

# Commercial Price List

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**INTREPED**  
PARTNERS

INTEGRITY. EXCELLENCE. EXPERIENCE.

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<https://intrepidpartners.com>

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# Commercial Price List

*We want to partner with you to solve your most challenging issues.*

Intrepid Partners, LLC, focuses on enhancing U.S. and global resiliency. Since 2014, we have worked with U.S. and international government agencies across all levels to protect mission-critical operations from physical, operational, and cyber threats. Our team assesses risks, determines operational requirements, identifies gaps and target capabilities, and integrates efforts of multiple organizations to implement sustainable solutions. And when disaster strikes or challenges arise, we respond alongside our customers to ensure effective recovery.

Global Systems Engineering, an Intrepid Partners Company, is proud to contribute to the economic revitalization of underserved communities as a certified Historically Underutilized Business Zone (HUBZone) small business. The HUBZone program, led by the U.S. Small Business Administration, supports businesses operating in areas with low income or high unemployment—areas where opportunity and investment can make the biggest difference.

## SERVICES OFFERED

Management Consulting	Technology Consulting
<ul style="list-style-type: none"> <li>• Program and Project Management</li> <li>• Strategic, Operational, and Tactical Policy Development</li> <li>• Strategic Communications and Stakeholder Engagement</li> <li>• Emergency Preparedness Planning, Training, Exercises, and Continuous Improvement</li> <li>• Response and Recovery Operations</li> <li>• Logistics Planning and Implementation</li> <li>• Operational Assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Cyber Policy, Assessment, and Response</li> <li>• Control Systems Assessment, Design, and Maintenance</li> <li>• Technology Demonstration Planning, Assessment, Execution, and Reporting</li> <li>• End User Engagement and Feedback Assessment</li> <li>• Knowledge Management</li> <li>• Data Analysis, Visualization, and Reporting</li> </ul>

## COMMERCIAL RATES

Intrepid’s experienced leadership team has broad expertise across defense, energy, environmental, health, and law enforcement sectors, supported by a team of cross-cutting personnel with diverse scientific, engineering, public health, operational, policy, and program management backgrounds—many holding advanced degrees—who can bridge the gap between functional and program mission areas.

We assemble multidisciplinary teams made up of program managers, consultants, scientists, engineers, analysts, trainers, and support staff based on customer requirements. We deliver services through retainer agreements and fixed price, time-and-materials, and cost-reimbursable contracts tailored to the nature of the project. Staff qualifications and hourly labor rates are detailed below.

**Note:** Typical Education and Experience represent minimum requirements. Staff who exceed these education and experience requirements may be aligned to the labor categories at Intrepid Partners, LLC’s discretion.

## PROGRAM MANAGEMENT

Program management staff are responsible for managing the implementation of projects or programs. Duties typically include the following, with progressive levels of responsibility based on education and experience:

- / Plan, coordinate, and manage the actions taken by an organization to acquire and execute a specific piece of business, either competitively or non-competitively.
- / Integrate all functions and activities necessary to perform the project/program to meet the client or customer requirements.
- / Plan and implement actions by the program/project team to define and implement technical baseline and meet quality requirements for project/program products and services.
- / Direct project/program team personnel, manage cost and schedule, ensure contract compliance, and serve as project/program interface.
- / Responsible for planning, organizing, directing, executing, monitoring, and controlling major aspects of the project/program, including technology, schedule, cost, contract, and customer satisfaction.
- / Interface with project managers, task and functional leaders, subcontractors, support personnel, and other stakeholders.

More senior personnel are responsible for managing moderate- to high-risk projects/programs (composed of either a single project or a coordinated effort of multiple related projects with a

common technical or customer objective). More junior personnel may perform these duties for smaller or lower risk efforts and/or under the direction of more senior staff.

Job/Role Title	Typical Experience Level	Hourly Rate
Senior Executive	Not specified	\$ 367.00
Program Executive	Master's degree plus 15 years of experience	\$ 265.00
Program Director	Bachelor's degree plus 15 years of experience	\$ 245.00
Senior Program Manager	Bachelor's degree plus 10 years of experience	\$ 225.00
Program Manager	Bachelor's degree plus 5 years of experience	\$ 175.00
Project Manager	Bachelor's degree plus 3 years of experience	\$ 150.00
Project Coordinator	Bachelor's degree	\$ 95.00

## CONSULTING

### Consultants

Consultants are experts in single or multiple technical disciplines providing expert knowledge and insight into specific areas of science and technology. Duties typically include the following, with progressive levels of responsibility based on education and experience:

- / Guide the development and application of this knowledge to the project.
- / Independently perform a variety of system design and integration tasks where subject matter expertise is required.
- / Supervise and guide a broad team of technical staff/engineers. Plans and performs required research, design evaluation, technical development, system integration planning and other tasks in specific technical areas.
- / Responsible for highly complex technical/engineering tasks. Coordinates and guides the activities of technical staff assigned to specific tasks.

Job/Role Title	Typical Experience Level	Hourly Rate
Principal Consultant	Master's degree plus 10 years of experience	\$ 240.00
Master Consultant	Master's degree plus 5 years of experience	\$ 215.00
Senior Consultant	Bachelor's degree plus 12 years of experience	\$ 179.00
Consultant	Bachelor's degree plus 8 years of experience	\$ 152.00
Jr. Consultant	Bachelor's degree plus 3 years of experience	\$ 129.00

## Policy and Regulatory Analysts

Policy Analysts monitor and analyze proposed initiatives, legislation, emerging issues, and trends and prepare reports and informational documents to inform and support business and government leaders. They typically perform the following duties at increasing levels of responsibility:

- / Analyzes initiatives and assists in formulating programs, policy, and/or regulations.
- / Provides mission support for research and evaluation activities, which may include data collection and analysis, reporting/publication, and general scientific and analytical duties.
- / Provides expert analysis for programs, projects, policies, and regulations.
- / Assesses social, economic, and other impacts.
- / Originates and applies new and/or unique methods, approaches, and procedures to client issues.
- / Supplies technical advice and counsel to other professionals.
- / Manages stakeholder engagement and consultative process.
- / Prepares written reports, analyses, briefings, and memoranda.

Job/Role Title	Typical Experience Level	Hourly Rate
Senior Policy Analyst	Bachelor's degree plus 8 years of experience	\$ 192.00
Policy Analyst	Bachelor's degree plus 5 years of experience	\$ 143.00
Jr. Policy Analyst	Bachelor's degree plus 2 years of experience	\$ 118.00

## RESEARCH AND SCIENTIFIC SUPPORT

Principal Investigators are responsible for the design, conduct, data analyses and reports of findings for research studies. They are expected to be directly involved in each phase of the research as opposed to only monitoring the efforts of others. Duties typically include:

- / Serve as senior lead advisor/analyst to customer's executive management team in a variety of capacities.
- / Direct completion of tasks within estimated timeframes and budget constraints.
- / Schedule and assign duties to subordinates and subcontractors and ensure assignments are completed as directed.
- / Enforce work standards and review/resolve work discrepancies to ensure compliance with contract requirements.
- / Interface with internal and Customer management personnel.

- / Report to internal and Customer management.

Scientists are program/project experts recognized as a critical resource, having established a reputation for technical excellence to the external community, or possess unique credentials in an esoteric field that are not readily accessible nationally. Scientists work in a consultation role. Duties typically include the following, with progressive levels of responsibility based on education and experience:

- / Act as an advisor providing support to complex and critical efforts that require scarce and highly specific investigative or leadership capability; work independently with little or no supervision to support the development and implementation of partner country research programs focusing on increased knowledge related to pathogens of security concern and/or the implementation of stakeholder agendas, and responsible for identifying additional engagement opportunities.
- / Maintain currency in emerging technologies, research trends, and leading-edge technology uses and modifications.
- / Must understand underlying business, management, scientific, technical, programmatic, operational, and policy issues, and to provide expert analysis, assessment, and recommended courses of action for major programs/projects.
- / Develop novel, multidisciplinary approaches to complex and difficult problems and may analyze and evaluate the work of others, applying broad understanding of the state of the practice.

Scientists may be required to live and work in partner countries for up to 12 months per year, with periodic short visits to collaborating institutions.

All services related to clinical medicine are advisory in nature and do not include the practice of medicine, consultation with individual patients or specific recommendations on clinical management.

Job/Role Title	Typical Experience Level	Hourly Rate
Principal Investigator	Master's degree plus 15 years of experience	\$ 240.00
Expert Clinician-Scientist	M.D., D.O., or Ph.D. plus 10 years of experience	\$ 402.00
Principal Scientist	Advanced degree plus 10 years of experience	\$ 289.00
Master Scientist	Master's degree plus 15 years of experience	\$ 215.00
Senior Scientist	Master's degree plus 8 years of experience	\$ 183.00
Scientist	Master's degree plus 3 years of experience	\$ 157.00
Associate Scientist	Master's degree	\$ 135.00

## ENGINEERING

### Engineers

Engineers assist in defining and executing engineering activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, engineering, and development and staffing of an engineering management plan. Duties typically include the following, with progressive levels of responsibility based on education and experience:

- / Perform engineering planning, performance management, capacity planning, testing and validation, benchmarking.
- / Development and staffing of an engineering management plan. Supports project engineers, as required.
- / Analyze and develop technical documentation detailing the integration and system performance.

Senior engineers and above may serve as sole system engineer on a small project of moderate complexity, or as a member of a team supporting a larger or more complex project.

Job/Role Title	Typical Experience Level	Hourly Rate
Principal Engineer	Master's degree plus 15 years of experience	\$ 215.00
Master Engineer	Bachelor's degree plus 12 years of experience	\$ 193.00
Senior Engineer	Bachelor's degree plus 8 years of experience	\$ 174.00
Staff Engineer	Bachelor's degree plus 3 years of experience	\$ 147.00
Jr. Engineer	Bachelor's degree	\$ 112.00

### Control Systems Specialists

Control Systems Specialists assess and secure Industrial Control Systems (ICS) and Operational Technology (OT) equipment and environments to analyze inefficiencies and vulnerabilities and implement protective measures. Duties typically include the following, with progressive levels of responsibility based on education and experience:

- / Design, install, optimize, and adapt electronic control systems and instruments to automate and monitor industrial processes.
- / Develop technical designs, process diagrams, SCADA block diagrams, and control schematics to implement automation controls.
- / Configure systems using Programmable Logic Controllers (PLC) and HMI techniques.

- / Model, test, and measure output and data to analyze performance or quality issues and develop solutions.
- / Perform predictive, preventive, and corrective maintenance of computer-based process control, SCADA, and PLC, using a variety of diagnostic tools, historical data, blueprints, factory specifications, etc.

Personnel must have demonstrated knowledge and experience applying Information Technology (IT) and OT security strategies such as the application of the National Institute of Standards and Technology (NIST) security controls, exploitation techniques and methods, continuous monitoring, and ICS acquisition life cycle as outlined in the NIST Special Publication (SP) 800-82 (Current version).

Job/Role Title	Typical Experience Level	Hourly Rate
Principal Control Systems Engineer	Bachelor's degree plus 10 years of experience	\$ 262.00
Senior Control Systems Engineer	Bachelor's degree plus 7 years of experience	\$ 219.00
Control Systems Engineer	Bachelor's degree plus 4 years of experience	\$ 184.00
Senior Control Systems Technician	Associate's degree plus 5 years of experience	\$ 154.00
Control Systems Technician	Associate's degree plus 3 years of experience	\$ 136.00

## Technicians

Technicians perform installation, repairs, troubleshooting, calibration, and documentation on a wide variety of industrial and scientific instrumentation and automation equipment. They may also assist scientists and engineers with design, analysis, manufacture, testing, and maintenance tasks and support activities such as data collection, data analysis, data entry, and field observations. More senior technicians may serve as the lead technician/installation manager or a subject matter expert.

Job/Role Title	Typical Experience Level	Hourly Rate
Principal Technician	Associate's degree or advanced certification plus 10 years of experience	\$ 216.00
Master Technician	Associate's degree or advanced certification plus 7 years of experience	\$ 163.00
Senior Technician	High school, trade school, or vocational program plus 5 years of experience or specialized training	\$ 122.00
Technician	High school, trade school, or vocational program plus 3 years of experience	\$ 99.00

Job/Role Title	Typical Experience Level	Hourly Rate
Junior Technician	High school, trade school, or vocational program	\$ 74.00

## SAFETY, SECURITY, AND EMERGENCY MANAGEMENT

### Environmental, Safety, & Health Professionals

Environmental, safety, and health (ESH) professionals are responsible for protecting personnel from workplace hazards. Duties include:

- / Conduct regular inspections and audits to identify hazardous conditions and/or compliance with environmental regulations and implement processes and policies to reduce health risks and ensure worker health and safety.
- / Evaluate projects to identify potential risks or hazards and recommend protective actions, equipment, or controls.
- / Take samples and measurements to evaluate conditions and coordinate the removal of hazardous materials, equipment, or conditions.
- / Advise on methods and procedures to reduce occupational health risks.
- / Train and educate workers and others about safety policies, programs, and regulatory requirements to ensure awareness of environmental hazards, environmental compliance, handling of hazardous materials, and workplace safety.
- / Investigate accidents and worker concerns to identify root causes and recommend processes and controls to correct issues and prevent recurrence.

Senior professionals typically possess specialized knowledge and certifications such as (not limited to) Certified Safety Professional (CSP), Certified Industrial Hygienist (CIH), Certified Hazardous Materials Manager (CHMM). They may be responsible for researching new technologies, methods, and changing industry standards to promote best safety practices and minimize employee exposure to risks and hazards and developing safety programs to identify and mitigate environmental hazards that impact employees and ensure compliance with safety guidelines and regulations.

Job/Role Title	Typical Experience Level	Hourly Rate
Principal Environmental, Safety, & Health Specialist	Bachelor's degree plus 10 years of experience	\$ 301.00
Master Environmental, Safety, & Health Specialist	Bachelor's degree plus 10 years of experience	\$ 229.00
Senior Environmental, Safety, & Health Specialist	Bachelor's degree plus 7 years of experience	\$ 185.00

Job/Role Title	Typical Experience Level	Hourly Rate
Environmental, Safety, & Health Specialist	Bachelor's degree plus 2 years of experience	\$ 128.00
Hazard Prevention Technician	High school plus 3 years of experience	\$ 103.00

## Emergency Management Specialists

Emergency Management Specialists assist clients to prevent, prepare, mitigate, respond to, and recover from natural and human-caused emergencies and disasters and to maintain continuity of operations. Duties are varied and may include the following at increasing levels of responsibility:

- / Support emergency operations centers (EOCs), watch floors, or fusion centers as watch officer, or shift lead
- / Monitor multiple information sources, maintain situational awareness, and develop and distribute situation reports (SITREPs)
- / Log, track, and escalate incidents and support alerting, notification, and reporting requirements
- / Coordinate incident notifications, resource requests, and taskings across agencies
- / Develop emergency operations plans, Concept of Operations (CONOPS) documents, SOPs, and continuity plans
- / Design, facilitate, and evaluate training, workshops, and HSEEP-compliant exercises
- / Provide technical assistance and strategic consultation for preparedness, response, and recovery operations
- / Provide consultation on policy, doctrine, and program implementation
- / Coordinate across federal, state, tribal, territorial, and local partners

Emergency Management Specialists possess training in the Incident Command System/National Information Management System (ICS/NIMS), National Response Framework (NRF), National Disaster Recovery Framework (NDRF), and related doctrine. Many are trained in the Homeland Security Exercise and Evaluation Program and have advanced ICS/NIMS certifications.

Job/Role Title	Typical Experience Level	Hourly Rate
Principal Emergency Management Specialist	Bachelor's degree plus 15 years of experience	\$ 294.00
Master Emergency Management Specialist	Bachelor's degree plus 10 years of experience	\$ 242.00

Job/Role Title	Typical Experience Level	Hourly Rate
Senior Emergency Management Specialist	Bachelor's degree plus 7 years of experience	\$ 161.00
Emergency Management Specialist	Bachelor's degree plus 2 years of experience	\$ 118.00
Jr. Emergency Management Specialist	High school plus 3 years of experience	\$ 104.00

## TECHNICAL ANALYSIS

Technical analysts provide and/or oversee statistical analysis programming and systems support in the following areas: sampling, database management, and data analysis. Duties typically include the following, with progressive levels of responsibility based on education and experience:

- / Assist in the interpretation of data and documents the survey findings and results.
- / Provide budget analysis, labor planning, and coordination of activities between customer and company personnel.
- / Monitor project completion from initiation through delivery to meet revenue and cost projections.
- / Oversee the performance of product testing and customer acceptance of systems or system integration projects or engagements.
- / Typically, utilize technical skills more than management skills.
- / Serve as mediator to internal issues and conflicting priorities for members of cross-functional teams focused on the delivery of new or existing products to the customer.
- / Select, develop, and evaluate personnel to ensure the efficient operation of the function.

Principal technical analysts may also:

- / Develop and administer security programs and procedures for classified or proprietary materials, documents, and equipment.
- / Study and implement federal security regulations that apply to company operations.
- / Obtain rulings, interpretations, and acceptable deviations for compliance with regulations from government agencies.
- / Prepare manuals outlining regulations, and establish procedures for handling, storing, and keeping records, and for granting personnel and visitors access to restricted records and materials.

- / Conduct security education classes and security audits. Investigate security violations and prepare reports specifying preventive action to be taken.

Disciplines include but are not limited to organizational management, public health science, environmental science, disaster preparedness, computer modeling and simulation, optics, hydrology, blast and explosives, information systems, logistics, nuclear weapons effects, pulsed power, computer science, wargaming.

Job/Role Title	Typical Experience Level	Hourly Rate
Principal Technical Analyst	Master's degree plus 10 years of experience	\$ 213.00
Master Technical Analyst	Bachelor's degree plus 15 years of experience	\$ 157.00
Senior Technical Analyst	Bachelor's degree plus 9 years of experience	\$ 141.00
Technical Analyst	Bachelor's degree plus 6 years of experience	\$ 115.00
Jr. Technical Analyst	Bachelor's degree	\$ 77.00

## PROJECT ANALYSIS

Project analysts apply experience in the development and implementation of criteria for the collection, compilation and recording of data that allows verification and replication of outcomes through experimentation to solve engineering requirements relating to professional services such as but not limited to engineering, logistics, consulting, facilitation, information technology and training. Duties typically include the following, with progressive levels of responsibility based on education and experience:

- / Determine program objectives and requirements and develop standards and guides.
- / Guide the successful completion of major programs and may function in a project leadership role.
- / Develop procedures and protocols for conducting analyses. Demonstrate a thorough knowledge of analysis principles, theories, and techniques to solve specific problems and formulate solutions.
- / Evaluate complex data and prepare reports of results.

Senior project analysts and above may also:

- / Manage project operations and ensure production schedules are met.
- / Ensure system resources are used effectively.
- / Coordinate the resolution of production-related problems.
- / Ensure proper relationships are established between customers, teaming partners, and vendors to facilitate the delivery of information technology services.

- / Provide users with computer output.
- / Supervise staff operations.

When appropriate, Intrepid also utilizes interns to support more experienced analysts, scientists, engineers, and consultants in performing assignments, research, and report development. Intern roles are reserved for students or recent graduates pursuing careers in fields relevant to their assignments.

Job/Role Title	Typical Experience Level	Hourly Rate
Principal Project Analyst	Master's degree plus 10 years of experience	\$ 185.00
Master Project Analyst	Master's degree plus 5 years of experience	\$ 167.00
Senior Project Analyst	Bachelor's degree plus 10 years of experience	\$ 145.00
Project Analyst	Bachelor's degree plus 5 years of experience	\$ 128.00
Jr. Project Analyst	Bachelor's degree plus 2 years of experience	\$ 97.00
Intern	High school diploma; pursuing advanced education	\$ 65.00

## TRAINING

Training personnel develop plans for the long-term development of each competency needed by the organization, defining organizational standards for the quality of training and development activities required to sustain and/or redirect the organization's competencies, mapping organizational competencies to constituent individual competencies and defining processes for developing and maintaining individual development plans. Duties typically include the following, with progressive levels of responsibility based on education and experience:

- / Conduct the research necessary to develop and revise training courses.
- / Develop and revise these courses and prepare appropriate training catalogs.
- / Prepare instructor materials (course outline, background material, and training aids).
- / Prepare student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms).
- / Conduct formal classroom courses, workshops, and seminars.

Disciplines include but are not limited to organizational management, public health science, environmental science, disaster preparedness, computer modeling and simulation, optics, hydrology, blast and explosives, information systems, logistics, nuclear weapons effects, pulsed power, computer science, wargaming.

Job/Role Title	Typical Experience Level	Hourly Rate
Principal Training Specialist	Master's degree plus 15 years of experience	\$ 173.00
Master Training Specialist	Bachelor's degree plus 15 years of experience	\$ 147.00
Senior Training Specialist	Bachelor's degree plus 8 years of experience	\$ 120.00
Training Specialist	Bachelor's degree plus 5 years of experience	\$ 107.00
Training Associate	Bachelor's degree	\$ 77.00

## PROGRAM SUPPORT

Program support specialists perform activities relating to program administration, scheduling, contracts, and pricing. They apply general knowledge of industry practices, techniques, standards and contribute to the development of new concepts, techniques, and standards supporting professional services such as, but not limited to, engineering, logistics, consulting, facilitation, and training, at levels of progressive responsibility based on their education and experience. This includes creating and identifying solutions to complex problems and ensuring that solutions are consistent with program objectives.

Technical writers and editors are responsible for editing, proofreading, and providing writing support on non-technical and/or technical documents or sections of documents prepared by writers such as manuals, procedures, and specifications. Duties may include ensuring documents meet editorial and government specifications and adhering to standards for quality, graphics, coverage, format, and style. Problems are complex and typically impact multiple areas or disciplines. The technical writer/editor may also provide measurable input to new solutions, processes, or standards to achieve functional/project objectives. This requires an ability to communicate with executive leadership regarding matters of significant importance to the organization/project and the ability to convince others to accept area's view/current practices and agree/accept new concepts, practices, and approaches.

Job/Role Title	Typical Experience Level	Hourly Rate
Senior Contributor	Bachelor's degree plus 6 years of experience	\$ 122.00
Contributor	Bachelor's degree plus 5 years of experience	\$ 106.00
Associate	Bachelor's degree plus 3 years of experience	\$ 95.00
Jr. Associate	High school diploma plus 3 years of experience	\$ 63.00
Technical Writer/Editor	Bachelor's degree plus 2 years of experience	\$ 94.00

## EDUCATION AND EXPERIENCE EQUIVALENCIES

Experience exceeding the minimum shown may be substituted for education. Likewise, education exceeding the minimum shown may be substituted for experience.

Education Level	Acceptable Substitutions
Associate's degree	<ul style="list-style-type: none"> <li>• 2 years of relevant experience</li> </ul>
Bachelor's degree	<ul style="list-style-type: none"> <li>• Associate's degree + 2 years of relevant experience</li> <li>• 4 years of relevant experience</li> </ul>
Master's degree	<ul style="list-style-type: none"> <li>• Bachelor's degree plus 2 years of relevant experience</li> <li>• Associate's degree + 4 years of relevant experience</li> <li>• 6 years of relevant experience</li> </ul>
Doctoral degree (M.D., D.O., or Ph.D.)	<ul style="list-style-type: none"> <li>• Master's degree + 2 years of relevant experience</li> <li>• Bachelor's degree + 4 years of relevant experience</li> <li>• Associate's degree + 6 years of relevant experience</li> <li>• 8 years of relevant experience</li> </ul>
<p><i>Note: This is a general guideline and the substitution of experience for degrees may not be acceptable in all circumstances.</i></p>	

## HOW TO ENGAGE INTREPED

We are eager to learn how we can help you solve your most challenging issues in preparedness, response, risk mitigation, and corporate resilience.

To begin the discussion, reach out to:

**Andy Weis**

Chief Executive Officer

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*“Begin with the end in mind.”*

*– Leonardo da Vinci*

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