



Federal Supply Service

Authorized Federal Supply Schedule Price List

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.

Multiple Award Schedule

FSC Group: Professional Services

Contract number: 47QRAA21D008V

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

Contract period: August 10, 2021 through August 9, 2026

Legal Interpreting Services, Inc
950 Herndon Parkway, Suite 210
Herndon, VA 20170
718-237-8919
www.lissol.com

Contract Administrator: Alexander Shurchin
Email: ashurchin@lissol.com

Business size: Small Business

Prices Shown Herein are Net (discount deducted)



Table of Contents

| | |
|--|----|
| CUSTOMER INFORMATION..... | 3 |
| CORPORATE CAPABILITIES:..... | 5 |
| PROFESSIONAL SERVICES - BUSINESS ADMINISTRATIVE SERVICES:..... | 6 |
| LANGUAGE SERVICES: | 6 |
| PRICING AND SERVICE DESCRIPTIONS:..... | 7 |
| SIN 541611 LABOR CATEGORY DESCRIPTIONS..... | 7 |
| SIN 541611 LABOR RATES:..... | 21 |
| SIN 541930 LABOR CATEGORY DESCRIPTIONS..... | 23 |
| SIN 541930 LABOR RATES:..... | 23 |
| SUBSTITUTION MATRIX | 28 |
| DANGER/HAZARDOUS DUTY PAY ADDITIONS:..... | 28 |



CUSTOMER INFORMATION

1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s).

| SINs | Recovery | SIN Title |
|--------|----------|--|
| 541611 | 541611RC | Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services |
| 541930 | 541930RC | Translation and Interpretation Services |
| OLM | OLMRC | Order-Level Materials (OLM's) |

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. See Page 4

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 Page 4

2. Maximum order: \$1,000,000

3. Minimum order: \$350

4. Geographic coverage (delivery area). Worldwide

5. Point(s) of production (city, county, and State or foreign country). Same as Company Address

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

7. Quantity discounts. None

8. Prompt payment terms. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions. Net 30 days

9. Foreign items (list items by country of origin). None

10a. Time of delivery. (Contractor insert number of days.) To Be Determined at the Task Order level

10b. Expedited Delivery. Items available for expedited delivery are noted in this price list. Contact Contractor

10c. Overnight and 2-day delivery. Contact Contractor



10d. Urgent Requirements. Contact Contractor

11. F.O.B. point(s). Destination

12a. Ordering address(es). Same as Contract Address

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(es). Same as Contractor Address

14. Warranty provision. Standard Commercial Warranty Terms & Conditions

15. Export packing charges, if applicable. Not Applicable

16. Terms and conditions of rental, maintenance, and repair (if applicable). Not Applicable

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 applicable). 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). 965603293

24. Notification regarding registration in System for Award Management (SAM) database. Contractor registered and active in SAM



CORPORATE CAPABILITIES:

From our beginning in 1994 supporting the Department of Justice and industry partners, to becoming a trusted partner of the intelligence community, LIS Solutions has provided our customers with advanced solutions in language services, cyber security, intelligence analysis and Information Technology in all Combatant Commands (COCOM). LIS provides this support through disciplined methodologies based on balanced, sustainable integrations of technology and human talent. Leveraging our capabilities, resources and deep experience, we deliver customized results based on an in-depth understanding of each customer’s need and each project’s unique requirements. We strive to help stakeholders make better, faster decisions at critical junctures. Most importantly, we strive to ensure safety and security in the United States and around the world.

LIS Solutions was established to bring equality and opportunity to the citizens of America. Recognizing the extensive challenges present by communication barriers, LIS brought innovative solutions to bridge the gap while creating a safe and secure environment in which individuals could defend themselves and freely pursue their dreams, regardless of background or origin.

By providing a voice to the individual, our message resonated throughout our communities and resulted in the opportunity to support the many. Today, LIS proudly supports missions around the globe for customers throughout the Intelligence Community (IC), Department of Defense (DoD), Civilian Agencies, and Law Enforcement Community, as well as State and Local Municipalities and Private and Commercial sector clients. Through organic growth and continued performance our core capabilities now include Language Support Services, Cybersecurity, Intelligence Analysis and Information Technology.

What started as a commitment to one, has grown into an incredible honor and a relentless pursuit towards giving opportunity and security to every citizen of the United States and our allies.

Our reward is supporting those we serve and the freedom and security we honorably and humbly help provide.

Our Competitive Advantage is our Experience

Since 1994, LIS has developed a strong core of contract-based clients ranging from federal, state and local government agencies to Fortune 500 companies. Some of our federal clients include:

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|---|---|
| Bureau of Public Debt | Document and Website Translation, American Sign Language, Onsite Interpretation, Cultural Consulting, Language Training |
| Centers of Medicare and Medicaid Services | Over the Phone Interpretation, Translation, DTP, 508 Compliance, Website and Document Localization, Consulting/Analysis |
| Defense Intelligence Agency | Translation, Transcription, DOCEX, DOMEX, OSINT, Counterintelligence, Counterespionage, Intel Analysis, Cybersecurity, Information Technology, Program Management, Screening, Triage, Workflow Coordination, QC |
| Executive Office for Immigration Review | Immigration Court Interpretation |
| Federal Bureau of Investigation | Document Translation, Interpretation, Cleared Linguistic Support Services and Title III Monitoring |
| Federal Department of Education | Document Translation, Onsite Interpretation |
| Federal Emergency Management Agency | Translation, Transcription, Interpretation, 508 Compliance, DTP |



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| Immigration and Customs Enforcement | Title III Monitoring, Translation, Transcription, Interpretation, Telephonic Interpretation, Analysis, Logistics |
| INSCOM | CONUS and OCONUS Translation, Transcription and Interpretation Support, OCONUS Intelligence Analysis |
| Internal Revenue Services | American Sign Language |
| National Endowment for the Humanities | Document Translation, Onsite Interpretation |
| National Labor Relations Board | Document Translation, Onsite Interpretation |
| National Virtual Translation Center | Document Translation, DOCEX, DOMEX, Intelligence Analysis, Linguistic Support, QC Management |
| Securities and Exchange Commission | Document Translation, Onsite Interpretation, Transcription |
| Social Security Administration | Interpretation and Translation Services |
| U.S. Air Force | OCONUS Interpretation, Program Management and Cultural Consulting |
| U.S. Attorney's Office | Document Translation, Onsite Interpretation, Transcription |
| U.S. Bureau of Prisons | Onsite Interpretation, translation, transcription, and monitoring |
| U.S. Citizenship and Immigration Services | Document and Website Translation, American Sign Language Services |
| U.S. Coast Guard | OCONUS Linguistic Support, Analytical Support, Cultural Consulting, Onsite Interpretation, Telephonic Interpretation |
| U.S. Customs and Border Patrol | Translation, Telephonic Interpretation, American Sign Language, Audio Equipment Management and Support |
| U.S. Fish and Wildlife Services | Document Translation, Desktop Publishing |
| U.S. Marine Corp Forces Special Operations Command | Language Instruction, Cultural Training, Role Player Support |
| U.S. Military Academy | Strategic Role Playing, Cultural Consulting, Language Training, Onsite Interpretation |
| U.S. Small Business Administration | Document Translation, Transcription |
| U.S. Special Operations Command | Language Instruction, Cultural Training |
| U.S. Navy (SEAPORT NxG) | Engineering and Program Management |

PROFESSIONAL SERVICES - BUSINESS ADMINISTRATIVE SERVICES:

LIS supports our customers with Management Consulting, as well as Business Program and Project Management Services. We provide operating solutions on administrative and management issues. This includes supporting our customers with relevant and effective multi-disciplined intelligence information encompassing the full spectrum of the intelligence life cycle—Planning and Direction, Collection, Processing and Exploitation, Analysis and Production and Dissemination and Integration.

LANGUAGE SERVICES:

With more than 25 years of experience as an advanced and innovative language services provider, LIS Solutions supports a broad range of organizations. Our clients include federal, state and local government agencies, international organizations, small to midsize businesses and Fortune 500 companies. In all 50 states and around the world, we have more than 10,000 professional linguists skilled in over 250 languages and dialects.



Our customers have come to depend on our quality, flexibility, and timely support services uniquely solutioned to their needs. We develop integrated, seamless workflows by combining the latest industry-specific technologies with experienced and talented language professionals.

Our integrated ISO 9001 and 17100 certified quality control processes and procedures ensure we deliver accurate, consistent, and timely products, as well as precise solutions designed to exceed customer expectations. Our Project Managers, each SDL Trados Certified, leverage industry-best tools such as Plunet and SDL Trados to maximize efficiencies and accuracy.

Language Services Include:

- American Sign Language (ASL)
- Conference Equipment Sales and Rental (Audio and Video)
- Consecutive and Simultaneous Interpretation
- Cultural Consulting
- Desktop Publishing (DTP)
- Document and Media Translation
- Language Analysis (OSINT, DOCEX, DOMEX)
- Language Instruction
- Localization
- Over the Phone Interpretation (OPI)
- Role Play and Military Exercise Support
- Title III Monitoring
- Transcription
- Translation Memory Management and Glossary Development
- Video Remote Interpreting (VRI)
- Voice over and Subtitling

PRICING AND SERVICE DESCRIPTIONS:

SIN 541611 LABOR CATEGORY DESCRIPTIONS

| LABOR CATEGORY | DESCRIPTION | MINIMUM EDUCATION | MINIMUM YEARS EXPERIENCE |
|---------------------------|--|-------------------|--------------------------|
| All Source Analyst-Junior | Conducts analysis using intelligence and information from multiple sources to assess, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements. | Bachelors | 3 |
| All Source Analyst-Mid | Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts analysis using intelligence and information from multiple sources to assess, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements. | Bachelors | 8 |
| All Source Analyst-Senior | Conducts analysis using intelligence and information from multiple sources to assess, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates | Masters | 12 |

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| | ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products. | | |
| All Source Analyst-Expert | Conducts analysis using intelligence and information from multiple sources to assess, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher). | Masters | 20 |
| Counterterrorism / Insurgency Analyst-Junior | Produces IC-coordinated all-source intelligence analytic products on non-state actors such as terrorist and insurgency groups and their activities worldwide. Analysis includes, but is not limited to, identifying, exposing, and exploiting terrorist / insurgent planning, operations, vulnerabilities; chemical, biological, radiological, nuclear, and explosives (CBRNE) terrorist tactics, techniques and procedures (TTPs); provide warning; and pattern of life and network development analysis. Provides analytic support to counterterrorism and counter insurgency operations to include operating 24 / 7 warning activities and Document and Media Exploitation (DOMEX). Supports the tracking, identifying, entering, and management of identify information on known or suspected terrorists as well as nominating identities as terrorist threats. | Bachelors | 3 |
| Counterterrorism / Insurgency Analyst Mid | Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Produces IC-coordinated all-source intelligence analytic products on non-state actors such as terrorist and insurgency groups and their activities worldwide. Analysis includes, but is not limited to, identifying, exposing, and exploiting terrorist / insurgent planning, operations, vulnerabilities; chemical, biological, radiological, nuclear, and explosives (CBRNE) terrorist tactics, techniques and procedures (TTPs); provide warning; and pattern of life and network development analysis. Provides analytic support to counterterrorism and counter insurgency operations to include operating 24 / 7 warning activities and Document and Media Exploitation (DOMEX). Supports the tracking, identifying, entering, and management of identify information on known or suspected terrorists as well as nominating identities as terrorist threats. | Bachelors | 8 |
| Counterterrorism / Insurgency Analyst-Senior | Produces IC-coordinated all-source intelligence analytic products on non-state actors such as terrorist and insurgency groups and their activities worldwide. Analysis includes, but is not limited to, identifying, exposing, and exploiting terrorist / insurgent planning, operations, vulnerabilities; chemical, biological, radiological, nuclear, and explosives (CBRNE) terrorist tactics, techniques and procedures (TTPs); provide warning; and pattern of life and network development analysis. Provides analytic support to counterterrorism and counter insurgency operations to include operating 24 / 7 warning activities and Document and Media Exploitation (DOMEX). Supports the tracking, identifying, entering, and management of identify information on known or suspected terrorists as well as nominating identities as terrorist threats. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products. | Masters | 12 |

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| Geospatial Analyst - Junior | Conducts geospatial analysis of objects, networks, and persons using geospatial tools, methodologies, spatial-temporal data, imagery, social and physical sciences. Exploits imagery, vector, and other data types to include non-geospatially correlated data to locate, identify, and map objects in the spatial domain. Provides analysis on, but is not limited to, terrain mapping, route planning, and maritime geospatial activity. | Bachelors | 3 |
| Geospatial Analyst - Mid | Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts geospatial analysis of objects, networks, and persons using geospatial tools, methodologies, spatial-temporal data, imagery, social and physical sciences. Exploits imagery, vector, and other data types to include non-geospatially correlated data to locate, identify, and map objects in the spatial domain. Provides analysis on, but is not limited to, terrain mapping, route planning, and maritime geospatial activity. | Bachelors | 8 |
| Geospatial Analyst - Senior | Conducts geospatial analysis of objects, networks, and persons using geospatial tools, methodologies, spatial-temporal data, imagery, social and physical sciences. Exploits imagery, vector, and other data types to include non-geospatially correlated data to locate, identify, and map objects in the spatial domain. Provides analysis on, but is not limited to, terrain mapping, route planning, and maritime geospatial activity. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products. | Masters | 12 |
| Geospatial Analyst-Expert | Conducts geospatial analysis of objects, networks, and persons using geospatial tools, methodologies, spatial-temporal data, imagery, social and physical sciences. Exploits imagery, vector, and other data types to include non-geospatially correlated data to locate, identify, and map objects in the spatial domain. Provides analysis on, but is not limited to, terrain mapping, route planning, and maritime geospatial activity. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher). | Masters | 20 |



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| Logistics / Transportation Analyst - Junior | Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks. | Bachelors | 3 |
| Logistics / Transportation Analyst - Mid | Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks. | Bachelors | 8 |
| Logistics / Transportation Analyst - Senior | Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products. | Masters | 12 |
| Logistics / Transportation Analyst- Expert | Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher). | Masters | 20 |
| Open Source Analyst - Junior | Conducts all-source analytic production on sources and products of information available from public, private, and U.S. and foreign Government open source materials within established security protocols. Analyzes foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insight to address defense intelligence requirements. | Bachelors | 3 |



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| Open Source Analyst - Mid | Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source analytic production on sources and products of information available from public, private, and U.S. and foreign Government open source materials within established security protocols. Analyzes foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insight to address defense intelligence requirements. | Bachelors | 8 |
| Open Source Analyst - Senior | Conducts all-source analytic production on sources and products of information available from public, private, and U.S. and foreign Government open source materials within established security protocols. Analyzes foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insight to address defense intelligence requirements. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products. | Masters | 12 |
| Open Source Analyst-Expert | Conducts all-source analytic production on sources and products of information available from public, private, and U.S. and foreign Government open source materials within established security protocols. Analyzes foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insight to address defense intelligence requirements. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher). | Masters | 20 |
| Social Network Analyst - Junior | Conducts all-source in-depth link and social networks analysis using advanced social network analysis techniques. Assesses opportunities to disrupt or degrade networks as appropriate. Assesses information gaps and predicts areas of information that enhance the collection cycle, based on collection strategies and Requests for Information (RFI). | Bachelors | 3 |
| Social Network Analyst - Mid | Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source in-depth link and social networks analysis using advanced social network analysis techniques. Assesses opportunities to disrupt or degrade networks as appropriate. Assesses information gaps and predicts areas of information that enhance the collection cycle, based on collection strategies and Requests for Information (RFI). | Bachelors | 8 |
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| Socio-Cultural Analyst - Junior | Conducts all-source analytic production of socio-cultural elements within a region, human terrain, and human geography. Analysis includes, but is not limited, to religious, linguistic, ethnic, social, tribal, and occupational domains with respect to geography and resources to characterize the dynamics of groups of people worldwide. Incorporates expertise sociology, cultural anthropology, demography, psychology, geography, economics, and political science. | Bachelors | 3 |
| Socio-Cultural Analyst - Mid | Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source analytic production of socio-cultural elements within a region, human terrain, and human geography. Analysis includes, but is not limited, to religious, linguistic, ethnic, social, tribal, and occupational domains with respect to geography and resources to characterize the dynamics of groups of people worldwide. Incorporates expertise sociology, cultural anthropology, demography, psychology, geography, economics, and political science. | Bachelors | 8 |
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| Targeting Analyst - Junior | Develops targets and target systems for joint lethal and / or non-lethal engagements. Develops target nominations, creates database records, and databases target intelligence products. Produces all-source analytic damage estimates and battle damage assessments and assists with combat assessment requirements. Conducts collateral damage estimation, performs target list management, target strategy development, and provides joint target | Bachelors | 3 |



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| | intelligence support to deliberate and dynamic target engagements. Provides recommendations for target prioritization to achieve commander objectives for plans and operations. Provides database nominations, creates and updates database and uploads TMs into databases. | | |
| Targeting Analyst - Mid | Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Develops targets and target systems for joint lethal and / or non-lethal engagements. Develops target nominations, creates database records, and databases target intelligence products. Produces all-source analytic damage estimates and battle damage assessments and assists with combat assessment requirements. Conducts collateral damage estimation, performs target list management, target strategy development, and provides join target intelligence support to deliberate and dynamic target engagements. Provides recommendations for target prioritization to achieve commander objectives for plans and operations. Provides database nominations, creates and updates database and uploads TMs into databases. | Bachelors | 8 |
| Targeting Analyst - Senior | Develops targets and target systems for joint lethal and / or non-lethal engagements. Develops target nominations, creates database records, and databases target intelligence products. Produces all-source analytic damage estimates and battle damage assessments and assists with combat assessment requirements. Conducts collateral damage estimation, performs target list management, target strategy development, and provides join target intelligence support to deliberate and dynamic target engagements. Provides recommendations for target prioritization to achieve commander objectives for plans and operations. Provides database nominations, creates and updates database and uploads TMs into databases. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products. | Masters | 12 |
| Targeting Analyst- Expert | Develops targets and target systems for joint lethal and / or non-lethal engagements. Develops target nominations, creates database records, and databases target intelligence products. Produces all-source analytic damage estimates and battle damage assessments and assists with combat assessment requirements. Conducts collateral damage estimation, performs target list management, target strategy development, and provides join target intelligence support to deliberate and dynamic target engagements. Provides recommendations for target prioritization to achieve commander objectives for plans and operations. Provides database nominations, creates and updates database and uploads TMs into databases. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher). | Masters | 20 |
| Threat Finance Analyst - Junior | Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial actives including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including, | Bachelors | 3 |

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| | <p>but not limited to, SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools.</p> | | |
| Threat Finance Analyst - Mid | <p>Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial actives including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including, but not limited to, SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools.</p> | Bachelors | 8 |
| Threat Finance Analyst - Senior | <p>Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial actives including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including, but not limited to, SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology.</p> | Masters | 12 |



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| | Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products. | | |
| Threat Finance Analyst- Expert | Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial actives including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher). | Masters | 20 |
| Warning Analyst - Junior | Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program, DoD Analytic Agenda, Defense Acquisition System, and Technology Security Program. | Bachelors | 3 |
| Warning Analyst - Mid | Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program, DoD Analytic Agenda, Defense Acquisition System, and Technology Security Program. | Bachelors | 8 |
| Warning Analyst - Senior | Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program, DoD Analytic Agenda, Defense Acquisition System, and Technology Security Program. | Masters | 12 |



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| | Security Program. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products. | | |
| Warning Analyst-Expert | Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program, DoD Analytic Agenda, Defense Acquisition System, and Technology Security Program. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher). | Masters | 20 |
| Watchlist Analyst - Junior | Perform all-source intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government. | Bachelors | 3 |
| Watchlist Analyst - Mid | Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Perform all-source intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government. | Bachelors | 8 |
| Watchlist Analyst - Senior | Perform all-source intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates | Masters | 12 |



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| | ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products. | | |
| Watchlist Analyst-Expert | Perform all-source intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher). | Masters | 20 |
| CI Specialist- Junior | Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent. | Bachelors | 3 |
| CI Specialist- Mid | Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent. | Bachelors | 8 |
| CI Specialist- Senior | Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent. Demonstrate mastery of qualitative and quantitative analytic | Masters | 12 |



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| | methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products. | | |
| CI Specialist- Expert | Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher). | Masters | 20 |
| Collection Manager- Junior | Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Evaluates the efficiency and effectiveness of multi-INT collection against requirements and the execution of collection plans and strategies to generate reliable and valid intelligence to customers. Assesses the value of collected intelligence, versus the customers' need(s) and decision making. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to collection plans and strategies, and other, and procures feedback of findings. Identifies collection gaps, related trends and opportunities; assesses collection options, tests assumptions. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as, but not limited to, MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course. | Bachelors | 3 |
| Collection Manager- Mid | Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Evaluates the efficiency and effectiveness of multi-INT collection against requirements and the execution of collection plans and strategies to generate reliable and valid intelligence to customers. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR | Bachelors | 8 |

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| | <p>data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to collection plans and strategies, and other, and procures feedback of findings. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as, but not limited to, MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course.</p> | | |
| Collection Manager-Senior | <p>Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Assesses the value of collected intelligence, versus the customers' need(s) and decision making. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to collection plans and strategies, and other, and procures feedback of findings. Identifies collection gaps, related trends and opportunities; assesses collection options, tests assumptions. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as, but not limited to, MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.</p> | Masters | 12 |
| Collection Manager-Expert | <p>Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Evaluates the efficiency and effectiveness of multi-INT collection against requirements and the execution of collection plans and strategies to generate reliable and valid intelligence to customers. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR data sources. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to collection plans and strategies, and other, and procures feedback of findings. Identifies collection gaps, related trends and opportunities; assesses collection options, tests assumptions. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend</p> | Masters | 20 |



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| | solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher). | | |
| Collection Operations Manager- Junior | Collaborates with collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Applies intelligence collection systems and capabilities to inform intelligence collectors and consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand consumer intelligence needs and gaps to optimize developing collection operations tailored to the requirements of the customer. Works with collectors and all-source analysts to evaluate the efficiency and effectiveness of multi-INT collection against requirements; and the execution of collection spans and strategies to generate reliable intelligence relevant to consumer needs. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Produces feedback findings, identifies collection gaps, related trends, and opportunities; assesses collection options, tests assumptions, and produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in specified collection operations TTPs, and related or supporting processes for various human intelligence and technical intelligence operations under DoD authorities. Demonstrates ability to produce Intelligence Information Reports (IIRs). Graduate of in-residence basic Human Intelligence Collection course to include, but not limited to, Defense Strategic Debriefing Course (DSDC) or Military Service equivalent. | Bachelors | 3 |
| Collection Operations Manager- Mid | Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Collaborates with collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Applies intelligence collection systems and capabilities to inform intelligence collectors and consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand consumer intelligence needs and gaps to optimize developing collection operations tailored to the requirements of the customer. Works with collectors and all-source analysts to evaluate the efficiency and effectiveness of multi-INT collection against requirements; and the execution of collection spans and strategies to generate reliable intelligence relevant to consumer needs. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in specified collection operations TTPs, and related or supporting processes for various human intelligence and technical intelligence operations under DoD authorities. | Bachelors | 8 |
| Collection Operations Manager- Senior | Collaborates with collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Applies intelligence collection systems and capabilities to inform intelligence collectors and consumers of collection developments and | Masters | 12 |



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| | <p>relevancy through a range of products. Collaborates across the IC to understand consumer intelligence needs and gaps to optimize developing collection operations tailored to the requirements of the customer. Works with collectors and all-source analysts to evaluate the efficiency and effectiveness of multi-INT collection against requirements; and the execution of collection spans and strategies to generate reliable intelligence relevant to consumer needs. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in specified collection operations TTPs, and related or supporting processes for various human intelligence and technical intelligence operations under DoD authorities. Demonstrates ability to produce Intelligence Information Reports (IIRs). Graduate of in-residence basic Human Intelligence Collection course to include, but not limited to, Defense Strategic Debriefing Course (DSDC) or Military Service equivalent. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.</p> | | |
| <p>Collection Operations Manager- Expert</p> | <p>Collaborates with collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists with developing methods and criteria to evaluate whether collection requirements have been satisfied, using measures of effectiveness and measures of performance. Produces feedback findings, identifies collection gaps, related trends, and opportunities; assesses collection options, tests assumptions, and produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in collection operations TTPs, and related processes for various human intelligence and technical intelligence operations under DoD authorities. Demonstrates ability to produce Intelligence Information Reports (IIRs). Graduate of in-residence basic Human Intelligence Collection course to include, but not limited to, Defense Strategic Debriefing Course (DSDC) or Military Service equivalent. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).</p> | <p>Masters</p> | <p>20</p> |

SIN 541611 LABOR RATES:

| Labor Category Worldwide Coverage Area | 8/10/21 – 8/9/22 | 8/10/22 – 8/9/23 | 8/10/23 – 8/9/24 | 8/10/24 – 8/9/25 | 8/10/25 – 8/9/26 |
|---|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| <p>All Source Analyst- Junior</p> | <p>\$60.77</p> | <p>\$62.16</p> | <p>\$63.59</p> | <p>\$65.06</p> | <p>\$66.55</p> |
| <p>All Source Analyst- Mid</p> | <p>\$78.65</p> | <p>\$80.46</p> | <p>\$82.31</p> | <p>\$84.20</p> | <p>\$86.14</p> |
| <p>All Source Analyst- Senior</p> | <p>\$94.55</p> | <p>\$96.73</p> | <p>\$98.95</p> | <p>\$101.23</p> | <p>\$103.55</p> |
| <p>All Source Analyst- Expert</p> | <p>\$106.65</p> | <p>\$109.10</p> | <p>\$111.61</p> | <p>\$114.18</p> | <p>\$116.81</p> |



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| Counterterrorism / Insurgency Analyst- Junior | \$59.07 | \$60.43 | \$61.82 | \$63.24 | \$64.70 |
| Counterterrorism / Insurgency Analyst Mid | \$70.74 | \$72.37 | \$74.03 | \$75.74 | \$77.48 |
| Counterterrorism / Insurgency Analyst- Senior | \$94.14 | \$96.31 | \$98.52 | \$100.79 | \$103.11 |
| Counterterrorism / Insurgency Analyst- Expert | \$116.58 | \$119.26 | \$122.00 | \$124.81 | \$127.68 |
| Geospatial Analyst - Junior | \$51.51 | \$52.69 | \$53.91 | \$55.15 | \$56.41 |
| Geospatial Analyst - Mid | \$62.33 | \$63.77 | \$65.23 | \$66.73 | \$68.27 |
| Geospatial Analyst - Senior | \$88.83 | \$90.87 | \$92.96 | \$95.10 | \$97.28 |
| Geospatial Analyst- Expert | \$122.31 | \$125.12 | \$128.00 | \$130.95 | \$133.96 |
| Logistics / Transportation Analyst - Junior | \$51.51 | \$52.69 | \$53.91 | \$55.15 | \$56.41 |
| Logistics / Transportation Analyst - Mid | \$62.33 | \$63.77 | \$65.23 | \$66.73 | \$68.27 |
| Logistics / Transportation Analyst - Senior | \$88.83 | \$90.87 | \$92.96 | \$95.10 | \$97.28 |
| Logistics / Transportation Analyst- Expert | \$122.31 | \$125.12 | \$128.00 | \$130.95 | \$133.96 |
| Open Source Analyst - Junior | \$50.83 | \$52.00 | \$53.20 | \$54.42 | \$55.67 |
| Open Source Analyst - Mid | \$61.60 | \$63.02 | \$64.47 | \$65.95 | \$67.47 |
| Open Source Analyst - Senior | \$79.86 | \$81.70 | \$83.57 | \$85.50 | \$87.46 |
| Open Source Analyst- Expert | \$110.55 | \$113.09 | \$115.69 | \$118.36 | \$121.08 |
| Social Network Analyst - Junior | \$59.96 | \$61.34 | \$62.75 | \$64.19 | \$65.67 |
| Social Network Analyst - Mid | \$66.63 | \$68.16 | \$69.73 | \$71.34 | \$72.98 |
| Social Network Analyst - Senior | \$73.80 | \$75.50 | \$77.24 | \$79.01 | \$80.83 |
| Social Network Analyst- Expert | \$89.39 | \$91.45 | \$93.55 | \$95.71 | \$97.91 |
| Socio-Cultural Analyst - Junior | \$54.59 | \$55.85 | \$57.13 | \$58.45 | \$59.79 |
| Socio-Cultural Analyst - Mid | \$65.10 | \$66.59 | \$68.12 | \$69.69 | \$71.29 |
| Socio-Cultural Analyst - Senior | \$75.13 | \$76.86 | \$78.63 | \$80.43 | \$82.28 |
| Socio-Cultural Analyst- Expert | \$95.77 | \$97.97 | \$100.22 | \$102.53 | \$104.89 |
| Targeting Analyst - Junior | \$68.54 | \$70.11 | \$71.73 | \$73.38 | \$75.06 |
| Targeting Analyst - Mid | \$79.26 | \$81.08 | \$82.95 | \$84.86 | \$86.81 |
| Targeting Analyst - Senior | \$92.03 | \$94.14 | \$96.31 | \$98.52 | \$100.79 |
| Targeting Analyst- Expert | \$102.31 | \$104.66 | \$107.07 | \$109.53 | \$112.05 |
| Threat Finance Analyst - Junior | \$46.00 | \$47.06 | \$48.14 | \$49.25 | \$50.38 |
| Threat Finance Analyst - Mid | \$51.75 | \$52.94 | \$54.16 | \$55.40 | \$56.68 |
| Threat Finance Analyst - Senior | \$66.57 | \$68.10 | \$69.67 | \$71.27 | \$72.91 |
| Threat Finance Analyst- Expert | \$83.37 | \$85.29 | \$87.25 | \$89.26 | \$91.31 |
| Warning Analyst - Junior | \$56.73 | \$58.03 | \$59.37 | \$60.73 | \$62.13 |
| Warning Analyst - Mid | \$66.93 | \$68.47 | \$70.05 | \$71.66 | \$73.30 |
| Warning Analyst - Senior | \$89.64 | \$91.71 | \$93.81 | \$95.97 | \$98.18 |
| Warning Analyst- Expert | \$107.23 | \$109.70 | \$112.22 | \$114.80 | \$117.44 |
| Watchlist Analyst - Junior | \$51.51 | \$52.69 | \$53.91 | \$55.15 | \$56.41 |
| Watchlist Analyst - Mid | \$62.33 | \$63.77 | \$65.23 | \$66.73 | \$68.27 |
| Watchlist Analyst - Senior | \$88.83 | \$90.87 | \$92.96 | \$95.10 | \$97.28 |
| Watchlist Analyst- Expert | \$122.31 | \$125.12 | \$128.00 | \$130.95 | \$133.96 |
| CI Specialist- Junior | \$70.33 | \$71.95 | \$73.60 | \$75.30 | \$77.03 |
| CI Specialist- Mid | \$80.97 | \$82.83 | \$84.73 | \$86.68 | \$88.68 |
| CI Specialist- Senior | \$94.58 | \$96.76 | \$98.98 | \$101.26 | \$103.59 |
| CI Specialist- Expert | \$115.64 | \$118.30 | \$121.02 | \$123.80 | \$126.65 |
| Collection Manager- Junior | \$60.73 | \$62.12 | \$63.55 | \$65.01 | \$66.51 |
| Collection Manager- Mid | \$71.11 | \$72.75 | \$74.42 | \$76.13 | \$77.88 |
| Collection Manager- Senior | \$83.22 | \$85.13 | \$87.09 | \$89.10 | \$91.14 |
| Collection Manager- Expert | \$101.37 | \$103.71 | \$106.09 | \$108.53 | \$111.03 |



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|---------------------------------------|----------|----------|----------|----------|----------|
| Collection Operations Manager- Junior | \$66.77 | \$68.31 | \$69.88 | \$71.49 | \$73.13 |
| Collection Operations Manager- Mid | \$79.63 | \$81.46 | \$83.33 | \$85.25 | \$87.21 |
| Collection Operations Manager- Senior | \$94.22 | \$96.39 | \$98.61 | \$100.87 | \$103.19 |
| Collection Operations Manager- Expert | \$120.10 | \$122.86 | \$125.68 | \$128.58 | \$131.53 |

SIN 541930 LABOR CATEGORY DESCRIPTIONS

| LABOR CATEGORY | DESCRIPTION | MINIMUM EDUCATION | MINIMUM YEARS EXPERIENCE |
|---------------------------|---|-------------------|--------------------------|
| ATA Certified Interpreter | LIS' ATA Certified Interpreter is credentialed by the American Translators Association as a one who has tested and passed the certification exam relating to professional translation and interpreting skills. | High School | 1 |
| Linguist I Non Cleared * | Entry level linguist. Services include but are not limited to: Collecting, translating/interpreting and delivering mission related data; performing data analysis; cultural consulting; role-playing; Title III monitoring and intercepts; interview support, preparing related reports and assessments; forensic processing; screening/gisting; related project/program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services. | High School | 1 |
| Linguist II Secret | Linguist with Secret Clearance. Services include but are not limited to: Collecting, translating/interpreting and delivering mission related data; performing data analysis; cultural consulting; role-playing; Title III monitoring and intercepts; interview support, preparing related reports and assessments; forensic processing; screening/gisting; related project/program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services. | High School | 1 |
| Linguist III Top Secret | Linguist with Top Secret Clearance. Services include but are not limited to: Collecting, translating/interpreting and delivering mission related data; performing data analysis; cultural consulting; role-playing; Title III monitoring and intercepts; interview support, preparing related reports and assessments; forensic processing; screening/gisting; related project/program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services. | High school | 1 |

* **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 CFR 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.*

SIN 541930 LABOR RATES:

Translation Services: Our services include but are not limited to the translation of business, legal, marketing, medical, multimedia (internet, audio, and video), software localization and website localization.

| Labor Category | 8/10/21 – 8/9/22 Per Word | 8/10/22 – 8/9/23 Per Word | 8/10/23 – 8/9/24 Per Word | 8/10/24 – 8/9/25 Per Word | 8/10/25 – 8/9/26 Per Word |
|----------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Spanish Translation | \$0.15 | \$0.15 | \$0.16 | \$0.16 | \$0.16 |
| Arabic Translation | \$0.22 | \$0.23 | \$0.23 | \$0.24 | \$0.24 |
| Armenian Translation | \$0.22 | \$0.23 | \$0.23 | \$0.24 | \$0.24 |
| Farsi Translation | \$0.22 | \$0.23 | \$0.23 | \$0.24 | \$0.24 |



| | | | | | |
|----------------------------|--------|--------|--------|--------|--------|
| French Creole Translation | \$0.22 | \$0.23 | \$0.23 | \$0.24 | \$0.24 |
| French Translation | \$0.22 | \$0.23 | \$0.23 | \$0.24 | \$0.24 |
| Hebrew Translation | \$0.22 | \$0.23 | \$0.23 | \$0.24 | \$0.24 |
| Italian Translation | \$0.22 | \$0.23 | \$0.23 | \$0.24 | \$0.24 |
| Mandarin Translation | \$0.22 | \$0.23 | \$0.23 | \$0.24 | \$0.24 |
| Russian Translation | \$0.22 | \$0.23 | \$0.23 | \$0.24 | \$0.24 |
| Turkish Translation | \$0.22 | \$0.23 | \$0.23 | \$0.24 | \$0.24 |
| Urdu Translation | \$0.22 | \$0.23 | \$0.23 | \$0.24 | \$0.24 |
| Dari Translation | \$0.22 | \$0.23 | \$0.23 | \$0.24 | \$0.24 |
| Albanian Translation | \$0.24 | \$0.25 | \$0.25 | \$0.26 | \$0.26 |
| Bengali Translation | \$0.24 | \$0.25 | \$0.25 | \$0.26 | \$0.26 |
| German Translation | \$0.24 | \$0.25 | \$0.25 | \$0.26 | \$0.26 |
| Greek Translation | \$0.24 | \$0.25 | \$0.25 | \$0.26 | \$0.26 |
| Japanese Translation | \$0.24 | \$0.25 | \$0.25 | \$0.26 | \$0.26 |
| Korean Translation | \$0.24 | \$0.25 | \$0.25 | \$0.26 | \$0.26 |
| Polish Translation | \$0.24 | \$0.25 | \$0.25 | \$0.26 | \$0.26 |
| Portuguese Translation | \$0.24 | \$0.25 | \$0.25 | \$0.26 | \$0.26 |
| Punjabi Translation | \$0.24 | \$0.25 | \$0.25 | \$0.26 | \$0.26 |
| Dutch Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Fulani Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Gujarati Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Hindi Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Hungarian Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Pashto Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Romanian Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Slovak Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Tagalog Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Thai Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Vietnamese Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Bosnian Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Aramaic Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Danish Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Hmong Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Ibo Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Ido Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Macedonian Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Serbo-Croatian Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Somali Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Twi Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Ukrainian Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Indonesian Translation | \$0.26 | \$0.27 | \$0.27 | \$0.28 | \$0.29 |
| Burmese Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |
| Cambodian Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |
| Czech Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |
| Hausa Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |
| Tibetan Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |
| Amharic Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |
| Chin Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |



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|-------------------------|--------|--------|--------|--------|--------|
| Kinyarwanda Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |
| Nepali Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |
| Kaya Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |
| Sgaw Karen Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |
| Swahili Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |
| Tigrinya Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |
| Khmer Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |
| Lao Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |
| Samoa Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |
| Tongan Translation | \$0.32 | \$0.33 | \$0.34 | \$0.35 | \$0.35 |

Translation Services require 1,000 word minimum per project

Interpretation Services: Our services include consecutive and simultaneous onsite or online interpretation.

| Labor Category | 8/10/21 – 8/9/22 Per Hour | 8/10/22 – 8/9/23 Per Hour | 8/10/23 – 8/9/24 Per Hour | 8/10/24 – 8/9/25 Per Hour | 8/10/25 – 8/9/26 Per Hour |
|---|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Spanish Consecutive Interpretation | \$50.00 | \$51.15 | \$52.33 | \$53.53 | \$54.76 |
| Spanish (Federal Court Certified Interpreter) Consecutive Interpretation | \$135.00 | \$138.11 | \$141.28 | \$144.53 | \$147.86 |
| French Creole Consecutive Interpretation | \$69.00 | \$70.58 | \$72.21 | \$73.87 | \$75.57 |
| French Consecutive Interpretation | \$69.00 | \$70.58 | \$72.21 | \$73.87 | \$75.57 |
| Hebrew Consecutive Interpretation | \$69.00 | \$70.58 | \$72.21 | \$73.87 | \$75.57 |
| Italian Consecutive Interpretation | \$69.00 | \$70.58 | \$72.21 | \$73.87 | \$75.57 |
| Polish Consecutive Interpretation | \$69.00 | \$70.58 | \$72.21 | \$73.87 | \$75.57 |
| Yiddish Consecutive Interpretation | \$69.00 | \$70.58 | \$72.21 | \$73.87 | \$75.57 |
| Albanian Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Arabic Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Armenian Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Bengali Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Cambodian Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Cantonese Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Czech Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Dutch Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Farsi Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Finnish Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Fuzhou Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Fulani Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| German Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Greek Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Gujrati Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Hausa Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Hindi Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Hungarian Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Kikongo-Congolese (Fioti) Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Korean Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Mandarin Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |

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|--|----------|----------|----------|----------|----------|
| Pashto Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Portuguese Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Russian Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Serbo-Croatian Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Slovak Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Swahili Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Swedish Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Telugu Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Thai Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Toisanese Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Turkish Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Urdu Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Dari Consecutive Interpretation | \$83.00 | \$84.91 | \$86.86 | \$88.86 | \$90.91 |
| Bambara Consecutive Interpretation | \$81.00 | \$82.86 | \$84.77 | \$86.72 | \$88.71 |
| Japanese Consecutive Interpretation | \$81.00 | \$82.86 | \$84.77 | \$86.72 | \$88.71 |
| Lithuanian Consecutive Interpretation | \$81.00 | \$82.86 | \$84.77 | \$86.72 | \$88.71 |
| Macedonian Consecutive Interpretation | \$81.00 | \$82.86 | \$84.77 | \$86.72 | \$88.71 |
| Malayalam Consecutive Interpretation | \$81.00 | \$82.86 | \$84.77 | \$86.72 | \$88.71 |
| Mandingo Consecutive Interpretation | \$81.00 | \$82.86 | \$84.77 | \$86.72 | \$88.71 |
| Tagalog Consecutive Interpretation | \$81.00 | \$82.86 | \$84.77 | \$86.72 | \$88.71 |
| Twi Consecutive Interpretation | \$81.00 | \$82.86 | \$84.77 | \$86.72 | \$88.71 |
| Vietnamese Consecutive Interpretation | \$81.00 | \$82.86 | \$84.77 | \$86.72 | \$88.71 |
| Wolof Consecutive Interpretation | \$81.00 | \$82.86 | \$84.77 | \$86.72 | \$88.71 |
| Yoruba Consecutive Interpretation | \$81.00 | \$82.86 | \$84.77 | \$86.72 | \$88.71 |
| American Sign Language Consecutive Interpretation | \$90.00 | \$92.07 | \$94.19 | \$96.35 | \$98.57 |
| Spanish Simultaneous Interpretation | \$70.00 | \$71.61 | \$73.26 | \$74.94 | \$76.67 |
| French Simultaneous Interpretation | \$75.00 | \$76.72 | \$78.49 | \$80.29 | \$82.14 |
| Polish Simultaneous Interpretation | \$95.00 | \$97.18 | \$99.42 | \$101.70 | \$104.04 |
| Russian Simultaneous Interpretation | \$100.00 | \$102.30 | \$104.65 | \$107.06 | \$109.52 |
| Hindi Simultaneous Interpretation | \$100.00 | \$102.30 | \$104.65 | \$107.06 | \$109.52 |
| Italian Simultaneous Interpretation | \$100.00 | \$102.30 | \$104.65 | \$107.06 | \$109.52 |
| Ukrainian Simultaneous Interpretation | \$105.00 | \$107.41 | \$109.88 | \$112.41 | \$115.00 |
| Haitian Creole Simultaneous Interpretation | \$105.00 | \$107.41 | \$109.88 | \$112.41 | \$115.00 |
| Serbo-Croatian Simultaneous Interpretation | \$105.00 | \$107.41 | \$109.88 | \$112.41 | \$115.00 |
| Romanian Simultaneous Interpretation | \$105.00 | \$107.41 | \$109.88 | \$112.41 | \$115.00 |
| Punjabi Simultaneous Interpretation | \$105.00 | \$107.41 | \$109.88 | \$112.41 | \$115.00 |
| Albanian Simultaneous Interpretation | \$105.00 | \$107.41 | \$109.88 | \$112.41 | \$115.00 |
| Portuguese Simultaneous Interpretation | \$105.00 | \$107.41 | \$109.88 | \$112.41 | \$115.00 |
| Greek Simultaneous Interpretation | \$105.00 | \$107.41 | \$109.88 | \$112.41 | \$115.00 |
| Hebrew Simultaneous Interpretation | \$105.00 | \$107.41 | \$109.88 | \$112.41 | \$115.00 |
| Arabic Simultaneous Interpretation | \$110.00 | \$112.53 | \$115.12 | \$117.77 | \$120.47 |
| Bengali Simultaneous Interpretation | \$110.00 | \$112.53 | \$115.12 | \$117.77 | \$120.47 |
| Chinese (Cantonese/Mandarin) Simultaneous Interpretation | \$110.00 | \$112.53 | \$115.12 | \$117.77 | \$120.47 |
| Urdu Simultaneous Interpretation | \$110.00 | \$112.53 | \$115.12 | \$117.77 | \$120.47 |
| Korean Simultaneous Interpretation | \$110.00 | \$112.53 | \$115.12 | \$117.77 | \$120.47 |
| Dutch Simultaneous Interpretation | \$110.00 | \$112.53 | \$115.12 | \$117.77 | \$120.47 |



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|---|----------|----------|----------|----------|----------|
| Farsi Simultaneous Interpretation | \$110.00 | \$112.53 | \$115.12 | \$117.77 | \$120.47 |
| Fuzhou Simultaneous Interpretation | \$110.00 | \$112.53 | \$115.12 | \$117.77 | \$120.47 |
| German Simultaneous Interpretation | \$110.00 | \$112.53 | \$115.12 | \$117.77 | \$120.47 |
| Slovak Simultaneous Interpretation | \$110.00 | \$112.53 | \$115.12 | \$117.77 | \$120.47 |
| Somali Simultaneous Interpretation | \$110.00 | \$112.53 | \$115.12 | \$117.77 | \$120.47 |
| Swedish Simultaneous Interpretation | \$110.00 | \$112.53 | \$115.12 | \$117.77 | \$120.47 |
| Dari Simultaneous Interpretation | \$110.00 | \$112.53 | \$115.12 | \$117.77 | \$120.47 |
| Twi Simultaneous Interpretation | \$115.00 | \$117.64 | \$120.35 | \$123.12 | \$125.95 |
| Soninke Simultaneous Interpretation | \$115.00 | \$117.64 | \$120.35 | \$123.12 | \$125.95 |
| Pashto Simultaneous Interpretation | \$115.00 | \$117.64 | \$120.35 | \$123.12 | \$125.95 |
| Japanese Simultaneous Interpretation | \$115.00 | \$117.64 | \$120.35 | \$123.12 | \$125.95 |
| Vietnamese Simultaneous Interpretation | \$115.00 | \$117.64 | \$120.35 | \$123.12 | \$125.95 |
| Turkish Simultaneous Interpretation | \$115.00 | \$117.64 | \$120.35 | \$123.12 | \$125.95 |
| Armenian Simultaneous Interpretation | \$115.00 | \$117.64 | \$120.35 | \$123.12 | \$125.95 |
| Wolof Simultaneous Interpretation | \$115.00 | \$117.64 | \$120.35 | \$123.12 | \$125.95 |
| Yiddish Simultaneous Interpretation | \$115.00 | \$117.64 | \$120.35 | \$123.12 | \$125.95 |
| Romani Simultaneous Interpretation | \$115.00 | \$117.64 | \$120.35 | \$123.12 | \$125.95 |
| Luganda Simultaneous Interpretation | \$115.00 | \$117.64 | \$120.35 | \$123.12 | \$125.95 |
| Burmese Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Mandingo Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Tibetan Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Fulani Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Hungarian Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Thai Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Bambara Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Cambodian Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Czech Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Ga Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Hausa Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Ibo Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Lithuanian Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Macedonian Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Swahili Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Malayalam Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Tagalog Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Telegu Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| Yoruba Simultaneous Interpretation | \$120.00 | \$122.76 | \$125.58 | \$128.47 | \$131.43 |
| ATA Certified Interpreter Certified Interpreter | \$197.50 | \$202.04 | \$206.69 | \$211.44 | \$216.31 |

2-hour minimum applies for all languages except American Sign Language which has a 3-hour minimum

For all simultaneous interpretation: 2-hour minimum applies for all languages and 2-persons per language is required

Linguistic Analytic Support Services: Services include but are not limited to: Collecting, translating/interpreting and delivering mission related data; performing data analysis; cultural consulting; role-playing; Title III monitoring and intercepts; interview support, preparing related reports and assessments; forensic processing; screening/gisting; related project/program



management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services.

| Labor Category | 8/10/21 – 8/9/22 Per Hour | 8/10/22 – 8/9/23 Per Hour | 8/10/23 – 8/9/24 Per Hour | 8/10/24 – 8/9/25 Per Hour | 8/10/25 – 8/9/26 Per Hour |
|-------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| Linguist I Non Cleared | \$80.00 | \$81.84 | \$83.72 | \$85.65 | \$87.62 |
| Linguist II Secret | \$100.00 | \$102.30 | \$104.65 | \$107.06 | \$109.52 |
| Linguist III Top-Secret | \$105.00 | \$107.41 | \$109.88 | \$112.41 | \$115.00 |

Other Support Services: Include transcription, desktop publishing and other related services

| Labor Category | 8/10/21 – 8/9/22 Per Hour | 8/10/22 – 8/9/23 Per Hour | 8/10/23 – 8/9/24 Per Hour | 8/10/24 – 8/9/25 Per Hour | 8/10/25 – 8/9/26 Per Hour |
|--|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| English Transcription | \$40.00 | \$40.92 | \$41.86 | \$42.82 | \$43.81 |
| ASL Services for Visually and Hearing Impaired | \$90.00 | \$92.07 | \$94.19 | \$96.35 | \$98.57 |

SUBSTITUTION MATRIX

| DEGREE | SUBSTITUTION DESCRIPTION |
|--------------------|---|
| Associate's Degree | Two years relevant experience is equal to an Associate's Degree. |
| Bachelor's Degree | Associate's Degree plus two years relevant experience, or four years relevant experience. |
| Master's Degree | Bachelor's Degree plus two years relevant experience, Associate's Degree plus four years relevant experience, or six years relevant experience. |

DANGER/HAZARDOUS DUTY PAY ADDITIONS:

A Danger Pay and/or Hardship Post differential of up to the Department of State maximum allowable percentage for OCONUS locations is authorized under this contract.