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

Multiple Award Schedule

**FSC Group: Information Technology**
F03. IT Services Subcategory

**FSC Group: Miscellaneous**
G06. Complimentary SINs Subcategory

**Contract number:** 47QTCA20D005U

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

**Contract period:** February 10, 2020 thru February 9, 2025
**Price list current as of Modification #:** PA-0004 **Effective:** January 10, 2022

**MorphWorks, Inc.**
1750 Tysons Blvd Ste 1500
McLean, VA, 22102
Phone: 703-372-0828
www.morphworks.com

**Contract Administrator:** Sheema Ali
Phone: 703-372-0828
Email: contracts@morphworks.com

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

<table>
<thead>
<tr>
<th>SIN</th>
<th>SIN Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S</td>
<td>Information Technology Professional Services</td>
</tr>
<tr>
<td>OLM</td>
<td>Order-Level Materials (OLMs)</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. Not Applicable

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 refer to Page #6, LABOR CATEGORY DESCRIPTIONS.

2. Maximum order:
SIN 54151S - $500,000
SIN OLM - $250,000

*Ordering activities may request a price reduction at any time before placing an order, establishing a BPA, or in conjunction with the annual BPA review. However, the ordering activity shall seek a price reduction when the order or BPA exceeds the simplified acquisition threshold. Schedule contractors are not required to pass on to all schedule users a price reduction extended only to an individual ordering activity for a specific order or BPA.

3. Minimum order: $100.00


5. Point(s) of production (city, county, and State or foreign country): Same as company address

6. Discount from list prices or statement of net price: GSA Net Prices are shown on the attached GSA Price List. Negotiated discount has been deducted.

7. Quantity discounts:
1% for single task orders $500K
2% for single task orders $1M+

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 Days

9. Foreign items: Not Applicable

10a. Time of delivery: As Negotiated with the Ordering Agency

10b. Expedited Delivery: As Negotiated with the Ordering Agency
10c. Overnight and 2-day delivery: As Negotiated with the Ordering Agency

10d. Urgent Requirements: As Negotiated with the Ordering Agency

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

12a. Ordering address:
MorphWorks, Inc.
Attn: Sheema Ali
1750 Tysons Blvd Ste 1500
McLean, VA, 22102
703-372-0828
contracts@morphworks.com

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

13. Payment address:
MorphWorks, Inc.
Attn: Sheema Ali
1750 Tysons Blvd Ste 1500
McLean, VA, 22102
703-372-0828
contracts@morphworks.com

14. Warranty provision: None

15. Export packing charges, if applicable: Not Applicable

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

17. Terms and conditions of installation (if applicable): Not Applicable

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): Not Applicable

18b. Terms and conditions for any other services (if applicable): Not Applicable

19. List of service and distribution points (if applicable): Not Applicable

20. List of participating dealers (if applicable): Not Applicable

21. Preventive maintenance (if applicable): Not Applicable

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): Not Applicable

22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor’s website or other location.) The EIT standards can be found at: www.Section508.gov/: Not Applicable
23. Unique Entity Identifier (UEI) number: UNXEQN41M87

24. Notification regarding registration in System for Award Management (SAM) Database: MorphWorks, Inc. is registered in SAM, CAGE Code: 7VYR1

### Overview of Schedule Offerings

<table>
<thead>
<tr>
<th>SIN</th>
<th>SIN Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S</td>
<td>Information Technology Professional Services -- SUBJECT TO COOPERATIVE PURCHASING - 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.</td>
</tr>
<tr>
<td>OLM</td>
<td>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.</td>
</tr>
</tbody>
</table>
Terms and Conditions for all IT Contractors

1) Organizational Conflicts of Interest
   a) Definitions.

   "Contractor" means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

   "Contractor and its affiliates" and "Contractor or its affiliates" refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

   An "Organizational conflict of interest" exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work.

   b) To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508

2) Services Performed
   a) All services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.
   b) The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
   c) The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

3) Travel. Any Contractor travel required in the performance of services must comply with the Pub. L. 99-234 and FAR Part 31.205-46, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel.

4) Warranty
   a) Unless otherwise specified in this contract, the Contractor’s standard commercial warranty as stated in the contract’s commercial pricelist will apply to this contract.
   b) The Contractor’s commercial guarantee/warranty shall be included in the Commercial Supplier Agreement to include Enterprise User License Agreements or Terms of Service (TOS) agreements, if applicable.
   c) Except as otherwise provided by an express or implied warranty, the Contractor will not be liable to the ordering activity for consequential damages resulting from any defect or deficiencies in accepted items.

<table>
<thead>
<tr>
<th>Regulation Number</th>
<th>Regulation Title/Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>52.222-46</td>
<td>EVALUATION OF COMPENSATION FOR PROFESSIONAL EMPLOYEES (FEB 1993)</td>
</tr>
<tr>
<td>52.222-48</td>
<td>EXEMPTION FROM APPLICATION OF THE SERVICE CONTRACT LABOR STANDARDS TO CONTRACTS FOR MAINTENANCE, CALIBRATION, OR REPAIR OF CERTAIN EQUIPMENT CERTIFICATION (MAY 2014)</td>
</tr>
<tr>
<td>52.223-19</td>
<td>COMPLIANCE WITH ENVIRONMENTAL MANAGEMENT SYSTEMS (MAY 2011)</td>
</tr>
<tr>
<td>52.223-2</td>
<td>AFFIRMATIVE PROCUREMENT OF BIODEBASED PRODUCTS UNDER SERVICE AND CONSTRUCTION CONTRACTS (SEP 2013)</td>
</tr>
<tr>
<td>52.229-1</td>
<td>STATE AND LOCAL TAXES (APR 1984)</td>
</tr>
<tr>
<td>52.222-62</td>
<td>PAID SICK LEAVE UNDER EXECUTIVE ORDER 13706 (JAN 2017)</td>
</tr>
<tr>
<td>52.223-13</td>
<td>ACQUISITION OF EPEAT® - REGISTERED IMAGING EQUIPMENT (JUN 2014)</td>
</tr>
<tr>
<td>52.223-14</td>
<td>ACQUISITION OF EPEAT® - REGISTERED TELEVISIONS (JUN 2014)</td>
</tr>
<tr>
<td>52.223-16</td>
<td>ACQUISITION OF EPEAT® - REGISTERED PERSONAL COMPUTER PRODUCTS (OCT 2015)</td>
</tr>
<tr>
<td>552.238-115</td>
<td>SPECIAL ORDERING PROCEDURES FOR THE ACQUISITION OF ORDER-LEVEL MATERIALS (MAY 2019)</td>
</tr>
<tr>
<td>552.238-107</td>
<td>TRAFFIC RELEASE (SUPPLIES) (MAY 2019)</td>
</tr>
<tr>
<td>552.238-73</td>
<td>IDENTIFICATION OF ELECTRONIC OFFICE EQUIPMENT PROVIDING ACCESSIBILITY FOR THE HANDICAPPED (MAY 2019)</td>
</tr>
<tr>
<td>552.238-86</td>
<td>DELIVERY SCHEDULE (MAY 2019)</td>
</tr>
<tr>
<td>552.238-89</td>
<td>DELIVERIES TO THE U.S. POSTAL SERVICE (MAY 2019)</td>
</tr>
<tr>
<td>552.238-90</td>
<td>CHARACTERISTICS OF ELECTRIC CURRENT (MAY 2019)</td>
</tr>
<tr>
<td>552.238-91</td>
<td>MARKING AND DOCUMENTATION REQUIREMENTS FOR SHIPPING (MAY 2019)</td>
</tr>
<tr>
<td>552.238-92</td>
<td>VENDOR MANAGED INVENTORY (VMI) PROGRAM (MAY 2019)</td>
</tr>
<tr>
<td>552.238-93</td>
<td>ORDER ACKNOWLEDGMENT (MAY 2019)</td>
</tr>
<tr>
<td>552.238-94</td>
<td>ACCELERATED DELIVERY REQUIREMENTS (MAY 2019)</td>
</tr>
</tbody>
</table>
EDUCATION SUBSTITUTIONS, ALL LABOR CATEGORY LEVELS:

Substitution Guidelines: Consistent with MorphWorks Inc’s hiring practices, experience can be substituted for education and education for experience.

The table below provides MorphWorks Inc’s education/experience substitution guidelines. Experience, education, and description of duties for the service categories in the schedule are provided as a guideline to the typical background for staff to be provided under individual task orders.

MorphWorks Inc will review each task order opportunity to determine the best candidate available.

<table>
<thead>
<tr>
<th>Degree</th>
<th>Related Work Substitution</th>
<th>Related Degree and Experience Substitution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate's</td>
<td>2 years’ work experience may be substituted for an Associate's Degree</td>
<td>2 years’ work experience may be substituted for an Associate's Degree</td>
</tr>
<tr>
<td>Bachelor's</td>
<td>4 years’ work experience may be substituted for a Bachelor's Degree</td>
<td>Associate's Degree plus 2 years work experience may be substituted for a Bachelor's Degree</td>
</tr>
<tr>
<td>Master's</td>
<td>6 years’ work experience may be substituted for a Master's Degree</td>
<td>Bachelor's Degree plus 2 years work experience may be substituted for a Master's Degree</td>
</tr>
<tr>
<td>Doctorate</td>
<td>10 years’ work experience may be substituted for a Doctorate Degree</td>
<td>Bachelor's Degree plus 6 years work experience, or a Master's Degree plus 4 years work experience may be substituted for a Doctorate Degree</td>
</tr>
</tbody>
</table>

Business Analyst I

Description: Serves as consultant with experience in supporting large projects related to the individual subject matter expertise. Beginning expertise in functional domains such as finance, personnel, acquisition, etc. Performs research, collection, collation and compilation of data, and preparation of inputs into larger reports. Evaluates and interprets findings. Prepares finished products for review by team leader or higher-level analysts. Interfaces with external entities to collect data. Uses and/or develops computer tools to facilitate analysis tasks. Prepares monthly status reports. May be assigned to customer site. May prepare and present briefings. Works with all phases of information systems analysis while considering the business implications of the application of technology to the current and future environment. Duties may include: develop technical standards and policies to meet the needs of the customers; documentation of business requirements; ensure systems analysis procedures and practices are identified and implemented; provide leadership in the development of strategic plans; promote the utilization of technical services to resolve business problems; manage customer expectations; QA/testing responsibility.

Education and Experience: Bachelor’s Degree and a minimum of 2 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

Business Analyst II

Description: Serves as consultant with experience in supporting large projects related to the individual subject matter expertise. Prepares and delivers presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested programming, testing and documentation techniques. Produces, reviews and documents reflecting knowledge of areas as identified in the statement of work. Works with all phases of information systems analysis while considering the business implications of the application of technology to the current and future environment. Duties may include: develop technical standards and policies to meet the needs of the customers; documentation of business
requirements; ensure systems analysis procedures and practices are identified and implemented; provide leadership in the development of strategic plans; promote the utilization of technical services to resolve business problems; manage customer expectations; QA/testing responsibility.

**Education and Experience:** Bachelor’s Degree and a minimum of 5 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

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**Business Analyst III**

**Description:** Relevant experience includes supporting large projects related to the individuals subject matter expertise. Advanced expertise in functional domains such as finance, personnel, acquisition, etc. Prepares and delivers presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested programming, testing and documentation techniques. Produces and/or reviews substantive and/or complex documentation reflecting detailed knowledge of areas as identified in the statement of work. Works with all phases of information systems analysis while considering the business implications of the application of technology to the current and future environment. Duties may include: develop technical standards and policies to meet the needs of the customers; documentation of business requirements; ensure systems analysis procedures and practices are identified and implemented; provide leadership in the development of strategic plans; promote the utilization of technical services to resolve business problems; manage customer expectations; QA/testing responsibility.

**Education and Experience:** Bachelor’s Degree and a minimum of 8 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

-----------------------------------------------------------------------------------------------------------------------------

**Business Analyst IV**

**Description:** Renowned expertise in functional domains such as finance, personnel, acquisition, etc. or technical disciplines such as computer security, network engineering, etc. Extensive experience as technical leaders and senior Project Managers. Prepares and delivers presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested testing and documentation techniques. Produces, reviews substantive and complex documentation reflecting detailed knowledge of areas as identified in the statement of work. Works with all phases of information systems analysis while considering the business implications of the application of technology to the current and future environment. Duties may include: develop technical standards and policies to meet the needs of the customers; documentation of business requirements; ensure systems analysis procedures and practices are identified and implemented; provide leadership in the development of strategic plans; promote the utilization of technical services to resolve business problems; manage customer expectations; QA/testing responsibility.

**Education and Experience:** Bachelor’s Degree and a minimum of 12 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

-----------------------------------------------------------------------------------------------------------------------------

**Project Manager I**

**Description:** Assists higher level program/project manager in directing the project life cycle by assisting in development of comprehensive project plans to include both long and short-range goals and milestones. Identifies, acquires, and utilizes company resources to achieve project technical objectives. May direct a project team usually within a matrix organization, monitoring and encouraging functional organizations to complete milestones within specific budgets and schedules. May occasionally interface with external customers and top management to communicate status of project throughout life cycle.

**Education and Experience:** Bachelor’s Degree and a minimum of 2 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.
Project Manager II

**Description:** Responsible for the performance of a relatively significant program or multiple smaller programs in accordance with contract requirements and company policies, procedures and guidelines. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Program area typically represents more than three functional areas such as engineering, systems analysis, quality control and administration. Supports new business development by leading proposals.

**Education and Experience:** Bachelor’s Degree and a minimum of 5 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

Project Manager III

**Description:** Responsible for the successful technical, schedule, and cost performance of a major program, or multiple programs, through subordinate program/project managers, in accordance with contract requirements and company policies, procedures and guidelines. Responsible for leading proposals through program/project managers.

**Education and Experience:** Bachelor’s Degree and a minimum of 10 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

Security Specialist I

**Description:** Determines enterprise information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers’ requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Ensures that all information systems are functional and secure. Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.

**Education and Experience:** Bachelor’s Degree and a minimum of 2 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

Security Specialist II

**Description:** Determines enterprise information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers’ requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Ensures that all information systems are functional and secure. Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish
tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.

**Education and Experience:** Bachelor’s Degree and a minimum of 5 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

---

**Security Specialist III**

**Description:** Determines enterprise information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers’ requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Ensures that all information systems are functional and secure. Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.

**Education and Experience:** Bachelor’s Degree and a minimum of 8 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

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**Security Specialist IV**

**Description:** Determines enterprise information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers’ requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Ensures that all information systems are functional and secure. Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making, and domain knowledge may have a critical impact on overall project implementation. May supervise others.

**Education and Experience:** Bachelor’s Degree and a minimum of 12 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.
Consultant I

**Description:** Possess demonstrated knowledge, experience, and ability in the development of IT solutions, recommendations, or outcomes across multiple complex tasks and/or organizations. Evaluates option in the context of project objectives and contributes to the implementation of strategic direction. Supports project objectives through activities such as conducting interviews, gathering data, and developing recommendations in support of project objectives. Can perform some tasks with minimal supervision. Will work under the supervision of more senior personnel.

**Education and Experience:** Bachelor’s Degree and a minimum of 2 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

-----------------------------------------------

Consultant II

**Description:** Applies IT consulting methodologies to collect and analyze data. Assists client in goal setting and helps to determine desired objectives; participates in the implementation and oversees the client’s major strategic initiatives. Helps to determine realistic measurable performance outcomes. Follows the specifications in the SOW.

**Education and Experience:** Bachelor’s Degree and a minimum of 5 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

-----------------------------------------------

Consultant III

**Description:** Applies IT consulting methodologies to collect and analyze data. Assists client in goal setting and helps to determine desired objectives; participates in the implementation and oversees the client’s major strategic initiatives. Helps to determine realistic measurable performance outcomes. May serve as coach or mentor to other team members and is recognized as an authority in one or more business/management areas. Has strong process improvement strategies for complex and/or difficult projects.

**Education and Experience:** Bachelor’s Degree and a minimum of 8 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

-----------------------------------------------

Consultant IV

**Description:** Demonstrates thought leadership in management consulting and business applications of information technology. Serves as coach or mentor to other team members and is recognized as an authority in one or more business/management areas. Has strong process improvement strategies for complex and/or difficult projects. Makes persuasive presentations to senior management. Develops and extends relationships with clients at executive levels.

**Education and Experience:** Bachelor’s Degree and a minimum of 12 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

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Systems Developer I

**Description:** Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, build, and coordinate the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Participates in development of software user manuals. Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.

**Education and Experience:** Bachelor’s Degree and a minimum of 2 years of experience within the scope of the contract.
* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.'s discretion.

---

**Systems Developer II**

**Description:** Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, build, and coordinate the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of other software developers on development team. Participates in development of software user manuals. Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.

**Education and Experience:** Bachelor’s Degree and a minimum of 5 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.'s discretion.

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**Systems Developer III**

**Description:** Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, build, and coordinate the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of other software developers on development team. Participates in development of software user manuals. Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.

**Education and Experience:** Bachelor’s Degree and a minimum of 8 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.'s discretion.

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**Systems Developer IV**

**Description:** Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, build, and coordinate the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of other software developers on development team. Participates in development of software user manuals. Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making, and domain knowledge may have a critical impact on overall project implementation. May supervise others.

**Education and Experience:** Bachelor’s Degree and a minimum of 12 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.'s discretion.
Network Specialist I

Description: Provides technical guidance for directing and monitoring information systems operations. Designs, builds, and implements network systems. Directs compilation of records and reports concerning network operations and maintenance. Troubleshoots network performance issues. Analyzes network traffic and provides capacity planning solutions. Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Manages the purchase, testing, installation, and support of network communications, including LAN/MAN/WAN systems. Performs system-level design and configuration of products including determination of hardware, OS, and other platform specifications. Plans large-scale systems projects through vendor comparison and cost studies. Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing software products. Provides assistance and oversight for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, LAN/MAN/WAN administration and operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Provides input to policy level discussions regarding standards and budget constraints. Supervises all personnel engaged in the operation and support of network facilities, including all communications equipment on various platforms in large scale or multi-shift operations. Supervises complex operations that involve two or more additional functions such as, but not limited to, network operations, systems security, systems software support, and production support activities. Monitors and responds to hardware, software, and network problems. Provides the routine testing and analysis of all elements of the network facilities (including power, software, communications machinery, lines, modems, and terminals). Utilizes software and hardware tools and identifies and diagnoses complex problems and factors affecting network performance. Troubleshoots network systems when necessary and makes improvements to the network. Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.

Education and Experience: Bachelor’s Degree and a minimum of 2 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

Network Specialist II

Description: Provides technical guidance for directing and monitoring information systems operations. Designs, builds, and implements network systems. Directs compilation of records and reports concerning network operations and maintenance. Troubleshoots network performance issues. Analyzes network traffic and provides capacity planning solutions. Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Manages the purchase, testing, installation, and support of network communications, including LAN/MAN/WAN systems. Performs system-level design and configuration of products including determination of hardware, OS, and other platform specifications. Plans large-scale systems projects through vendor comparison and cost studies. Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing software products. Provides assistance and oversight for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, LAN/MAN/WAN administration and operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Provides input to policy level discussions regarding standards and budget constraints. Supervises all personnel engaged in the operation and support of network facilities, including all communications equipment on various platforms in large scale or multi-shift operations. Supervises complex operations that involve two or more additional functions such as, but not limited to, network operations, systems security, systems software support, and production support activities. Monitors and responds to hardware, software, and network problems. Provides the routine testing and analysis of all elements of the network facilities (including power, software, communications machinery, lines, modems, and terminals). Utilizes software and hardware tools and identifies and diagnoses complex problems and factors affecting network performance. Troubleshoots network systems when necessary and makes improvements to the network. Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.

Education and Experience: Bachelor’s Degree and a minimum of 5 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.
Network Specialist IV

Description: Provides technical guidance for directing and monitoring information systems operations. Designs, builds, and implements network systems. Directs compilation of records and reports concerning network operations and maintenance. Troubleshoots network performance issues. Analyzes network traffic and provides capacity planning solutions. Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Manages the purchase, testing, installation, and support of network communications, including LAN/MAN/WAN systems. Performs system-level design and configuration of products including determination of hardware, OS, and other platform specifications. Plans large-scale systems projects through vendor comparison and cost studies. Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing software products. Provides assistance and oversight for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, LAN/MAN/WAN administration and operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Provides input to policy level discussions regarding standards and budget constraints. Supervises all personnel engaged in the operation and support of network facilities, including all communications equipment on various platforms in large scale or multi-shift operations. Supervises complex operations that involve two or more additional functions such as, but not limited to, network operations, systems security, systems software support, and production support activities. Monitors and responds to hardware, software, and network problems. Provides the routine testing and analysis of all elements of the network facilities (including power, software, communications machinery, lines, modems, and terminals). Utilizes software and hardware tools and identifies and diagnoses complex problems and factors affecting network performance. Troubleshoots network systems when necessary and makes improvements to the network. Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.

Education and Experience: Bachelor’s Degree and a minimum of 12 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

Network Specialist III

Description: Provides technical guidance for directing and monitoring information systems operations. Designs, builds, and implements network systems. Directs compilation of records and reports concerning network operations and maintenance. Troubleshoots network performance issues. Analyzes network traffic and provides capacity planning solutions. Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Manages the purchase, testing, installation, and support of network communications, including LAN/MAN/WAN systems. Performs system-level design and configuration of products including determination of hardware, OS, and other platform specifications. Plans large-scale systems projects through vendor comparison and cost studies. Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing software products. Provides assistance and oversight for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, LAN/MAN/WAN administration and operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Provides input to policy level discussions regarding standards and budget constraints. Supervises complex operations that involve two or more additional functions such as, but not limited to, network operations, systems security, systems software support, and production support activities. Monitors and responds to hardware, software, and network problems. Provides the routine testing and analysis of all elements of the network facilities (including power, software, communications machinery, lines, modems, and terminals). Utilizes software and hardware tools and identifies and diagnoses complex problems and factors affecting network performance. Troubleshoots network systems when necessary and makes improvements to the network. Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.

Education and Experience: Bachelor’s Degree and a minimum of 8 years of experience within the scope of the contract.
These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

Technical Advisor I

Description: Establishes system information requirements to develop large scale information systems. Designs architecture to include the software, hardware, and communications. Ensures compatibility, compliance, and regulatory requirements. Evaluates workflows, organization, and planning. Develops corrective action when necessary.

Education and Experience: Bachelor’s Degree and a minimum of 5 years of experience within the scope of the contract.

Technical Advisor II

Description: Identifies, evaluates, and specifies system architecture and high-level design. Provides advice and counsel to project and senior management through broad technical specialization of scientific theory and principals. Individual is well-recognized for mastery of hardware, firmware, scientific, and engineering techniques and theories gained through wide experience or specialized development. Provides expertise on technical matters on an as-needed basis to all task assignments.

Education and Experience: Bachelor’s Degree and a minimum of 8 years of experience within the scope of the contract.

IT Subject Matter Expert I

Description: Provides advice and guidance regarding the architecture in terms of business, data, application and technology. Develops enterprise architecture artifacts and conducts analyses on enterprise architecture artifacts. Assists and supports with the configuration of systems, networks and IT related business processes. Assists the client in knowledge transfer, testing and supports the preparation of IT project lifecycle business, functional and technical deliverables/work products. Demonstrates knowledge of architecture methodologies and core competences and sets priorities appropriately. Provides IT technical, managerial, and administrative direction for problem resolution including, but not limited to: IT analysis, requirements development, and implementation for complex systems and/or solutions. Makes recommendations and advises on IT system improvements, complex architecture, automated capabilities, networking and communications, software and hardware solutions, and modeling and simulation. May supervise others.

Education and Experience: Bachelor’s Degree and a minimum of 2 years of experience within the scope of the contract.

IT Subject Matter Expert II

Description: Responsible for providing technical and engineering support for a spectrum of platforms both on premise and cloud, including performing high-level systems analysis, evaluation, design, integration, documentation, and implementation. Responsible for driving the use of technology to improve business performance and meeting strategic goals, including automated engineering solutions. Ensure adherence to quality standards and regulatory requirements, employ foresight to anticipate and address potential problems before they become issues impacting the business, and collaborates with other team members, internal customers, and other stakeholders as appropriate. Provides IT technical, managerial, and administrative direction for problem resolution including, but not limited to: IT analysis, requirements development, and implementation for complex systems and/or solutions. Makes recommendations and advises on IT system improvements, complex architecture, automated capabilities, networking and communications, software and hardware solutions, and modeling and simulation. May supervise others.

Education and Experience: Bachelor’s Degree and a minimum of 5 years of experience within the scope of the contract.
IT Subject Matter Expert III

**Description:** Provides supervisory and client guidance regarding the architecture in terms of business, data, application and technology. Develops enterprise architecture artifacts and conducts analyses on enterprise architecture artifacts. Assists and supports with the configuration of systems, networks and IT related business processes. Assists the client in knowledge transfer, testing and supports the preparation of IT project lifecycle business, functional and technical deliverables/work products. Demonstrates knowledge of architecture methodologies and core competencies and sets priorities appropriately. Provides IT technical, managerial, and administrative direction for problem resolution including, but not limited to: IT analysis, requirements development, and implementation for complex systems and/or solutions. Makes recommendations and advises on IT system improvements, complex architecture, automated capabilities, networking and communications, software and hardware solutions, and modeling and simulation. May supervise others.

**Education and Experience:** Bachelor’s Degree and a minimum of 8 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

IT Subject Matter Expert IV

**Description:** Recognized leader in the field of information technology or SME in a functional discipline. Assists and supports with the configuration of systems, networks and IT related business processes. Assists the client in knowledge transfer, testing and supports the preparation of IT project lifecycle business, functional and technical deliverables/work products. Demonstrates knowledge of architecture methodologies and core competencies and sets priorities appropriately. Provides IT technical, managerial, and administrative direction for problem resolution including, but not limited to: IT analysis, requirements development, and implementation for complex systems and/or solutions. Makes recommendations and advises on IT system improvements, complex architecture, automated capabilities, networking and communications, software and hardware solutions, and modeling and simulation. May supervise others.

**Education and Experience:** Bachelor’s Degree and a minimum of 12 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.

Data Architect

**Description:** Designs and builds relational databases. Performs data access analysis design, and archive/recovery design and implementation. Develops strategies for data acquisitions, archive recovery, and implementation of a database. Works in a data warehouse environment, which includes data design, database architecture, and metadata repository creation. Translates business needs into long-term architecture solutions. Defines, designs, and builds dimensional databases. Develops data warehousing blueprints, evaluating hardware and software platforms, and integrating systems. Reviews and develops object and data models and the metadata repository to structure the data for better management and quicker access. Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.

**Education and Experience:** Bachelor’s Degree and a minimum of 3 years of experience within the scope of the contract.

* These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at MorphWorks Inc.’s discretion.
### Labor Categories and Rates

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### Service Contract Labor Standards (SCLS)

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