GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST

MULTIPLE AWARD SCHEDULE
FSC GROUP MAS

CONTRACT NUMBER:
47QSMA19D08QM

Cherokee Nation 3S, L.L.C.
10838 E Marshall St N, Ste 220c
Tulsa, OK 74116
Phone: 918-430-3464 Fax: 918-430-3441
Contract Administrator: Joshua Womack
Josh.Womack@cn-bus.com

PERIOD COVERED BY CONTRACT:
August 2, 2019 through August 1, 2024

Price List current through Modification PS-0004, signed May 28, 2020

Business Size:
Small Disadvantaged, 8(a) Program Participant Business

For more information on ordering from Federal Supply Schedule click on the FSS Schedules button at fss.gsa.gov. 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.
CUSTOMER INFORMATION

1a. Table of Awarded Special Item Numbers with appropriate cross-reference to page numbers:

<table>
<thead>
<tr>
<th>SIN</th>
<th>Recovery</th>
<th>SIN Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>493110RM</td>
<td>493110RMRC</td>
<td>Physical Records Management Services</td>
</tr>
<tr>
<td>541611LIT</td>
<td>541611LITRC</td>
<td>Litigation Support Services</td>
</tr>
<tr>
<td>OLM</td>
<td>OLMRC</td>
<td>Order Level Materials</td>
</tr>
</tbody>
</table>

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

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 below.

2. Maximum Order: $1,000,000.00

3. Minimum Order: $100.00

4. Geographic Coverage (delivery Area): Domestic Delivery Only; 48 States & the District of Columbia

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

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

7. Quantity discounts: None

8. Prompt payment terms: Net 30 days

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

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

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

10. Foreign items (list items by country of origin): None
11a. Time of Delivery (Contractor insert number of days): 30 Days ARO or as specified in Task Order

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 list that have expedited delivery: Contact Contractor

11c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery is available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor

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 affect a faster delivery: Contact Contractor

12. F.O.B Points: Destination

13a. Ordering Address: Same as Contractor

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: Same as Contractor

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

16. Export Packing Charges (if applicable): N/A

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

18. Terms and conditions of rental, maintenance, and repair (if applicable): N/A

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. contactor’s website or other location.) The EIT standards can be found at: www.Section508.gov/.

25. Data Universal Numbering System (DUNS) number: 078312094

26. Notification regarding registration in System of Award (SAM) database: 6RAX5
**GSA PRICING**

<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>493110RM and 541611LIT</td>
<td>Records Clerk**</td>
<td>$28.13</td>
<td>$28.83</td>
<td>$29.56</td>
<td>$30.29</td>
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<td>$28.13</td>
<td>$28.83</td>
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<td>$31.05</td>
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<tr>
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<td>Records Technician - Security Clearance**</td>
<td>$38.67</td>
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**SERVICE CONTRACT LABOR STANDARDS MATRIX**

<table>
<thead>
<tr>
<th>Contract Labor Category</th>
<th>SCLS Equivalent Code – Title</th>
<th>WD Number</th>
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<tbody>
<tr>
<td>Records Clerk</td>
<td>01111 - General Clerk I</td>
<td>2015-4281</td>
</tr>
<tr>
<td>Records Clerk - Messenger</td>
<td>01111 - General Clerk I</td>
<td>2015-4281</td>
</tr>
<tr>
<td>Records Technician - Security Clearance</td>
<td>01111 - General Clerk I</td>
<td>2015-4281</td>
</tr>
<tr>
<td>Records Technician</td>
<td>01111 - General Clerk I</td>
<td>2015-4281</td>
</tr>
<tr>
<td>Staff Assistant</td>
<td>01111 - General Clerk I</td>
<td>2015-4281</td>
</tr>
<tr>
<td>Financial Specialist</td>
<td>01111 - General Clerk I</td>
<td>2015-4281</td>
</tr>
<tr>
<td>Legal Assistant I</td>
<td>30361 - Paralegal/Legal Assistant I</td>
<td>2015-4281</td>
</tr>
<tr>
<td>General Clerk I</td>
<td>01111 - General Clerk I</td>
<td>2015-4281</td>
</tr>
</tbody>
</table>

"The Service Contract Labor Standards (SCLS) is applicable to this contract and it includes SCLS applicable labor categories. The prices for the indicated (**) SCLS labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide). "
**Job Title:** Records Clerk  
**Functional Responsibilities:**  
Records Clerks create, receive, process, maintain, retrieve, and retire litigation and other case files; record information in logs and in automated tracking systems (CIMS) or other electronic information or record keeping systems concerning files (e.g., adding, deleting, updating, modifying, and correcting tracking records; checking files in and checking them out; transferring files; retiring files; etc.); research information systems and finding aids to identify and locate case files; identify, organize, describe, code, and label record materials; interfile documents into files, refile sections, create new file sections physically and on CIMS, label files, and attach bar code labels to them; scan documents; create electronic file folders; retrieve files and process them for delivery to requestors; maintain files, including the removal of duplicate copies of records, the preparation of substitute NEWs and substitute closure forms when missing, the replacement of worn or improperly labeled folders, the redistribution of files on the shelves, etc.; prepare files for transfer to other units or for retirement to the federal records center by labeling, listing, boxing, packaging, and otherwise processing them; and conduct regular shelf reading and other quality control inventories of files being maintained in all paper and electronic formats.  
**Minimum Education:** High School Diploma or equivalent  
**Minimum/General Experience:** 2 years of experience

**Job Title:** Records Clerk - Messenger  
**Functional Responsibilities:**  
Delivers files to requestors and records units and staff; obtains the signature of recipients for all materials delivered; picks up files from records units and staff; and picks up files from borrowers when RMU supervisors specifically direct; moves supplies, equipment, files, and other materials between and records management locations and staff schedules the sequence of all deliveries and pickups for each day; plans the most efficient route for making those trips; and keeps log of all deliveries and pick-ups; performs other records clerk responsibilities when not driving the van or making deliveries and pick-ups.  
**Minimum Education:** High School Diploma or equivalent  
**Minimum/General Experience:** 2 years of experience
Job Title: Records Technician - Security Clearance

Functional Responsibilities:
Handles TS or TS/SCI records projects at the direction of the COR and the Project Manager. Receive, process, maintain, and retrieve litigation case files maintained in hard copy and/or electronic form; work directly with attorneys and litigation support staff to identify, categorize, and organize documents in official litigation case files; explain records maintenance and retrieval procedures to enforce adherence to those procedures, despite any user desires to the contrary; record information in logs and in automated tracking systems or other electronic information and record keeping systems concerning files (e.g., adding, deleting, updating, modifying, and correcting records; checking files in and checking them out; conducting inventories; etc.); research the location and status of files to discover the location of files; identify file materials according to the nature of the documents and then describe them in in other electronic information and record keeping systems; interfile loose documents into case files; refile sections; create new physical file sections; label files; and attach bar code labels to the files; scan documents and save them to appropriate electronic folders; follow electronic file naming conventions; retrieve files and process them for delivery to requestors; maintain files, including removal of duplicate copies of records; preparation of substitute NEWs and substitute closure forms when missing; replacement of worn and mislabeled folders, etc.; route case disposition/closure forms to the Case Closing Unit; pull, box, and inventory closed case files for shipment to the RMU; systematically shelf-read files, correcting problems and reporting findings; check electronic documents and files for accurate file names, descriptions, coding, file folder location, file content readability, and accuracy of other electronic fields; distribute evenly the files on the shelves of the ARU and ensure daily that all files are securely standing upright on the shelves; maintain the unit in a clean, neat, well organized condition at all times; receive and stamp hardcopy documents that have been scanned into electronic information and record keeping systems as received and deliver the hardcopy documents; operates digital image scanning equipment to capture images and generate associated OCR text; follows established scanning and quality control procedures in producing digital files in specified format for further processing; may be required to prepare documents for scanning (including determining logical breaks and unitization of hard copy documents) by disassembling prior to scanning and reassembling afterward; may be required to record file-level information and physical attachment information during the scanning process. Maintains scanning and task logs as well as equipment maintenance logs.

Minimum Education: High School Diploma or equivalent

Minimum/General Experience: No previous experience required

Job Title: Records Technician

Functional Responsibilities:
Enter data into electronic information systems for relevant cases, including the opening and closing of cases, assignments, reassignments, and the modification and updating of information; maintain file room, creating new file sections, checking files into and out, interfiling documents into files, closing files, and pulling and packaging files for transfer to retirement; operates digital image scanning equipment to capture images and generate associated text; follows established scanning and quality control procedures in producing digital files in specified format for further processing; may be required to prepare documents for scanning (including determining logical breaks and unitization of hard copy documents) by disassembling prior to scanning and reassembling afterward; may be required to record file-level information and physical attachment information during the scanning process; coordinating the activities of groups of clerks to ensure the effective performance of routine functions and special activities.

Minimum Education: High School Diploma or equivalent

Minimum/General Experience: 1 year of experience
Job Title: Records Supervisor

Functional Responsibilities:
Enter data into electronic information systems for relevant cases, including the opening and closing of cases, assignments, reassignments, and the modification and updating of information; maintain file room, creating new file sections, checking files into and out, interfiling documents into files, closing files, and pulling and packaging files for transfer to retirement; operates digital image scanning equipment to capture images and generate associated text; follows established scanning and quality control procedures in producing digital files in specified format for further processing; serves as the deputy to the Records Manager; supervises the operation in the absence of the Records Manager; coordinates the work of all Records Technicians and Records Clerks; investigates problems, determines the causes, and designs and implements solutions to correct the problems and to prevent their recurrence in the future; reviews pending request lists and oversees the efforts to locate files; coordinates the review of lists of files checked out to individual users and oversees the efforts to secure the return of those files; coordinates all shelf reading and quality control reviews or on electronic record keeping systems; conducts quality reviews in the RMU and on electronic record keeping systems; coordinates the collection, compilation, analysis, and reporting of production statistics; assists the plan of work and the assignment of staff to perform that work; conducts special research and special projects for the COR and government records staff; trains personnel as needed; reviews records transfer paperwork before submitting to the government records staff; reviews reference requests when problems arise; contacts government records staff and appropriate personnel as needed to resolve reference requests; demonstrated excellent verbal and written English communications skills to be able to correspond with professional staff and read and understand complex sets of procedures and other documentation. May be required to prepare documents for scanning (including determining logical breaks and unitization of hard copy documents) by disassembling prior to scanning and reassembling afterward; may be required to record file-level information and physical attachment information during the scanning process; and coordinating the activities of groups of clerks to ensure the effective performance of routine functions and special activities.

Minimum Education: Associate’s Degree

Minimum/General Experience: No previous experience required
Job Title: Records Manager

Functional Responsibilities:
Provides comprehensive oversight and direction to the work; guides the Records Supervisors in establishing work priorities; monitors the completion of work assignments and resolution of problems; provides senior level expertise in researching and resolving problems; trains new staff; ensures the compliance of staff with records management policies and procedures; in consultation with the government records staff to locate missing files and to correct behavior that led to their disappearance; in consultation with the government records staff meets to identify areas for improvement of staff performance and to improve cooperation of litigating staff; in consultation with the government records staff meets with staff to promote and explain methods for proper and more effective organization and use of files; analyzes quality control and review findings, determines systemic or performance weaknesses, and works to correct them; ascertains and reports special needs, issues, and difficulties to Contractor Project Manager the COR, and government records staff; meets with employees when difficult issues arise with respect to accounting for files assigned to or charged to the employee; in consultation with the government records staff, meets with management to resolve problems in accounting for these files; as assigned by the government records staff and COR, oversees special projects and ensures procedures are followed; ensures the successful and timely performance of all contract tasks in accordance with government requirements and standards; designs, studies, and improves the flow and assignment of work; oversees quality control and quality review work, analyzing the results, identifying problems, and designing solutions that involve work procedures, staff assignments, and the flow of work; provides guidance to all staff on records issues and the performance work; ensures adherence to all records management procedures, as found in procedures manuals, guidance, NARA Bulletins, and the instructions of the COR and government records staff.

Minimum Education: Bachelor’s degree

Minimum/General Experience: 2 years of experience

Job Title: Staff Assistant

Functional Responsibilities:
Performs various tasks associated with corporate administration of the contract; prepares, distributes, and files all documentation associated with the administration of the mission; serves as the focal point for the receipt and communication of administrative information; works to prepare, copy, and distribute procedural manuals and other policy and procedural guidance; reviews all completed forms and documentation needed to obtain security clearances for contractor employees working on the contract; ensures accuracy, completeness, and legibility of all documentation; gathers, records, and distributes daily and monthly employee attendance reports; compiles and produces all deliverable management reports required under the contract; receives, prepares, and delivers requests for supplemental services compiles and quality reviews monthly supply requests; assists in conducting quality control reviews of work performed; and assists, when necessary, with various tasks and special projects, as directed.

Minimum Education: High School Diploma or equivalent

Minimum/General Experience: 1 year of experience
**Job Title:** Project Manager  
**Functional Responsibilities:**  
The Project Manager serves as the Contractor’s principal point of contact with the COR and government staff regarding all contract management matters; provides on-site supervision and direction of all contract activities and personnel; ensures the successful and timely performance of all contract tasks in accordance with government requirements and standards; consults with the COR and government records staff concerning the performance of each contract task, work progress, scheduling, costs, personnel assignments, recruitment, work priorities, and work performance; directs and coordinates supervisory personnel on all portions of the contract; makes personnel assignments and disciplines Contractor staff; recruits suitable personnel, arranges appropriate training, and ensures the satisfaction of security and administrative requirements in a timely manner; directly oversees and ensures the efficient operation of all records units and contract staff; designs, directs, and ensures successful operation of a formal quality control and review program to maintain the accurate performance of all activities of the contract; analyzes work procedures and coordinates the timely review, updating, and modification of all procedures manuals; studies operations and makes recommendations for improvements to the COR and government records staff; develops and implements plans to effect COR-approved changes; ensures adherence to all government records procedures and requirements as found in procedures manuals, NARA Bulletins and regulations, the Federal Records Act, and the instructions of the COR and government records staff; collects, compiles, analyzes, and presents all required reports to the COR and government records staff; in consultation with the COR and government records staff, meets with litigating staff to investigate and resolve difficulties and to explain records procedures and requirements; and provides oral and written status reports to the COR and government records staff.  
**Minimum Education:** Bachelor’s Degree  
**Minimum/General Experience:** 3 years of experience

**Job Title:** Paralegal  
**Functional Responsibilities:**  
Reviews incoming FOI/PA requests to determine subject matter and recommends appropriate processing; researches and prepares a variety of written materials and correspondence related to requests for information; prepares timely responses to incoming requesters as assigned; performs review and conducts searches, as necessary, to locate information responsive to requests; with the assistance of government staff, conducts factual research of defined scope and complexity utilizing various sources of reference such as the internet, periodicals, office or attorney files, case law and policy guidance, statutes and regulations, computer databases, and other pertinent sources to supply necessary information for inclusion in responses to the public, Members of Congress and other federal agencies; performs records management and e-discovery functions, including researching records management and e-discovery obligations, assisting in updating records schedules, assisting with e-discovery projects, and facilitating the transfer of records, as needed; review records, databases and entries to assist in responding to and maintaining the administrative requests; files, retrieves, and copies case file materials; tabs, numbers, labels, and assembles documents; prepares documents for image scanning; performs other document collection related activities, including document screening, and labeling of files to be scanned; collects, organizes, analyzes and prepares records for processing; assists with a variety of administrative responsibilities of assigned requests, including preparing correspondence, accurately entering data into management databases, and generating reports using various electronic databases; and maintains accurate, up-to-date notes and documentation regarding the status of multiple requests and projects.  
**Minimum Education:** Bachelor’s degree  
**Minimum/General Experience:** 1 year of experience
**Job Title:** Senior Records Analyst

**Functional Responsibilities:**
Plans and implements information projects, programs, or records management services. In an administrative position, responsible for providing information services, collections, staff and user training and orientations, outreach, marketing and public relations activities to meet the objectives of the organization and users served; Records and information center management includes responsibility for budgeting, strategic planning and personnel; In a research position, designs and implements short-term and long-term research assignments requiring a high level of expertise in information tools, resources, and methods; Responsible for organizing, analyzing and reporting information research results that convey an overview and detailed description as required of the information infrastructure of a topic or discipline; In a technical services position, research-of existing information systems and development of new information governess systems that target unique content or materials, and apply new technologies.

**Minimum Education:** Bachelor’s degree

**Minimum/General Experience:** 5 years of experience

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**Job Title:** Records Analyst

**Functional Responsibilities:**
Records and information center management includes responsibility for carrying out the day to day functions, strategic planning and personnel; This assistance will include, but not limited to, training of Records Management staff, custodians, office and program area secretaries responsible for handling records; development of file plans for each program area; performance of inventory of records in the program areas and offices; Writing and updating of Manuals, Handbooks, Standard Operating Procedures and Interim Policy Document guidelines; Creates records inventories, summaries or abstracts of content as required. Assigns all required meta-data and inputs in the appropriate format. Organizes, sorts, applies retention schedules to all records whether electronic, hard copy and on all other medium, including social media as needed.

**Minimum Education:** Bachelor’s degree

**Minimum/General Experience:** 3 years of experience
Job Title: Financial Specialist

Functional Responsibilities: Analyzes financial and other records to assist government attorneys, agents and agencies identify assets subject to seizure, attachment, or which is available, to pay court ordered restitution and fines. Conducts investigations of debtors and defendants by utilizing public records, law enforcement databases, and internet websites. Prepares written and visual summaries of complex financial transactions to assist attorneys to prepare for hearings and trials. Assists government attorneys in criminal investigations to trace flow of proceeds from specified unlawful activities to assets that may be subject to seizure. Identifies specific transactions in violation of money laundering and other Title 18 offenses. Assists attorneys with pre-seizure planning by determining value of assets subject to seizure and to identify any encumbrances. Assists other staff members in the unit by reviewing complex financial and other records to determine the debtor's ability to pay restitution and fines. Conducts witness interviews and participates in Judgment Debtor Examinations to obtain information regarding financial and other relevant transactions. Negotiates with debtors and representing attorneys for settlement of civil cases. Analyzes financial records in civil cases from banks and other entities to: identify assets subject to lien or attachment, verify the truth of debtor statements, identify violations of law, trace proceeds to their ultimate disposition, and calculate debtors' discretionary income which may be applied to government debts. Through examination of records identifies and isolates individuals and affiliates which serve as alter-egos or nominees to avoid payment and collection efforts. Conducts financial investigations to obtain information for subpoenas and garnishment packages to secure payment directly from payers. Prepares exhibits for and participates in depositions.

Minimum Education: High School Diploma

Minimum/General Experience: 2 years of experience

Job Title: Legal Assistant I

Functional Responsibilities: Serves as a paralegal/legal assistant with the responsibility for typing, receiving and providing information of a sensitive and legal technical nature to visitors and telephone callers, maintaining files, etc. Prepares a variety of legal documents such as notices, motions, orders, stipulations, writs, subpoena, and judgments on default, declarations, complaints and processes of service. Serves as the principal clerical and administrative support person for the assigned Assistant U.S. Attorney(s) by carrying out and coordinating all legal clerical and day-to-day administrative support type activities. Maintains a calendar of all assigned active cases, which includes keeping track of filings, hearings, trial dates, and scheduling conferences and interviews. Supervises contractor personnel and provide assistance in such areas as payroll, vacation, benefits, and disciplinary actions.

Minimum Education: High School Diploma

Minimum/General Experience: 2 years of experience

Certification: Paralegal Certificate

Job Title: Paralegal Specialist

Functional Responsibilities: Responsibilities include, but are not limited to: drafting pleadings, notices, and proofs of service; retaining expert witnesses and coordinating their schedules; processing payments for expert witnesses and vendors; managing physical and electronic files; preparing exhibits for filings, depositions, and trial; scheduling site visits; conducting legal and property research; preparing fiscal reports and case status updates; and closing cases.

Minimum Education: Bachelor’s Degree

Minimum/General Experience: 2 years of experience

Certification: Paralegal Certificate
**Job Title**: Investigative Coordinator I

**Functional Responsibilities**: Organize efforts such as planning, scheduling and conducting outreach to legal stakeholders to develop a consensus on response issues. Draft and edit guidelines, protocols and procedures, take minutes, facilitate communication, develop systems, collect statements and data, draft and analyze reports, create graphs and other media for presentations.

**Minimum Education**: Bachelor’s Degree

**Minimum/General Experience**: 10 years of experience

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**Job Title**: General Clerk I

**Functional Responsibilities**: Performs moderately complex litigation support tasks, including, for example, detailed review and analysis of case materials in a broad range of subject matters, such as financial records, health care materials, and other litigation files; detailed indexing of case files; drafting procedures for accomplishing litigation support assignments; document acquisition related tasks; screening for privilege documents; conducting database searches; and performing e-discovery culling. Proofreads and edits deliverable products. Sometimes serves as "team leader" for larger group of Document Management Technicians and clerical support staff. Often works with minimal supervision.

**Minimum Education**: High School Diploma

**Minimum/General Experience**: 1 year of experience

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**SUBSTITUTION CHART**

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<tr>
<th>Experience Level</th>
<th>Equivalent to</th>
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<tbody>
<tr>
<td>2 years of additional relevant experience</td>
<td>Associates Degree</td>
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<tr>
<td>4 years of additional relevant experience</td>
<td>Bachelor’s Degrees</td>
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<tr>
<td>6 years of additional relevant experience</td>
<td>Master’s Degree</td>
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<tr>
<td>8 years of additional relevant experience</td>
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<tr>
<td>Associates Degree</td>
<td>2 years of additional relevant experience</td>
</tr>
<tr>
<td>Bachelor’s Degrees</td>
<td>4 years of additional relevant experience</td>
</tr>
<tr>
<td>Master’s Degree</td>
<td>6 years of additional relevant experience</td>
</tr>
<tr>
<td>Ph.D</td>
<td>8 years of additional relevant experience</td>
</tr>
</tbody>
</table>