

## 1. UltiSat, Inc. Government Small Business Subcontracting Plan

### INTRODUCTION AND BACKGROUND:

To support the social and economic benefits derived from the use of small business concerns, UltiSat, Inc. (UltiSat) has developed a Commercial Small Business Subcontracting Plan ("Commercial Plan"). The participation includes small business (SB), Veteran-owned small businesses (VOSB), service-disabled Veteran-owned small businesses (SDVOSB), historically underutilized business zones (HUBZone), small disadvantaged businesses including Alaskan Native corporations and Indian Tribes (SDB) and woman-owned small businesses (WOSB). UltiSat will ensure that a good faith effort is made to achieve all government's stated small business subcontracting goals.

UltiSat is headquartered in Gaithersburg, Maryland and is a recognized leader in secure, reliable end-to-end managed network services that enable broadband networking, enterprise data, digital telephony and video-on-demand anywhere in the world.

UltiSat was formed in 2003 as a small business, to provide satellite communication solutions which address the needs of both U.S. Government and Non-Governmental Organizations (NGOs) under NAICS code 517410 Satellite Telecommunications until 2013 when its three-year average revenue first exceeded \$32.5 million. Therefore, UltiSat understands from experience the importance of the commitment as a large business to contract with small businesses and we are also committed to developing small business opportunities as a matter of policy and principle.

In November 2017, UltiSat was recently acquired by Speedcast, Inc. Speedcast International Limited (ASX: SDA) is the world's most trusted provider of highly reliable, fully managed, remote communication and IT solutions. UltiSat has an extensive worldwide footprint of local support, infrastructure and coverage to design, integrate, secure and optimize networks tailored to customer needs. As a Speedcast subsidiary, UltiSat is a large business under NAICS 517410, Satellite Communications (which is our Primary NAICS Code), but still qualifies as a small business under the employee-based NAICS codes of 1,500 employees or less. For a full list of our NAICS, please go to [www.sam.gov](http://www.sam.gov).

UltiSat provides commercial products and services to the Government, non-Governmental organizations (NGO's) and humanitarian, enterprises, airborne intelligence and reconnaissance, and maritime markets. UltiSat's Commercial Plan submission complies with FAR 19.704(d).

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UltiSat has developed and is implementing a corporate Policy on Supplier Diversity that defines the UltiSat Supplier Diversity Program. The Supplier Diversity Policy focuses on procuring goods and services from under-represented groups including SB, VOSB,

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SDVOSB, HUBZone, SDB and WOSB.

UltiSat's actively engages small businesses to provide products and services under prime contracts when the products or services offer value-added capabilities. UltiSat pledges to continue to provide opportunities for small businesses through mentor- protégé programs, teaming agreements and subcontracted work.

UltiSat's current corporate commitment includes:

- Implementation of a Small Business Subcontracting Awareness Program that includes training on the importance to teaming and subcontracting to small businesses for all Business Development, Contracts, Procurement and Program Management staff
- Actively seeking and partnering with small businesses that can supply products and services to UltiSat
- Identifying, qualifying and mentoring small businesses
- Executing company programs such as the Supplier Diversity Program to award contracts and subcontracts to small businesses
- Attending business workshops, seminars, and trade fairs to identify and qualify small businesses for partnership opportunities
- Actively marketing and publicizing teaming and subcontracting opportunities to maximize small business participation

As part of the corporate commitment to meeting the small business subcontracting goals, UltiSat has developed a Small Business Subcontracting Awareness Program ("Awareness Program"). The Awareness Program is led by the Senior Vice President (SVP) of Government Solutions. This member of the executive team will champion the utilization of small businesses in new business opportunities whenever practicable.

To achieve this, UltiSat has implemented a corporate Policy on the Supplier Diversity as well as Small Business Subcontracting Awareness program that includes monthly reporting of the small business subcontracts to the CEO and leadership team. This report tracks subcontracting goals on a near real-time basis to provide our leadership the opportunity to implement changes as needed, to correct for short falls as they occur, and to ensure that small business targets are met. Additionally, UltiSat has integrated a new procurement procedure that embraces the Supplier Diversity Policy, which requires quotes from small businesses for every opportunity, unless exempted in writing and approved by the VP, Government Solutions. UltiSat's goal for the Awareness Program is to add companies from all socio-economic categories to our approved Small Business Vendor list. This list continues to grow as we find other small businesses to work with

and in this year alone, we have awarded orders to 127 Small Businesses, but only included major subcontractors that provided representative sample with a higher dollar value. Exhibit A lists some of our major subcontractor small businesses currently on UltiSat's approved vendor list . We are committed to achieving small business subcontracting goals and to meet the goals for each successive contract year

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UltiSat has prepared the following Commercial Small Business Subcontracting Plan as a Corporate Commercial Subcontracting Plan, in accordance with Section 8(b) of the Small Business Act, and the minimum requirements of the Federal Acquisition Regulations (FAR) Subpart 19.7. The period of our Commercial Plan will be based on UltiSat's fiscal year, which runs January–December (each year). UltiSat will revise our Commercial Plan annually for the upcoming fiscal year and will submit the updated plan at least 30 days before expiration of the current fiscal year. UltiSat will provide a copy of the approved plan to each CO with whom UltiSat has a contract or pending award.

## I. IDENTIFICATION DATA:

Address:	708 Quince Orchard Rd., Suite 120, Gaithersburg, MD 20878
Date Prepared:	16/December/2019
Description of Supplies/Services:	Satellite Bandwidth and Equipment
Solicitation Number:	QTA0015SDA4003
Contract Number:	GS00Q17NR4019

Commercial Plan Period:	January – December 2020
Projected annual sales (Company-wide):	\$93,000,000

## II. TYPE OF PLAN – (FAR 19.701)

Commercial Plan	X
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## III. GOALS:

### A. Subcontracting Goals

In accordance with FAR 19.704(a)(1), UltiSat provides the following separate dollar and percentage goals for small business (SB), veteran-owned small businesses (VOSB), service-disabled veteran-owned small business concerns (SDVOSB), HUBZone small business concerns (HUBZ), small disadvantaged business concerns including Alaskan Native Corporations and Indian Tribes (SDB) and woman-owned small business concerns (WOSB). These goals are a percentage of the total subcontracted dollars.

#### 1. Estimated TOTAL dollars planned to be subcontracted to all types of concerns

(generally for both commercial and government business, in support of commercial items sold during company fiscal year):

Description	Dollar Amount	Percentage
Annual Commercial Purchases/Spend:	\$ 48,850,000	= 100% subcontracted

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Total dollars planned to be subcontracted to large business concerns (or classified as other than small):

Description	Dollar Amount	Percentage
Annual Commercial Purchases/Spend:	\$ 36,637,500	75 % of Total

2. Total dollars planned to be subcontracted to all small business concerns (including ANCs and Indian tribes), VOSB, SDVOSB, HUBZone, SDB (including ANCs and Indian tribes), and WOSB small business concerns:

Description	Dollar Amount	Percentage
Annual Commercial Purchases/Spend:	\$ 12,212,500	25 % of Total

3. Total dollars planned to be subcontracted to veteran-owned small business concerns (including service-disabled veteran-owned small businesses):

Description	Dollar Amount	Percentage
Annual Commercial Purchases/Spend:	\$ 977,000	2% of Total

4. Total dollars planned to be subcontracted to service-disabled veteran-owned small business concerns (subset of VOSB above and cannot be higher than #4 above):

Description	Dollar Amount	Percentage
Annual Commercial Purchases/Spend:	\$ 977,000	2 % of Total

5. Total dollars planned to be subcontracted to HUBZone small business concerns:

Description	Dollar Amount	Percentage
Annual Commercial Purchases/Spend:	\$ 488,500	1 % of Total

6. Total dollars planned to be subcontracted to small disadvantaged business concerns (including ANCs and Indian tribes):

Description	Dollar Amount	Percentage
Annual Commercial Purchases/Spend:	\$ 977,000	2% of Total

7. Total dollars planned to be subcontracted to women-owned small business concerns:

Description	Dollar Amount	Percentage
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Annual Commercial Purchases/Spend:	\$ 488,500	1 % of Total
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#### B. Principal Types of Supplies and Services to be subcontracted

The principal types of supplies and/or services that UltiSat anticipates to be subcontracted and the identification of the type of business concern planned are as follows:

*Table 1: Business Size Category*

Supplies/Services	Large	SB	SDB	VOSB	SDVOSB	HUBZ	SDB	WOSB
Teleport Services	X	X						
Satellite Terminals and Components	X	X						
Host Nation Approvals	X	X						
Installation Services	X	X	X			X	X	X
Systems Engineering & Integration	X	X	X	X	X	X	X	X
Field Service Reps	X	X	X			X	X	X
Terrestrial Communications	X	X						
PMO Support	X	X	X	X	X	X	X	X
Training	X	X				X	X	X
Computer SW/HW	X	X	X	X	X	X	X	X
Management Services		X	X	X				X

UltiSat is committed achieving small business subcontracting goals that meet or exceed the government's goals within the coming years. To achieve this UltiSat has implemented a corporate Policy on Supplier Diversity as well as Small Business Subcontracting Awareness program that includes monthly reporting of the small business subcontracting to the CEO and leadership in order to

track performance to the subcontracting goals on a near real time basis in order to provide the leadership the opportunity implement changes as needed to correct for short falls as they occur.

UltiSat's commitment is to increase the goals each fiscal year until we meet or exceed the government goals.

#### C. Subcontracting Goals Development

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To develop achievable subcontracting goals for small businesses, UltiSat first analyzed the broad range of products and services anticipated under annual direct contracts, indirect overhead and general and administrative needs. UltiSat then mapped its own capabilities to the products and services required under those contracts annually. In this manner, UltiSat was able to identify products and services that it may require from small business subcontractors.

Following this research and analysis approach, UltiSat identified small businesses that offered product and services within the large range of services that UltiSat will supply under its anticipated contract work for both long and short term periods. Next, UltiSat evaluated and pre-qualified small businesses that can potentially provide the required services.

#### D. Identification and Qualification of Small Businesses

UltiSat researches the size, ownership characteristics, and core competencies to identify and qualify small businesses for solicitation and subcontracting purposes. UltiSat's Small Business Program Administrator Ms. Coleen Quintana, uses a number of different reference documents, directories, councils and agencies to assist in the identification of such small businesses. A partial list follows:

- UltiSat's supply chain management and procurement staffs' working knowledge
- Company records on past and current partners and suppliers
- U.S. Small Business Administration (SBA)
- SBA Dynamic Small Business Search on System for Award Management
- System for Award Management (SAM) website
- Local SCORE Chapter
- Local Small Business Development Centers
- National Minority Business Directory
- Minority Business Information System (MBISYS) (National Supplier Development Council)
- AFCEA Small Business Committee
- DoD Office of Small and Disadvantaged Business Utilization (OSADBU)
- "Small Business Products and Services" The Dun and Bradstreet Corporation Procurement Planning Directory
- Directory of Reaching Minority and Women's Groups, U.S. Department of Labor
- Guide to Minority Suppliers, Metropolitan Washington Area (published by the Greater Washington Business Center)

UltiSat maintains a reference library of information on small business concerns and regularly seeks additional sources that may improve the level of participation by these firms.

UltiSat identifies small businesses whose core competencies match the services that UltiSat may be able to subcontract. Then, based on those matches, UltiSat researches



and contacts those companies to open discussions on prospective subcontracting opportunities.

UltiSat ensures that all selected small businesses are properly solicited. Where appropriate, UltiSat counsels individuals and small businesses regarding procurement policies and processes as well as business opportunities to support and further its SB participation goals. When factors such as price, quality, services, and products, are equal, UltiSat prefers to award small business subcontracts.

Consistent with our small business identification process and small business concern participation goals, UltiSat maintains a list of qualified vendors and service providers that offer value-added products and services.

#### E. Indirect Costs

Indirect costs have been included in the dollar and percentage subcontracting goals stated above and follow the same methodology stated in paragraph III D.

**IV. PROGRAM ADMINISTRATOR:**

Name:	Coleen Quintana
Title/Position:	Director of Contracts
Address:	708 Quince Orchard Rd., Suite 120
City/State/Zip Code:	Gaithersburg, Maryland 20878
Telephone number:	240-252-4578
Fax number:	301-916-8545
Email Address:	contracts@speedcastgov.com

## Alternate POC with contact information:

Name:	Chris Powell
Title/Position:	Program Manager
Address:	708 Quince Orchard Rd., Suite 120
City/State/Zip Code:	Gaithersburg, Maryland 20878
Telephone number:	240-252-4577
Fax number:	301-916-8545
Email Address:	<a href="mailto:chris.powell@Speedcastgov.com">chris.powell@Speedcastgov.com</a>



Duties: In accordance with clause 52.219-9(d)(11)(e), in order to effectively implement this plan to the extent consistent with efficient contract performance, the contractor shall perform the following functions:

1. Assist SB, VOSB, SDVOSB, HUBZone, SDB and WOSB concerns by arranging solicitations, time for the preparation of bids, quantities, specifications, and delivery schedules so as to facilitate the participation by such concerns. Where the Contractor's lists of potential SB, VOSB, SDVOSB, HUBZone, SDB and WOSB subcontractors are excessively long, reasonable effort shall be made to give all such small business concerns an opportunity to compete over a period of time.
2. Provide adequate and timely consideration of the potentialities of SB, VOSB, SDVOSB, HUBZone, SDB and WOSB concerns in all "make-or-buy" decisions.
3. Counsel and discuss subcontracting opportunities with representatives of SB, VOSB, SDVOSB, HUBZone, SDB and WOSB firms.
4. Confirm that a subcontractor representing itself as a HUBZone small business concern is certified by SBA as a HUBZone small business concern in accordance with 52-219-8(d)(2).
5. Provide notice to subcontractors concerning penalties and remedies for misrepresentations of business status as SB, VOSB, SDVOSB, HUBZone, SDB and WOSB for the purpose of obtaining a subcontract that is to be included as part or all of a goal contained in the Contractor's subcontracting plan.
6. Develop and promote company/division policy statements that demonstrate the company's/division's support for awarding contracts and subcontracts to SB, VOSB, SDVOSB, HUBZone, SDB and WOSB concerns.
7. Develop and maintain bidders' lists of SB, VOSB, SDVOSB, HUBZone, SDB and WOSB concerns from all possible sources.
8. Ensure periodic rotation of potential subcontractors on bidders' lists.
9. Ensure that SB, VOSB, SDVOSB, HUBZone, SDB and WOSB concerns are included on the bidders' list for every subcontract solicitation for products and services they are capable of providing.
10. Ensure that subcontract procurement "packages" are designed to permit the maximum possible participation of SB, VOSB, SDVOSB, HUBZone, SDB and WOSB concerns.
11. Review subcontract solicitations to remove statements, clauses, etc., which might tend to restrict or prohibit SB, VOSB, SDVOSB, HUBZone, SDB and WOSB concerns.
12. Ensure that the subcontract bid proposal review board documents its reasons for not selecting any low bids submitted by SB, VOSB, SDVOSB, HUBZone, SDB and WOSB concerns.
13. Oversee the establishment and maintenance of contract and subcontract award records.

14. Attend or arrange for the attendance of company counselors at Business Opportunity Workshops, Minority Business Enterprise Seminars, Trade Fairs, etc.
15. Directly or indirectly counsel SB, VOSB, SDVOSB, HUBZone, SDB and WOSB concerns on subcontracting opportunities and how to prepare bids to the company.
16. Conduct or arrange training for purchasing personnel regarding the intent and impact of Section 8(d) of the Small Business Act on purchasing procedures.
17. Develop and maintain an incentive program for buyers that support the subcontracting program.
18. Monitor the company's performance and make any adjustments necessary to achieve the subcontract plan goals.
19. Prepare and submit timely reports.
20. Coordinate the company's activities during compliance reviews by Federal agencies.

## **V. EQUITABLE OPPORTUNITY:**

UltiSat will make every effort to ensure that all small (including ANC and Indian tribes), veteran-owned small, service-disabled veteran-owned small, HUBzone small, small disadvantaged (including ANC and Indian tribes) and women-owned business concerns have an equitable opportunity to compete for subcontracts.

These efforts may include one or more of the following activities: Outreach efforts to obtain sources:

- A. Outreach efforts to obtain sources include:
  - a. Contacting minority, women's and small business trade associations
  - b. Contacting business development organizations;
  - c. Attending small, veteran's, minority, and women's business procurement; conferences and trade fairs;
  - d. Locating sources from SBA Dynamic Small Business Search; and
  - e. Posting Notices of Sources Sought or Requests for Proposal or Request for Quotations on SBA's Sub-Net.
- B. Internal efforts to guide and encourage purchasing personnel:
  - a. Presenting workshops, seminars and training programs;
  - b. Establishing, maintaining and using small (including ANC and Indian tribes) veteran-owned small, service-disabled veteran-owned small, HUBZone small, small disadvantaged (including ANC and Indian tribes) and women-owned business lists, guides and other data for soliciting subcontractors" and
  - c. Monitoring activities to evaluate compliance with the subcontracting plan

## **VI. ASSURANCES OF CLAUSE INCLUSION AND FLOW DOWN:**

UltiSat agrees to include the FAR Clause 52.219-8, "Utilization of Small Business Concerns" in all subcontracts that offer further subcontracting opportunities, and will require all subcontractors (except small business concerns) that receive subcontracts in excess of \$700,000 (\$1,500,000 for construction) to adopt a plan that complies with the requirements of the clause at [52.219-9](#), Small Business Subcontracting Plan.

## **VII. REPORTING AND COOPERATION:**

UltiSat agrees to:

1. Cooperate in any studies or surveys as may be required;
2. Submit periodic reports so that the Government can determine the extent of compliance by the Offeror with the subcontracting plan;
3. Submit the Summary Subcontract Report (SSR) using the Electronic Subcontracting Reporting System (eSRS) (<http://www.esrs.gov>), following the instructions in the eSRS;
  - i. Ensure that its subcontractors with subcontracting plans agree to submit the SSR using the eSRS;
  - ii. Provide its prime contract number and its DUNS number and the e-mail address of the Government or Contractor official responsible for acknowledging or rejecting the reports, to all first-tier subcontractors with subcontracting plans so they can enter this information into the eSRS when submitting their reports; and
4. Require that each subcontractor with a subcontracting plan provide the prime contract number and its own DUNS number, and the e-mail address of the Government or Contractor official responsible for acknowledging or rejecting the reports, to its subcontractors with subcontracting plans.

Reports are to be submitted within 30 days after the close of each calendar period as indicated in the following chart:

Calendar Period	Report Due	Date Due	Submit Reports to eSRS w/email address for:
10/01--09/30	SSR	10/30	(Administrative) Contracting Officer /SBTA

## **VIII. RECORDKEEPING: (IAW FAR 19.704(a)(11) and clause 52.219-9(d)(11))**

The following are the type of records that UltiSat will maintain to demonstrate the procedures adopted to comply with the requirements and goals in the subcontracting plan. These records will include, but not be limited to, the following:

1. Using Central Contractor Registration Dynamic Small Business Search as its source for small (including ANCs and Indian tribes), veteran-owned small, service-disabled veteran-owned small, HUBZone small, small disadvantaged (including ANCs and Indian tribes), and women-owned small business concerns, as well as other guides and lists;
2. Organizations contacted in an attempt to locate small (including ANCs and Indian tribes), veteran-owned small, service-disabled veteran-owned small, HUBZone small, small disadvantaged (including ANCs and Indian tribes), and women-owned small business sources;
3. On a contract-by-contract basis, records on each subcontract solicitation resulting in an award of more than \$150,000 indicating:
  - a. whether small business (including ANCs and Indian tribes) concerns were solicited, and if not, why not;
  - b. whether veteran-owned small business concerns were solicited, and if not, why not;
  - c. whether service-disabled veteran-owned small business concerns were solicited, and if not, why not;
  - d. whether HUBZone small business concerns were solicited, and if not, why not;
  - e. whether small disadvantaged business (including ANCs and Indian tribes) concerns were solicited, and if not, why not;
  - f. whether women-owned small business concerns were solicited, and if not, why not; and
  - g. if applicable, the reason that the award was not made to a small business concern;
4. Records to support other outreach efforts, e. g., trade associations, business development organizations; conferences and trade fairs to locate small (including ANCs and Indian tribes), HUBZone small, small disadvantaged (including ANCs and Indian tribes), and women-owned small business sources; and veterans service organizations;
5. Records to support internal guidance and encouragement provided to buyers through (1) workshops, seminars, training programs, incentive awards, and (2) monitoring of activities to evaluate compliance; and
6. On a contract-by-contract basis, records to support subcontract award data including the name, address, and business size of each subcontractor. (This item is not required on a contract-by-contract basis for company or division-wide commercial plans.)
7. Additional records:
  - a. Annual Supplier Representations & Certifications
  - b. Accounts Payable Records

**IX. ADDITIONAL ASSURANCES:**

- **[UltiSat Inc.]** will make a good faith effort to acquire articles, equipment, supplies, services, or materials, or obtain the performance of construction work from the small business concerns that it used in preparing the bid or proposal, in the same or greater scope, amount, and quality used in preparing and submitting the bid or proposal.
- **[UltiSat Inc.]** will provide the Contracting Officer with a written explanation if the Contractor fails to acquire articles, equipment, supplies, services or materials or obtain the performance of construction work as described in (d)(12) of FAR clause 52.219-9. This written explanation must be submitted to the Contracting Officer within 30 days of contract completion.
- **[UltiSat Inc.]** will not prohibit a subcontractor from discussing with the Contracting Officer any material matter pertaining to the payment to or utilization of a subcontractor; and
- **[UltiSat Inc.]** assures that the offeror will pay its small business subcontractors on time and in accordance with the terms and conditions of the subcontract, and notify the contracting officer if **[UltiSat Inc.]** pays a reduced or an untimely payment to a small business subcontractor (see [52.242-5](#)).

**X. STATUTORY REQUIREMENTS (Found at FAR 19.702)**

- Any contractor receiving a contract for more than the simplified acquisition threshold must agree in the contract that SB (including ANCs and Indian tribes), VOSB, SDVOSB, HUBZone, SDB (including ANCs and Indian tribes), and WOSB concerns will have the maximum practicable opportunity to participate in contract performance consistent with its efficient performance.
- It is further the policy of the United States that its prime contractors establish procedures to ensure the timely payment of amounts due pursuant to the terms of their subcontracts with SB (including ANCs and Indian tribes), VOSB, SDVOSB, HUBZone, SDB (including ANCs and Indian tribes), and WOSB concerns.
- See 19.702(a)(1) for requirements that are imposed in negotiated acquisitions, and (a)(2) for requirements that are imposed in sealed bidding acquisitions.
- As stated in [15 U.S.C. 637\(d\)\(8\)](#), any contractor or subcontractor failing to comply in good faith with the requirements of the subcontracting plan is in material breach of its contract. Further, [15 U.S.C. 637\(d\)\(4\)\(F\)](#) directs that a contractor's failure to make a good faith effort to comply with the requirements of the subcontracting plan shall result in the imposition of liquidated damages (see 19.702(c) and 19.705-7).



**XI. DESCRIPTION OF GOOD FAITH EFFORT** (IAW 13 CFR 125.3(d))

In order to effectively implement this plan to the extent consistent with efficient contract performance, UltiSat shall perform the following steps to demonstrate compliance with a good faith effort to achieve the small business subcontracting goals:

1. Name a member of the leadership team to champion the implementation of a successful SB Plan. The SVP, Government Solutions, reports directly to the CEO and is responsible for developing new government business for UltiSat, will monitor and report on the small business subcontracting efforts and results to the UltiSat leadership team on a monthly basis. This will ensure that the efforts UltiSat is making to subcontract to small business are effective and that changes in business conditions are addressed in real time.
2. Educate the members of UltiSat's business development, program management, contract management and procurement staff regarding the requirements to subcontract to small businesses in accordance of FAR 19.7.
3. Assist small business (including ANCs and Indian tribes), veteran-owned small business, service-disabled veteran-owned small business, HUBZone small business, small disadvantaged business (including ANCs and Indian tribes), and women-owned small business concerns by arranging solicitations, time for the preparation of bids, quantities, specifications, and delivery schedules so as to facilitate the participation by such concerns. UltiSat shall make reasonable efforts to give all potential small business, veteran-owned small business, service-disabled veteran-owned small business, HUBZone small business, small disadvantaged business, and women-owned small business subcontractors an opportunity to compete over a period of time.
4. Provide adequate and timely consideration of the potentialities of small business (including ANCs and Indian tribes), veteran-owned small business, service-disabled veteran-owned small business, HUBZone small business, small disadvantaged business (including ANCs and Indian tribes), and women-owned small business concerns in all "make-or-buy" decisions.
5. Counsel and discuss subcontracting opportunities with representatives of small business (including ANCs and Indian tribes), veteran-owned small business, service-disabled veteran-owned small business, HUBZone small business, small disadvantaged business (including ANCs and Indian tribes), and women-owned small business firms.
6. Confirm that a subcontractor representing itself as a HUBZone small business concern is identified as a certified HUBZone small business concern by accessing the Central Contractor Registration (CCR) database or by

contacting the SBA.

7. Provide notice to subcontractors concerning penalties and remedies for misrepresentations of business status as small, veteran-owned small business, HUBZone small, small disadvantaged, or women-owned small business for the purpose of obtaining a subcontract that is to be included as part or all of a goal contained in the UltiSat's subcontracting plan.

UltiSat used historical data and experience as well as market research to develop its subcontracting goals.

**SIGNATURE REQUIRED:**

**This subcontracting plan was SUBMITTED by:**

Signature:	<i>Coleen Quintana</i>
Printed Name:	Coleen Quintana
Company Title	Director of Contracts
Date Signed:	

**Government Contracting Officer APPROVAL:**

Signature:	<div style="display: flex; align-items: center;"> <div style="margin-right: 20px;"> <b>TRACEY EMBRY</b> </div> <div>             Digitally signed by TRACEY EMBRY Date: 2019.12.19 11:02:38 -05'00'           </div> </div>
Printed Name:	Tracey Embry
Agency:	U.S. General Services Administration
Date Signed:	December 19, 2019



**EXHIBIT A**  
**ULTISAT APPROVED VENDOR LIST (Representative Sample)**

Supplier	SB	SDB	ANC	VOSB	SDVOSB	HUBZ	WOSB
AASKI Technology	X						
ABS Technology Architects	X	X					
AvL Technologies, Inc.	X						
AVTECH Software Inc.	X	X					
BAITCO LLC	X						
Baird Satellite	X	X					
Bellwether Ltd.	X						
Better Technology Solutions, LLC	X						
Black Hall Aerospace, Inc	X			X			
Cargo Transport, Inc.	X						
Envistacom, Inc.	X						X
Focused Mission Inc.	X						
Fusion	X	X					
Global Comms Exchange, LLC	X						
Global Voicecom Inc	X	X					
Hyde & Associates	X						
IK Tech Corporation	X	X					X
ITI Solutions	X	X		X	X		
KTSAT CO. Ltd	X						
KAI Networks	X						
Khekonya Telecom Solutions	X	X					
LBSat Satellite Communications	X						
NT-VSAT	X	X					
The RF Connection	X						
REMOTEHANDZ	X						
Satcom Resources	X	X					
Sematron	X						
Simba Enterprises	X					X	
Starbridge Communications, Inc.	X			X	X		
ST Electronics (Satcom & Sensor Systems) Pte. Ltd.	X					X	
TrustComm	X	X					
Vulcan Wireless, Inc	X						
Western Telematic, Inc.	X						
Willard Packaging Co.	X						
XRA Group FZE	X						