



Mission | Strategy | Sourcing

All global IC's are centrally subcontracted with MBO for ICF's brand trust, talent experience, and redeployment profitability (all direct, indirect, international, and small subcontracts).

For ICF:

ICF MBO partner for centralized & turnkey IC compliance, engagement, and indemnification – MBO safeguards ICF from misclassification risks

1. ICF MBO partner for centralized & turnkey IC compliance, engagement, and indemnification – MBO safeguards ICF from misclassification risks:

- Business size threshold up to 50 talent
- Rigorous MBO qualification, vetting, and audit defense file
- Background check and/or security clearance
- MBO updates annually and/or every new project

2. Ease ICF administrative burdens:

- Speed to revenue recognition & growth efficiency
- Streamlined, faster onboarding – no negotiating T&C's
- ICF MBO contract flows down to every IC SOW/PO
- MBO digital dashboard for onboarding
- Roundtrip procure-to-pay & SSO integration
- Centralized IC invoicing, reporting, and savings

3. Recruit & redeploy IC's from ICF's private marketplace:

- MBO is a strategic teaming partner for PTW & profitability

For Independent Contractors (IC's):

Premium ICF perk for IC brand experience – Dedicated & personalized ICF MBO IC white glove service

1. Premium ICF perk for IC brand experience – Dedicated & personalized ICF MBO IC white glove service:

- MBO digital dashboard for projects & payments
- Market-leading net 15 terms (faster vs. subcontract)
- MBO pays IC's faster on approved T&E (vs. invoices)
- Recruit & redeploy IC's from ICF's private marketplace

2. Ease IC administrative burdens:

- IC's focus on billable hours & value delivery
- MBO safeguards IC compliance risks
- Articles, insurance, control, benefits, etc.
- Fee-free conversion to ICF FTE

3. MBO supports:

- Government clearances & contracts (SCA)
- OCONUS locations and/or travel (DBA)

► [ICF MBO Program Website](#) (Referral link, CONUS & OCONUS)

► [Vendor Qualification Criteria](#)

Notice: The contents of this document are private and confidential.