On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage®, a menu-driven database system. The INTERNET address GSA Advantage® is: GSAAdvantage.gov.

**SCHEDULE TITLE:** Multiple Award Schedule

**FSC GROUP:** PROFESSIONAL SERVICES

**CONTRACT NUMBER:** 47QRAA19D000L

**CONTRACT PERIOD:** October 30, 2018 through October 29, 2023

Price list current as of Modification #PA-0005 effective July 14, 2020

**CONTRACTOR:**
Vision Planning & Consulting, LLC
7560 Morris Street, Unit 1
Fulton, MD 20759 -2655
Phone Number: 240-893-8719
Fax Number: 888-872-9626
Email: dsrinivasan@vision-pc.net

**CONTRACTOR'S ADMINISTRATION SOURCE:**
Deepta Srinivasan
7560 Morris Street, Unit 1
Fulton, MD 20759 -2655
Phone Number: 240-893-8719
Fax Number: 888-872-9626
Email: dsrinivasan@vision-pc.net

**WEBSITE:** www.planVPC.com

**BUSINESS SIZE:** Small Business

**BUSINESS TYPE:** Small Business; Subcontinent Asian (Asian-Indian) American Owned, Minority Owned Business, Self-Certified Small Disadvantaged Business; Woman Owned Business; Economically Disadvantaged Women Owned Small Business

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov.
CUSTOMER INFORMATION

1a. TABLE OF AWARDED SPECIAL ITEM NUMBERS WITH APPROPRIATE CROSS-REFERENCE TO ITEM DESCRIPTIONS AND AWARDED PRICES:

<table>
<thead>
<tr>
<th>SIN</th>
<th>RECOVERY</th>
<th>DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>541611</td>
<td>541611RC</td>
<td>Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services</td>
</tr>
<tr>
<td>541620</td>
<td>541620RC</td>
<td>Environmental Consulting Services</td>
</tr>
<tr>
<td>OLM</td>
<td>OLMRC</td>
<td>Order Level Material</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:

(Government net price based on a unit of one)

See attached GSA Price List

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. If hourly rates are not applicable, indicate “Not applicable” for this item:

See attached GSA Price List

2. MAXIMUM ORDER*: $1,000,000

3. MINIMUM ORDER: $100

4. GEOGRAPHIC COVERAGE: Domestic

5. POINT(S) OF PRODUCTION: Fulton, Maryland

6. DISCOUNT FROM LIST PRICES: GSA Net Prices are shown on the attached GSA Pricelist. Negotiated discount has been applied and the IFF has been added.

7. QUANTITY DISCOUNT(S): 5.0% will be applied for orders exceeding $1,000,000.

8. PROMPT PAYMENT TERMS. INFORMATION FOR ORDERING OFFICES: PROMPT PAYMENT TERMS CANNOT BE NEGOTIATED OUT OF THE CONTRACTUAL AGREEMENT FOR OTHER CONCESSIONS: Net 30 days
9. FOREIGN ITEMS: Not Applicable

10a. TIME OF DELIVERY: 30 Days, Subject to Task Order

10b. EXPEDITED DELIVERY: Contact Contractor

10c. OVERNIGHT AND 2-DAY DELIVERY: Contact Contractor

10d. URGENT REQUIREMENTS: Agencies can contact the Contractor’s representative to affect a faster delivery. Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery of services.

11. FOB POINT: Destination

12a. ORDERING ADDRESS: 7560 Morris Street, Unit 1 Fulton, MD 20759 -2655

12b. ORDERING PROCEDURES: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. PAYMENT ADDRESS: 7560 Morris Street, Unit 1 Fulton, MD 20759 -2655

14. WARRANTY PROVISION: Not Applicable

15. EXPORT PACKING CHARGES: Not Applicable

16. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE): Contact Contractor

17. TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE): Not Applicable

18a. TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE): Not Applicable

18b. TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE): Not Applicable

19. LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE): Not Applicable

20. LIST OF PARTICIPATING DEALERS (IF APPLICABLE): Not Applicable

21. PREVENTIVE MAINTENANCE (IF APPLICABLE): Not Applicable
22a. SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants):
Not Applicable

22b. 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

23. UNIQUE ENTITY IDENTIFIER (UEI) NUMBER: 781006254

24. NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE: Contractor has an Active Registration in the SAM database. Cage Code: 4QTA3

APPENDIX A – LABOR CATEGORY DESCRIPTION

APPENDIX B – GSA RATE TABLE

APPENDIX C – SERVICE CONTRACT LABOR STANDARDS
APPENDIX A – LABOR CATEGORY DESCRIPTION

Labor Position Descriptions

Senior Project Manager
Minimum Year Experience: 10
Minimum Education: Bachelors

Responsibilities: The Senior Project Manager manages overall execution of the project. Applies quality assurance measures to the management and performance of the delivery order. Organizes, directs, and coordinates planning and production of all delivery order support activities. Directs the generation, performance, and review of delivery order deliverable items. Develops and demonstrates an understanding of the client, their needs, expectations, and requirements. Works with client units and project teams to estimate costs and timing for tasks and creating essential documentation and tracking mechanisms. Coordinates all activities of the project team and ensure that project and tasks are completed by: scheduling and facilitating team meetings, executive updates, and required status reporting. Develops, maintains, reviews, and disseminates all project documentation, including status reports, invoices, change orders, project schedules, budgets. Reviews and manages delivery order costs and ensures conformity with contract terms and conditions. Assigns, schedules, and reviews the work of subordinates. Coordinates with appropriate management personnel, other contractor managers, and client agency representatives. Manages all elements of the project from kick-off to delivery and oversees and directs multiple projects at a time. Resolves any issues impacting the successful completion of project deliverables and provides accurate management of the portfolio of the project to which assigned. Interfaces and complies with project management office.

The Scope of the Senior Project Managers duties include but are not limited to:

Mitigation Services:
- Develops, reviews, coordinates, and executes emergency management planning activities in compliance with Federal, state, tribal, county, and local plans in the area(s) of prevention, protection, mitigation, response, and recovery.
- Develops, manages, and executes the planning process, ensuring effective prevention, protection, mitigation, response, and/or recovery operations to allow continued operational capability for the client.
- Provides knowledge of emergency management and related directives, policies, regulations, procedures, and methods, and of the collaboration and fostering of relationships between Federal, state, tribal, and local governments, non-governmental organizations (NGOs), and the private sector, as well as their response mechanisms and authorities.
- Leads a team level effort within the mitigation planning cohort.
- Makes decisions and recommendations on emergency management and hazard mitigation planning issues and serves as a senior mitigation planner to improve organizational direction and focus using strategic planning tools and techniques.
- Prepares detailed plans and schedules to organize, develop, refine, and implement hazard mitigation goals, objectives, and actions.

Resilience Planning:
• Develops planning and performance goals for vital social functions, such as healthcare, education and public safety, and their supporting buildings and infrastructure systems, including transportation, energy, communications, and water and wastewater.
• Promotes community social and economic needs and functions to drive goal-setting for how the built environment performs.
• Provides a comprehensive method to align community priorities and resources with resilience goals.
• Helps define community goals, assesses anticipated performance in aftermath of hazards, identifies gaps and areas for improvement.
• Identifies solutions and implementation strategies.

Emergency Management:
• Leads high impact teams in the design, development, implementation, and validation of mitigation, resilience, and recovery capabilities across disciplines, including business continuity, crisis management, disaster recovery, risk management, and emergency response.
• Partners with clients to identify, analyze, and implement mitigation strategies to minimize risk and vulnerability.
• Supports the Strategic Risk Services leadership and teams on special projects and designs and/or facilitates emergency mitigation, preparedness, and/or response activities, including: exercises, drills, inspections and training.
• Documents and evaluates emergency response exercises and drills.
• Develops overarching emergency management policy, such as Emergency Operations Plans, and/or Hazard Mitigation Plans, for client locations.
• Prepares training materials, briefings, and other communication material to educate client personnel on emergency procedures and their responsibilities before, during, and after natural or man-made disasters and develops and executes emergency management exercises, including, but not limited to, writing exercise objectives, developing exercise safety procedures, evaluating participants, authoring exercise after-action reports, and tracking progress of identified process improvements.
• Participates in emergency management meetings with organizational partners and representatives of leadership to develop client emergency management policy.
• Provides guidance in supporting comprehensive, agency-wide crisis management, continuity of operations, and emergency/disaster management policies and plans.
• Provides technical assistance to ensure policies are properly developed, coordinated, and implemented in relation to the clients’ mission and associated functional roles and responsibilities.
• Arranges and assists collaborative planning processes, including facilitating stakeholder and technical advisory groups, and drafting, editing and documenting emergency mitigation, response, or recovery plans for the client.
• Attends local, state and Federal emergency management conferences or activities on behalf of, or in tandem with, the client.
• Maintains confidentiality of all privileged information.
• Reviews and analyzes client policy to recommend guidance and procedures that will assist officials in planning and preparing responses to emergency situations and/or other events.
• Coordinates with clients and stakeholders to support emergency management programs and initiatives.
Project Manager
Minimum Year Experience: 7
Minimum Education: Bachelors

Responsibilities: The Project Manager assists the Senior Project Manager with oversight of project execution. Applies quality assurance measures to the management and performance of the delivery order. Organizes, directs, and coordinates planning and production of all delivery order support activities. Directs the generation, performance, and review of delivery order deliverable items and develops and demonstrates an understanding of the client, their needs, expectations, and requirements. Coordinates activities of the project team and ensures that project tasks are completed by scheduling and facilitating team meetings, executive updates, and status reporting and develops, maintains, reviews, and disseminates project documentation, including status reports, invoices, and project schedules. Assigns, schedules, and reviews the work of subordinates. Coordinates with appropriate management personnel, other contractor managers, and client agency representatives and takes appropriate action and coordinates policies and activities with appropriate personnel, as required. Assists with management of all elements of the project, from kick-off to delivery and provides accurate management of the portfolio of the project to which assigned. Interfaces and complies with project management office.

The Scope of the Project Manager's duties include:

Outreach/Engagement Specialist (Senior):

- Oversees marketing and communication initiatives that engage departments, organizations, jurisdictions, community members, and stakeholder and that build relationships and promote a positive perception of the client or their initiatives.
- Implements marketing and communication plans that utilize a wide range of channels to inform, engage and provide a compelling value proposition for stakeholders.
- Develops and maintains strong partnerships with leadership to meet objectives. Manages editorial calendars for online channels, including blog, social media and e-mail channels.
- Manages social media and email marketing strategies, including campaign development, execution and reporting.
- Designs, creates and manages creative promotions and campaigns to drive engagement, attendance and awareness.
- Develops, nurtures, and manages relationships and partnerships among organizations, corporations and other partners for the client.
- Monitors, listens, and responds to audiences via online channels, curating data and insights and assists with client media relations efforts, interviews, and media opportunities as needed.
- Analyzes web and social metrics, including principles of SEO, to inform and revise marketing and outreach strategies.
- Monitors trends and best practices in social media tools, applications, design and strategy, using lessons learned to improve clients marketing and outreach strategies.
- Researches and establishes relationships with key media outlets, bloggers and organizations that are important to the client's audience.
- Leverages in-depth knowledge and understanding of social media platforms, their respective channels (Facebook, Twitter, Instagram, YouTube, Pinterest, etc.) and how each platform can be deployed in different scenarios.
• Communicates information and ideas via written, verbal, and visual formats, including photography, video and design for social platforms.

**Cultural Resource Planning:**
• Develops document design and content for Cultural Resource Management Plans.
• Assists with technical report reviews and revisions, as well as the development and organization of cultural resources data and associated files.
• Conducts records searches and writing technical reports and cultural resources sections of hazard mitigation or emergency management planning documents.
• Provides knowledge of the principles, practices, and techniques of architectural historic preservation.
• Communicates effectively the value of historic preservation to residents and elected officials.
• Provides knowledge of local, county, state, and/or Federal design guides or restrictions.
• Assists with technical assistance to historic rehabilitation projects requiring the application of historic preservation, engineering, architectural, and landscape architectural standards and methods of analysis to mitigate flooding and other hazards.

**Emergency Management/Mitigation Planning:**
• Applies local, state, and Federal emergency preparedness rules and regulations to planning process and identifies best practices, benchmarks and lessons learned across the emergency management discipline and makes continuous improvements to emergency management programs, procedures and capabilities.
• Designs and creates complex emergency management guidelines and programs for clients.
• Develops business and government continuity plans and develops technical reports based on expert analysis.
• Analyzes and evaluates existing or proposed emergency plans or procedures.
• Participates in complex procedure documentation, program planning, and project design and scheduling.
• Develops plans and operating procedures that will assist emergency response personnel (police, fire fighters, paramedics, public works) in the mitigation of both manmade and natural disasters.
• Assists in coordinating and analyzing programs, policies, procedures, guidelines, and objectives for emergency management and manages the update of the client’s Emergency Operations Plan (EOP), the Threat and Hazard Identification Risk Assessment (THIRA), county/local Hazard Mitigation Plan, and/or recommends improvements to the client’s emergency operations or recovery plans.
• Guides clients and partner departments in updating plans, appendices, and annexes and reviews and revises emergency plans, policies, processes and procedures, to include emergency/disaster plans, Continuity of Operation Plans (COOP) and other related contingency programs.
• Coordinates the development of client emergency plans.
• Provides technical assistance and/or outreach to local, state, or Federal departments and agencies.

**Risk Assessment Analysis:**
• Develops Hazard Vulnerability Analysis (HVA) and Hazard Identification and Risk Assessment (HIRA) for clients, in some cases using analytical software to evaluate risk and consequences.
• Uses ESRI or other geographic information system (GIS) software to analyze risk and/or vulnerability information, and to produce maps and tables to illustrate the analysis results.
• Provides expertise in hazard mitigation-related Federal programs, such as National Flood Insurance Program (NFIP), Hazard Mitigation Assistance (HMA), and Hazard Mitigation Grant Program (HMGP).
• Provides familiarity with hazard mitigation techniques and floodplain management regulations.
• Provides expertise associated with natural and man-made disasters to support regulatory compliance for programs/clients.
• Analyzes and identifies data collected from facilities for risk, mitigation, environmental, or recovery concerns, and recommends mitigation actions when and where required.
• Leads, conducts, and evaluates detailed reviews of complex operations to identify vulnerability to hazards, and develops appropriate actions.
• Reviews the structures, systems, components, processes, materials, potential energy sources used in facilities, and identifies hazards, considers regulatory compliance, and provides solutions.
• Reviews existing planning, operational, and safety requirements for compliance with FEMA, state, and local directives, as well as client policies and procedures, and recommends revisions, as needed.
• Directs risk assessment on a jurisdiction-wide basis to identify probabilities posed by various natural and man-made hazards.
• Works with municipal and county officials to identify mitigation projects which can reduce or eliminate potential damages from these hazards.
• Conducts intergovernmental/interdepartmental coordination with local, state, and Federal environmental agencies.
• Answers environmental questions and helps clients comply with state and Federal requirements involving air, water, and land runoff, pollution, or public health regulations.
• Works with municipalities, state agencies, and nonprofits to develop both small and complex multi-stakeholder HMGP recommendations.

Website Design:
• Assists with developing interactive site architecture for new websites and tests web programming to ensure functionality for active websites and posts tested and approved coded data to active websites.
• Designs, implements and maintains new Landing Pages.
• Creates compelling user experiences with innovative workflows and designs and builds websites using a variety of graphics, software applications, techniques, and tools.
• Designs and develops user interface features, site animation, and special effects elements.
**Junior Project Manager**  
**Minimum Year Experience:** 3  
**Minimum Education:** Bachelors

**Responsibilities:** The Junior Project Manager assists the Project Manager with oversight of project execution. Applies quality assurance measures to the management and performance of the delivery order. Organizes, directs, and coordinates planning and production of all delivery order support activities. Directs the generation, performance, and review of delivery order deliverable items and develops and demonstrates an understanding of the client, their needs, expectations, and requirements. Coordinates activities of the project team and ensures that project tasks are completed by scheduling and facilitating team meetings, executive updates, and status reporting and develops, maintains, reviews, and disseminates project documentation, including status reports, invoices, and project schedules. Assigns, schedules, and reviews the work of subordinates. Coordinates with appropriate management personnel, other contractor managers, and client agency representatives and takes appropriate action and coordinates policies and activities with appropriate personnel, as required. Assists with management of all elements of the project, from kick-off to delivery and provides accurate management of the portfolio of the project to which assigned. Interfaces and complies with project management office.

**The Scope of the Junior Project Manager’s duties include:**

**Strategic Planning for Environmental Management:**
- Conducts strategic planning to provide a vision and to set sustainability and environmental management goals for clients.
- Encourages collaboration and cooperation between the jurisdiction’s storm water infrastructure, watershed management, green building, energy planning, and environmental education and outreach initiatives.
- Encourages innovative green building density incentive programs and ensures compliance with LEED certification requirements for client projects; and implements energy efficiency improvements for county facilities.
- Promotes enforcement of jurisdictional environmental ordinances, and ensures compliance with the appropriate storm/sewer system permit, and other relevant requirements.
- Directs and plans the use of innovative tools and techniques to inform, and to build consensus and support, for environmental and sustainability initiatives.
- Presents findings and/or recommendations to clients, residents, civic organizations, and other commissions.
- Builds strong relationships within departments and cross-organizational committees to ensure successful collaboration and support from senior managers, elected officials, county agencies, regional partners, and community leaders.

**Emergency Management/Mitigation Planning (Junior):**
- Assists in developing plans and operating procedures that will assist emergency response personnel (police, fire fighters, paramedics, public works, etc.) in the mitigation of both manmade and natural disasters.
- Applies local, state, and Federal emergency preparedness rules and regulations to planning processes.
Participates in complex procedure documentation, program planning, and project design.

Assists in coordinating and analyzing programs, policies, procedures, guidelines, and objectives for emergency management and assists in updating the client’s Emergency Operations Plan (EOP), the Threat and Hazard Identification Risk Assessment (THIRA), and Flood and Hazard Mitigation Plans.
Assists clients and partner departments in updating plans, appendices, and annexes, as necessary.
Drafts and prepares emergency plans, policies, processes, and procedures, to include emergency/disaster plans, continuity of Operation Plans (COOP), and other related contingency programs.
Researc...
**Junior Analyst**  
Minimum Year Experience: 2  
Minimum Education: Bachelors

**Responsibilities:** The Junior Analyst interacts with clients to obtain and document functional and technical requirements. The Junior Analyst analyzes existing system documentation to summarize existing system functionality as it relates to the project at hand. Helps identify priorities based upon feedback from stakeholders. The Junior Analyst analyzes business requirements and technical specifications of applications in development to see how they can be developed into testable elements. The Junior Analyst provides experience as a cross-functional Business Analyst, performing both requirement analysis and software testing. The Junior Analyst develops supporting diagrams, such as process diagrams and process flow. The Junior Analyst develops detailed technical and product knowledge reports. The Business Analyst contributes to projects and initiatives. The Junior Analyst develops process improvements and gathers, analyzes, documents, and validates functional and technical requirements.

**The Scope of the Junior Analyst’s duties include:**

**System Analysis:**
- Conducts holistic internal and external facing technology needs analysis for contract operations.
- Researches solutions and suggests best options.
- Assists in procurement, installation, system configuration design and implementation.
- Administers systems and maintain systems documentation (written and diagrams).
- Keeps the organization current with new software releases and newer systems options. Conducts analysis of contract data files and produce reports using MS Excel, Tableau, etc.
- Maintains project plan in MS Project, or other project tracking software.
- Assists in document assembly, file transfers, document conversions, simple laptop/desktop maintenance, etc., as needed.
- Assists in managing non-technology office requirements.
- Generates ideas for continuous innovation.

**Technical Writing**
- Proficient in technical writing, editing, and formatting of government documents.
- Proficient in a variety of style guides, including the Government Printing Office (GPO) style guide and agency-specific styles.
- Uses expertise in communications and ensures consistency through template creation, formatting and styles, version control, and addressing content from multiple authors.
- Specializes in communications with a focus on grammatical issues, and the delivery of a clear message and actionable content tailored for varied audiences, including the general public, local, state, and tribal government stakeholders; and the Federal Government.
- Assists in developing public outreach materials, including brochures, magazine articles, web content, and videos and is well versed in accessibility standards set forth by Section 508 of the Rehabilitation Act.
- Assists in collecting and organizing information required for preparation of documents, training materials, guides, proposals, and reports.
- Utilizes strong writing, editing, and communication skills to analyze and present complex information in a format that is easy to read and understand.
**GIS Analyst (Junior)**

**Minimum Year Experience:** 2  
**Minimum Education:** Bachelors

**Responsibilities:** The GIS Analyst (Junior) creates, organizes, modifies, and analyzes geospatial data. The GIS Analyst uses ArcGIS tools to develop imagery for inclusion into product publication. The GIS Analyst (Junior) uses various GIS software (primarily ESRI ArcGIS, AGOL, GeoServer), as well as various geographic data formats and standard data conversion and transformation methods for geographic analysis. The GIS Analyst (Junior) creates maps (including using large-format plotters), reports, and presentations in support of various GIS and technology projects. The GIS Analyst (Junior) applies open data resources to benefit the project, where available. The GIS Analyst (Junior) maintains a geodatabase of the data to assist clients and analysts. Creates dynamic Web apps with ArcGIS Pro, publishes to the client’s Portal for ArcGIS, and assists Web and SharePoint developers with integration of mapping services within client websites, when needed. The GIS Analyst (Junior) develops visually appealing StoryMaps using Portal for ArcGIS to provide data to client leadership in an interactive format. The GIS Analyst (Junior) performs data collection, conversion, manipulation, and analysis on large data sets utilizing MS Access, MS Excel, and other tools. The GIS Analyst (Junior) performs ad hoc queries on multiple large data sets. The GIS Analyst (Junior) contributes to the development of processes and procedures that support geographic data sets and works with other team members to ensure data files are accurately built and loaded, and that project schedule deadlines are met. The GIS Analyst (Junior) develops geographic databases through use of GIS/GPS and advanced technologies for specialized purposes and develops and maintains links between various databases and simple applications and scripts.
## APPENDIX B – GSA RATE TABLE

<table>
<thead>
<tr>
<th>SIN’S</th>
<th>SERVICE PROPOSED</th>
<th>MINIMUM EDUCATION</th>
<th>MINIMUM YEARS OF EXPERIENCE</th>
<th>CONTRACTOR OR CUSTOMER FACILITY OR BOTH</th>
<th>DOMESTIC OR OVERSEAS</th>
<th>UNIT OF ISSUE</th>
<th>PRICE OFFERED TO GSA</th>
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<tbody>
<tr>
<td>541611</td>
<td>Senior Project Manager</td>
<td>Bachelors</td>
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<td>Junior Project Manager</td>
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<tr>
<td>541611</td>
<td>Junior Analyst</td>
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<td>Contractor Facility</td>
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</tbody>
</table>
APPENDIX C – SERVICE CONTRACT LABOR STANDARDS

Service Contract Labor Standards: The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Multiple Award Schedule (MAS) and all services provided. While no specific labor categories have been identified as being subject to SCLS/SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS/SCA eligible labor categories. If and/or when the contractor adds SCLS/SCA labor categories to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS/SCA matrix identifying the GSA labor category titles, the occupational code, SCLS/SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.