GENERAL SERVICES ADMINISTRATION
Federal Supply Service
Authorized Federal Supply Schedule Pricelist

MULTIPLE AWARD SCHEDULE
LARGE CATEGORY: INFORMATION TECHNOLOGY
SUBCATEGORY: IT TRAINING

SPECIAL ITEM NUMBER 611420- INFORMATION TECHNOLOGY TRAINING
PSC U012 Education/Training- Information Training/Telecommunications Training

Includes training on hardware, software, cloud, and other applicable systems.

NOTE: Subject to Cooperative Purchasing

MULTIPLE AWARD SCHEDULE
LARGE CATEGORY: INFORMATION TECHNOLOGY
SUBCATEGORY: IT SERVICES

SPECIAL ITEM NUMBER 54151S - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES
PSC D399 IT and Telecom- Other IT and Telecommunications

IT Professional Services and/or labor categories for database planning and design; systems analysis, integration, and design; programming, conversion and implementation support; network services, data/records management, and testing.

NOTE: Subject to Cooperative Purchasing

SPECIAL ITEM NUMBER OLM- ORDER-LEVEL MATERIALS (OLM)
PSC 0000

OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or BPA. OLM pricing is not established at the Schedule contract or BPA level, but at the order level. Since OLMs are identified and acquired at the order level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination for all
OLMs. OLMs are procured under a special ordering procedure that simplifies the process for acquiring supplies and services necessary to support individual task or delivery orders placed against a Schedule contract or BPA. Using this new procedure, ancillary supplies and services not known at the time of the Schedule award may be included and priced at the order level.

OLMs are:
- Purchased under the authority of the FSS Program
- Unknown until an order is placed
- Defined and priced at the ordering activity level in accordance with GSAR clause 552.238-115

Special Ordering Procedures for the Acquisition of Order-Level Materials. (Price analysis for OLMs is not conducted when awarding the FSS contract or FSS BPA; therefore, GSAR 538.270 and 538.271 do not apply to OLMs)
- Only authorized for use in direct support of another awarded SIN.
- Only authorized for inclusion at the order level under a Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN)
- Subject to a Not To Exceed (NTE) ceiling price

OLMs are not:
- "Open Market Items"
- Items awarded under ancillary supplies/services or other direct cost (ODC) SINs (these items are defined, priced, and awarded at the FSS contract level)

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

NOTE: When used in conjunction with a Cooperative Purchasing eligible SIN, this SIN is Cooperative Purchasing Eligible.
NOTE: Subject to Cooperative Purchasing

The Hard Yards LLC
901 North Glebe Rd., 5th Floor
Arlington, VA 22203
(P) 202-847-6178
(F) 866-543-5185
jason@hardyards.com

Contract Number: 47QTC19D0043
Period Covered by Contract: 1/8/19 – 1/7/2024

Pricelist current through Modification PA-0020, dated 12-8-20.
Products and ordering information in this Authorized Information Technology Schedule Pricelist are also available on the GSA Advantage! System (http://www.gsaadvantage.gov).
CUSTOMER INFORMATION:

1. Awarded Special Item Number(s):

<table>
<thead>
<tr>
<th>SIN</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>611420</td>
<td>Information Technology Training</td>
</tr>
<tr>
<td>54151S</td>
<td>Professional Information Technology Services</td>
</tr>
<tr>
<td>OLM</td>
<td>Order Level Materials</td>
</tr>
</tbody>
</table>

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract: See pricing beginning on page 5.

1c. Descriptions of all corresponding commercial job titles with experience, functional responsibility and education are provided beginning on page 6.

2. Maximum Order: SIN 611420: $250,000
   SIN 54151S: $500,000

3. Minimum Order: $100

4. Geographic Coverage: Domestic only

5. Point of Production: N/A

6. Prices Shown Herein are Net (discount deducted)

7. Quantity Discount: Additional 1% on Single Orders over $250,000

8. Prompt Payment Terms: Net 30

9. Government Purchase Cards Will Accept

10. Foreign Items: None

11. Time of Delivery: The Hard Yards LLC shall deliver or perform services in accordance with the terms negotiated in an agency’s order.

11b. Expedited Delivery: Consult with Contractor

11c. Overnight/2-Day Delivery: Consult with Contractor

11d. Urgent Requirements: Consult with Contractor

12. FOB Point: Destination
13. Ordering Address:  
ATTN: Jason Lamb  
901 North Glebe Rd., 5th Floor  
Arlington, VA 22203  
(P) 571-212-9813  
(F) 866-543-5185  
jason@hardyards.com

14. Payment Address:  
Accounts Receivable  
901 North Glebe Rd., 5th Floor  
Arlington, VA 22203  
(P) 202-847-6178  
(F) 866-543-5185  
jason@hardyards.com

15. Warranty Provisions: Contractor’s Standard Warranty

16. Export Packing charges: Not applicable

17. Terms and conditions of Government Purchase Card Acceptance: Contact The Hard Yards LLC for terms and conditions of Government Purchase Card acceptance.

18. Terms and conditions of rental, maintenance, and repair: Not applicable

19. Terms and conditions of installation: Not applicable

20b. Terms and conditions of repair parts: Not applicable

20b. Terms and conditions for any other services: Not applicable

20. List of service and distribution points: Not applicable

21. List of participating dealers: Not applicable

22. Preventive maintenance: Not applicable

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

24b. Contact The Hard Yards LLC for Section 508 compliance information. The EIT standards can be found at: http://www.section508.gov

25. DUNS Number: 079394386

26. The Hard Yards LLC is registered in the System for Award Management (SAM) database
1. **SCOPE**

   a. The Contractor shall provide training courses normally available to commercial customers, which will permit ordering activity users to make full, efficient use of general purpose commercial IT products. Training is restricted to training courses for those products within the scope of this solicitation.

   b. The Contractor shall provide training at the Contractor's facility and/or at the ordering activity's location, as agreed to by the Contractor and the ordering activity.

2. **ORDER**  
   Written orders, EDI orders (GSA Advantage! and FACNET), credit card orders, and orders placed under blanket purchase agreements (BPAs) shall be the basis for the purchase of training courses in accordance with the terms of this contract. Orders shall include the student's name, course title, course date and time, and contracted dollar amount of the course.

3. **TIME OF DELIVERY**  
The Contractor shall conduct training on the date (time, day, month, and year) agreed to by the Contractor and the ordering activity.

4. **CANCELLATION AND RESCHEDULING**
   a. The ordering activity will notify the Contractor at least seventy-two (72) hours before the scheduled training date, if a student will be unable to attend. The Contractor will then permit the ordering activity to either cancel the order or reschedule the training at no additional charge. In the event the training class is rescheduled, the ordering activity will modify its original training order to specify the time and date of the rescheduled training class.

   b. In the event the ordering activity fails to cancel or reschedule a training course within the time frame specified in paragraph a, above, the ordering activity will be liable for the contracted dollar amount of the training course. The Contractor agrees to permit the ordering activity to reschedule a student who fails to attend a training class within ninety (90) days from the original course date, at no additional charge.

   c. The ordering activity reserves the right to substitute one student for another up to the first day of class.

   d. In the event the Contractor is unable to conduct training on the date agreed to by the Contractor and the ordering activity, the Contractor must notify the ordering activity at least seventy-two (72) hours before the scheduled training date.

5. **FOLLOW-UP SUPPORT**  
The Contractor agrees to provide each student with unlimited telephone support or online support for a period of one (1) year from the completion of the training course. During this period, the student may
contact the Contractor's instructors for refresher assistance and answers to related course curriculum questions.

6. **PRICE FOR TRAINING**
The price that the ordering activity will be charged will be the ordering activity training price in effect at the time of order placement, or the ordering activity price in effect at the time the training course is conducted, whichever is less.

<table>
<thead>
<tr>
<th>SIN</th>
<th>Course Title</th>
<th>Course Length</th>
<th>Minimum Participants</th>
<th>Maximum Participants</th>
<th>PRICE OFFERED TO GSA (including IFF)</th>
</tr>
</thead>
<tbody>
<tr>
<td>611420</td>
<td>Certified Scrum Product Owner Course*</td>
<td>2 days</td>
<td>10</td>
<td>25</td>
<td>$16,700.25</td>
</tr>
<tr>
<td>611420</td>
<td>Certified Scrum Product Owner Course (volume discount: 5+ courses in a year)*</td>
<td>2 days</td>
<td>10</td>
<td>25</td>
<td>$8,350.13</td>
</tr>
<tr>
<td>611420</td>
<td>Certified Scrum Master Course*</td>
<td>2 days</td>
<td>10</td>
<td>25</td>
<td>$16,700.25</td>
</tr>
<tr>
<td>611420</td>
<td>Certified Scrum Master Course (volume discount: 4+ courses in a year)*</td>
<td>2 days</td>
<td>10</td>
<td>25</td>
<td>$12,630.32</td>
</tr>
<tr>
<td>611420</td>
<td>Certified Scrum Master Course (volume discount: 10+ courses in a year)*</td>
<td>2 days</td>
<td>10</td>
<td>25</td>
<td>$8,350.13</td>
</tr>
<tr>
<td>611420</td>
<td>Design Thinking Course*</td>
<td>3 days</td>
<td>10</td>
<td>35</td>
<td>$11,788.41</td>
</tr>
<tr>
<td>611420</td>
<td>Implementing SAFe</td>
<td>4 days</td>
<td>5</td>
<td>25</td>
<td>$26,523.93</td>
</tr>
<tr>
<td>611420</td>
<td>SAFe for PO/PM</td>
<td>2 days</td>
<td>10</td>
<td>25</td>
<td>$12,279.60</td>
</tr>
<tr>
<td>611420</td>
<td>SAFe for Teams</td>
<td>2 days</td>
<td>10</td>
<td>25</td>
<td>$14,489.92</td>
</tr>
<tr>
<td>SIN</td>
<td>Labor Category</td>
<td>1/8/19 – 1/7/20</td>
<td>1/8/20 – 1/7/21</td>
<td>1/8/21 – 1/7/22</td>
<td>1/8/22 – 1/7/23</td>
</tr>
<tr>
<td>-------</td>
<td>----------------------</td>
<td>------------------</td>
<td>------------------</td>
<td>------------------</td>
<td>------------------</td>
</tr>
<tr>
<td>611420</td>
<td>Certified Scrum Trainer*</td>
<td>$937.18</td>
<td>$958.74</td>
<td>$980.79</td>
<td>$1,003.34</td>
</tr>
</tbody>
</table>

*Certified Scrum classes to include Certified Scrum Product Owner and Certified Scrum Master classes, in addition to the Design Thinking Course, are available to be taught online/remotely.

**Labor Category Description**

**Certified Scrum Trainer**

**Functional Responsibilities:** Provide certified Scrum training to include Certified Scrum Master and Certified Scrum Product Owner courses. Must have a current Certified Scrum Trainer certification to teach from the major certification body (e.g. Scrum Alliance)

**Minimum Education:** Master’s

**Minimum Experience:** 10 years

**Experience & Degree Substitution Equivalencies**

Experience exceeding the minimum shown may be substituted for education. Likewise, education exceeding the minimum shown may be substituted for experience.

<table>
<thead>
<tr>
<th>Equivalent Degree</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate’s</td>
<td>2 years relevant experience</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>Associate’s degree + 2 years relevant experience or 4 years relevant experience</td>
</tr>
<tr>
<td>Master’s</td>
<td>Bachelor’s plus 2 years relevant experience or Associate’s degree + 4 years relevant experience or 6 years relevant experience</td>
</tr>
<tr>
<td>PhD</td>
<td>Master’s + 2 years relevant experience or Bachelor’s + 4 years relevant experience or Associate’s + 6 years relevant experience or 8 years relevant experience</td>
</tr>
</tbody>
</table>

7. **INVOICES AND PAYMENT**

Invoices for training shall be submitted by the Contractor after ordering activity completion of the training course. Charges for training must be paid in arrears (31 U.S.C. 3324). PROMPT PAYMENT DISCOUNT, IF APPLICABLE, SHALL BE SHOWN ON THE INVOICE.
## Title of Course: Certified Scrum Master (Interactive Classroom Sessions)

<table>
<thead>
<tr>
<th>Location of Course:</th>
<th>Arlington, VA and Richmond, VA</th>
<th>Length of Course (# of Hrs/Days):</th>
<th>2 days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum Number of Participants:</td>
<td>10</td>
<td>Maximum Number of Participants:</td>
<td>25</td>
</tr>
</tbody>
</table>

**Course Prerequisites:** None

**Support Materials Provided as Part of the Course (e.g., Training Manuals, CDs, DVDs):** The Definitive Guide to Scrum: The Rules of the Game by Ken Schwaber and Jeff Sutherland

### Description of Course, Including Major Objectives

Scrum is a simple yet incredibly powerful set of practices that help teams deliver products in short cycles, enable fast feedback, and create a culture or rapid adaptation to change. This course teaches the foundations of Agile and provides a solid understanding of the Scrum framework. Essential concepts and tools of Scrum are taught, to include managing product backlogs, planning releases and sprints, tracking and reporting progress, and conducting stand-ups and retrospectives.

This course takes participants through a series of interactive exercises where they can learn and apply first-hand the principles of Scrum. At the end of the class, the participants are able to implement Scrum in their work environment, adopt a more innovative mindset, and drive a culture of change in their organization.

## Title of Course: Certified Scrum Product Owner (Interactive Classroom Sessions)

<table>
<thead>
<tr>
<th>Location of Course:</th>
<th>Arlington, VA and Richmond, VA</th>
<th>Length of Course (# of Hrs/Days):</th>
<th>2 days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum Number of Participants:</td>
<td>10</td>
<td>Maximum Number of Participants:</td>
<td>25</td>
</tr>
</tbody>
</table>

**Course Prerequisites:** None

**Support Materials Provided as Part of the Course (e.g., Training Manuals, CDs, DVDs):** The Definitive Guide to Scrum: The Rules of the Game by Ken Schwaber and Jeff Sutherland

### Description of Course, Including Major Objectives

While there are no formal prerequisites, this course assumes a basic knowledge of the Scrum workflow and focuses on the Product Owner role. This course teaches the essential skills and responsibilities of the Product Owner, including managing product backlogs, prioritizing user stories, and acting as the representative for customer value.

This course takes participants through a series of interactive exercises where they can learn and apply first-hand the principles of Scrum as a Product Owner. At the end of the course, the participants are able to act as the Product Owner in an organization, and successfully apply prioritization, vision, user story grooming, and customer-centric feedback to any product.
**Title of Course: Design Thinking (Interactive Classroom Sessions)**

<table>
<thead>
<tr>
<th>Location of Course:</th>
<th>Arlington, VA and Richmond, VA</th>
<th>Length of Course (# of Hrs/Days):</th>
<th>3 days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum Number of Participants:</td>
<td>10</td>
<td>Maximum Number of Participants:</td>
<td>35</td>
</tr>
</tbody>
</table>

**Course Prerequisites:** None

**Support Materials Provided as Part of the Course (e.g., Training Manuals, CDs, DVDs):** Training Handout

**Description of Course, Including Major Objectives**

Design thinking is a human-centered approach to problem solving and strategic innovation. The course provides a framework for using design thinking to enable participants to become innovative thinkers and uncover creative opportunities to solve the types of challenges facing today's organizations.

In this highly interactive workshop, teams go through the whole process from idea to a working prototype, beginning with learning customer context and defining the problem statement, and then iterating solutions and validating them with customers. We also share several stories from different organizations that used design thinking to uncover compelling solutions and provide ethnography training (open ended interviewing) with a focus on uncovering unmet end-user needs.

---

**Title of Course: Implementing SAFe® (Interactive Classroom Sessions)**

<table>
<thead>
<tr>
<th>Location of Course:</th>
<th>Arlington, VA and Richmond, VA</th>
<th>Length of Course (# of Hrs/Days):</th>
<th>4 days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum Number of Participants:</td>
<td>5</td>
<td>Maximum Number of Participants:</td>
<td>25</td>
</tr>
</tbody>
</table>

**Course Prerequisites:** None

**Support Materials Provided as Part of the Course (e.g., Training Manuals, CDs, DVDs):** Attendee Workbook

**Description of Course, Including Major Objectives**

Attendees will learn how to lead a Lean-Agile transformation by leveraging the practices and principles of the Scaled Agile Framework® (SAFe). Attendees will also gain insights and practice how to coach programs, launch Agile Release Trains, build a Continuous Delivery Pipeline with DevOps culture, and empower a Lean Portfolio. The first two days of the course- Leading SAFe®- will provide the basis to teach SAFe to leaders. The final two days focus exclusively on what it takes to successfully implement SAFe in the enterprise.
Title of Course: SAFe® for PO/PM (Interactive Classroom Sessions)

<table>
<thead>
<tr>
<th>Location of Course:</th>
<th>Arlington, VA and Richmond, VA</th>
<th>Length of Course (# of Hrs/Days):</th>
<th>2 days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum Number of Participants:</td>
<td>10</td>
<td>Maximum Number of Participants:</td>
<td>25</td>
</tr>
</tbody>
</table>

Course Prerequisites: None

Support Materials Provided as Part of the Course (e.g., Training Manuals, CDs, DVDs): Training Handout

Description of Course, Including Major Objectives

This course provides an appreciation for the Lean/Agile mindset, understanding of the role of a Product Owner (PO)/Project Manager (PM), and a working knowledge of the SAFe framework. The following topics are covered:

- Applying SAFe in the Lean Enterprise
- Relating a Lean-Agile Mindset to the PO and PM roles
- Collaborating with Lean Portfolio Management
- Continuously explore customer needs
- Executing the Program Increment
- Defining the PO/PM roles and responsibilities
- Creating a PO/PM action plan
Title of Course: SAFe ® for Teams (Interactive Classroom Sessions)

<table>
<thead>
<tr>
<th>Location of Course:</th>
<th>Arlington, VA and Richmond, VA</th>
<th>Length of Course (# of Hrs/Days):</th>
<th>2 days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum Number of Participants:</td>
<td>10</td>
<td>Maximum Number of Participants:</td>
<td>25</td>
</tr>
</tbody>
</table>

Course Prerequisites: None

Support Materials Provided as Part of the Course (e.g., Training Manuals, CDs, DVDs): Training Handout

Description of Course, Including Major Objectives

Attendees learn how to work in an Agile environment using Scrum, Kanban, and XP. Teams will learn how to become Agile Teams, build their backlog, and plan and execute iterations. Agile teams learn about their Agile Release Train (ART) and their role in planning, executing, and improving with other teams. Teams will learn how to be prepared to run a Program Increment (PI), including all meetings at the Team and Program level with a specific focus on the upcoming PI planning. The following topics are covered:

- Applying SAFe to scale Lean and Agile development in your enterprise
- Understanding the attendee’s team and its role on the ART
- Understanding the other teams on the train, their roles, and the dependencies between the teams
- Planning iterations
- Executing iterations, demonstrating value, and improving process
- Planning PIs
- Integrating work with other teams on the train
Title of Course: Accelerator

<table>
<thead>
<tr>
<th>Location of Course:</th>
<th>Virtual, or at the ordering activity’s location</th>
<th>Length of Course (# of Hrs/Days):</th>
<th>12 weeks, 90 min session/week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum Number of Participants:</td>
<td>8</td>
<td>Maximum Number of Participants:</td>
<td>10</td>
</tr>
</tbody>
</table>

**Course Prerequisites:** None

**Support Materials Provided as Part of the Course (e.g., Training Manuals, CDs, DVDs):** none; all materials are displayed virtually via a visualization software tool, which the Contractor will provide access to during the Accelerator course for all attendees at no additional cost.

**Description of Course, Including Major Objectives**

This course focuses on creating a scalable model for rapidly increasing the effectiveness of Agile practitioners, including Product Owners, Scrum Masters, and Release Train Engineers. Over 12 weeks (90-minute sessions once per week at a day/time mutually scheduled), cohorts of 8-10 practitioners will participate in episodic coaching sessions to help apply principles to their work. Office hours of 1 hour/week are included outside the planned sessions. An accelerator focus will be selected, then during the first or second session, the cohort will self-select 12 modules, based on the most relevant topics for that cohort. The objective is to implement key practices in context, to ensure they become embedded in the attendees’ work.

The following is a subset of modules available:

- Coaching vs Mentoring vs Teaching vs Facilitating
- Dealing with Impediments
- Using Metrics to Coach Change
- Understanding Other Agile Frameworks

a. The Contractor shall provide written materials (i.e., manuals, handbooks, texts, etc.) normally provided with course offerings. Such documentation will become the property of the student upon completion of the training class.

b. For hands-on training courses, there must be a one-to-one assignment of IT equipment to students.

c. The Contractor shall provide each student with a Certificate of Training at the completion of each training course.

d. The Contractor offered training courses:

e. For those courses conducted at the ordering activity’s location, instructor travel charges (if applicable), including mileage and daily living expenses (e.g., per diem charges) are governed by Pub. L.
99-234 and FAR Part 31.205-46, and are reimbursable by the ordering activity on orders placed under the Multiple Award Schedule, as applicable, in effect on the date(s) the travel is performed. Contractors cannot use GSA city pair contracts. The Industrial Funding Fee does NOT apply to travel and per diem charges.

f. For Online Training Courses, a copy of all training material must be available for electronic download by the students.

9. “NO CHARGE” TRAINING
The Contractor shall describe any training provided with equipment and/or software provided under this contract, free of charge, in the space provided below. N/A

### SPECIAL ITEM NUMBER 541511S - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES
PSC D399 IT and Telecom- Other IT and Telecommunications

#### The Hard Yards LLC Labor Category Rates

<table>
<thead>
<tr>
<th>Labor Category</th>
<th>1/8/19 – 1/7/20</th>
<th>1/8/20 – 1/7/21</th>
<th>1/8/21 – 1/7/22</th>
<th>1/8/22 – 1/7/23</th>
<th>1/8/23 – 1/7/24</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agile Consultant I</td>
<td>$97.76</td>
<td>$100.01</td>
<td>$102.31</td>
<td>$104.66</td>
<td>$107.07</td>
</tr>
<tr>
<td>Agile Consultant II</td>
<td>$138.07</td>
<td>$141.24</td>
<td>$144.49</td>
<td>$147.81</td>
<td>$151.21</td>
</tr>
<tr>
<td>Agile Consultant III</td>
<td>$171.03</td>
<td>$174.97</td>
<td>$178.99</td>
<td>$183.11</td>
<td>$187.32</td>
</tr>
<tr>
<td>Consultant I</td>
<td>$110.35</td>
<td>$112.89</td>
<td>$115.48</td>
<td>$118.14</td>
<td>$120.86</td>
</tr>
<tr>
<td>Consultant II</td>
<td>$171.03</td>
<td>$174.97</td>
<td>$178.99</td>
<td>$183.11</td>
<td>$187.32</td>
</tr>
<tr>
<td>Subject Matter Expert I</td>
<td>$91.87</td>
<td>$93.98</td>
<td>$96.14</td>
<td>$98.35</td>
<td>$100.62</td>
</tr>
<tr>
<td>Subject Matter Expert II</td>
<td>$195.47</td>
<td>$199.96</td>
<td>$204.56</td>
<td>$209.27</td>
<td>$214.08</td>
</tr>
<tr>
<td>Training Facilitator II</td>
<td>$219.90</td>
<td>$224.96</td>
<td>$230.13</td>
<td>$235.42</td>
<td>$240.84</td>
</tr>
</tbody>
</table>
Labor Category Descriptions

Agile Consultant I

**Functional Responsibilities:** The Agile Consultant I plans, coordinates, and manages projects. Acts as a lead in defining and executing systems engineering activities within a project. Defines all aspects of system development from analysis of mission needs to verification of system performance. Supports operations as needed. Ensures efficient delivery of contract capabilities using industry standards and repeatable processes. Mitigates risks, controls costs, and schedule variance, and effectively manages large scale, integrated projects.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 2 years

Agile Consultant II

**Functional Responsibilities:** The Agile Consultant II plans, coordinates, and manages projects. Acts as a lead in defining and executing systems engineering activities within a project. Defines all aspects of system development from analysis of mission needs to verification of system performance. Supports operations as needed. Ensures efficient delivery of contract capabilities using industry standards and repeatable processes. Mitigates risks, controls costs, and schedule variance, and effectively manages large scale, integrated projects.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 10 years

Agile Consultant III

**Functional Responsibilities:** The Agile Consultant III plans, coordinates, and manages projects. Acts as a lead in defining and executing systems engineering activities within a project. Defines all aspects of system development from analysis of mission needs to verification of system performance. Supports operations as needed. Ensures efficient delivery of contract capabilities using industry standards and repeatable processes. Mitigates risks, controls costs, and schedule variance, and effectively manages large scale, integrated projects.

**Minimum Education:** Master’s

**Minimum Experience:** 10 years

Consultant I

**Functional Responsibilities:** The Consultant I offers advice and expertise to organizations to help them improve their business performance in terms of operations, profitability, management, structure, and strategy. The work stretches across a variety of areas, including Management, Strategy, Information Technology (IT), Finance, Marketing, Human Resources (HR), and Supply Chain Management.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 2 years
**Consultant II**

**Functional Responsibilities:** The Consultant II offers advice and expertise to organizations to help them improve their business performance in terms of operations, profitability, management, structure, and strategy. The work stretches across a variety of areas, including Management, Strategy, IT, Finance, Marketing, HR, and Supply Chain Management.

**Minimum Education:** Master’s

**Minimum Experience:** 10 years

**SME I**

**Functional Responsibilities:** The Subject Matter Expert (SME) I provides expert support, analysis, and research into exceptionally complex problems and processes relating to the subject matter. Serves as a technical expert on executive-level project teams, providing technical direction, interpretation, and alternatives. May have specific defense, Intelligence Community (IC), or IT expertise and training.

**Minimum Education:** Bachelor’s

**Minimum Experience:** 2 years

**SME II**

**Functional Responsibilities:** The SME II provides expert support, analysis, and research into exceptionally complex problems, and processes relating to the subject matter. Serves as a technical expert on executive-level project teams providing technical direction, interpretation, and alternatives. Expertise is in a particular area of IT (e.g., Information Systems Architecture, Design, Agile, Implementation, Information Systems Integration, Software Development Methodologies, and Military). May have specific defense or IC expertise or training certification from one of the major certification bodies (e.g. Scrum Alliance).

**Minimum Education:** Master’s

**Minimum Experience:** 10 years

**Training Facilitator II**

**Functional Responsibilities:** The Training Facilitator II interviews staff and managers to assess needs, design training curriculum, and organize activities, presentations, simulations, and role-playing exercises.

**Minimum Education:** Master’s

**Minimum Experience:** 10 years

**Experience & Degree Substitution Equivalencies**

Experience exceeding the minimum shown may be substituted for education. Likewise, education exceeding the minimum shown may be substituted for experience.
<table>
<thead>
<tr>
<th>Equivalent Degree</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate’s</td>
<td>2 years relevant experience</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>Associate’s degree + 2 years relevant experience or 4 years relevant experience</td>
</tr>
<tr>
<td>Master’s</td>
<td>Bachelor’s plus 2 years relevant experience or Associate’s degree + 4 years relevant experience or 6 years relevant experience</td>
</tr>
<tr>
<td>PhD</td>
<td>Master’s + 2 years relevant experience or Bachelor’s + 4 years relevant experience or Associate’s + 6 years relevant experience or 8 years relevant experience</td>
</tr>
</tbody>
</table>