



**Exponent, Inc.  
General Services Administration  
Federal Supply Service  
Authorized Federal Supply Schedule Catalog/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 is available through GSA Advantage!, a menu-driven database system. The internet address for GSA Advantage! is <http://www.gsaadvantage.gov/>

**Schedule: MAS Consolidated  
Solicitation Number: 47QSMD20R0001 Refresh 0005**

**Special Item Number(s):  
333249 3D Printing and Additive Manufacturing Solutions  
541330 Engineering Services  
541380 Testing Laboratory Services  
541420 Engineering System Design and Integration Services  
541715 Engineering Research and Development and Strategic Development**

**Contract Number:  
47QSMA18D0007**

**Contract Period of Performance:  
November 1, 2017 through October 31, 2022**

**Exponent, Inc.  
149 Commonwealth Drive  
Menlo City, CA 94025-1133  
(P) 650-688-7013  
(F) 650-688-4740  
<https://www.exponent.com/>**

**Contractor's Administration Source:  
Brad McGoran  
[mcgoran@exponent.com](mailto:mcgoran@exponent.com)**

**Business Size: Large  
DUNS: 604061267**

**CAGE Code: 1NG83**

Price list effective date: **August 3, 2020**  
**(Base Period Rates Valid through December 31, 2021)**

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

**SIN(s) 333249 3D Printing and Additive Manufacturing Solutions, 541330 Engineering Services, 541380 Testing Laboratory Services, 541420 Engineering System Design and Integration Services, 541715 Engineering Research and Development and Strategic Development**

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 Price List.**

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item: **Please see attached pricelist for details.**

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

3. Minimum order: **\$100**

4. Geographic coverage (delivery area): **CONUS, OCONUS, Worldwide**

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

6. Discount from list prices or statement of net price: **Prices shown herein are net to the Government.**

7. Quantity discounts: **None**

8. Prompt payment terms. Note: Prompt payment terms must be followed by the statement "Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.": **Net 30. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.**

9a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold: **Yes**

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

10. Foreign items (list items by country of origin): **N/A**

11a. Time of delivery. **Determined at the Task Order Level**

11b. Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price lists that have expedited delivery: **Determined at the Task Order Level. Agencies can contact the Contractor’s representative to affect a faster delivery. Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery**

11c. Overnight and 2-day delivery. The Contractor will indicate whether Overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: **Determined at the Task Order Level. Determined at the Task Order Level. Agencies can contact the Contractor’s representative to affect a faster delivery. Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery**

11d. Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: **Determined at the Task Order Level. Agencies can contact the Contractor’s representative to affect a faster delivery. Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery**

11e. Frustrated Freight: Packaged and marked in accordance with the FED-STD-123 and MIL-STD-129 edition in effect as of the date of solicitation issuance. **Yes**

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

13a. Ordering address(es):  
**Exponent, Inc.  
149 Commonwealth Drive  
Menlo City, CA 94025-1133**

13b. 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.

14. Payment address(es):  
**Exponent, Inc.  
149 Commonwealth Drive  
Menlo City, CA 94025-1133**

15. Warranty provision: **N/A**

16. Export packing charges, if applicable: N/A
17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level): Determined at the Task Order Level
18. Terms and conditions of rental, maintenance, and repair (if applicable): Determined at the Task Order Level
19. Terms and conditions of installation (if applicable): N/A
20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A
- 20a. Terms and conditions for any other services (if applicable): N/A
21. List of service and distribution points (if applicable): N/A
22. List of participating dealers (if applicable). N/A
23. Preventive maintenance (if applicable): N/A
- 24a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): N/A
- 24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: [www.Section508.gov/](http://www.Section508.gov/). 3FNJ-C1-000001-B Refresh: 42 Part II - CONTRACT TERMS AND CONDITIONS N/A
25. Data Universal Number System (DUNS) number: 604061267
26. Notification regarding registration in Central Contractor Registration (CCR) Database: Active; CAGE Code: 1NG83

**The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes the SCLS applicable labor categories, specifically Administrative/Non-Technical Assistant.**

**The prices awarded are in line with the geographic scope of the contract (nationwide and worldwide).**

## Labor Category Price List, 5 Year Escalation

	Base Period Ending 12/31/2021	Year 2 1/1/22- 12/31/22	Year 3 1/1/23- 12/31/23	Year 4 1/1/24- 12/31/24	Year 5 1/1/25- 12/31/25
Labor Category	GSA PRICE + IFF	GSA PRICE + IFF	GSA PRICE + IFF	GSA PRICE + IFF	GSA PRICE + IFF
Principal Engineer/Scientist 12	\$664.99	\$683.61	\$702.75	\$722.42	\$742.65
Principal Engineer/Scientist 11	\$599.50	\$616.28	\$633.54	\$651.28	\$669.51
Principal Engineer/Scientist 10	\$549.12	\$564.49	\$580.30	\$596.55	\$613.25
Principal Engineer/Scientist 9	\$528.97	\$543.78	\$559.00	\$574.66	\$590.75
Principal Engineer/Scientist 8	\$508.82	\$523.06	\$537.71	\$552.76	\$568.24
Principal Engineer/Scientist 7	\$488.66	\$502.35	\$516.41	\$530.87	\$545.74
Principal Engineer/Scientist 6	\$468.51	\$481.63	\$495.12	\$508.98	\$523.23
Principal Engineer/Scientist 5	\$448.36	\$460.92	\$473.82	\$487.09	\$500.73
Principal Engineer/Scientist 4	\$428.21	\$440.20	\$452.53	\$465.20	\$478.22
Principal Engineer/Scientist 3	\$397.98	\$409.13	\$420.58	\$432.36	\$444.47
Principal Engineer/Scientist 2	\$367.76	\$378.06	\$388.64	\$399.52	\$410.71
Principal Engineer/Scientist 1	\$322.42	\$331.45	\$340.73	\$350.27	\$360.07
Sr. Managing Engineer/Scientist 12	\$488.66	\$502.35	\$516.41	\$530.87	\$545.74
Sr. Managing Engineer/Scientist 11	\$468.51	\$481.63	\$495.12	\$508.98	\$523.23
Sr. Managing Engineer/Scientist 10	\$458.44	\$471.27	\$484.47	\$498.04	\$511.98
Sr. Managing Engineer/Scientist 9	\$438.29	\$450.56	\$463.17	\$476.14	\$489.48
Sr. Managing Engineer/Scientist 8	\$418.14	\$429.84	\$441.88	\$454.25	\$466.97
Sr. Managing Engineer/Scientist 7	\$403.02	\$414.31	\$425.91	\$437.83	\$450.09
Sr. Managing Engineer/Scientist 6	\$387.91	\$398.77	\$409.94	\$421.41	\$433.21
Sr. Managing Engineer/Scientist 5	\$372.80	\$383.23	\$393.96	\$405.00	\$416.34
Sr. Managing Engineer/Scientist 4	\$357.68	\$367.70	\$377.99	\$388.58	\$399.46
Sr. Managing Engineer/Scientist 3	\$342.57	\$352.16	\$362.02	\$372.16	\$382.58
Sr. Managing Engineer/Scientist 2	\$327.46	\$336.62	\$346.05	\$355.74	\$365.70
Sr. Managing Engineer/Scientist 1	\$287.15	\$295.19	\$303.46	\$311.96	\$320.69
Managing Engineer/Scientist 12	\$418.14	\$429.84	\$441.88	\$454.25	\$466.97
Managing Engineer/Scientist 11	\$403.02	\$414.31	\$425.91	\$437.83	\$450.09
Managing Engineer/Scientist 10	\$387.91	\$398.77	\$409.94	\$421.41	\$433.21

<i>Managing Engineer/Scientist 9</i>	\$372.80	\$383.23	\$393.96	\$405.00	\$416.34
<i>Managing Engineer/Scientist 8</i>	\$357.68	\$367.70	\$377.99	\$388.58	\$399.46
<i>Managing Engineer/Scientist 7</i>	\$342.57	\$352.16	\$362.02	\$372.16	\$382.58
<i>Managing Engineer/Scientist 6</i>	\$327.46	\$336.62	\$346.05	\$355.74	\$365.70
<i>Managing Engineer/Scientist 5</i>	\$312.34	\$321.09	\$330.08	\$339.32	\$348.82
<i>Managing Engineer/Scientist 4</i>	\$302.27	\$310.73	\$319.43	\$328.37	\$337.57
<i>Managing Engineer/Scientist 3</i>	\$292.19	\$300.37	\$308.78	\$317.43	\$326.32
<i>Managing Engineer/Scientist 2</i>	\$282.12	\$290.02	\$298.14	\$306.48	\$315.06
<i>Managing Engineer/Scientist 1</i>	\$241.81	\$248.58	\$255.54	\$262.70	\$270.06
<i>Sr. Engineer/Scientist 8</i>	\$332.49	\$341.80	\$351.37	\$361.21	\$371.33
<i>Sr. Engineer/Scientist 7</i>	\$312.34	\$321.09	\$330.08	\$339.32	\$348.82
<i>Sr. Engineer/Scientist 6</i>	\$307.30	\$315.91	\$324.75	\$333.85	\$343.20
<i>Sr. Engineer/Scientist 5</i>	\$302.27	\$310.73	\$319.43	\$328.37	\$337.57
<i>Sr. Engineer/Scientist 4</i>	\$292.19	\$300.37	\$308.78	\$317.43	\$326.32
<i>Sr. Engineer/Scientist 3</i>	\$282.12	\$290.02	\$298.14	\$306.48	\$315.06
<i>Sr. Engineer/Scientist 2</i>	\$241.81	\$248.58	\$255.54	\$262.70	\$270.06
<i>Sr. Engineer/Scientist 1</i>	\$201.51	\$207.15	\$212.95	\$218.92	\$225.05
<i>Engineer/Scientist 8</i>	\$277.08	\$284.84	\$292.81	\$301.01	\$309.44
<i>Engineer/Scientist 7</i>	\$256.93	\$264.12	\$271.52	\$279.12	\$286.93
<i>Engineer/Scientist 6</i>	\$251.89	\$258.94	\$266.19	\$273.65	\$281.31
<i>Engineer/Scientist 5</i>	\$246.85	\$253.76	\$260.87	\$268.17	\$275.68
<i>Engineer/Scientist 4</i>	\$241.81	\$248.58	\$255.54	\$262.70	\$270.06
<i>Engineer/Scientist 3</i>	\$236.78	\$243.41	\$250.22	\$257.23	\$264.43
<i>Engineer/Scientist 2</i>	\$216.62	\$222.69	\$228.93	\$235.34	\$241.92
<i>Engineer/Scientist 1</i>	\$181.36	\$186.44	\$191.66	\$197.02	\$202.54
<i>Analyst/Technical/Research Specialist 8</i>	\$221.66	\$227.87	\$234.25	\$240.81	\$247.55
<i>Analyst/Technical/Research Specialist 7</i>	\$201.51	\$207.15	\$212.95	\$218.92	\$225.05
<i>Analyst/Technical/Research Specialist 6</i>	\$181.36	\$186.44	\$191.66	\$197.02	\$202.54
<i>Analyst/Technical/Research Specialist 5</i>	\$161.21	\$165.72	\$170.36	\$175.13	\$180.04
<i>Analyst/Technical/Research Specialist 4</i>	\$151.13	\$155.37	\$159.72	\$164.19	\$168.78
<i>Analyst/Technical/Research Specialist 3</i>	\$141.06	\$145.01	\$149.07	\$153.24	\$157.53
<i>Analyst/Technical/Research Specialist 2</i>	\$130.98	\$134.65	\$138.42	\$142.30	\$146.28
<i>Analyst/Technical/Research Specialist 1</i>	\$100.76	\$103.58	\$106.48	\$109.46	\$112.52

<i>Admin/Non-Technical Assist 6</i>	\$125.94	\$129.47	\$133.10	\$136.82	\$140.65
<i>Admin/Non-Technical Assist 5</i>	\$110.83	\$113.93	\$117.12	\$120.40	\$123.78
<i>Admin/Non-Technical Assist 4</i>	\$100.76	\$103.58	\$106.48	\$109.46	\$112.52
<i>Admin/Non-Technical Assist 3</i>	\$95.72	\$98.40	\$101.15	\$103.99	\$106.90
<i>Admin/Non-Technical Assist 2</i>	\$90.68	\$93.22	\$95.83	\$98.51	\$101.27
<i>Admin/Non-Technical Assist 1</i>	\$75.57	\$77.68	\$79.86	\$82.09	\$84.39

## GSA Schedule MAS Labor Category Descriptions

The labor category descriptions in our Pricelist describe the functional responsibilities, education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education may be substituted for years of experience as specified in the following table. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience as described. No substitutions can be made for minimum degree requirements.

<b>Degree</b>	<b>Experience Equivalent*</b>	<b>Other Equivalence</b>
Associate's	2 years relevant experience	Related vocational or technical training
Bachelor's	Associate's + 2 years relevant experience, or 4 years relevant experience	Professional certification
Master's	Associate's + 4 years relevant experience, Bachelor's + 2 years relevant experience, or 6 years relevant experience	Professional license
Doctorate	Associate's + 8 years relevant experience, Bachelor's + 6 years relevant experience, Master's + 4 years relevant experience, or 10 years relevant experiences	

\* Each year of higher education that has not yet resulted in a degree may be counted 1- for-1 for a year of experience.

### **PRINCIPAL ENGINEER / SCIENTIST (also known as PRINCIPAL)**

#### **PRINCIPAL ENGINEER / SCIENTIST 12 (also known as PRINCIPAL 12)**

- Provides the expertise of a recognized national or international authority in one or more technical areas
- Provides direction for innovation through unique, inventive and multi-disciplinary approaches to clients' business issues
- Serves on science advisory, standards committee, or expert panel
- Serves as a technical expert, testifier and/or adviser
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 19 years of relevant experience

#### **PRINCIPAL ENGINEER / SCIENTIST 11 (also known as PRINCIPAL 11)**

- Provides the expertise of a recognized national or international authority in one or more technical areas
- Provides direction for innovation through unique, inventive and multi-disciplinary approaches to clients' business issues
- Serves on science advisory, standards committee, or expert panel
- Serves as a technical expert, testifier and/or adviser
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 18 years of relevant experience

#### **PRINCIPAL ENGINEER / SCIENTIST 10 (also known as PRINCIPAL 10)**

- Provides the services as a recognized national authority in one or more technical areas
- Provides direction for innovation through unique, inventive and multi-disciplinary approaches to clients' business issues
- Serves on science advisory, standards committee, or expert panel
- Serves as a technical expert, testifier and/or adviser
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 17 years of relevant experience

**PRINCIPAL ENGINEER / SCIENTIST 9 (also known as PRINCIPAL 9)**

- Provides the services as a recognized national authority in one or more technical areas
- Provides direction for innovation through unique, inventive or multi-disciplinary approaches to clients' business issues
- Serves on science advisory, standards committee, or expert panel
- Serves as a technical expert, testifier and/or adviser
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 16 years of relevant experience

**PRINCIPAL ENGINEER / SCIENTIST 8 (also known as PRINCIPAL 8)**

- Provides the services as a recognized authority in one or more technical areas
- Provides direction for innovation through unique, inventive or multi-disciplinary approaches to clients' business issues
- Serves on science advisory, standards committee, or expert panel
- Serves as a technical expert, testifier and/or adviser
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 15 years of relevant experience

**PRINCIPAL ENGINEER / SCIENTIST 7 (also known as PRINCIPAL 7)**

- Provides the services as a recognized authority in one or more technical areas
- Ensures innovation is achieved through unique, inventive and multi-disciplinary approaches to client's business issues
- Serves on science advisory, standards committee, or expert panel
- Serves as a technical expert, testifier and/or adviser
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 14 years of relevant experience

**PRINCIPAL ENGINEER / SCIENTIST 6 (also known as PRINCIPAL 6)**

- Provides the services as a recognized authority in one or more technical areas
- Ensures innovation is achieved through unique, inventive and multi-disciplinary approaches to client's business issues
- Serves on science advisory, standards committee, or expert panel

- Provides overall technical direction of parallel projects or manage large-scale integrated project efforts
- Serves on science advisory, standards committee, or expert panel
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 13 years of relevant experience

**PRINCIPAL ENGINEER / SCIENTIST 5 (also known as PRINCIPAL 5)**

- Provides the services as a recognized authority in one or more technical areas
- Possesses a broad technical expertise in the related fields
- Ensures innovation is achieved through unique, and inventive approaches to client's technical issues
- Provides overall technical direction of parallel projects or manage large-scale integrated project efforts
- Serves on science advisory, standards committee, or expert panel
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 12 years of relevant experience

**PRINCIPAL ENGINEER / SCIENTIST 4 (also known as PRINCIPAL 4)**

- Possesses a broad technical expertise in the related requisite fields
- Provides the services as a recognized authority in one or more technical areas
- Ensures innovation is achieved through unique, and inventive approaches to client's technical issues
- Provides overall technical direction of parallel projects or large-scale integrated project efforts
- Serves on science advisory, standards committee, or expert panel
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 11 years of relevant experience

**PRINCIPAL ENGINEER / SCIENTIST 3 (also known as PRINCIPAL 3)**

- Possesses a broad technical expertise in the requisite fields
- Provides the services as a recognized authority in one or more technical areas
- Provides overall technical direction of parallel projects or integrated project efforts
- Serves on science advisory, standards committee, or expert panel
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 10 years of relevant experience

**PRINCIPAL ENGINEER / SCIENTIST 2 (also known as PRINCIPAL 2)**

- Possesses a broad technical expertise in the requisite field
- Provides the services as a recognized authority in one or more technical areas
- Provides overall technical direction of parallel projects
- Serves on science advisory, standards committee, or expert panel
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 9 years of relevant experience

**PRINCIPAL ENGINEER / SCIENTIST 1 (also known as PRINCIPAL 1)**

- Possesses a broad technical expertise in the requisite field
- Provides the services as a recognized authority in one or more technical areas
- Provides overall technical direction of parallel projects
- Serves on science advisory, standards committee, or expert panel
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 8 years of relevant experience

**SR. MANAGING ENGINEER / SCIENTIST (also known as SR. MANAGER)**

**SR. MANAGING ENGINEER / SCIENTIST 12 (also known as SR. MANAGER 12)**

- Serves as a technical leader on the project or program
- Ensures innovation is achieved through unique, and inventive approaches to clients' technical issues
- Plans programs and recommends technological application programs to accomplish long range program objectives
- Serves as a technical expert, testifier and/or adviser
- May have management responsibility for a technical field
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 17 years of relevant experience

**SR. MANAGING ENGINEER / SCIENTIST 11 (also known as SR. MANAGER 11)**

- Serves as a technical leader on the project or program
- Ensures innovation is achieved through unique, and inventive approaches to clients' technical issues
- Plans programs and recommends technological application programs to accomplish long range program objectives
- Serves as a technical expert, testifier and/or adviser
- May have management responsibility for a technical field
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 16 years of relevant experience

**SR. MANAGING ENGINEER / SCIENTIST 10 (also known as SR. MANAGER 10)**

- Serves as a technical leader on the project or program
- Ensures innovation is achieved through unique, and inventive approaches to clients' technical issues
- Plans programs and recommends technological application programs to accomplish long range program objectives
- Serves as a technical expert, testifier and/or adviser
- May have management responsibility for a technical field

- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 15 years of relevant experience

**SR. MANAGING ENGINEER / SCIENTIST 9 (also known as SR. MANAGER 9)**

- Serves as a technical leader on the project or program
- Ensures innovation is achieved through unique, and inventive approaches to clients' technical issues
- Plans programs and recommends technological application programs to accomplish long range program objectives
- Serves as a technical expert, testifier and/or adviser
- May have management responsibility for a technical field
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 14 years of relevant experience

**SR. MANAGING ENGINEER / SCIENTIST 8 (also known as SR. MANAGER 8)**

- Serves as a technical leader on the project or program
- Ensures innovation is achieved through unique, and inventive approaches to clients' technical issues
- Plans programs and recommends technological application programs to accomplish long range program objectives
- Serves as a technical expert, testifier and/or adviser
- May have management responsibility for a technical field
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 13 years of relevant experience

**SR. MANAGING ENGINEER / SCIENTIST 7 (also known as SR. MANAGER 7)**

- Serves as a technical leader on the project or program
- Ensures innovation is achieved through unique, and inventive approaches to clients' technical issues
- Plans programs and recommends technological application programs to accomplish long range program objectives
- Serves as a technical expert, testifier and/or adviser
- May have management responsibility for a technical field
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 12 years of relevant experience

**SR. MANAGING ENGINEER / SCIENTIST 6 (also known as SR. MANAGER 6)**

- Serves as a technical leader on the project or program
- Ensures innovation is achieved through unique, and inventive approaches to clients' technical issues
- Plans programs and recommends technological application programs to accomplish long range program objectives

- Serves as a technical expert, testifier and/or adviser
- May have management responsibility for a technical field
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 11 years of relevant experience

**SR. MANAGING ENGINEER / SCIENTIST 5 (also known as SR. MANAGER 5)**

- Serves as a technical leader on the project or program
- Ensures innovation is achieved through unique, and inventive approaches to clients' technical issues
- Plans programs and recommends technological application programs to accomplish long range program objectives
- Serves as a technical expert, testifier and/or adviser
- May have management responsibility for a technical field
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 10 years of relevant experience

**SR. MANAGING ENGINEER / SCIENTIST 4 (also known as SR. MANAGER 4)**

- Serves as a technical leader on the project or program
- Ensures innovation is achieved through unique, and inventive approaches to clients' technical issues
- Plans programs and recommends technological application programs to accomplish long range program objectives
- Serves as a technical expert, testifier and/or adviser
- May have management responsibility for a technical field
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 9 years of relevant experience

**SR. MANAGING ENGINEER / SCIENTIST 3 (also known as SR. MANAGER 3)**

- Serves as a technical leader on the project or program
- Ensures innovation is achieved through unique, and inventive approaches to clients' technical issues
- Plans programs and recommends technological application programs to accomplish long range program objectives
- Serves as a technical expert, testifier and/or adviser
- May have management responsibility for a technical field
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 8 years of relevant experience

**SR. MANAGING ENGINEER / SCIENTIST 2 (also known as SR. MANAGER 2)**

- Serves as a technical leader on the project or program
- Ensures innovation is achieved through unique, and inventive approaches to clients' technical issues

- Plans programs and recommends technological application programs to accomplish long range program objectives
- Serves as a technical expert, testifier and/or adviser
- May have management responsibility for a technical field
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 7 years of relevant experience

**SR. MANAGING ENGINEER / SCIENTIST 1 (also known as SR. MANAGER 1)**

- Serves as a technical leader on the project or program
- Ensures innovation is achieved through unique, and inventive approaches to clients' technical issues
- Plans programs and recommends technological application programs to accomplish long range program objectives
- Serves as a technical expert, testifier and/or adviser
- May have management responsibility for a technical field
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 6 years of relevant experience

**MANAGING ENGINEER / SCIENTIST (also known as MANAGER)**

**MANAGING ENGINEER / SCIENTIST 12 (also known as MANAGER 12)**

- Serves as a technical leader on the project or program
- Resolve major engineering, scientific, or business problems independently or in support integrated project team
- Plans programs and recommends technological application programs to accomplish long range program objectives
- Provides overall technical direction of projects or management of large-scale projects
- May have management responsibility for a technical field
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 15 years of relevant experience

**MANAGING ENGINEER / SCIENTIST 11 (also known as MANAGER 11)**

- Serves as a technical leader on the project or program
- Resolve major engineering, scientific, or business problems independently or in support integrated project team
- Plans programs and recommends technological application programs to accomplish long range program objectives
- Provides overall technical direction of projects or management of large-scale projects
- May have management responsibility for a technical field
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 14 years of relevant experience

**MANAGING ENGINEER / SCIENTIST 10 (also known as MANAGER 10)**

- Serves as a technical leader on the project or program
- Resolve major engineering, scientific, or business problems independently or in support integrated project team
- Plans programs and recommends technological application programs to accomplish long range program objectives
- Provides overall technical direction of projects or management of large-scale projects
- May have management responsibility for a technical field
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 13 years of relevant experience

**MANAGING ENGINEER / SCIENTIST 9 (also known as MANAGER 9)**

- Serves as a technical leader on the project or program
- Resolve major engineering, scientific, or business problems independently or in support integrated project team
- Plans programs and recommends technological application programs to accomplish long range program objectives
- Provides overall technical direction of projects or management of large-scale projects
- May have management responsibility for a technical field
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 12 years of relevant experience

**MANAGING ENGINEER / SCIENTIST 8 (also known as MANAGER 8)**

- Serves as a technical leader on the project or program
- Supervises or performs all phases of programs/projects from inception through completion
- Resolve major engineering, scientific, or business problems independently or in support integrated project team
- Provides overall technical direction of projects or management of large-scale projects
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 11 years of relevant experience

**MANAGING ENGINEER / SCIENTIST 7 (also known as MANAGER 7)**

- Serves as a technical leader on the project or program
- Supervises or performs all phases of programs/projects from inception through completion
- Resolve major engineering, scientific, or business problems independently or in support integrated project team
- Provides overall technical direction of projects or management of large-scale projects
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 10 years of relevant experience

**MANAGING ENGINEER / SCIENTIST 6 (also known as MANAGER 6)**

- Serves as a technical leader on the project or program
- Supervises or performs all phases of programs/projects from inception through completion
- Resolve major engineering, scientific, or business problems independently or in support integrated project team
- Manages, leads and advises staff members in order to expeditiously meet established objectives
- Provides management of large-scale projects
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 9 years of relevant experience

**MANAGING ENGINEER / SCIENTIST 5 (also known as MANAGER 5)**

- Supervises or performs all phases of programs/projects from inception through completion
- Tests, demonstrates, develops, implements, or applies advanced technologies, engineering or scientific principles, theories and concepts
- Resolve major engineering, scientific, or business problems independently or in support integrated project team
- Manages, leads and advises staff members in order to expeditiously meet established objectives
- Provides management of large-scale projects
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 8 years of relevant experience

**MANAGING ENGINEER / SCIENTIST 4 (also known as MANAGER 4)**

- Supervises or performs all phases of programs/projects from inception through completion
- Tests, demonstrates, develops, implements, or applies advanced technologies, engineering or scientific principles, theories and concepts
- Manages, leads and advises staff members in order to expeditiously meet established objectives
- Possesses a broad technical expertise in the requisite field
- Provides management of large-scale projects
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 7 years of relevant experience

**MANAGING ENGINEER / SCIENTIST 3 (also known as MANAGER 3)**

- Supervises or performs all phases of programs/projects from inception through completion
- Tests, demonstrates, develops, implements, or applies advanced technologies, engineering or scientific principles, theories and concepts
- Manages, leads and advises staff members in order to expeditiously meet established objectives
- Possesses a broad technical expertise in the requisite field
- Provides management of projects

- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 6 years of relevant experience

### **MANAGING ENGINEER / SCIENTIST 2 (also known as MANAGER 2)**

- Supervises or performs all phases of programs/projects from inception through completion
- Tests, demonstrates, develops, implements, or applies advanced technologies, engineering or scientific principles, theories and concepts
- Possesses a broad technical expertise in the requisite field
- Provides management of projects
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 5 years of relevant experience

### **MANAGING ENGINEER / SCIENTIST 1 (also known as MANAGER 1)**

- Supervises or performs all phases of programs/projects from inception through completion
- Tests, demonstrates, develops, implements, or applies advanced technologies, engineering or scientific principles, theories and concepts
- Possesses a broad technical expertise in the requisite field
- Provides management of projects
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 4 years of relevant experience

## **SENIOR ENGINEER / SCIENTIST (also known as SR. ASSOCIATE)**

### **SR. ENGINEER / SCIENTIST 8 (also known as SR. ASSOCIATE 8)**

- Executes tasks for projects or assignments
- Assists in the performance of programs, projects, subsystems of major programs or projects
- Performs various phases of programs/projects
- Tests, demonstrates, implements, or applies technologies, engineering or scientific principles, theories and concepts
- Supervise engineers, scientists, and technical staff while executing programs/projects
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 9 years of relevant experience

### **SR. ENGINEER / SCIENTIST 7 (also known as SR. ASSOCIATE 7)**

- Executes tasks for projects or assignments
- Assists in the performance of programs, projects, subsystems of major programs or projects

- Performs various phases of programs/projects
- Tests, demonstrates, implements, or applies technologies, engineering or scientific principles, theories and concepts
- Supervise engineers, scientists, and technical staff while executing programs/projects
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 8 years of relevant experience

**SR. ENGINEER / SCIENTIST 6 (also known as SR. ASSOCIATE 6)**

- Executes tasks for projects or assignments
- Assists in the performance of programs, projects, subsystems of major programs or projects
- Performs various phases of programs/projects
- Tests, demonstrates, implements, or applies technologies, engineering or scientific principles, theories and concepts
- Supervise engineers, scientists, and technical staff while executing programs/projects
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 7 years of relevant experience

**SR. ENGINEER / SCIENTIST 5 (also known as SR. ASSOCIATE 5)**

- Executes tasks for projects or assignments
- Assists in the performance of programs, projects, subsystems of major programs or projects
- Performs various phases of programs/projects
- Tests, demonstrates, implements, or applies technologies, engineering or scientific principles, theories and concepts
- Supervise engineers, scientists, and technical staff while executing programs/projects
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 6 years of relevant experience

**SR. ENGINEER / SCIENTIST 4 (also known as SR. ASSOCIATE 4)**

- Executes tasks for projects or assignments
- Assists in the performance of programs, projects, subsystems of major programs or projects
- Performs various phases of programs/projects
- Tests, demonstrates, implements, or applies technologies, engineering or scientific principles, theories and concepts
- Supervise engineers, scientists, and technical staff while executing programs/projects
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:  
Minimum of a bachelor's degree and 5 years of relevant experience

**SR. ENGINEER / SCIENTIST 3 (also known as SR. ASSOCIATE 3)**

- Executes tasks for projects or assignments
- Assists in the performance of programs, projects, subsystems of major programs or projects
- Performs various phases of programs/projects
- Tests, demonstrates, implements, or applies technologies, engineering or scientific principles, theories and concepts
- Supervise engineers, scientists, and technical staff while executing programs/projects
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:  
Minimum of a bachelor's degree and 4 years of relevant experience

**SR. ENGINEER / SCIENTIST 2 (also known as SR. ASSOCIATE 2)**

- Executes tasks for projects or assignments
- Assists in the performance of programs, projects, subsystems of major programs or projects
- Performs various phases of programs/projects
- Tests, demonstrates, implements, or applies technologies, engineering or scientific principles, theories and concepts
- Supervise engineers, scientists, and technical staff while executing programs/projects
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:  
Minimum of a bachelor's degree and 3 year of relevant experience

**SR. ENGINEER / SCIENTIST 1 (also known as SR. ASSOCIATE 1)**

- Executes tasks for projects or assignments
- Assists in the performance of programs, projects, subsystems of major programs or projects
- Performs various phases of programs/projects
- Tests, demonstrates, implements, or applies technologies, engineering or scientific principles, theories and concepts
- Supervise engineers, scientists, and technical staff while executing programs/projects
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:  
Minimum of a bachelor's degree and 2 years of relevant experience

## **ENGINEER / SCIENTIST**

### **ENGINEER / SCIENTIST 8 (also known as ASSOCIATE 8)**

- Organizes, controls and executes complex, higher-order projects or assignments
- Assists Managing Engineer/Scientist in the performance of programs, projects, subsystems of major programs or projects
- Leads or performs all phases of programs/projects from inception through completion
- Tests, demonstrates, implements, or applies advanced technologies, engineering or scientific principles, theories and concepts
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 7 years of relevant experience

### **ENGINEER / SCIENTIST 7 (also known as ASSOCIATE 7)**

- Executes complex, higher-order projects or assignments
- Assists Managing Engineer/Scientist in the performance of programs, projects, subsystems of major programs or projects
- Performs all phases of programs/projects from inception through completion
- Tests, demonstrates, implements, or applies advanced technologies, engineering or scientific principles, theories and concepts
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 6 years of relevant experience

### **ENGINEER / SCIENTIST 6 (also known as ASSOCIATE 6)**

- Executes complex, higher-order projects or assignments
- Assists Managing Engineer/Scientist in the performance of programs, projects, subsystems of major programs or projects
- Performs all phases of programs/projects from inception through completion
- Tests, demonstrates, implements, or applies advanced technologies, engineering or scientific principles, theories and concepts
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 5 years of relevant experience

### **ENGINEER / SCIENTIST 5 (also known as ASSOCIATE 5)**

- Executes complex, higher-order projects or assignments
- Assists or represents Senior Engineer/Scientist in the performance of programs, projects, subsystems of major programs or projects
- Performs all phases of programs/projects from inception through completion
- Tests, demonstrates, implements, or applies advanced technologies, engineering or scientific principles, theories and concepts
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 4 years of relevant experience

**ENGINEER / SCIENTIST 4 (also known as ASSOCIATE 4)**

- Executes higher-order projects or assignments
- Assists or represents Senior Engineer/Scientist in the performance of programs, projects, subsystems of major programs or projects
- Performs all phases of programs/projects from inception through completion
- Tests, demonstrates, implements, or applies advanced technologies, engineering or scientific principles, theories and concepts
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 3 years of relevant experience

**ENGINEER / SCIENTIST 3 (also known as ASSOCIATE 3)**

- Executes higher-order projects or assignments
- Assists or represents Senior Engineer/Scientist in the performance of programs, projects, subsystems of major programs or projects
- Performs various phases of programs/projects
- Tests, demonstrates, implements, or applies technologies, engineering or scientific principles, theories and concepts
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 2 years of relevant experience

**ENGINEER / SCIENTIST 2 (also known as ASSOCIATE 2)**

- Executes higher-order projects or assignments
- Assists in the performance of programs, projects, subsystems of major programs or projects
- Performs various phases of programs/projects
- Tests, demonstrates, implements, or applies technologies, engineering or scientific principles, theories and concepts
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree and 1 year of relevant experience

**ENGINEER / SCIENTIST 1 (also known as ASSOCIATE 1)**

- Executes tasks for projects or assignments
- Assists in the performance of programs, projects, subsystems of major programs or projects
- Performs various phases of programs/projects
- Tests, demonstrates, implements, or applies technologies, engineering or scientific principles, theories and concepts
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:

Minimum of a bachelor's degree

## **Analyst / Technical / Research Specialist**

### **Analyst / Technical / Research Specialist 8**

- Performs or assists in instrumentation, programmer testing, or the development or execution of research methodologies in support of technical/engineering/scientific problems
- Summarize depositions and provide coordinating project support to project manager, testifier, and client
- Applies technical knowledge and thoroughness in completing assignments
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:  
High School and minimum of 7 years of relevant experience

### **Analyst / Technical / Research Specialist 7**

- Performs or assists in instrumentation, programmer testing, or the development or execution of research methodologies in support of technical/engineering/scientific problems
- Summarize depositions and provide coordinating project support to project manager, testifier, and client
- Applies technical knowledge and thoroughness in completing assignments
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:  
High School and minimum of 6 years of relevant experience

### **Analyst / Technical / Research Specialist 6**

- Performs or assists in instrumentation, programmer testing, or the development or execution of research methodologies in support of technical/engineering/scientific problems
- Summarize depositions and provide coordinating project support to project manager, testifier, and client
- Applies technical knowledge and thoroughness in completing assignments
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:  
High School and minimum of 5 years of relevant experience

### **Analyst / Technical / Research Specialist 5**

- With limited supervision performs or assists in instrumentation, programmer testing, library science or the development or execution of research methodologies in support of technical/engineering/scientific problems
- Summarize depositions and provide coordinating project support to project manager, testifier, and client.
- Applies technical knowledge and thoroughness in completing assignments
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:  
High School and minimum of 4 years of relevant experience

### **Analyst / Technical / Research Specialist 4**

- With limited supervision performs or assists in instrumentation, programmer testing, library science or the development or execution of research methodologies in support of technical/engineering/scientific problems
- Applies technical knowledge and thoroughness in completing assignments
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:  
High School and minimum of 3 years of relevant experience

**Analyst / Technical / Research Specialist 3**

- With limited supervision performs or assists in instrumentation, programmer testing, library science or the development or execution of research methodologies in support of technical/engineering/scientific problems
- Applies technical knowledge and thoroughness in completing assignments
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:  
High School and minimum of 2 years of relevant experience

**Analyst / Technical / Research Specialist 2**

- With supervision performs or assists in instrumentation, programmer testing, library science or the development or execution of research methodologies in support of technical/engineering/scientific problems
- Applies technical knowledge and thoroughness in completing assignments
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:  
High School and minimum of 1 year of relevant experience

**Analyst / Technical / Research Specialist 1**

- With supervision performs or assists in instrumentation, programmer testing, library science or the development or execution of research methodologies in support of technical/engineering/scientific problems
- Applies technical knowledge and thoroughness in completing assignments
- Billing Rate determined by established comparable market credential and/or previous client billing record

Experience and/or educational equivalent:  
High School

**Administrative/Non-Technical Assistant**

**Administrative/Non-Technical Assistant 6**

- Assists in various administrative, non-technical areas, including scheduling, report productions, communications, finance, logistics, and project support
- Assist Program Manager in administrative functions
- Performs complex assignments which requires experience in planning and coordinating activities and serving as a resource for others
- Demonstrate expertise and knowledge in assigned and related areas

Experience and/or educational equivalent:  
High School and minimum of 5 years of relevant experience

**Administrative/Non-Technical Assistant 5**

- Assists in various administrative, non-technical areas, including scheduling, report productions, communications, finance, logistics, and project support
- Assist Program Manager in administrative functions
- Performs complex assignments which requires experience in planning and coordinating activities and serving as a resource for others
- Demonstrate expertise and knowledge in assigned and related areas

Experience and/or educational equivalent:  
High School and minimum of 4 years of relevant experience

**Administrative/Non-Technical Assistant 4**

- Assists in various administrative, non-technical areas, including scheduling, report productions, communications, finance, logistics, and project support
- Assist Program Manager in administrative functions
- Performs complex assignments which requires experience in planning and coordinating activities and serving as a resource for others
- Demonstrate expertise and knowledge in assigned and related areas

Experience and/or educational equivalent:  
High School and minimum of 3 years of relevant experience

**Administrative/Non-Technical Assistant 3**

- Assists in various administrative, non-technical areas, including scheduling, report productions, communications, finance, logistics, and project support
- Assist Program Manager in administrative functions
- Performs complex assignments which requires experience in planning and coordinating activities and serving as a resource for others
- Demonstrate ability and knowledge in assigned and related areas

Experience and/or educational equivalent:  
High School and minimum of 2 years of relevant experience

**Administrative/Non-Technical Assistant 2**

- Assists in various administrative, non-technical areas, including scheduling, report productions, communications, finance, logistics, and project support
- Assist Program Manager in administrative functions
- Performs complex assignments which requires experience in planning and coordinating activities and serving as a resource for others
- Demonstrate ability and knowledge in assigned and related areas

Experience and/or educational equivalent:  
High School and minimum of 1 year of relevant experience

**Administrative/Non-Technical Assistant 1**

- Assists in various administrative, non-technical areas, including scheduling, report productions, communications, finance, logistics, and project support
- Assist Program Manager in administrative functions
- Performs complex assignments which requires experience in planning and coordinating activities and serving as a resource for others

- Demonstrate ability and knowledge in assigned and related areas

Experience and/or educational equivalent:

High School