by the EDC Contracting Officer, (1) the current compensation of the highest rate of annual compensation received by the consultant during any full year of the immediately preceding three years, or (2) the maximum daily salary rate of FS-1, whichever is less.

- b. Definitions

As used herein, the terms "Salaries," "Wages," and "Compensation" mean the periodic remuneration received for professional or technical services rendered exclusive of overseas differential or other allowances associated with overseas service unless otherwise stated. The term "compensation" includes payments for personal services (including fees and honoraria). It excludes earnings from sources other than the individual's professional or technical work, overhead, or other charges.

SECTION C - Description/Specifications/Work Statement

C.1 Statement of Work

NIIT's specific activities will be guided by EDC's field manager and project director. In general, NIIT will provide to EDC local programming and liaison support in three areas:

- a. Providing programming support of a total equivalent of 25 person-months of qualified C programmers, capable of independent work in building software tools.
 1. A programmer will be required to be ready to work with the EDC project field manager from February 3, 1990 - August 31, 1991, in Aurangabad. A programmer will also be required to work with EDC staff at Rajasthan Agricultural University (RAJAU) in Udaipur from June 1, 1990 - November 30, 1990.
 2. Provide technical and management support to ensure that the work of the programming staff is progressing satisfactorily, and to assist them should they encounter technical programming problems.

- b. Develop enhanced skills in the development, management, and modification of microcomputer-based interactive videodisc (MCBIVD) Level III projects.
 1. Provide two professional staff members, at the firm's expense, to participate in all MCBIVD activities that are provided to the WALMI Aurangabad and RAJAU, including:
 - a.) the 5-week training course in the U.S. from late May 14 - June 15, 1990 (approximate cost is U.S. \$9,000 per person for travel and living expenses)
 - b.) the 2-week training in Aurangabad in winter, 1990-91

These staff members should include at least one of the C programmers whom EDC hires, and can include one higher level staff person, e.g., a project manager.

- c. Provide liaison support with USAID, the Ministry of Water Resources and the Central Water Commission.
 1. Provide project management interface between EDC and USAID in New Delhi. As such, NIIT will meet bi-monthly with the USAID project officer and represent EDC's project:
 - Discuss project accomplishments and objectives
 - Communicate EDC project issues to USAID
 - Communicate USAID project issues to EDC

C.2 Reporting Requirements

NIIT will submit monthly progress reports identifying:

- Accomplishments during the month
- Objectives/activities for coming month
- Issues and/or concerns
- Expenditures and receipts

C.3 Key Personnel

- a. The key personnel which NIIT will furnish for the performance of this contract are as follows:

Ashish Basu

Roland Borges

Mahesh Ananthanarayanan

Ashish Basu is the project manager for NIIT. He is responsible for EDC's overall satisfaction with the EDC/Datamation relationship.

Roland Borges and Mahesh Ananthanarayanan will provide "systems" C programming expertise to develop 5 IVD modules.

- b. The above personnel are considered essential to the work being performed hereunder. Prior to diverting the services of these individuals to other projects or programs, NIIT will notify the EDC Contracting Officer reasonably in advance and shall submit justification (including proposed substitutions) in sufficient detail to permit evaluation of the impact on the program. No diversion will be made by NIIT without the written consent of the EDC Contracting Officer required by this clause. The list of key personnel may, with the consent of the contracting parties, be amended from time to time during the course of the contract to either add or delete personnel, as appropriate.

SECTION D - Packing and Marking.

In accordance with best commercial practices.

SECTION E - Inspection and Acceptance

In accordance with the clauses of this Subcontract entitled "Inspection of Services - Cost Reimbursement" (FAR 52.246.05) and "Limitation of Liability Services" (FAR 52.246.25) inspection and acceptance of all services and supplies required hereunder shall be made by the cognizant EDC project officer (see Section G of this Subcontract).

SECTION F - Deliveries or Performance

F.1. The effective date of this subcontract is January 29, 1990. The estimated completion date is August 31, 1991.

F.2. In the event that EDC requires the C programmer in Udaipur for additional months after the initial 6 months period, EDC will notify NIIT at least 60 days before the end of the initial 6 month period. Upon such notification, NIIT will commit said C programmer to the EDC project for the period requested by EDC.

(b')

F.3. In the event that NIIT fails to furnish the level of effort set forth herein for the specified term, then the EDC Contracting Officer may require NIIT to continue performance of the work beyond the estimated completion date until NIIT has furnished the specified level of effort or until the estimated cost of the work for such period shall have been expended.

F.4. Clause Incorporated by Reference: 52.212-13, Stop-Work Order (April 1984), Alternate 1 (April 1984)

- G.1. Prime Contract No.: 386-0484-C-00-9131-00
- G.2. Subcontract Period: January 29, 1990 to August 31, 1991
- G.3. Total Estimated Cost of Subcontract: \$54,106 (U.S.D.)
- G.4. EDC Project Officer: Janice Brodman
- G.5. EDC Contracting Officer: Philip Dwight, Treasurer (However, contact person on contractual issues is Karl H. Clauset, Jr.)
- G.6. EDC Project Office:
 55 Chapel Street
 Newton, MA. 02160
 telephone (617) 969-7100 x620
 telex 922476 EDC NEW
 telefax (617) 332-6405

SECTION H - Special Contract Requirements

H.1. Technical Directions

Performance of the work hereunder shall be subject to the technical directions of the cognizant EDC Project Officer. As used herein, "Technical Directions" are directions to NIIT which fill in details, suggest possible lines of inquiry, or otherwise complete the general scope of the work. "Technical Directions" must be within the terms of the subcontract, shall not change or modify them in any way, and shall not constitute changes within the meaning of the subcontract clause entitled "Changes-Cost Reimbursement," Alternate I - April 1984 (52.243-02). NIIT shall notify the EDC Contracting Officer in writing of any Technical Directions which it considers to constitute changes prior to performing such changes.

H.2. Relationships and Responsibilities

NIIT shall be responsible to the EDC Project Officer for performance under this subcontract.

H. 3. Submission of Completion Voucher

The clause of this subcontract entitled "Allowable Cost and Payment" (FAR 52.216.07) provides in Paragraph (h) (1) that "...the subcontractor shall submit a completion invoice or voucher, designated as such, Promptly (emphasis added) upon completion of the work...".

The term "promptly" is not defined in the clause. In order to avoid ambiguity, and to ensure expeditious closeouts of completed contracts, the term "promptly" is defined as 60 days from the actual completion date of the subcontract, unless otherwise approved in writing by the EDC Contracting Officer. NIIT shall have up to six months after completion of the subcontract effort (or longer, as the EDC Contracting Officer may approve in writing), or until a mutually acceptable final release has been signed, to submit a revised completion voucher, should circumstances warrant. Upon receipt of the final voucher, the EDC Contracting Officer shall begin actions necessary to properly close the subcontract. Processing of the final voucher for payment shall not begin until compliance by NIIT with all terms and conditions of the subcontract.

II. 4. Rights in Data (September 1986)

- (a) The term "Subject Data" as used herein includes writings, software, electronic or punchcard stored data, sound recordings, pictorial reproductions, drawings or other graphical representations, and works of any similar nature (whether or not copyrighted) which are specified to be delivered under this subcontract. The term does not include financial reports, cost analyses, and other information incidental to contract administration. The term "software" means any computer programs with supporting documentation and specifications necessary to produce desired outputs except that this term excludes programs supplied by the hardware manufacturer.
- (b) All Subject Data first produced in the performance of this subcontract shall be the sole property of the U.S. Government. NIIT agrees not to assert any rights at common law or equity and not to establish any claim to statutory copyright in such Data. Datamation shall not publish or reproduce such Data in whole or in part or in any manner or form, nor authorize others to do so, without the written consent of EDC until such time as EDC may have released such Data to the public.
- (c) NIIT agrees to grant and does hereby grant to EDC and to its officers, agents and employees acting within the scope of their official duties, a royalty-free, nonexclusive, and irrevocable license throughout the world to publish, translate, reproduce, deliver, perform, use, and dispose of, in any manner, any and all Data NOT first produced in the performance of this subcontract but which is incorporated in the work furnished under this subcontract; however the license does not include the right to authorize others to do so.
- (d) NIIT shall identify and save and hold harmless EDC, its officers, agents and employees acting within the scope of their official duties against any liability including costs and expenses: (i) for violation of proprietary rights, copyright or right of privacy, arising out of the publication, translation, reproduction, delivery, performance, use or disposition of any Data furnished under this subcontract; or (ii) based upon any libelous or other unlawful matter contained in such Data.

- (e) Nothing contained in this clause shall imply a license to EDC under any patent or be construed as affecting the scope of any license or other right otherwise granted to EDC under any patent.
- (f) Paragraphs (c) and (d) of this section are not applicable to material furnished to NIIT by the U.S. Government and incorporated in the work furnished under the subcontract; provided such incorporated material is identified by NIIT at the time of delivery of such work.
- (g) NIIT shall secure from all personnel engaged in the performance of this subcontract commitments adequate to assure that EDC will be able to discharge its obligations under this "Rights in Data" clause.

H.5. Title and Possession of Furniture and Equipment

Goods purchased with project funds for use on AID-financed projects by host country project authorities will be titled and consigned as specified by GOI project authorities in the purchase request.

H.6. AID Approval of Subcontractor Staff

All individuals named for assignment under this subcontract, including U.S. citizens, cooperating country citizens and citizens of any other country, are subject to the approval of both USAID/India and the Government of India.

H.7. Termination

This agreement may be terminated by either party with thirty days' written notice.

H.8. Applicable Laws

This agreement shall be governed by the laws of the Commonwealth of Massachusetts.

SECTION I - Contract Clauses**Clauses Incorporated by Reference**

This contract incorporates by reference the following clauses identified by a check mark, with the same force and effect as if they were given in full text. Upon request, the EDC Contracting Officer will make their full text available.

I.1. Federal Acquisition Regulation (48 CFR CHAPTER 1) Clauses

- 52.202-01 Definitions (April 1984)
- 52.203-01 Officials Not to Benefit (April 1984)
- 52.203-03 Gratuities (April 1984)
- 52.203-05 Covenant Against Contingent Fees (April 1984)
- 52.203-07 Anti-Kickback procedures (October 1988)
- 52.204-02 Security Requirements (April 1984)
- 52.215-01 Examination of Records by Comptroller General (April 1984)
- 52.215-02 Audit-Negotiation (April 1988)
- 52.215-22 Price Reduction for Defective Cost or Pricing Data (April 1988)
- 52.215-24 Subcontractor Cost or Pricing Data (April 1985)
- 52.215-30 Facilities Capital Cost of Money (September 1987)
- 52.215-31 Waiver of Facilities Capital Cost of Money (Sept. 1987)
- 52.215-33 Order of Precedence (January 1986)
- 52.216-07 Allowable Cost and Payment (April 1984)
- 52.219-08 Utilization of Small Business Concerns and Small Disadvantaged Business Concerns (June 1985)
- 52.219-09 Small Business and Small Disadvantaged Business Subcontracting Plan (April 1984)
- 52.219-13 Utilization of Women-Owned Small Businesses (Aug. 1986)
- 52.220-01 Preference for Labor Surplus Area Concerns (April 1984)
- 52.220-03 Utilization of Labor Surplus Area Concerns (April 1984)
- 52.220-04 Labor Surplus Area Subcontracting Program (April 1984)
- 52.222-03 Convict Labor (April 1984)
- 52.222.26 Equal Opportunity (April 1984)
- 52.222.28 Equal Opportunity Preaward Clearance of Subcontract (April 1984)
- 52.222-29 Notification of Visa Denial (April 1984)
- 52.222-35 Affirmative Action for Special Disabled and Vietnam Era Veterans (April 1984)
- 52.222-36 Affirmative Action for Handicapped Workers (April 1984)
- 52.223-02 Clean Air and Water (April 1984) (if subcontract exceeds \$100,000)
- 52.223-06 Drug-Free Workplace (March 1989)
- 52.225-11 Certain Communist Areas (April 1984)
- 52.227.01 Authorization and Consent (April 1984)
- 52.227.02 Notice & Assistance Regarding Patent and Copyright Infringement (April 1984)
- 52.227-12 Patent Rights - Retention by the Contractor (Long Form), (April 1984)

- [x] 52.227.14 Rights in Data - General (June 1987)
- [x] 52.227-19 Commercial Computer Software - Restricted Rights (June 1987)
- [] 52.228.04 Workers' Compensation and War Hazard Insurance Overseas (April 1984)
- [x] 52.228-07 Insurance-Liability to Third Persons (April 1984)
- [x] 52.229-08 Taxes-Foreign Cost-Reimbursement Contracts (April 1984)
- [x] 52.230-03 Cost Accounting Standards (September 1987)
- [x] 52.230-04 Administration of Cost Accounting Standards (Sept.1987)
- [x] 52.230-05 Disclosure and Consistency of Cost Accounting Practices (September 1987)
- [] 52.232-17 Interest (April 1984)
- [x] 52.232-20 Limitation of Cost (April 1984)
- [x] 52.232-22 Limitation of Funds (April 1984)
- [x] 52.232-23 Assignment of Claims (January 1986)
- [] 52.233-01 Disputes (April 1984)
- [] 52.233-03 Protest After Award (June 1985)
- [x] 52.243-02 Changes-Cost Reimbursement (August 1987)
- [] 52.244-05 Competition in Subcontracting (April 1984)
- [x] 52.245-05 Government Property (Cost Reimbursement, Time and Material, or Labor-Hour Contract (January 1986)
- [x] 52.246-05 Inspection of Services-Cost Reimbursement (April 1984)
- [x] 52.246-25 Limitation of Liability-Services (April 1984)
- [x] 52.247-01 Commercial Bill of Lading Notations (April 1984)
- [x] 52.247-63 Preference for U.S.-Flag Air Carriers (April 1984)
- [x] 52.247-64 Preference for Privately Owned U.S. Flag Commercial Vessels (April 1984)
- [x] 52.249-06 Termination (Cost-Reimbursement) (May 1986)
- [x] 52.249-14 Excusable Delays (April 1984)
- [x] 52.251-01 Governmental Supply Sources (June 1988)

I.2. Agency for International Development
(48 Chapter 7) Clauses

- [x] 752.202-70 AID Definitions Clause - General Supplement for Use in All AID Contracts (April 1984)
- [x] 752.202-72 AID Definitions Clause - Supplement for AID Contracts Involving Performance Overseas (April 1984)
- [] 752.228-70 Insurance: Worker's Compensation, Private Automobiles,
- [] 752.232-70 Letter of Credit Advance Payment (August 1984)
- [x] 752.245-70 Government Property: AID Reporting Requirements (January 1986)
- [x] 752.245-71 Title to and Care of Property (April 1984)
- [x] 752.7001 Biographical Data (April 1984)
- [x] 752.7002-70 Travel Expenses and Transportation and Storage Expenses (August 1986)
- [x] 752.7003-70 Interest on Overdue Payments/Payment Due Dates (Apr. 1984)
- [x] 752.7003-71 Documentation for Payment (April 1984)
- [x] 752.7004 Source and Nationality Requirements for Procurement of Goods and Services (May 1986)
- [x] 752.7005 Language, Weights and Measures (April 1984)

<input checked="" type="checkbox"/>	752.7006	Notices (April 1984)
<input checked="" type="checkbox"/>	752.7007	Personnel Compensation (August 1984)
<input checked="" type="checkbox"/>	752.7008	Use of Government Facilities or Personnel (April 1984)
<input checked="" type="checkbox"/>	752.7009	Marking (April 1984)
<input checked="" type="checkbox"/>	752.7010	Conversion of U.S. Dollars to Local Currency (April 1984)
<input checked="" type="checkbox"/>	752.7011	Orientation and Language Training (April 1984)
<input checked="" type="checkbox"/>	752.7013-70	Contractor-Mission Relationships (April 1984)
<input checked="" type="checkbox"/>	752.7014	Notice of Changes in Travel Regulation (April 1984)
<input checked="" type="checkbox"/>	752.7015	Use of Pouch Facilities (April 1984)
<input checked="" type="checkbox"/>	752.7017	Local Cost Financing with U.S. Dollars (April 1984)
<input type="checkbox"/>	752-7018	Health and Accident Coverage for AID Participant Trainees
<input type="checkbox"/>	752.7019	Participant Training
<input checked="" type="checkbox"/>	752.7020	Organizational Conflicts of Interest (March 1985)
<input checked="" type="checkbox"/>	752.7025	Approvals (April 1984)
<input checked="" type="checkbox"/>	752.7026-70	Reports (April 1984)
<input checked="" type="checkbox"/>	752.7027-71	Personnel (April 1984)
<input checked="" type="checkbox"/>	752.7028	Differentials and Allowances (March 1986)
<input type="checkbox"/>	752.7029	Post Privileges (April 1984)
<input type="checkbox"/>	752.7031-70	Leave and Holidays (April 1984)
<input type="checkbox"/>	752.7031-72	Leave and Holidays (April 1984)

I.3. Alterations in Contract (April 1984)

Portions of this contract are altered as follows:

[x] 52.204-02 Security Requirements (April 1984).
Paragraph (a) of the clause is revised as follows:

"(a) This clause applies to the extent that this contract involves access to classified ('Confidential,' 'Secret,' or 'Top Secret'), or administratively controlled ('Limited Official Use') information."

[x] 52 . 216-07 Allowable Cost and Payment (April 1984)
Delete the reference to "Subpart 31. 2" and insert in lieu thereof "Subpart 31. 7" .

IN WITNESS WHEREOF, the parties hereto have executed this Subcontract on the day and year last specified below:

For the Contractor:
Education Development Center, Inc.

For NIIT:

BY: _____

BY: _____

NAME: Philip Dwight

NAME: _____

TITLE: Vice President and Treasurer

TITLE: _____

DATE: _____

DATE: _____

PART II - OTHER ATTACHMENTS

NIIT "C" PROGRAMMER SUBCONTRACT BUDGET

	2/90-9/90 YEAR 1		10/90-8/91 YEAR 2		PROJECT TOTAL		
	UNIT COST	#UNITS	TOTAL	#UNITS	TOTAL	#UNITS	TOTAL
PERSONNEL							
Programmer Manager	1,800	2	3,600	3	5,670	5	9,270
Programmer Aurangabad	1,500	8	12,000	11	17,325	19	29,325
Programmer Udaipur	1,500	4	6,000	2	3,150	6	9,150
Fringe @ 12.5%			2,250		2,559		4,809
Subtotal			23,850		28,704		52,554
TRAVEL EXPENSES							
Airfare in India (Udaipur-Delhi)	94	1	94	0	0	1	94
Airfare in India (Aur-Delhi)	188	2	375	1	197	3	572
Per Diem-Delhi	44	15	656	5	230	20	886
Subtotal			1,125		427		1,552
TOTAL SUBCONTRACT COSTS			24,975		29,131		54,106

Note: "Year 1" and "Year 2" conform to the format of the EDC budget with USAID.