GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service

Authorized Federal Supply Schedule Price List

Price List Current as of Modification #PS-A812

Effective 02/10/2020

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage™ (http://www.GSAAdvantage.gov), a menu-driven database system. For more information on ordering from Federal Supply Schedules (FSS) click on the FSS button at http://www.gsa.gov/schedules-ordering

Schedule For: Multiple Award Schedule (MAS)
Professional Services
Environmental Services
Technical and Engineering Services (non-IT)

Contractor: GSI ENVIRONMENTAL INC.
2211 Norfolk, Suite 1000
Houston, Texas 77098-4054

Contract Number: 47QRAA18D009N

Contract Period: 05/22/2018 - 05/21/2023

Business Size: Other than Small

Telephone: 512.346.4474

Fax Number: 512.346.4476

Web site: www.gsi-net.com

Email: jaspencer@gsi-net.com

Points of Contact

Contract Manager: Stephen D. Richardson, PhD, PE (sdrichardson@gsi-net.com)

Contract Administration: Julie A. Spencer, PG (jaspencer@gsi-net.com)
CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Numbers (SINs):

<table>
<thead>
<tr>
<th>SIN</th>
<th>SIN Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>541620</td>
<td>Environmental Consulting Services</td>
</tr>
<tr>
<td>541715</td>
<td>Engineering Research and Development and Strategic Planning</td>
</tr>
<tr>
<td>541330ENG</td>
<td>Engineering Services</td>
</tr>
<tr>
<td>562910REM</td>
<td>Environmental Remediation Services</td>
</tr>
<tr>
<td>OLM</td>
<td>Order-Level Materials</td>
</tr>
</tbody>
</table>

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.

*Not Applicable (see table with approved labor rates).*

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided.

*See Labor Category Descriptions below.*

2. Maximum Order: $1,000,000

3. Minimum Order: $100

4. Geographic Coverage (delivery Area): *Domestic and Overseas*

5. Point(s) of production (city, county, and state or foreign country):

- 2211 Norfolk, Suite 1000, Houston, Texas 77098-4054
- 19200 Von Karman, Suite 800, Irvine, California 92612
- 9600 Great Hills Trail, Suite 350E, Austin, Texas 78759-6323
- 155 Grand Avenue, Suite 704, Oakland, California 94612
- 9600 Great Hills Trail, Suite 350E, Austin, Texas 78759-6323
- 155 Grand Avenue, Suite 704, Oakland, California 94612

6. Discount from list prices or statement of net price: Government net prices (discounts already deducted).

7. Quantity discounts: 1.0% off labor category prices will be applied for orders exceeding $1,000,000 in labor costs.
8. **Prompt payment terms:** 1.0%, 20 days, NET 30 days. **Information for Ordering Offices:** Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9a. Notification that Government purchase cards are accepted up to the micro-purchase threshold: **Yes**

9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold: **Yes**

10. Foreign items (list items by country of origin): **None**

11a. Time of Delivery (Contractor insert number of days): **Specified on the Task Order**

11b. Expedited Delivery. **Contact the Contractor**

11c. Overnight and 2-day delivery. **Contact the Contractor**

11d. Urgent Requirements. **Contact the Contractor**

12. F.O.B Points(s): **Destination**

13a. Ordering Address(es): **GSI Environmental Inc.**
   
   9600 Great Hills Trail, Suite 350E
   
   Austin, Texas 78759-6323

   **ATTN: Julie Spencer**

13b. Ordering procedures: **For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s), are found in Federal Acquisitions Regulation (FAR) 8.405-3.**

14. Payment address(es): **GSI Environmental Inc.**

   2211 Norfolk, Suite 1000
   
   Houston, Texas 77098-4054

   **ATTN: Accounts Receivable**

15. Warranty provision: **Contractor’s standard commercial warranty.**

16. Export Packing Charges (if applicable): **Not applicable**

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level): **Contact the Contractor**

18. Terms and conditions of rental, maintenance, and repair (if applicable): **Not applicable**

19. Terms and conditions of installation (if applicable): **Not applicable**

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): **Not applicable**
20a. Terms and conditions for any other services (if applicable): Not applicable

21. List of service and distribution points (if applicable): Not applicable

22. List of participating dealers (if applicable): Not applicable

23. Preventive maintenance (if applicable): Not applicable

24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: Not applicable

24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor’s website or other location.) The EIT standards can be found at: www.Section508.gov/. Not applicable

25. Data Universal Numbering System (DUNS) number: 181780776

26. Notification regarding registration in System for Award Management (SAM) database: Registered

27. Final Pricing: The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

<table>
<thead>
<tr>
<th>SIN(s)</th>
<th>Labor Category</th>
<th>Price Incl.</th>
</tr>
</thead>
<tbody>
<tr>
<td>541620 / 541715</td>
<td>Project Assistant I</td>
<td>$55.42</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Project Assistant II</td>
<td>$60.45</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Project Assistant III</td>
<td>$65.52</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Researcher</td>
<td>$124.69</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Accounting Specialist</td>
<td>$113.35</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Environmental Technician **</td>
<td>$68.08</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>CADD/Graphics Specialist</td>
<td>$92.27</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>GIS Specialist</td>
<td>$141.31</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Data Scientist</td>
<td>$124.69</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Computer Programmer</td>
<td>$117.60</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Engineer/Scientist/Geologist I</td>
<td>$94.76</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Engineer/Scientist/Geologist II</td>
<td>$112.22</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Engineer/Scientist/Geologist III</td>
<td>$124.69</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Engineer/Scientist/Geologist IV</td>
<td>$144.63</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Senior Engineer/Scientist/Geologist I</td>
<td>$177.06</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Senior Engineer/Scientist/Geologist II</td>
<td>$190.03</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Senior Associate</td>
<td>$262.97</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Principal I</td>
<td>$219.05</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Principal II</td>
<td>$270.64</td>
</tr>
<tr>
<td>541620 / 541715</td>
<td>Principal III</td>
<td>$355.47</td>
</tr>
</tbody>
</table>
The Service Contract Labor Standards (SCLS) is applicable to this contract and it includes SCLS applicable labor categories. The prices for the indicated (** ) SCLS labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).

**Description of Engineering Services by SIN**

GSI Environmental Inc. (GSI) offers engineering services under Special Item Numbers (SINs): 541715: Engineering Research and Development and Strategic Planning; 541330ENG: Engineering Services; 541620: Environmental Consulting Services; and 562910: Environmental Remediation Services. Under these SINs, our multidisciplinary team of engineers, scientists, geologists, toxicologists, chemists, project managers, and field technicians has extensive technical and management experience to serve our clients’ needs and meet the demands of specific projects and programs. Descriptions of services offered by GSI under each SIN are provided below.

**SIN 541715: Engineering Research and Development and Strategic Planning**

GSI has extensive experience in strategic planning at both the program- and project-levels. Our multidisciplinary team’s experience includes analysis of program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training and consulting. Under SIN 541715, GSI provides strategic planning services for programs and projects concerning the following key technical areas (to list a few):

- Contaminant fate and transport (including emerging contaminants; e.g., PFAS)
- Groundwater quantity and quality
- Groundwater and soil remediation
- Groundwater modeling and software development
- Air quality assessment and permitting
- Environmental site assessment
- Stormwater management, permitting, and treatment
- Resource planning and management
- Brownfields and property redevelopment
- Vapor intrusion and soil gas assessment
- Product safety
- Risk assessment and risk-based corrective action
- Climate change and sustainability
- Environmental policy and regulatory development
- Technical training (curriculum/course development and presentation)
- Technical/regulatory guidance and protocol development
• Resource Conservation and Recovery Act/Comprehensive Environmental Response Compensation and Liability Act (RCRA/CERCLA) site activities
• Advisory Committees coordination to evaluate program/project direction

Notes:
Professional engineering solutions do not include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the FAR part 36 part 2.

**SIN 541330ENG: Engineering Services**
GSI offers a wide range of engineering services which apply the physical laws and principles of engineering in the design, development, and utilization of materials, processes, and system. These services involve provision of advice, concept development requirements analysis, preparation of feasibility studies, preparation of preliminary and final plans and design, and provision of technical services during construction and installation of remedial systems. Under SIN 541330ENG, GSI utilizes both conventional and innovative technologies to deliver efficient and cost-effective solutions. Some examples include:

• Dense Non-Aqueous Phase Liquids (DNAPL) Recovery: Designed and installed an innovative DNAPL recoverability test system at a Superfund Site. Based on test results, installed a 25-well groundwater/DNAPL recovery system.
• Groundwater Recovery: Designed, installed, and operated a 6-well groundwater recovery/treatment system for containment of a 2000-foot chlorinated solvent plume at a manufacturing facility.
• Biosplurging: Installed a 16-well multi-phase extraction “biosplurging” system, light non-aqueous phase liquid (LNAPL) separator, air stripper and vapor oxidation system at a pipeline terminal.
• Soil Vapor Extraction: Designed a large combined soil vapor extraction/groundwater extraction system for a low yield water-bearing unit at a former surface impoundment.
• Caps/Barriers: Developed a conceptual design for large barrier/cap system at a Superfund Site.
• Hydraulic Control: Designed and installed a 9-well groundwater hydraulic control and LNAPL recovery system to prevent discharge of affected groundwater to a bayou adjacent to a chemical manufacturing facility.

Notes:
Professional engineering solutions do not include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation part 36 part 2.

**SIN 541620: Environmental Consulting Services**
GSI offers environmental consulting services to support our clients’ needs and include, but are not limited to, development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives or mandates. Our multidisciplinary team’s expertise includes contaminant fate and transport, groundwater quantity and quality, emerging contaminants, air quality, air permitting, drinking water, wastewater, brownfields and property redevelopment, vapor intrusion, product safety, risk-based corrective action, human health and ecological risk, climate change and sustainability. Under SIN 541620, GSI provides the following environmental consulting services (to list a few):

• Environmental Assessment (EA) and Environmental Impact Statement (EIS) support
• Environmental program and project management
• Environmental regulation development
- Climate change adaptation and resiliency planning and implementation
- Economic, technical and/or environmental risk analysis
- Environmental studies/consultation
- Compliance services such as review, audit, and implementation/management of EMS and other compliance and contingency plans and performance measures
- Environmental permit applications
- Spill prevention/control and countermeasure plans
- Pollution prevention surveys
- Advisory services for ongoing advice and assistance with data and information in support of agency environmental programs (SDS, biological data sheets, environmental policy/procedures)
- Waste management consulting services to provide guidance in support of waste-related data collection, feasibility studies and risk analyses
- Environmental site investigations for, including but not limited to, Resource Conservation and Recovery Act/Comprehensive Environmental Response Compensation and Liability Act (RCRA/CERCLA) sites
- RCRA Detection and Compliance monitoring programs for groundwater
- Hazardous and/or non-hazardous exposure and risk assessments
- Waste characterization and source reduction studies
- Review and recommendation of waste tracking or handling systems
- Waste management plans and/or surveys
- Waste minimization/pollution prevention initiatives
- Review of technologies and processes impacting waste management

Notes:
Services involving only the consulting portion of environmental remediation efforts are included under this SIN. Remediation efforts are performed under SIN 562910REM.

SIN 562910REM: Environmental Remediation Services
GSI has extensive experience in the field of remediation and reclamation services for our Federal clients. Our multidisciplinary team provides site characterization, design, installation, testing, operation, oversight and performance assessment in support of a wide range of remediation/reclamation systems. Under SIN 562910REM, GSI provides the following services (to list a few):

- Groundwater and soil remediation system design, construction, operation and removal including: soil vapor extraction, stabilization/solidification, bioventing, carbon absorption, reactive walls, containment, bioremediation, chemical oxidation and reduction
- Innovative treatment of emerging contaminants (e.g., PFAS, 1,4-Dioxane, MTBE)
- Air monitoring and treatment
- Vapor intrusion mitigation
- Contaminant fate and transport modeling
- Monitored natural attenuation
- Stormwater management and treatment
- Site preparation, characterization, field investigation, conservation and closure
- Drilling, well construction and multi-media sampling for site investigation and characterization
• Short and long-term operation, maintenance, and monitoring of remedial systems
• Remediation-related laboratory testing (e.g., biological, chemical, physical, pollution and soil testing).
• Long-term monitoring and optimization
• Excavation, removal and disposal of hazardous waste
• Wetland restoration
• CERCLA/RCRA-compliant closures
• Underground storage tank/above-ground storage tank (UST/AST) removal
• Preparation of operation and maintenance (O&M) manuals and training programs
• Land reclamation (e.g., sea or riverbeds restoration due to pollution, desertification or salinization)
• Water reclamation

Notes:
Services offered under this SIN shall NOT include any remediation/transportation/disposal of radioactive waste, asbestos removal and/or paint removal, construction and architect-engineer services as set forth in FAR Part 36 (including construction, alteration or repair of buildings, structures, or other real property). This SIN does not include Davis-Bacon work as defined in Federal Acquisition Regulation Subpart 22.4. Ordering agencies must ensure the work being required is not covered by the Davis-Bacon Act.

**SIN OLM: Order-Level Materials**
Order Level Materials (OLMs) are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or blanket purchase agreement (BPA). OLM pricing is not established at the Schedule contract or BPA level, but at the order level. Since OLMs are identified and acquired at the order level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination for all OLMs.

OLMs are procured under a special ordering procedure that simplifies the process for acquiring supplies and services necessary to support individual task or delivery orders placed against a Schedule contract or BPA. Using this new procedure, ancillary supplies and services not known at the time of the Schedule award may be included and priced at the order level.

**OLM SIN-Level Requirements/Ordering Instructions:**
OLMs are:
• Purchased under the authority of the Federal Supply Schedule (FSS) Program
• Unknown until an order is placed
• Defined and priced at the ordering activity level in accordance with GSAR clause 552.238-115 Special Ordering Procedures for the Acquisition of Order-Level Materials. (Price analysis for OLMs is not conducted when awarding the FSS contract or FSS BPA; therefore, GSAR 538.270 and 538.271 do not apply to OLMs)
• Only authorized for use in direct support of another awarded SIN
• Only authorized for inclusion at the order level under a Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN)
• Subject to a Not To Exceed (NTE) ceiling price
OLMs are not:

- "Open Market Items"
- Items awarded under ancillary supplies/services or other direct cost (ODC) SINs (these items are defined, priced, and awarded at the FSS contract level)

OLM Pricing:

- Prices for items provided under the Order-Level Materials SIN must be inclusive of the Industrial Funding Fee (IFF).
- The value of OLMs in a task or delivery order, or the cumulative value of OLMs in orders against an FSS BPA awarded under an FSS contract, cannot exceed 33.33%.

**Notes:** When used in conjunction with a Cooperative Purchasing eligible SIN, this SIN is Cooperative Purchasing Eligible.
## Labor Category Descriptions

**GSI Environmental Inc.**  
**MAS Consolidation Labor Categories**

<table>
<thead>
<tr>
<th>Labor Category</th>
<th>Qualifications/ Training</th>
<th>Expectations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project Assistant I</td>
<td>High School (H.S.) education or equivalent</td>
<td>Assist technical staff in routine, daily requirements under direct supervision to support projects. Functional duties include assistance with online research; meeting preparation; copying, binding and report assembly; and general administrative tasks. May also include assistance with field activities such as ordering supplies and preparing trucks for field operations; setting up field sampling stations; bailing monitoring wells; recording readings from pre-calibrated field meters; and shipping sample coolers.</td>
</tr>
<tr>
<td>Project Assistant II</td>
<td>H.S. education or equivalent and minimum 2 years of related experience. Bachelor’s education or equivalent.</td>
<td>Under supervision, perform work that is carried and involves limited responsibility. Functional duties include assistance with technical, online research; development of graphs and charts; development of presentation materials; contributions to technical reports and calculations; and attendance at internal meetings.</td>
</tr>
</tbody>
</table>
| Project Assistant III | High School (H.S.) education or equivalent and minimum 15 years of related experience. Bachelor’s education or equivalent with minimum 2 years of related experience. | Project Assistant  
Accounting Associate  
Prepare draft invoices for billing, coordinate with project managers to review unbilled charges and finalize approved invoices. Perform accounts payable or receivable duties, support accounting specialists with general accounting needs and resolve vendor issues for project managers. |
<p>| Researcher         | Bachelor’s degree and minimum 10 years of related experience. | Research available technical data including background information, drawings, design reports, equipment, and test specifications. Work with technical personnel to clarify document contents. Direct administrative staff on project assignments. Communicate frequently with work originators and vendor representatives. Prepare written text and coordinate layout and organization of documents according to prepared outlines and specifications. |</p>
<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Accounting Specialist</td>
<td>Bachelor’s degree in accounting or related field and minimum 8 years of related experience.</td>
<td>Manage invoicing, cost coding, maintenance of bank accounts, general ledger maintenance, and financial statement preparation and review. Establish the billing terms of assigned contracts within the accounting system. Ensure all budgets, cash flows, and subcontract agreements for new contracts are appropriately documented and signed-off in accordance with company policies and procedures. Provide financial assistance/training to project managers and operations personnel.</td>
</tr>
<tr>
<td>Environmental Technician</td>
<td>H.S. graduate or equivalent and minimum 2 years of field experience. Associate’s degree.</td>
<td>Execute field sampling and testing programs. Train and supervise field services technical staff. Order, maintain and control inventory of equipment, supplies, and facilities.</td>
</tr>
</tbody>
</table>
| CADD/ Graphics Specialist | H.S. graduate or equivalent with minimum 10 years of experience on the CADD system or as graphics specialist. College graduate with minimum 5 years of experience on the CADD system or as graphics specialist. | CADD Specialist Prepare layouts and perform Computer-Aided Design and Drafting (CADD) drafting tasks. Produce high quality figures with all critical details. Exhibit broad knowledge of CADD system.  
Graphics Specialist Produce high quality drafting and illustration products. Prepare layouts and final graphics. |
<p>| GIS Specialist          | Bachelor’s degree in related field with minimum 10 years of GIS experience. Master’s degree with minimum 5 years of GIS experience. GIS Professional Certification preferred. | Develop, implement and support projects requiring Geographical Information System (GIS) work, including customized user interfaces and automation processes using web-based applications. Maintain, acquire, distribute, and ensure high quality GIS and other spatially-oriented data. |
| Data Scientist          | Bachelor’s degree in Computer Science or related field with minimum 10 years of network and/or database experience. Master’s degree in Computer Science or related field with minimum 5 years of network and/or database experience. | Review, evaluate, design, implement and maintain environmental databases. Use database management concepts, storage and query/retrieval methods, statistical analyses, and programming languages to perform analyses, develop plans and recommendations, and prepare required level of documentation. Comply with project specifications, including format and content of input/output data and functions to be performed by computer programs. Prepare clear and accurate tables, data plots, maps and other graphics. |
| Computer Programmer     | H.S. graduate or equivalent with minimum 10 years of experience in computer programming. College graduate with minimum 5 years of experience in computer programming. | Develop or modify software based on detailed specifications. Code, test, debug software and related operating systems.                                                                                   |</p>
<table>
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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Engineer/ Scientist/ Geoscientist (ESG) I</strong></td>
<td>Bachelor’s degree in engineering or science. 40-hour OSHA HAZWOPER training.</td>
<td>Perform engineering, geologic, and scientific tasks in various environmental fields. Work on engineering designs, prepare reports, construct plans, apply specifications, and develop cost estimates for various projects. Use educational background to develop calculations, apply scientific principles, and assess geologic/hydrogeologic conditions. Implement health and safety plan. Oversee field activities of environmental technicians and subcontracted field personnel.</td>
</tr>
<tr>
<td><strong>ESG II</strong></td>
<td>Bachelor’s degree with 3-5 years of experience. Master’s degree with 1-3 years of experience. PhD with 0 years of experience. Engineer in Training (EIT) or Geoscientist in Training (GIT) registration. 40-hour OSHA HAZWOPER training. 8-hour OSHA HAZWOPER Supervisor Training.</td>
<td><strong>Technical</strong> Perform work involving conventional types of engineering, geologic and scientific principles. Evaluate, select, and apply standard techniques, procedures, and criteria to projects. Meet clear and specified objectives for assignments. Investigate limited number of variables. Use educational background and technical experience to coordinate technical tasks with other disciplines on projects. <strong>Managerial</strong> Coordinate field and laboratory programs with client and subcontractors. Prepare site-specific health and safety plans; serve as project safety officer. Assist supervisors with preparation of proposals including development of scopes of work and budgets. Perform subcontractor oversight including solicitation and review of technical and cost proposals from subcontractors; review subcontractor invoices for accuracy and approval.</td>
</tr>
<tr>
<td><strong>ESG III</strong></td>
<td>Bachelor’s degree with 5-10 years of experience. Master’s degree with 3-7 years of experience. PhD with 1-5 years of experience. EIT or GIT registration. 40-hour OSHA HAZWOPER training. 8-hour OSHA HAZWOPER Supervisor Training.</td>
<td><strong>Technical</strong> Identify appropriate procedures and perform complex assignments on environmental projects. Prepare geological reports and maps, interpret research data, and provide recommendations for further study or action. Apply technical knowledge to conditions that affect planning, design, construction, and operation of environmental projects. Make recommendations to senior staff based on interpretation of data. <strong>Managerial</strong> Manage communications with clients and subcontractors regarding project work scopes and budgets, project schedules, health and safety matters. Delegate and oversee report development, plans, and specifications of a project to subordinate engineers, geologists, subcontractors, and other employees. Assist management in training of staff and review and oversight of ESG I and ESG II work products.</td>
</tr>
<tr>
<td>Labor Category</td>
<td>Qualifications/ Training</td>
<td>Expectations</td>
</tr>
<tr>
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</tr>
<tr>
<td>ESG IV</td>
<td>Bachelor’s degree with 10-15 years of experience. Master’s degree with 7-12 years of experience. PhD with 5-8 years of experience. Appropriate professional registration (PE, PG, etc.). 40-hour OSHA HAZWOPER training. 8-hour OSHA HAZWOPER Supervisor Training.</td>
<td>Technical&lt;br&gt;Perform work requiring a high degree of technical originality and ingenuity. Adapt and extend principles and techniques in areas of specialty to projects of major scope and importance. Review work to determine conformity with previously outlined objectives, interpret project requirements and specifications, and enforce adherence. Managerial&lt;br&gt;Plan, organize, and evaluate the technical scopes of engineers, scientists, technicians, and administrative resources on mid-size projects. Assist with management and training of technical staff and review and oversight of subordinate work products.</td>
</tr>
<tr>
<td>Senior ESG I</td>
<td>Bachelor’s degree with 15-20 years of experience. Master’s degree with 12-15 years of experience. PhD with 10-12 years of experience. Appropriate professional registration (PE, PG, etc.).</td>
<td>Technical&lt;br&gt;Recommend engineering, physical sciences and related programs to accomplish the objectives of the project. Select technical approaches, plan and organize projects, and interpret and analyze technical results as a recognized authority. Managerial&lt;br&gt;Supervise work of engineering and geologist supervisors. Manage multiple projects and provide technical oversight for project leaders.</td>
</tr>
<tr>
<td>Senior ESG II</td>
<td>Bachelor’s degree with 20+ years of experience. Master’s degree with 15+ years of experience. PhD with 12+ years of experience. Appropriate professional registration (PE, PG, etc.).</td>
<td>Technical Strength in Practice Area&lt;br&gt;Make decisions and recommendations that have far-reaching impact on extensive engineering, scientific and related activities of a project. Plan, organize, and guide extensive environmental programs and activities. Management of Multiple Projects&lt;br&gt;Select approaches, plan and organize resources, and interpret results. Supervise overall project management of company critical programs. Client Service Management&lt;br&gt;Perform functions such as communication, identification and pursuit of follow-on opportunities, and achievement of client success factors. Leadership/Personnel Development&lt;br&gt;Provide oversight and mentoring of technical managers.</td>
</tr>
<tr>
<td>Labor Category</td>
<td>Qualifications/ Training</td>
<td>Expectations</td>
</tr>
<tr>
<td>----------------</td>
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</tr>
</tbody>
</table>
| Senior Associate | Bachelor’s degree with 25+ years of experience.  
Master’s degree with 20+ years of experience.  
PhD with 15+ years of experience.  
PE/PG registration or licensing, as applicable. | Technical Strength in Practice Area  
Recognized subject matter expert within the industry.  
Provide technical leadership to GSI project teams engaged in unique, highly complex, or otherwise technically challenging projects. Provide training and technology transfer for GSI staff.  
Client Service Management  
Support principals’ client service management with high-level technical expertise.  
Leadership/Personnel Development  
Provide training and technology transfer for GSI staff. |
| Principal I | Bachelor’s degree with 20+ years of experience.  
Master’s degree with 20+ years of experience.  
PhD with 15+ years of experience.  
PE/PG registration or licensing, as applicable.  
Approximately 15 - 20 years of experience leading and managing major contracts and projects for diversity of clients in multiple technical areas. | Recognized as technical expert in a specific field; acts as technical consultant for projects of major scope and complexity; demonstrated ability to lead and manage multiple technically difficult projects and personnel; strong oral and written communications skills; ability to prepare complex reports and proposals; takes major role in guiding quality assurance and technical excellence.  
Thorough understanding of the company’s resources, capabilities, business practices, and financial expectations; has authority to commit company resources; provides advanced leadership to technical staff; makes decisions and recommendations with significant impact; develops, reviews and signs reports and contract documents in accordance with company policy; demonstrated ability to develop and maintain strong client relationships. |
| Principal II | Bachelor’s degree with 25+ years of experience.  
Master’s degree with 25+ years of experience.  
PhD with 20+ years of experience.  
PE/PG registration or licensing, as applicable.  
Approximately 20 - 30 years of experience leading and managing major contracts and projects for diversity of clients in multiple technical areas. | Recognized as technical expert in a specific field; acts as technical consultant for projects of major scope and complexity; demonstrated ability to lead and manage multiple technically difficult projects and personnel; strong oral and written communications skills; ability to prepare complex reports and proposals; takes major role in guiding quality assurance and technical excellence.  
Thorough understanding of the company’s resources, capabilities, business practices, and financial expectations; has authority to commit company resources; provides advanced leadership to technical staff; makes decisions and recommendations with significant impact; develops, reviews and signs reports and contract documents in accordance with company policy; demonstrated ability to develop and maintain strong client relationships. |
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<th>Labor Category</th>
<th>Qualifications/ Training</th>
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<td>Principal III</td>
<td>Bachelor’s degree with 30+ years of experience.&lt;br&gt;Master’s degree with 30+ years of experience.&lt;br&gt;PhD with 30+ years of experience.&lt;br&gt;PE/PG registration or licensing, as applicable.&lt;br&gt;Over 30 years of experience leading and managing major contracts and projects for diversity of clients in multiple technical areas.</td>
<td>Recognized as technical expert in a specific field; acts as technical consultant for projects of major scope and complexity; demonstrated ability to lead and manage multiple technically difficult projects and personnel; strong oral and written communications skills; ability to prepare complex reports and proposals; takes major role in guiding quality assurance and technical excellence.&lt;br&gt;Thorough understanding of the company’s resources, capabilities, business practices, and financial expectations; has authority to commit company resources; provides advanced leadership to technical staff; makes decisions and recommendations with significant impact; develops, reviews and signs reports and contract documents in accordance with company policy; demonstrated ability to develop and maintain strong client relationships.</td>
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