



Macomb Regional PTAC IMPACT

From the Director ...

Oct 2015

Some people thrive on change; others will do all they can to resist it. But are those who advocate that change is a good thing, always right?

Change may force us out of tired habits and impose better ones upon us, but it can also be stressful, costly and even destructive. What's important about change is how we anticipate it and react to it. In an organizational setting, we rely on good leadership to help us adapt and develop resilience. A good organizational leader will take time to understand how changes within their own organization may impact external customers. Change for the sake of change has nothing to do with true innovation and fostering creativity or acquiring new knowledge and learning the necessary new skills to stay competitive. For big or small businesses any change in brand identity such as image, logo, slogan, has an impact on the brand image and how the customers perceive the products or services. In most cases, loyal brand lovers hate change so before implementing any change, you need to ask: What additional value do I bring to my customers, employees and other stakeholders?

The reasons why various organizations may seek to oppose change are varied. At one extreme are those people and groups who fear the loss of power or position. At the other end, however, are those individuals and groups with genuine concern that the pace and direction of a particular change may be premature, poorly focused, or just wrong. It follows then that the success of any organization in minimizing the impact of change will often be measured by how well it meets challenges to its plan. For example, in *Future Shock*, Toffler says that the existence of people who reject change is important because it preserves some aspects of relative stability in an ever-changing world.* However, individuals or groups who seek to oppose change for no legitimate reason achieve nothing and can cause considerable disruption to the organization.

At the core of any successful business change is the need to remain positive and flexible and to treat it as an on-going business project. This can only be achieved through good planning and preparation, the effective allocation of resources, timely and target communications and a general openness. Change cannot simply be imposed; people and teams need to be empowered to find their own solutions and responses, combined with facilitation and support from managers, as well as tolerance and compassion from owners and leaders. Management and leadership style and behavior are more important than clever policies and processes. In essence during periods of change, people need to be able to trust the organization. In all areas of change, leaders must agree and work with these ideas, or change is likely to be very painful, and the best people may be lost in the process. So regardless of whether organizational change is related to new structures, systems, policies, targets, acquisitions, disposals, re-locations, etc., it needs to be explained as early as possible, so that people's involvement in validating and refining the changes themselves can be obtained.

In the end, after careful evaluation and consideration, a good leader will step back and ask them self 'Is this change necessary? Have I considered 2nd, 3rd, and 4th order effects? If the answer to these questions are 'no', maybe err on the side of stability.

~Beth Cryderman Moss | Director

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To learn more and keep updated on government contracting we invite you to follow us on Facebook and Twitter.



Focus on Client Success

Brar Technology

In 1971 Gurdev Brar left India to pursue his education in Electrical and Computer Engineering at the University of Waterloo, Ontario; and Oakland University, Michigan where he received his Master's in Electrical and Computer Engineering. Upon graduation, Brar worked for General Motors and Ford as an electrical and software engineer where he obtained manufacturing experience in electronics sub systems. Wanting to be an entrepreneur and leave a legacy for his family, he started his own company, Brar Technology in 1993. He is the first member of his family to start his own business, and he is proud to announce his daughter recently started her own business in medical personnel services.

Brar Technology is a small business, and a minority owned 8(a) graduate company. The company offers embedded system solutions, along with custom software and hardware solutions. Additionally they provide services in simulation, modeling, and analyzing of defense systems.

From 2007-2010 Brar Technology supplied PCB assemblies L3 Communication for the night vision gun, as well as plastic parts to General Motors and tier 1 automotive suppliers. He contributes his success in the automotive business to paving the way for him to diversify into the government market, specifically defense.

In 2010 Brar was interested in expanding his business into the government market and reached out to the Macomb Regional PTAC for assistance. Over the years the Macomb Regional PTAC provided Brar Technologies with government contracting counseling, training, and networking opportunities.

In 2015, Brar's persistence paid off, and Brar Technology received their first contract award from the U.S. Army Tank Automotive Research, Development and Engineering Center (TARDEC). The research project grant was for real time sensor signal data collection and analysis. "The Macomb Regional PTAC was a significant contributor to our success in winning our first DOD contract award," stated Brar. "We would not have won it without their assistance over the years." Brar Technology successfully completed this project in October 2015, and looks forward to establishing a record of successful past performance, as well as bidding on bigger defense projects in the future.

The Macomb Regional PTAC would like to take this opportunity to congratulate Brar Technology on their first DoD contract award and looks forward to working with them on future government contracting opportunities!

To learn more about Brar Technology visit their website at www.brar.com, or contact Gurdev Brar at gbrar@brar.com.

"Without PTAC services, it would have been difficult to understand how to do business with the DoD," commented Brar. "PTAC provides the bridge for that gap in government contracting knowledge at no cost to the small business."

~Kathy Stockman | Operations Coordinator

Sources Sought: Sources Found!

I'm sure, as a devoted government contractor, you spend countless hours searching through contracting opportunities on FedBizOpps (FBO). As I know this is the case, have you noticed anything different in the past few months? What I am alluding to is the significant increase in the number of Sources Sought and Request for Information notices posted to FBO. Does this mean there has been a significant decrease across the industry supply base that the government is now lacking contractors? Not quite. Ultimately, what is happening is the government is looking for more techniques to drive contracting to small business.



Included in the Defense Federal Acquisition Regulation Supplement (DFARS) Procedures, Guidance and Information (PGI) or DFARS PGI for short, revision dated April, 20 2015; a new limitation was added to PGI 206.302-1. This limitation states that “When utilizing the authority at FAR 6.302-1, the contracting officer shall post a request for information (RFI) or a sources sought notice, and shall include the results of this inquiry in the justification required by FAR 6.303”. Ok, so let's break this down. FAR 6.302-1 defines other than Full and Open Competition contracting requirements detailing the rules justifying a sole source contract. The addition of this new PGI 206.302-1 now requires a contracting officer to issue a sources sought or RFI before they are allowed to sole source a contract. This new requirement was music to the ears of our friends, the Small Business Utilization Specialists within the government agencies.

So as a small business, what does this mean for me? My thought process is it's a significant opportunity for small business to capture more contracting dollars that may not have been available to them in the past. If the results of a sources sought notice finds two small businesses with capability to perform the work, the opportunity can be set aside for small business per FAR 19.502-2(b)(1). Sure there is no guarantee this will happen, but it does give the competition advocates the option to drive opportunities to be set aside for small business.

It is absolutely in the best interest of your company to respond to any sources sought notice that is applicable. Sources sought notices are nothing to be taken lightly and while they may take a little time to fill out, the response will only behoove the company in the end. As always, feel free to contact your PTAC counselor for more information regarding sources sought notices or any other government contracting needs.

~ Mark Birkmeier | Procurement Specialist

From the 'Zypp' files: Do you know?



October is National Cybersecurity month

President Obama has designated October as National Cybersecurity month. The Department of Homeland Security will oversee this and has developed a theme for each week:

October 1-2: General Cybersecurity Awareness - 5 Years of Stop.Think.Connect.™

October 5-9: Creating a Culture of Cybersecurity at Work

October 12-16: Connected Communities: Staying Protected While Always Connected - Best practices for using mobile devices and social media

October 19-23: Your Evolving Digital Life - A current snapshot of technology and where we envision technology taking us in the future.

October 26-30: Building the Next Generation of Cyber Professionals

On the Department of Homeland Security's web page you will find the National Cyber Security Awareness Month page <http://www.dhs.gov/national-cyber-security-awareness-month> which has a wealth of information. Scroll down to "Tips and Resources" and click on "Small business" and you will be taken to the publications page <http://www.dhs.gov/publication/stopthinkconnect-small-business-resources>. On this page, there are many great documents to download for information and procedures on how businesses can advise their employees on keeping their business, employee, customer records, bank account information, access to the business's finances and/or networks safe in the cyber world. One valuable document on this page among the many is: FCC Small Business Tip Sheet.

http://www.dhs.gov/sites/default/files/publications/FCC%20Small%20Biz%20Tip%20Sheet_0.pdf

Another government site to check out for Cyber month is the FCC's Cybersecurity Hub at <http://www.fcc.gov/cyberforsmallbiz>. This site has information to free and low-cost security tools like the Small Biz Cyber Planner 2.0 and 10 Cyber Security Tips for Small Business.

Finally, the North American International Cybersecurity Summit is to be held at COBO Conference center in Detroit, MI on October 25-26, 2015. All businesses are encouraged to attend this full day conference. The morning is a general session followed by an afternoon of breakout sessions focused on business, education, home use/families, law enforcement, government, defense and international cyber exercise. To register and read more about this event please go to <https://events.esd.org/CyberSummit.aspx>.

DOD issued an interim rule on how to report a cyber incident involving unclassified data. This rule also puts into effect policies and procedures for use when contracting for cloud computing services. Vendors must report under the rule cyber incidents that result in an actual/potentially adverse effect on covered system or set of information, as well as on a contractor's ability to provide critical support. To streamline and minimize duplicate reporting processes, DOD is establishing a single reporting tool for the reporting of cyber incidents on unclassified information systems. The rule puts into effect requirements written into the National Defense Authorization Bill of 2015.

Submit comments by Oct 26, 2015 using one of the following methods below:

- Regulations.gov: <http://www.regulations.gov>. Submit comments via the Federal eRulemaking portal by entering "DFARS Case 2013-D018" under the heading "Enter keyword or ID" and selecting "Search." Select the link "Submit a Comment" that corresponds with "DFARS Case 2013-D018." Follow the instructions provided at the "Submit a Comment" screen. Please include your name, company name (if any), and "DFARS Case 2013-D018" on your attached document. Show citation box
- Email: osd.dfars@mail.mil and include DFARS Case 2013-D018 in the subject line of the message.
- Fax: 571-372-6094.
- Mail: Defense Acquisition Regulations System, Attn: Mr. Dustin Pitsch, OUSD(AT&L)DPAP/DARS, Room 3B941, 3060 Defense Pentagon, Washington, DC 20301-3060.

Comments received generally will be posted to <http://www.regulations.gov>, including any personal information provided. To confirm receipt of your comments, please check <http://www.regulations.gov> approximately two to three days after submission to verify posting (allow 30 days for posting of comments submitted by mail).

From the 'Zypp' files: Do *you* know?



Obama Orders Federal Contracts to Provide Paid Sick Leave

On September 7, 2015 (Labor Day) President Obama signed an executive order that will require government contractors and sub contractors to provide sick leave for full time and part federal contract employees. This order states that covered employees will receive an hour of paid sick leave for every 30 hours worked (up to 7 days a year). While this is an executive order, it still needs to go through a public comment period. Therefore this order would take effect on covered contracts entered into on or after January 1, 2017.

To read all the fine print on this executive order go to: <https://www.whitehouse.gov/the-press-office/2015/09/08/executive-order-establishing-paid-sick-leave-federal-contractors>

Acquisition thresholds adjusted for inflation – Final Rule

As of October 1, 2015, acquisition thresholds regulated under the FAR have been adjusted for inflation. Here are some important changes:

- The micro-purchase threshold of \$3,000 increased to \$3,500 (FAR 2.101).
- The threshold for use of simplified acquisition procedures for acquisition procedures for commercial items is increased from \$6.5 million to \$7 million (FAR 13.500).
- The cost or pricing data threshold (FAR 15.403-4) and the Cost Accounting Standards threshold (FAR 30.201-4 and FAR clause 52.230-5) is increased from \$700,000 to \$750,000.
- The prime contractor subcontracting plan floor is increased from \$650,000 to \$700,000. The construction threshold of \$1.5 million will remain the same (FAR 19.702).

To see a complete final ruling of all the adjustments for inflation go to: <http://www.gpo.gov/fdsys/pkg/FR-2015-07-02/pdf/2015-16206.pdf>

LGBT Rule

In April a new anti-discrimination rule took effect - EO 13672 has modified EO 11246. Contractors will see the results of EO13672 in a revised anti-discrimination clause in your contract. Previously this rule read that federal contractors, who conduct more than \$10,000 in business with the federal government in one year, were not to discriminate on the basis of race, color, religion, sex and national origin. EO13672 sections 202 and 203 revised the phrase "sex or national origin" to read "sex, sexual orientation, gender identity, or national origin". To be compliant we suggest you review and update your nondiscrimination language in your sub contracts, purchase orders and job postings with this new verbiage. To read these rulings in its entirety go to: <http://www.gpo.gov/fdsys/pkg/FR-2014-07-23/pdf/2014-17522.pdf> / <http://www.lexology.com/library/detail.aspx?g=a0b56a19-116a-4288-9125-b7d177a5349c>

From the 'Zypp' files: Do you know?



Final Rule for WOSB Program

Women Owned Small Businesses (WOSB), and Economically Women Owned Small Businesses (EWSOB) are now eligible for sole sourced contracts. The new rule takes effect on October 14, 2015 that allows contracting officers to authorize sole source contracts to a WOSB or EWOSB if two or more WOSB or EWOSB businesses that are capable cannot be identified through market research. Sole source awards for this program will be applied to NAICS code already authorized for WOSB and EWOSB set asides. The SBA is conducting a study to determine if these NAICS codes should be expanded.



The NDAA (section 825) states that a firm can be “certified by a federal agency, a state government, the SBA , or national certifying entity approved by the SBA.” The SBA has approved (4) third party agencies to certify WOSB and EWOSB firms. Please click on the links below to learn more info about them.

- [El Paso Hispanic Chamber of Commerce](#)
- [National Women Business Owners Corporation](#)
- [US Women's Chamber of Commerce](#)
- [Women's Business Enterprise National Council \(WBENC\)](#)

While the SBA's website still states that self certification is available, some sources say that it has (or will) go by the wayside.

Finally, now that the SBA has made a final ruling, and contracting officers can legally use the SBA's rule for sole source, will they? The FAR council still has not adopted this rule. The Macomb Regional PTAC will keep you updated to the changes of this rule.

Ref:
<https://www.federalregister.gov/articles/2015/09/14/2015-22927/women-owned-small-business-federal-contract-program>
<http://www.aptac-us.org/women-owned-small-business/>
<https://www.sba.gov/content/women-owned-small-business-program>

BBCetc's SBIR/STTR Pursuit Webinar Library is Free to MI Companies

BBCetc has developed a broad range of SBIR/STTR-related recorded webinars that, with the support of the Michigan Economic Development Corporation, are **free** to Michigan-based companies. The [Pursuit Webinar Library](#) includes topics ranging from general information, like how to get registered and selecting the right agency, to agency-specific sessions on program details, planning a project and developing a competitive proposal. The library also includes grants and contract management and commercialization selections. Contact BBCetc for the discount code at: info@bbcetc.com / 34-930-9741.

View recorded webinars at: www.bbcetc.com/training/purchase-webinars

Events of Interest



Your just a *click* away from joining the Macomb Regional PTAC Community to keep informed about the latest information and events in local, state and federal government contracting. Follow us on Facebook and Twitter now!

Follow us!



www.facebook.com/macombregionalptac
<https://twitter.com/macombptac>



Nathanael Hale, DLA Headquarters Transportation Policy Branch J-342, Ft. Belvoir, VA provides a First Destination Update to the Business Community on Oct. 15, 2015.



Leo Simsic, Sr. Industrial Engineer/Source Approval Officer Competition & Commercial Items Advocate Ombudsman Office, TACOM LCMC discusses the Source Approval Process.

Learn more about our services & events

www.macomb.edu/ptac

We invite you to visit the following websites for more upcoming events!

NDIA MI Chapter

www.ndia-mich.org/index.php/about/about-ndia

WID MI Chapter

<http://www.wid-mi.org/>

We are wrapping up a successful 2015 with 36 participated events and look forward to serving you in 2016!

Date	Time	Location	Register
GSA 101: Overview of GSA			
November 5, 2015	9am - 12pm	Velocity Collaboration Center 6633 18 Mile Road Sterling Heights, MI 48314	Register Here
Government Contracting 101: Overview of Government Contracting *Your business must be located in Macomb County to register for our Government Contracting 101 training.			
November 19, 2015	9am - 12pm	<u>M-TEC</u>	Register Here
December 10, 2015	9am - 12pm	<u>M-TEC</u>	Register Here
Government Contracting 201: How to Identify Government Contracting Opportunities			
October 22, 2015	9am - 12pm	<u>M-TEC</u>	Register Here
February 11, 2016	9am - 12pm	<u>M-TEC</u>	Register here
Government Contracting 301: How to Market Yourself to the Government			
March 17, 2016	9am - 12pm	<u>M-TEC</u>	Register here
State Contracting 101: Overview of State Contracting			
December 17, 2015	9am - 12pm	<u>M-TEC</u>	Register here

**We would also like to take this opportunity to thank you for your comments in our 2015 Post Event Questionnaires & Quarterly Surveys.
 Your input shaped what we will be offering in 2016!**

We are working hard to have a 2016 Events Schedule to you by December!