



U.S. General Services Administration

**GENERAL SERVICES ADMINISTRATION
Federal Supply Service
Authorized Federal Supply Schedule Price List**

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

Multiple Award Schedule

Code F: Information Technology

F03. IT Services Subcategory

Code H: Professional Services

H01. Business Administrative Services Subcategory

H07. Logistical Services Subcategory

Code G: Miscellaneous

G06. Complementary SINs Subcategory

Contract number: 47QTCA22D006U

Contract Period: April 13, 2022 through April 12, 2027

Pricelist current as of Modification #PS-A815 Effective: April 15, 2022

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



Aarete LLC

200 E Randolph St Ste 3010

Chicago, IL, 60601-6541

Tel: (312) 585-0800

www.aarete.com/

Contract Administration: Julie Sampson

Phone: (312) 515-4419

Email: jsampson@aarete.com

Business size: Large



AArete LLC
 200 E Randolph Street
 Suite 3010
 Chicago, Illinois 60601

CUSTOMER INFORMATION

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

SIN	SIN Description
54151S	Information Technology Professional Services
541611/541611RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541614SVC/541614SVCRC	Supply and Value Chain Management
OLM	Order-Level Materials (OLM)

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. N/A

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 9 thru 17 for SIN 541611 labor category descriptions and rates.

Please refer to Page 18 thru 39 for SIN 54151S labor category descriptions and rates.

Please refer to Page 40 thru 47 for SIN 541614SVC labor category descriptions and rates.

2. Maximum order:

Special Item No. 54151S -- \$500,000

Special Item No. 541611/541611RC: \$1,000,000

Special Item No. 541614SVC/541614SVCRC: \$1,000,000

Special Item No. OLM -- \$250,000

3. Minimum order: \$100.00

4. Geographic coverage (delivery area): Domestic delivery - delivery within the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories.

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

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

7. Quantity discounts: None

8. Prompt payment terms: Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions: 0%; Net 30 days



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

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

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

10b. Expedited Delivery: The Contractor will insert the sentence "Items available for expedited delivery are noted in this price list." under this heading. The Contractor may use a symbol of its choosing to highlight items in its price lists that have expedited delivery: As Negotiated with the Ordering Agency.

10c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: None

10d. Urgent Requirements. The Contractor will note in its price list the "Urgent Requirements" clause of its contract and advise agencies that they can also contact the Contractor's representative to effect a faster delivery: Agencies can contact the Contractor's representative to affect a faster delivery.

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

12a. Ordering address.

For mailed orders, please submit to: AArete LLC
200 E Randolph St Ste 3010
Chicago, IL, 60601-6541

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

13. Payment address(es).

For mailed payments, please submit to: AArete LLC
200 E Randolph St Ste 3010
Chicago, IL, 60601-6541

14. Warranty provision: None

15. Export packing charges, if applicable: N/A

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

17. Terms and conditions of installation (if applicable): N/A

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A

18b. Terms and conditions for any other services (if applicable): N/A

19. List of service and distribution points (if applicable): N/A



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

20. List of participating dealers (if applicable): N/A

21. Preventive maintenance (if applicable): N/A

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): N/A

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/. N/A

23. Unique Entity Identifier (UEI) number: GJ9LE9ZLLYB3

24. Notification regarding registration in System for Award Management (SAM) database: AArete LLC is registered in SAM and the registration is current. CAGE Code 6UWV4.



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

SIN DESCRIPTIONS

54151S -- Information Technology Professional Services: 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

541611 -- Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services: Provide operating advice and assistance on administrative and management issues. Examples include: strategic and organizational planning, business process improvement, acquisition and grants management support, facilitation, surveys, assessment and improvement of financial management systems, financial reporting and analysis, due diligence in validating an agency's portfolio of assets and related support services, strategic financial planning, financial policy formulation and development, special cost studies, actuarial services, economic and regulatory analysis, benchmarking and program metrics, and business program and project management.

Inherently Governmental services as identified in FAR 7.503 or by the ordering agency are prohibited. It is the responsibility of the Contracting Officer placing the order to make this determination. Ordering activities must require prospective contractors to identify potential conflicts of interest and address those, prior to task order award.

Personal services as defined in FAR 37.104 are prohibited.

541614SVC --- Supply and Value Chain Management - Includes supply and value chain management, which involves all phases of the planning, acquisition, and management of logistics systems.

OLM -- Order-Level Materials (OLMs): Order-Level Materials (OLMs) are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Federal Supply Schedule (FSS) contract or FSS blanket purchase agreement (BPA). OLMs are not defined, priced, or awarded at the FSS contract level. They are unknown before a task or delivery order is placed against the FSS contract or FSS BPA. OLMs are only authorized for inclusion at the order level under a Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN) and are subject to a Not To Exceed (NTE) ceiling price. OLMs include direct materials, subcontracts for supplies and incidental services for which there is not a labor category specified in the FSS contract, other direct costs (separate from those under ODC SINs), and indirect costs. OLMs are purchased under the authority of the FSS Program and are not "open market items."



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.



AArete LLC
 200 E Randolph Street
 Suite 3010
 Chicago, Illinois 60601

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



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

EDUCATION SUBSTITUTIONS, ALL LABOR CATEGORY LEVELS:

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

The table below provides AArete LLC’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.

AArete LLC will review each task order opportunity to determine the best candidate available.

Degree	Degree and Experience Substitution	Related Experience Substitution
Associates	2 years	2 years
Bachelors	Associates + 2 years	4 years
Masters	Bachelors + 2 years	6 years
Doctorate	Masters + 4 years	10 years



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Special Item Number (SIN) 541611 - Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
LABOR CATEGORY DESCRIPTIONS

Agile Coach

General Experience and Functional Responsibility: Guides teams towards improving work and facilitates sprint planning, retrospective, and sprint demos. Also ensures cross-team coordination and liaise between the developers and User Experience/Visual Designers. Provides adaptive coaching and the ability to work hands-on with teams in an advisory role. Aids in implementing Agile techniques and the execution of Scrum in an environment where individuals are unfamiliar with the software development lifecycle. Demonstrates a strong ability for identifying IT waste and helping teams devise streamlined solutions. Constantly learning and capabilities in Agile, Proficient with drawing storyboards, creating wireframes, creating/grooming product backlogs, writing user stories and developing IT acceptance criteria.

Minimum 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 AARETE LLC's discretion.*

Agile Scrum Master

General Experience and Functional Responsibility: The Scrum Master may facilitate or guide a software development product owner, team, and organization on how to use Agile/Scrum concepts, values, practices, and principles focusing on improving team effectiveness. The Scrum Master leads discussions and decision making and assists in mediation of conflict resolution.

Minimum Education and Experience: Bachelor's Degree and a minimum of 6 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 AARETE LLC's discretion.*

Business Analyst I

General Experience and Functional Responsibility: Responsible for defining and developing mission processes, policies, roles and responsibilities, and performance metrics for programs supporting Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services. Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and assists in the creation of system specifications that drive system development



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

and implementation. Can function as a liaison between IT and users and have both business and technical expertise.

Minimum Education and Experience: Bachelor's Degree and a minimum of 1 year 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 AARETE LLC's discretion.*

Business Analyst II

General Experience and Functional Responsibility: Responsible for defining and developing mission processes, policies, roles and responsibilities, and performance metrics for programs supporting Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services. Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. Can function as a liaison between IT and users and have both business and technical expertise. Performs a variety of tasks. Works under general supervision.

Minimum 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 AARETE LLC's discretion.*

Business Analyst III

General Experience and Functional Responsibility: Responsible for defining and developing mission processes, policies, roles and responsibilities, and performance metrics for programs supporting Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services. Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. Can function as a liaison between IT and users and have both business and technical expertise. Performs a variety of complicated tasks.

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Consultant I

General Experience and Functional Responsibility: Demonstrate advanced proficiency utilizing Microsoft Excel and SQL for data analysis for programs supporting Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services. Gain insight from analysis and data interpretation to identify client savings opportunities and put together an actionable business case. Prepare deliverables. Understand business specific context of clients and develop a streamlined approach to resolution. Employ excellent judgement in the presence of and when communicating with clients.

Minimum Education and Experience: Bachelor's Degree and a minimum of 4 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 AARETE LLC's discretion.*

Consultant II

General Experience and Functional Responsibility: Experienced in advising clients on effective utilization of systems and reengineering to meet business objectives for programs supporting Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services. Identify user requirements and describe services available or refer inquiries to other staff within installation. Provides technical support of a limited scope to users and assist them in defining and solving computing problems within well-defined areas of responsibility. Assists in preparing documentation of supported products for other staff members and users. Assists in preparing user training materials and conduct training sessions as assigned. Perform programming tasks of limited scope to assist users.

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*

Consultant III

General Experience and Functional Responsibility: Requires demonstrated experience and competency in the area in which the professional is identified as a functional expert for programs supporting Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services. Independently applies subject matter expertise to various project/program initiatives. Investigates, analyzes, plans, designs, develops, implements, or evaluates solutions for project/program efforts. Provides expert level issue resolution and recommendation support to achieve desired program outcomes. Applies broad knowledge of organizational missions and



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

programs, such as acquisition management, modernization planning, and medical research and development. Knowledge of and expertise with acquisition management, program management, contracting principles, budget/finance/cost estimation principles and methodologies, modernization planning, and various research and development as applicable to project.

Minimum Education and Experience: Bachelor's Degree and a minimum of 9 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 AARETE LLC's discretion.*

Program Manager I

General Experience and Functional Responsibility: Provides management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative, and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program.

Minimum 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 AARETE LLC's discretion.*

Program Manager II

General Experience and Functional Responsibility: Provides management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative, and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program.



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Minimum Education and Experience: Bachelor's Degree and a minimum of 15 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 AARETE LLC's discretion.*

Project Manager I

General Experience and Functional Responsibility: Applies extensive expertise as a generalist or specialist for programs supporting budget and financial management services; has demonstrated experience in providing management or governance of enterprise-level solutions; develops, manages, and maintains project plan and project standards; reviews project proposals or plans to determine schedule, funding limitations, procedures for accomplishing projects, staffing requirements and allotment of available resources to various phases of projects; solves complex problems which require regular use of ingenuity and creativity; decisions result in an organization achieving critical organizational objectives; may function in project leadership role and represents the organization as prime customer contact on significant technical matters on contracts; and monitors trends such as emerging standards for new technology opportunities.

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*

Project Manager II

General Experience and Functional Responsibility: Responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial) for programs supporting budget and financial management services. Will work on multiple projects simultaneously. Supervises personnel involved in all aspects of project activity, organizes, and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems.

Minimum 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 AARETE LLC's discretion.*



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Quality Analyst I

General Experience and Functional Responsibility: Responsible for quality assurance, testing, and compliance with applicable regulatory requirements; conducts audits, testing and reviews/analyzes data and documentation for programs supporting budget and financial management services. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks.

Minimum Education and Experience: Bachelor's Degree and a minimum of 1 year 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 AARETE LLC's discretion.*

Quality Analyst II

General Experience and Functional Responsibility: Responsible for quality assurance, testing, and compliance with applicable regulatory requirements; conducts audits, testing and reviews/analyzes data and documentation for programs supporting budget and financial management services. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others.

Minimum 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 AARETE LLC's discretion.*

Quality Analyst III

General Experience and Functional Responsibility: Responsible for all aspects of quality assurance, testing, and compliance with applicable regulatory requirements; conducts audits, testing and reviews/analyzes data and documentation for programs supporting budget and financial management services. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Will very likely lead and direct the work of others.

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Subject Matter Expert I

General Experience and Functional Responsibility: Expert in one or more specialized disciplines providing expert knowledge and insight into specific areas of business, operations, support, or management. Guides the development and application of this knowledge to the project. Independently performs specialized tasks related to science, technology, operations, business, or support practices where subject matter expertise is required. Plans and performs required research, design evaluation, technical development, system integration planning and other tasks in areas of specialized expertise. Advises senior management on matters related to specialized expertise. May supervise, lead, coordinate or guide the activities of project staff assigned to specific tasks. May perform other duties as required.

Minimum 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 AARETE LLC's discretion.*

Subject Matter Expert II

General Experience and Functional Responsibility: Performs as a functional or technical expert in highly specialized subject areas supporting budget and financial management services. Provides highly technical and/or specialized guidance concerning solutions to complex information processing problems related to the subject matter field; search technologies; performs analyses and studies; prepares reports and gives presentations; works independently or as a member of a team. Has knowledge, experience, and skills applicable to project and maybe recognized as an expert. Ability to simultaneously plan, manage, and provide oversight for applicable activities.

Minimum 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 AARETE LLC's discretion.*

Subject Matter Expert III

General Experience and Functional Responsibility: Performs as a functional or technical expert in highly specialized subject areas supporting budget and financial management services. Provides highly technical and/or specialized guidance concerning solutions to complex problems related to the subject matter field; search technologies; performs analyses and studies; prepares reports and gives presentations; works independently or as a member of a team. Has knowledge, experience, and skills applicable to project and maybe recognized as an expert.

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



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

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

Subject Matter Expert IV

General Experience and Functional Responsibility: Performs as a functional or technical expert in highly specialized subject areas supporting budget and financial management services. Provides highly technical and/or specialized guidance concerning solutions to complex problems related to the subject matter field; search technologies; performs analyses and studies; prepares reports and gives presentations; works independently or as a member of a team. Has knowledge and skills applicable to project and maybe recognized in the professional community as an expert in the field. Generally assigned as team leader on complex tasks or those requiring significant interaction of various technical disciplines. Works under broad direction concerning general project and business goals. Ability to simultaneously plan, manage, and provide technical oversight for system engineering activities. Approves preliminary and final reports.

Minimum Education and Experience: Bachelor's Degree and a minimum of 15 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 AARETE LLC's discretion.*

Proposal Technical Director

General Experience and Functional Responsibility: Works independently and assist in collection and organizing information required for preparation of user manuals, training materials, installation guides, proposals, and reports. Edit functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents. Prepares draft and final form technical documents.

Minimum 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 AARETE LLC's discretion.*

Vice President

General Experience and Functional Responsibility: Brings executive leadership for program review and evaluation, assists the team at an executive level with methodologies, approach, strategies and will provide review and guidance for the various aspects of the project. Provides leadership and strategy for reviewing, assessing, preparing, and implementing strategies and activities for project success. Ensures the team meets project milestones and objectives.



AArete LLC
 200 E Randolph Street
 Suite 3010
 Chicago, Illinois 60601

Minimum Education and Experience: Bachelor’s Degree and a minimum of 13 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 AARETE LLC’s discretion.*

SIN	LABOR CATEGORY	UOI	YEAR 1 4/13/22 thru 4/12/23	YEAR 2 4/13/23 thru 4/12/24	YEAR 3 4/13/24 thru 4/12/25	YEAR 4 4/13/25 thru 4/12/26	YEAR 5 4/13/26 thru 4/12/27
541611	Agile Coach	HR	\$187.17	\$193.35	\$199.73	\$206.32	\$213.13
541611	Agile Scrum Master	HR	\$109.32	\$112.93	\$116.66	\$120.51	\$124.49
541611	Business Analyst I	HR	\$98.62	\$101.87	\$105.23	\$108.70	\$112.29
541611	Business Analyst II	HR	\$127.31	\$131.51	\$135.85	\$140.33	\$144.96
541611	Business Analyst III	HR	\$146.71	\$151.55	\$156.55	\$161.72	\$167.06
541611	Consultant I	HR	\$161.86	\$167.20	\$172.72	\$178.42	\$184.31
541611	Consultant II	HR	\$184.96	\$191.06	\$197.36	\$203.87	\$210.60
541611	Consultant III	HR	\$235.93	\$243.72	\$251.76	\$260.07	\$268.65
541611	Program Manager I	HR	\$248.99	\$257.21	\$265.70	\$274.47	\$283.53
541611	Program Manager II	HR	\$250.33	\$258.59	\$267.12	\$275.93	\$285.04
541611	Project Manager I	HR	\$177.84	\$183.71	\$189.77	\$196.03	\$202.50
541611	Project Manager II	HR	\$221.69	\$229.01	\$236.57	\$244.38	\$252.44
541611	Quality Analyst I	HR	\$62.04	\$64.09	\$66.20	\$68.38	\$70.64
541611	Quality Analyst II	HR	\$71.74	\$74.11	\$76.56	\$79.09	\$81.70
541611	Quality Analyst III	HR	\$90.13	\$93.10	\$96.17	\$99.34	\$102.62
541611	Subject Matter Expert I	HR	\$88.46	\$91.38	\$94.40	\$97.52	\$100.74
541611	Subject Matter Expert II	HR	\$165.80	\$171.27	\$176.92	\$182.76	\$188.79
541611	Subject Matter Expert III	HR	\$202.69	\$209.38	\$216.29	\$223.43	\$230.80
541611	Subject Matter Expert IV	HR	\$279.17	\$288.38	\$297.90	\$307.73	\$317.89
541611	Proposal Technical Director	HR	\$221.69	\$229.01	\$236.57	\$244.38	\$252.44
541611	Vice President	HR	\$267.88	\$276.72	\$285.85	\$295.28	\$305.02



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Special Item Number (SIN) 54151S - Information Technology Professional Services LABOR CATEGORY DESCRIPTIONS

IT Agile Scrum Master

General Experience and Functional Responsibility: The Scrum Master may facilitate or guide a software development product owner, team, and organization on how to use Agile/Scrum concepts, values, practices, and principles focusing on improving team effectiveness. The Scrum Master leads discussions and decision making and assists in mediation of conflict resolution.

Minimum Education and Experience: Bachelor's Degree and a minimum of 6 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 AARETE LLC's discretion.*

IT Business Analyst I

General Experience and Functional Responsibility: Responsible for defining and developing mission processes, policies, roles and responsibilities, and performance metrics for programs supporting information technology. Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and assists in the creation of system specifications that drive system development and implementation. Can function as a liaison between IT and users and have both business and technical expertise.

Minimum Education and Experience: Bachelor's Degree and a minimum of 1 year 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 AARETE LLC's discretion.*

IT Business Analyst II

General Experience and Functional Responsibility: Responsible for defining and developing mission processes, policies, roles and responsibilities, and performance metrics for programs supporting information technology. Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. Can function as a liaison between IT and users and have both business and technical expertise. Performs a variety of tasks. Works under general supervision.

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



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

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

IT Business Analyst III

General Experience and Functional Responsibility: Responsible for defining and developing mission processes, policies, roles and responsibilities, and performance metrics for programs supporting information technology. Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. Can function as a liaison between IT and users and have both business and technical expertise. Performs a variety of complicated tasks.

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*

Cloud Architect I

General Experience and Functional Responsibility: Designs and implements enterprise infrastructure and platforms required for cloud computing. Analyzes system requirements and ensures that systems will be securely integrated with current applications. Has a deep understanding of system development in cloud environments, including Software as Service (SaaS), Platform as Service (PaaS), or Infrastructure as a Service (IaaS).

Minimum Education and Experience: Bachelor's Degree and a minimum of 6 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 AARETE LLC's discretion.*

Cloud Architect II

General Experience and Functional Responsibility: Designs and implements enterprise infrastructure and platforms required for cloud computing. Analyzes system requirements and ensures that systems will be securely integrated with current applications. Has a deep understanding of system development in cloud environments, including Software as Service (SaaS), Platform as Service (PaaS), or Infrastructure as a Service (IaaS). Work is generally independent and collaborative in nature.

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



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

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

Cloud Architect III

General Experience and Functional Responsibility: Designs and implements enterprise infrastructure and platforms required for cloud computing. Analyzes system requirements and ensures that systems will be securely integrated with current applications. Has a deep understanding of system development in cloud environments, including Software as Service (SaaS), Platform as Service (PaaS), or Infrastructure as a Service (IaaS). Work is generally independent and collaborative in nature.

Minimum 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 AARETE LLC's discretion.*

Cloud Engineer I

General Experience and Functional Responsibility: Responsible for planning and engineering of an organization's cloud computing infrastructure and applications. Implements and designs server, network, and software configurations for a cloud computing infrastructure and applications with a focus on DevOps principles. Monitors the performance of systems. Familiar with standard concepts, practices, and procedures of cloud technology, including Software as Service (SaaS), Platform as Service (PaaS), or Infrastructure as a Service (IaaS).

Minimum 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 AARETE LLC's discretion.*

Cloud Engineer II

General Experience and Functional Responsibility: Responsible for activities such as program design, coding, testing, debugging or documentation. Has technical knowledge and responsibility of all phases of applications systems analysis and programming and defines technical direction of project. Engages in the evaluation and installation of software, hardware, and configuration of cloud instances and services. Participates in data modeling and other data initiatives. Performs tasks such as: write programs according to specifications; update, repair, modify and expand existing applications, ensure infrastructure is up and running; and evaluate problems in workflow and develop appropriate corrective action. Understands business requirements or function for which application is designed and interacts with customer to define requirements and deliverables.



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Minimum Education and Experience: Bachelor's Degree and a minimum of 4 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 AARETE LLC's discretion.*

Cloud Engineer III

General Experience and Functional Responsibility: Identifies and/or resolves highly complex issues to prevent cyberattacks on cloud information systems or keep network systems secure from theft of sensitive customer data and service interruptions. Designs, installs, and manages security mechanisms that protect networks against security breaches. Responds to incidents, investigates violations, and recommends enhancements to plug potential security risks. Is competent in subject matter and concepts and may lead individuals assisting in the support and work.

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*

IT Consultant I

General Experience and Functional Responsibility: For programs supporting information technology, must demonstrate advanced proficiency utilizing Microsoft Excel and SQL for data analysis. Gain insight from analysis and data interpretation to identify client savings opportunities and put together an actionable business case. Prepare deliverables. Understand business specific context of clients and develop a streamlined approach to resolution. Employ excellent judgement in the presence of and when communicating with clients.

Minimum Education and Experience: Bachelor's Degree and a minimum of 4 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 AARETE LLC's discretion.*

IT Consultant II

General Experience and Functional Responsibility: Experienced in advising clients on effective utilization of information technology systems and reengineering to meet business objectives. Identify user requirements and describe services available or refer inquiries to other staff within installation. Provides technical support of a limited scope to users and assist them in defining and solving computing problems within well-defined areas of responsibility. Assists in preparing documentation of supported



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

products for other staff members and users. Assists in preparing user training materials and conduct training sessions as assigned. Perform programming tasks of limited scope to assist users.

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*

IT Consultant III

General Experience and Functional Responsibility: Requires demonstrated experience and competency in the area in which the professional is identified as a functional expert for programs supporting information technology. Independently applies subject matter expertise to various project/program initiatives. Investigates, analyzes, plans, designs, develops, implements, or evaluates solutions for project/program efforts. Provides expert level issue resolution and recommendation support to achieve desired program outcomes. Applies broad knowledge of organizational missions and programs, such as acquisition management, modernization planning, and medical research and development. Knowledge of and expertise with acquisition management, program management, contracting principles, budget/finance/cost estimation principles and methodologies, modernization planning, and various research and development as applicable to project.

Minimum Education and Experience: Bachelor's Degree and a minimum of 9 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 AARETE LLC's discretion.*

IT Data Analyst I

General Experience and Functional Responsibility: Collects, reviews, and inputs data into a computer processing system; audits output data for programs supporting information technology. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Has knowledge of commonly used concepts, practices, and procedures within a particular field.

Minimum Education and Experience: Bachelor's Degree and a minimum of 0 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 AARETE LLC's discretion.*



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

IT Data Analyst II

General Experience and Functional Responsibility: Collects, reviews, and inputs data into a computer processing system; audits output data for programs supporting information technology. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

Minimum 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 AARETE LLC's discretion.*

IT Data Analyst III

General Experience and Functional Responsibility: Collects, reviews, and inputs data into a computer processing system; audits output data for programs supporting information technology. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with a variety of the field's concepts, practices, and procedures. Performs a variety of complicated tasks. Will likely lead and direct others.

Minimum Education and Experience: Bachelor's Degree and a minimum of 4 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 AARETE LLC's discretion.*

IT Data Architect I

General Experience and Functional Responsibility: Designs and builds relational databases for data storage or processing for programs supporting information technology. Develops strategies for warehouse implementation, data acquisition and access, and data archiving and recovery. Builds data models and defines the structure, attributes, and nomenclature of data elements. May evaluate new data sources for adherence to the organization's quality standards and ease of integration.

Minimum 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 AARETE LLC's discretion.*



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

IT Data Architect II

General Experience and Functional Responsibility: Designs and builds relational databases for data storage or processing for programs supporting information technology. Develops strategies for warehouse implementation, data acquisition and access, and data archiving and recovery. Builds data models and defines the structure, attributes, and nomenclature of data elements. May evaluate new data sources for adherence to the organization's quality standards and ease of integration under minimal supervision.

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*

IT Data Architect III

General Experience and Functional Responsibility: Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition and access, and data archiving and recovery. Builds data models and defines the structure, attributes, and nomenclature of data elements. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Works on advanced, complex programs supporting information technology or business issues requiring state of the art technical or industry knowledge. Works autonomously. Goals are generally communicated in solution or project goal terms. Will likely lead and direct others.

Minimum Education and Experience: Bachelor's Degree and a minimum of 9 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 AARETE LLC's discretion.*

IT Data Engineer I

General Experience and Functional Responsibility: Assists to design and build relational databases for data storage or processing for programs supporting information technology. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Familiar with standard concepts, practices, and procedures within a particular field.

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



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

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

IT Data Engineer II

General Experience and Functional Responsibility: Designs and builds relational databases for data storage or processing for programs supporting information technology. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Familiar with a variety of the field's concepts, practices, and procedures.

Minimum Education and Experience: Bachelor's Degree and a minimum of 4 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 AARETE LLC's discretion.*

IT Data Engineer III

General Experience and Functional Responsibility: Designs and builds relational databases for data storage or processing for programs supporting information technology. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. May provide consultation on complex projects. Familiar with a variety of the field's concepts, practices, and procedures. Performs a variety of complicated tasks.

Minimum Education and Experience: Bachelor's Degree and a minimum of 6 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 AARETE LLC's discretion.*

IT Data Scientist I

General Experience and Functional Responsibility: Identifies business trends and problems through complex big data analysis. Interprets results from multiple sources using a variety of techniques, ranging from simple data aggregation via statistical analysis to complex data mining independently. Designs, develops, and implements the most valuable business solutions for the organization. Prepares big data, implements data models, and develops database to support the business solutions. Goals are generally communicated in solution or project goal terms. Works on advanced, complex programs supporting information technology or business issues requiring state of the art technical or industry knowledge.



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Minimum 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 AARETE LLC's discretion.*

IT Data Scientist II

General Experience and Functional Responsibility: Identifies business trends and problems through complex big data analysis. Interprets results from multiple sources using a variety of techniques, ranging from simple data aggregation via statistical analysis to complex data mining independently. Designs, develops, and implements the most valuable business solutions for the organization. Prepares big data, implements data models, and develops database to support the business solutions. Goals are generally communicated in solution or project goal terms. May provide a leadership role for the work group through knowledge in the area of specialization. Works on advanced, complex programs supporting information technology or business issues requiring state of the art technical or industry knowledge.

Minimum Education and Experience: Bachelor's Degree and a minimum of 4 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 AARETE LLC's discretion.*

IT Data Scientist III

General Experience and Functional Responsibility: Identifies business trends and problems through complex big data analysis. Interprets results from multiple sources using a variety of techniques, ranging from simple data aggregation via statistical analysis to complex data mining independently. Designs, develops, and implements the most valuable business solutions for the organization. Prepares big data, implements data models, and develops database to support the business solutions. Goals are generally communicated in solution or project goal terms. May provide a leadership role for the work group through knowledge in the area of specialization. Works on advanced, complex programs supporting information technology or business issues requiring state of the art technical or industry knowledge.

Minimum Education and Experience: Bachelor's Degree and a minimum of 6 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 AARETE LLC's discretion.*



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

IT Data Scientist IV

General Experience and Functional Responsibility: Responsible for conducting qualitative event uncertainty and risk analysis and quantification of cost and schedule risk in addition to implementation of risk mitigation actions for programs supporting information technology. Supports quantitative and qualitative integrated assessments of risks across entire projects and to assess the uncertainties (uncertainty includes work scope gaps, normal estimating variability/error, and risk events) associated with integrated baseline activities and assist in the implementation of the risk mitigation actions. The results of the evaluation are used as a screening tool to identify and prioritize risk events in the integrated baselines. Quantitative simulations may be performed to forecast an accurate and realistic project schedule, to anticipate potential areas of high risk and uncertainty. Able to perform advanced risk analysis, and associate risks items to direct impacts on scope/cost/schedule. Functions independently and can present/defend the risk status to senior management.

Minimum 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 AARETE LLC's discretion.*

IT Database Administrator I

General Experience and Functional Responsibility: Responsible for performance, integrity, and security of databases for programs supporting information technology. Involved in planning and developing as well as troubleshooting issues for databases. Ensures data remains consistent across the database. Develop processes for optimizing database security, set and maintain database standards, manage database access, performance tuning of database systems.

Minimum 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 AARETE LLC's discretion.*

IT Database Administrator II

General Experience and Functional Responsibility: Manages and maintains database of medium to high complexity for programs supporting information technology. Optimizes database configuration and access. Resolve database performance, capacity, and security issues. Ensures recovery and back-up of database is operating effectively.

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



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

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

IT Database Administrator III

General Experience and Functional Responsibility: Designs, manages and maintains databases of medium to high complexity. for programs supporting information technology Evaluates and optimizes database configuration and access. Resolves performance and capacity issues as well as ensuring recovery and back-up of database is performed.

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*

IT Program Manager I

General Experience and Functional Responsibility: Provides management and direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative, and managerial problems on programs supporting information technology. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program.

Minimum 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 AARETE LLC's discretion.*

IT Program Manager II

General Experience and Functional Responsibility: Provides management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative, and managerial problems on programs supporting information technology. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program.

Minimum Education and Experience: Bachelor's Degree and a minimum of 15 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 AARETE LLC's discretion.*

IT Project Manager I

General Experience and Functional Responsibility: Applies extensive expertise as a generalist or specialist; has demonstrated experience in providing management or governance of enterprise-level IT solutions; develops, manages, and maintains IT project plan and project standards; reviews project proposals or plans to determine schedule, funding limitations, procedures for accomplishing projects, staffing requirements and allotment of available resources to various phases of projects; solves complex problems which require regular use of ingenuity and creativity; decisions result in an organization achieving critical organizational objectives; may function in project leadership role and represents the organization as prime customer contact on significant technical matters on contracts; and monitors IT technology trends such as emerging standards for new technology opportunities.

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*

IT Project Manager II

General Experience and Functional Responsibility: Responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial) for programs supporting Information Technology. Will work on multiple projects simultaneously. Supervises personnel involved in all aspects of project activity, organizes, and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems.

Minimum 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 AARETE LLC's discretion.*



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

IT Quality Analyst I

General Experience and Functional Responsibility: Responsible for quality assurance, testing, and compliance with applicable regulatory requirements; conducts audits, testing and reviews/analyzes data and documentation for programs supporting Information Technology. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks.

Minimum Education and Experience: Bachelor's Degree and a minimum of 1 year 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 AARETE LLC's discretion.*

IT Quality Analyst II

General Experience and Functional Responsibility: Responsible for quality assurance, testing, and compliance with applicable regulatory requirements; conducts audits, testing and reviews/analyzes data and documentation for programs supporting Information Technology. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others.

Minimum 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 AARETE LLC's discretion.*

IT Quality Analyst III

General Experience and Functional Responsibility: Responsible for all aspects of quality assurance, testing, and compliance with applicable regulatory requirements; conducts audits, testing and reviews/analyzes data and documentation for programs supporting Information Technology. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Will very likely lead and direct the work of others.

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Security Engineer I

General Experience and Functional Responsibility: Responsible for the deployment and management of enterprise security tools including, but not limited to antivirus, intrusion prevention, data leak prevention and vulnerability scanning and remediation, while identifying vulnerabilities and safeguards against active or potential attacks and responding to alerts critical to security. Responsible for: 1. Administration, use, and support of security tools. 2. Monitor server logs, firewall logs, intrusion detection logs, and network traffic for unusual or suspicious activity. 3. Provide recommendations and solutions to resolve potential gaps related to Information Security on the network. 4. Ownership of the testing and deployment of systems patching. 5. Work with IT network engineers to resolve High-Medium-Low network risks which have been identified through in-house or third-party assessments.

Minimum Education and Experience: Bachelor's Degree and a minimum of 1 year 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 AARETE LLC's discretion.*

Security Engineer II

General Experience and Functional Responsibility: Ensures that all system platforms are functional and secure. Works with upper management to determine acceptable level of risk for enterprise computing platforms. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

Minimum 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 AARETE LLC's discretion.*

Security Engineer III

General Experience and Functional Responsibility: Responsible for building out and improving the reliability and security of the organization's site, cloud applications and cloud infrastructure. Engineer adaptive solutions for enterprise security requirements. Investigate and analyze security alerts. Identify security vulnerabilities and compromised systems, and alert required personnel to address problems immediately. Monitor security controls, analyze data, and correlate events to identify possible intrusions. Perform routine external and internal vulnerability scans to identify potential attack vectors, unpatched services, and determine system patch level across the enterprise. Work with system owners to remedy problems. Document findings and resolution. Manage enterprise security technologies e.g., firewalls, endpoint solutions, etc. Develop, enforce, update, and communicate security policy. Ensure that the policy is up to date with evolving security requirements. Work with other members throughout



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

the organization to compliance to AArete LLC policies. Evaluate the need for and effectiveness of new security technologies in conjunction with the senior engineers/analysts. Interact with vendors and outside service providers. Conduct information system security engineering analysis on a variety of information processing systems.

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*

Software Developer I

General Experience and Functional Responsibility: Works with the account team, interaction designers and graphic designers to design and build interactive solutions for clients. Works on the software design, as well as building, testing, debugging, and troubleshooting programs and scripts for various functions, and modifying existing code to add new features. Designs, develops, maintains, and optimizes secure and scalable multitier web applications that have high volumes of traffic and high availability.

Minimum Education and Experience: Bachelor's Degree and a minimum of 1 year 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 AARETE LLC's discretion.*

Software Developer II

General Experience and Functional Responsibility: Designs, codes, tests, debugs, and documents complex applications programs. Develops or modifies procedures to solve complex application programming problems, taking computer equipment capacity and limitations, operating time, and form of desired results into consideration. Works at the highest technical level of all phases of applications programming activities. Is a specialist on complex technical and business matters. May assume a team lead role for the work group.

Minimum 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 AARETE LLC's discretion.*



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Software Developer III

General Experience and Functional Responsibility: Oversees the development or modification of applications programs. Designs procedures to solve complex application programming problems, taking computer equipment capacity and limitations, operating time, and form of desired results into consideration. Designs, codes, tests, debugs, and documents applications at the highest levels of complexity. Leads all phases of applications programming. Evaluates applications for quality assurance. Works on advanced, complex technical projects or business issues requiring state of the art technical or industry knowledge. Goals are generally communicated in solution or project goal terms. May provide a leadership role for the work group through knowledge in the area of specialization.

Minimum Education and Experience: Bachelor's Degree and a minimum of 6 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 AARETE LLC's discretion.*

Software Developer IV

General Experience and Functional Responsibility: Designs and develops software applications. Performs coding, debugging, testing, and troubleshooting throughout the application development process. Specialist on complex technical and business matters. Provides a leadership role for the work group through knowledge in the area of specialization.

Minimum Education and Experience: Bachelor's Degree and a minimum of 9 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 AARETE LLC's discretion.*

Solution Architect I

General Experience and Functional Responsibility: Responsible for the overall execution and organization of the development effort on large-scale technology engagements. Performs technical requirements gathering, use-case discovery and platform analysis, and generates convincing and substantiated technology and architecture recommendations. Responsible for defining and documenting all tools and technologies used to implement technology solutions

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Solution Architect II

General Experience and Functional Responsibility: Responsible for the overall execution and organization of the development effort on large-scale technology engagements. Performs technical requirements gathering, use-case discovery and platform analysis, and generates convincing and substantiated technology and architecture recommendations. Responsible for defining and documenting all tools and technologies used to implement technology solutions.

Minimum Education and Experience: Bachelor's Degree and a minimum of 9 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 AARETE LLC's discretion.*

Solution Architect III

General Experience and Functional Responsibility: Responsible for the overall execution and organization of the development effort on largescale technology engagements. Will perform technical requirements gathering, use-case discovery and platform analysis, and generate convincing and substantiated technology and architecture recommendations. Responsible for defining and documenting all tools and technologies used to implement technology solutions.

Minimum 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 AARETE LLC's discretion.*

IT Subject Matter Expert I

General Experience and Functional Responsibility: Expert in one or more specialized disciplines providing expert knowledge and insight into specific areas of science, technology, business, operations, support, or management. Guides the development and application of this knowledge to the project. Independently performs specialized tasks related to science, technology, operations, business, or support practices where subject matter expertise is required. Plans and performs required research, design evaluation, technical development, system integration planning and other tasks in areas of specialized expertise. Advises senior management on matters related to specialized expertise. May supervise, lead, coordinate or guide the activities of project staff assigned to specific tasks. May perform other duties as required.

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



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

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

IT Subject Matter Expert II

General Experience and Functional Responsibility: Performs as a functional or technical expert in highly specialized subject areas of Information Technology. Provides highly technical and/or specialized guidance concerning solutions to complex information processing problems related to the subject matter field; search technologies; performs analyses and studies; prepares reports and gives presentations; works independently or as a member of a team. Has knowledge, experience, and skills applicable to project and maybe recognized as an expert. Ability to simultaneously plan, manage, and provide oversight for applicable activities.

Minimum 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 AARETE LLC's discretion.*

IT Subject Matter Expert III

General Experience and Functional Responsibility: Performs as a functional or technical expert in highly specialized subject areas applicable to Information Technology projects. Provides highly technical and/or specialized guidance concerning solutions to complex problems related to the subject matter field; search technologies; performs analyses and studies; prepares reports and gives presentations; works independently or as a member of a team. Has knowledge, experience, and skills applicable to project and maybe recognized as an expert.

Minimum 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 AARETE LLC's discretion.*

IT Subject Matter Expert IV

General Experience and Functional Responsibility: Performs as a functional or technical expert in highly specialized subject areas related to Information Technology projects. Provides highly technical and/or specialized guidance concerning solutions to complex problems related to the subject matter field; search technologies; performs analyses and studies; prepares reports and gives presentations; works independently or as a member of a team. Has knowledge and skills applicable to project and maybe recognized in the professional community as an expert in the field. Generally assigned as team leader on complex tasks or those requiring significant interaction of various technical disciplines. Works under



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

broad direction concerning general project and business goals. Ability to simultaneously plan, manage, and provide technical oversight for system engineering activities. Approves preliminary and final reports.

Minimum Education and Experience: Bachelor's Degree and a minimum of 15 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 AARETE LLC's discretion.*

IT System Administrator I

General Experience and Functional Responsibility: Maintains and supports the integrity of the operating system environment and various computer systems. Administers, installs, and troubleshoots a variety of operating systems, performs systems maintenance tasks including back-up, recovery, and file maintenance. Schedules, installs, and tests systems software upgrades and configures software and resolves technical problems. Monitors and maintains software licensing and maintenance agreements.

Minimum Education and Experience: Bachelor's Degree and a minimum of 1 year 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 AARETE LLC's discretion.*

IT System Administrator II

General Experience and Functional Responsibility: Maintains and supports the integrity of the operating system environment and various computer systems. Administers, installs, and troubleshoots a variety of operating systems, performs systems maintenance tasks including back-up, recovery, and file maintenance. Schedules, installs, and tests systems software upgrades and configures software and resolves technical problems. Monitors and maintains software licensing and maintenance agreements.

Minimum 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 AARETE LLC's discretion.*

IT System Administrator III

General Experience and Functional Responsibility: Maintains and supports the integrity of the operating system environment and various computer systems. Administers, installs, and troubleshoots a variety of operating systems, performs systems maintenance tasks including back-up, recovery, and file maintenance. Schedules, installs, and tests systems software upgrades and configures software and resolves technical problems. Monitors and maintains software licensing and maintenance agreements.



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*

IT Technical Analyst I

General Experience and Functional Responsibility: Conducts research, performs studies and surveys to obtain, consolidate, and analyze data to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization supporting Information Technology. Provide computer database support, implement upgrades, performing system maintenance and tests, developing solutions to improve quality, designing interfaces, and working with a team. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

Minimum Education and Experience: Bachelor's Degree and a minimum of 1 year 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 AARETE LLC's discretion.*

IT Technical Analyst II

General Experience and Functional Responsibility: Conducts research, performs studies and surveys to obtain, consolidate, and analyze data to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization supporting Information Technology. Provide computer database support, implement upgrades, performing system maintenance and tests, developing solutions to improve quality, designing interfaces, and working with a team. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.

Minimum 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 AARETE LLC's discretion.*

IT Technical Analyst III

General Experience and Functional Responsibility: Conducts research, performs studies and surveys to obtain, consolidate, and analyze data to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization supporting Information Technology. Provide computer database support, implement upgrades, performing system maintenance and tests, developing solutions to improve quality, designing interfaces, and working with a team. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks.



AArete LLC
 200 E Randolph Street
 Suite 3010
 Chicago, Illinois 60601

Minimum 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 AARETE LLC’s discretion.*

IT Vice President

General Experience and Functional Responsibility: Brings executive leadership for program review and evaluation, assists the team at an executive level with methodologies, approach, strategies and will provide review and guidance for the various aspects of projects supporting Information Technology. Provides leadership and strategy for reviewing, assessing, preparing, and implementing strategies and activities for project success. Ensures the team meets project milestones and objectives.

Minimum Education and Experience: Bachelor’s Degree and a minimum of 13 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 AARETE LLC’s discretion.*

SIN	LABOR CATEGORY	UOI	YEAR 1 4/13/22 thru 4/12/23	YEAR 2 4/13/23 thru 4/12/24	YEAR 3 4/13/24 thru 4/12/25	YEAR 4 4/13/25 thru 4/12/26	YEAR 5 4/13/26 thru 4/12/27
54151S	IT Agile Scrum Master	HR	\$114.01	\$117.77	\$121.66	\$125.67	\$129.82
54151S	IT Business Analyst I	HR	\$103.00	\$106.40	\$109.91	\$113.54	\$117.29
54151S	IT Business Analyst II	HR	\$132.00	\$136.36	\$140.86	\$145.51	\$150.31
54151S	IT Business Analyst III	HR	\$152.00	\$157.02	\$162.20	\$167.55	\$173.08
54151S	Cloud Architect I	HR	\$182.01	\$188.02	\$194.22	\$200.63	\$207.25
54151S	Cloud Architect II	HR	\$194.01	\$200.41	\$207.02	\$213.85	\$220.91
54151S	Cloud Architect III	HR	\$241.00	\$248.95	\$257.17	\$265.66	\$274.43
54151S	Cloud Engineer I	HR	\$125.00	\$129.13	\$133.39	\$137.79	\$142.34
54151S	Cloud Engineer II	HR	\$146.01	\$150.83	\$155.81	\$160.95	\$166.26
54151S	Cloud Engineer III	HR	\$204.00	\$210.73	\$217.68	\$224.86	\$232.28
54151S	IT Consultant I	HR	\$167.00	\$172.51	\$178.20	\$184.08	\$190.15
54151S	IT Consultant II	HR	\$191.00	\$197.30	\$203.81	\$210.54	\$217.49
54151S	IT Consultant III	HR	\$245.00	\$253.09	\$261.44	\$270.07	\$278.98
54151S	IT Data Analyst I	HR	\$108.00	\$111.56	\$115.24	\$119.04	\$122.97
54151S	IT Data Analyst II	HR	\$172.80	\$178.50	\$184.39	\$190.47	\$196.76
54151S	IT Data Analyst III	HR	\$224.00	\$231.39	\$239.03	\$246.92	\$255.07
54151S	IT Data Architect I	HR	\$153.05	\$158.10	\$163.32	\$168.71	\$174.28
54151S	IT Data Architect II	HR	\$192.54	\$198.89	\$205.45	\$212.23	\$219.23
54151S	IT Data Architect III	HR	\$230.01	\$237.60	\$245.44	\$253.54	\$261.91
54151S	IT Data Engineer I	HR	\$135.00	\$139.46	\$144.06	\$148.81	\$153.72
54151S	IT Data Engineer II	HR	\$152.00	\$157.02	\$162.20	\$167.55	\$173.08
54151S	IT Data Engineer III	HR	\$162.01	\$167.36	\$172.88	\$178.59	\$184.48
54151S	IT Data Scientist I	HR	\$104.00	\$107.43	\$110.98	\$114.64	\$118.42
54151S	IT Data Scientist II	HR	\$138.01	\$142.56	\$147.26	\$152.12	\$157.14
54151S	IT Data Scientist III	HR	\$167.00	\$172.51	\$178.20	\$184.08	\$190.15
54151S	IT Data Scientist IV	HR	\$210.01	\$216.94	\$224.10	\$231.50	\$239.14
54151S	IT Database Administrator I	HR	\$120.00	\$123.96	\$128.05	\$132.28	\$136.65



AArete LLC
 200 E Randolph Street
 Suite 3010
 Chicago, Illinois 60601

SIN	LABOR CATEGORY	UOI	YEAR 1 4/13/22 thru 4/12/23	YEAR 2 4/13/23 thru 4/12/24	YEAR 3 4/13/24 thru 4/12/25	YEAR 4 4/13/25 thru 4/12/26	YEAR 5 4/13/26 thru 4/12/27
54151S	IT Database Administrator II	HR	\$143.17	\$147.89	\$152.77	\$157.81	\$163.02
54151S	IT Database Administrator III	HR	\$165.00	\$170.45	\$176.07	\$181.88	\$187.88
54151S	IT Program Manager I	HR	\$257.00	\$265.48	\$274.24	\$283.29	\$292.64
54151S	IT Program Manager II	HR	\$260.00	\$268.58	\$277.44	\$286.60	\$296.06
54151S	IT Project Manager I	HR	\$186.01	\$192.15	\$198.49	\$205.04	\$211.81
54151S	IT Project Manager II	HR	\$230.01	\$237.60	\$245.44	\$253.54	\$261.91
54151S	IT Quality Analyst I	HR	\$64.00	\$66.11	\$68.29	\$70.54	\$72.87
54151S	IT Quality Analyst II	HR	\$74.01	\$76.45	\$78.97	\$81.58	\$84.27
54151S	IT Quality Analyst III	HR	\$93.00	\$96.07	\$99.24	\$102.51	\$105.89
54151S	Security Engineer I	HR	\$133.00	\$137.39	\$141.92	\$146.60	\$151.44
54151S	Security Engineer II	HR	\$163.00	\$168.38	\$173.94	\$179.68	\$185.61
54151S	Security Engineer III	HR	\$221.00	\$228.29	\$235.82	\$243.60	\$251.64
54151S	Software Developer I	HR	\$88.00	\$90.90	\$93.90	\$97.00	\$100.20
54151S	Software Developer II	HR	\$132.00	\$136.36	\$140.86	\$145.51	\$150.31
54151S	Software Developer III	HR	\$147.00	\$151.85	\$156.86	\$162.04	\$167.39
54151S	Software Developer IV	HR	\$217.00	\$224.16	\$231.56	\$239.20	\$247.09
54151S	Solution Architect I	HR	\$132.00	\$136.36	\$140.86	\$145.51	\$150.31
54151S	Solution Architect II	HR	\$175.00	\$180.78	\$186.75	\$192.91	\$199.28
54151S	Solution Architect III	HR	\$291.00	\$300.60	\$310.52	\$320.77	\$331.36
54151S	IT Subject Matter Expert I	HR	\$93.00	\$96.07	\$99.24	\$102.51	\$105.89
54151S	IT Subject Matter Expert II	HR	\$172.00	\$177.68	\$183.54	\$189.60	\$195.86
54151S	IT Subject Matter Expert III	HR	\$211.00	\$217.96	\$225.15	\$232.58	\$240.26
54151S	IT Subject Matter Expert IV	HR	\$289.00	\$298.54	\$308.39	\$318.57	\$329.08
54151S	IT System Administrator I	HR	\$116.00	\$119.83	\$123.78	\$127.86	\$132.08
54151S	IT System Administrator II	HR	\$136.00	\$140.49	\$145.13	\$149.92	\$154.87
54151S	IT System Administrator III	HR	\$175.00	\$180.78	\$186.75	\$192.91	\$199.28
54151S	IT Technical Analyst I	HR	\$95.00	\$98.14	\$101.38	\$104.73	\$108.19
54151S	IT Technical Analyst II	HR	\$146.01	\$150.83	\$155.81	\$160.95	\$166.26
54151S	IT Technical Analyst III	HR	\$189.00	\$195.24	\$201.68	\$208.34	\$215.22
54151S	IT Vice President	HR	\$278.01	\$287.18	\$296.66	\$306.45	\$316.56



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Special Item Number (SIN) 541614SVC - Supply and Value Chain Management LABOR CATEGORY DESCRIPTIONS

Business Analyst I (Logistics)

General Experience and Functional Responsibility: Responsible for defining and developing mission processes, policies, roles and responsibilities, and performance metrics for programs supporting logistics services. Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and assists in the creation of system specifications that drive system development and implementation. Can function as a liaison between IT and users and have both business and technical expertise.

Minimum Education and Experience: Bachelor's Degree and a minimum of 1 year 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 AARETE LLC's discretion.*

Business Analyst II (Logistics)

General Experience and Functional Responsibility: Responsible for defining and developing mission processes, policies, roles and responsibilities, and performance metrics for programs supporting logistics services. Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. Can function as a liaison between IT and users and have both business and technical expertise. Performs a variety of tasks. Works under general supervision.

Minimum 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 AARETE LLC's discretion.*

Business Analyst III (Logistics)

General Experience and Functional Responsibility: Responsible for defining and developing mission processes, policies, roles and responsibilities, and performance metrics for programs supporting logistics services. Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. Can function as a liaison between IT and users and have both business and technical expertise. Performs a variety of complicated tasks.



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*

Consultant I (Logistics)

General Experience and Functional Responsibility: Demonstrate advanced proficiency utilizing Microsoft Excel and SQL for data analysis. Gain insight from analysis and data interpretation to identify client savings opportunities and put together an actionable business case. Prepare deliverables. Understand business specific context of clients and develop a streamlined approach to resolution. Employ excellent judgement in the presence of and when communicating with clients.

Minimum Education and Experience: Bachelor's Degree and a minimum of 4 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 AARETE LLC's discretion.*

Consultant II (Logistics)

General Experience and Functional Responsibility: Experienced in advising clients on effective utilization of information technology systems and reengineering to meet business objectives. Identify user requirements and describe services available or refer inquiries to other staff within installation. Provides technical support of a limited scope to users and assist them in defining and solving computing problems within well-defined areas of responsibility. Assists in preparing documentation of supported products for other staff members and users. Assists in preparing user training materials and conduct training sessions as assigned. Perform programming tasks of limited scope to assist users.

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*

Consultant III (Logistics)

General Experience and Functional Responsibility: Requires demonstrated experience and competency in the area in which the professional is identified as a functional expert. Independently applies subject matter expertise to various project/program initiatives. Investigates, analyzes, plans, designs, develops, implements, or evaluates solutions for project/program efforts. Provides expert level issue resolution and recommendation support to achieve desired program outcomes. Applies broad knowledge of organizational missions and programs, such as acquisition management, modernization planning, and



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

medical research and development. Knowledge of and expertise with acquisition management, program management, contracting principles, budget/finance/cost estimation principles and methodologies, modernization planning, and various research and development as applicable to project.

Minimum Education and Experience: Bachelor's Degree and a minimum of 9 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 AARETE LLC's discretion.*

Program Manager I (Logistics)

General Experience and Functional Responsibility: Provides management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative, and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program.

Minimum 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 AARETE LLC's discretion.*

Program Manager II (Logistics)

General Experience and Functional Responsibility: Provides management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative, and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program.



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Minimum Education and Experience: Bachelor's Degree and a minimum of 15 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 AARETE LLC's discretion.*

Project Manager I (Logistics)

General Experience and Functional Responsibility: Viewed as an expert; develops new applications based on professional principles and theories. Oversees and coordinates the operational aspects of ongoing projects and serves as liaison between project management and planning, project-team, and line management. Assesses project issues and develops resolutions to meet productivity, quality and client-satisfaction goals and objectives. Develops mechanisms for monitoring project progress and for intervention and problems solving with project managers, line managers and clients. May function in project leadership role and represents the organization as prime customer contact on significant technical matters on contracts; and monitors trends such as emerging standards for new technology opportunities.

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*

Project Manager II (Logistics)

General Experience and Functional Responsibility: Viewed as an expert; develops new applications based on professional principles and theories. Oversees and coordinates the operational aspects of ongoing projects and serves as liaison between project management and planning, project-team, and line management. Assesses project issues and develops resolutions to meet productivity, quality and client-satisfaction goals and objectives. Develops mechanisms for monitoring project progress and for intervention and problems solving with project managers, line managers and clients. Responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). Will work on multiple projects simultaneously. Supervises personnel involved in all aspects of project activity, organizes, and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems.

Minimum 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 AARETE LLC's discretion.*



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

Quality Analyst I (Logistics)

General Experience and Functional Responsibility: Responsible for quality assurance, testing, and compliance with applicable regulatory requirements; conducts audits, testing and reviews/analyzes data and documentation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks.

Minimum Education and Experience: Bachelor's Degree and a minimum of 1 year 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 AARETE LLC's discretion.*

Quality Analyst II (Logistics)

General Experience and Functional Responsibility: Responsible for quality assurance, testing, and compliance with applicable regulatory requirements; conducts audits, testing and reviews/analyzes data and documentation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others.

Minimum 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 AARETE LLC's discretion.*

Quality Analyst III (Logistics)

General Experience and Functional Responsibility: Responsible for all aspects of quality assurance, testing, and compliance with applicable regulatory requirements; conducts audits, testing and reviews/analyzes data and documentation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Will very likely lead and direct the work of others.

Minimum Education and Experience: Bachelor's Degree and a minimum of 7 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 AARETE LLC's discretion.*



Subject Matter Expert I (Logistics)

General Experience and Functional Responsibility: Expert in one or more specialized disciplines providing expert knowledge and insight into specific areas of science, technology, business, operations, support, or management. Guides the development and application of this knowledge to the project. Independently performs specialized tasks related to science, technology, operations, business, or support practices where subject matter expertise is required. Plans and performs required research, design evaluation, technical development, system integration planning and other tasks in areas of specialized expertise. Advises senior management on matters related to specialized expertise. May supervise, lead, coordinate or guide the activities of project staff assigned to specific tasks. May perform other duties as required.

Minimum 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 AARETE LLC's discretion.*

Subject Matter Expert II (Logistics)

General Experience and Functional Responsibility: Performs as a functional or technical expert in highly specialized subject areas. Provides highly technical and/or specialized guidance concerning solutions to complex information processing problems related to the subject matter field; search technologies; performs analyses and studies; prepares reports and gives presentations; works independently or as a member of a team. Has knowledge, experience, and skills applicable to project and maybe recognized as an expert. Ability to simultaneously plan, manage, and provide oversight for applicable activities.

Minimum 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 AARETE LLC's discretion.*

Subject Matter Expert III (Logistics)

General Experience and Functional Responsibility: Performs as a functional or technical expert in highly specialized subject areas applicable to project. Provides highly technical and/or specialized guidance concerning solutions to complex problems related to the subject matter field; search technologies; performs analyses and studies; prepares reports and gives presentations; works independently or as a member of a team. Has knowledge, experience, and skills applicable to project and maybe recognized as an expert.

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



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

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

Subject Matter Expert IV (Logistics)

General Experience and Functional Responsibility: Performs as a functional or technical expert in highly specialized subject areas related to project. Provides highly technical and/or specialized guidance concerning solutions to complex problems related to the subject matter field; search technologies; performs analyses and studies; prepares reports and gives presentations; works independently or as a member of a team. Has knowledge and skills applicable to project and maybe recognized in the professional community as an expert in the field. Generally assigned as team leader on complex tasks or those requiring significant interaction of various technical disciplines. Works under broad direction concerning general project and business goals. Ability to simultaneously plan, manage, and provide technical oversight for system engineering activities. Approves preliminary and final reports.

Minimum Education and Experience: Bachelor's Degree and a minimum of 15 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 AARETE LLC's discretion.*

Proposal Technical Director (Logistics)

General Experience and Functional Responsibility: Thorough understanding of technical writing principles, concepts, and standards. Works directly with the customer in determining support requirements. Develop solutions to technical writing problems. Write, edit, print, and distribute publications on assigned projects. Work with engineering drawings and equipment to develop theory of operation, description, installation and removal procedures, testing, troubleshooting, calibration, and illustrated parts breakdown information. Utilize maintenance plans and other logistics data to determine the level of material presentation. Conduct study of equipment or system. Quality control over documents intended for external distribution. Works independently and assist in collection and organizing information required for preparation of user manuals, training materials, installation guides, proposals, and reports. Edit functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents. Prepares draft and final form technical documents.

Minimum 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 AARETE LLC's discretion.*



AArete LLC
 200 E Randolph Street
 Suite 3010
 Chicago, Illinois 60601

Vice President (Logistics)

General Experience and Functional Responsibility: Performs and manages work that requires a superior knowledge of reviewing, assessing, preparing, and implementing strategies and activities for project success. Demonstrates ability to analyze complex problems, research and synthesize data, and propose unique solutions or alternatives. Maintains technical excellence. Acts as a consultant in complex and critical client assignments. Develops plans and products based on customer requirements and best industry practices. Manages programs and major projects. Broad mandate for independent action. Responsible for strategic planning. Is a recognized leader in one or more disciplines. Serves as a prime point of contact for clients. Holds substantial position within company.

Minimum Education and Experience: Bachelor’s Degree and a minimum of 13 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 AARETE LLC’s discretion.*

SIN	LABOR CATEGORY	UOI	YEAR 1 4/13/22 thru 4/12/23	YEAR 2 4/13/23 thru 4/12/24	YEAR 3 4/13/24 thru 4/12/25	YEAR 4 4/13/25 thru 4/12/26	YEAR 5 4/13/26 thru 4/12/27
541614SVC	Business Analyst I (Logistics)	HR	\$98.62	\$101.87	\$105.23	\$108.70	\$112.29
541614SVC	Business Analyst II (Logistics)	HR	\$127.31	\$131.51	\$135.85	\$140.33	\$144.96
541614SVC	Business Analyst III (Logistics)	HR	\$146.71	\$151.55	\$156.55	\$161.72	\$167.06
541614SVC	Consultant I (Logistics)	HR	\$161.86	\$167.20	\$172.72	\$178.42	\$184.31
541614SVC	Consultant II (Logistics)	HR	\$184.96	\$191.06	\$197.36	\$203.87	\$210.60
541614SVC	Consultant III (Logistics)	HR	\$235.93	\$243.72	\$251.76	\$260.07	\$268.65
541614SVC	Program Manager I (Logistics)	HR	\$248.99	\$257.21	\$265.70	\$274.47	\$283.53
541614SVC	Program Manager II (Logistics)	HR	\$250.33	\$258.59	\$267.12	\$275.93	\$285.04
541614SVC	Project Manager I (Logistics)	HR	\$177.84	\$183.71	\$189.77	\$196.03	\$202.50
541614SVC	Project Manager II (Logistics)	HR	\$221.69	\$229.01	\$236.57	\$244.38	\$252.44
541614SVC	Quality Analyst I (Logistics)	HR	\$62.04	\$64.09	\$66.20	\$68.38	\$70.64
541614SVC	Quality Analyst II (Logistics)	HR	\$71.74	\$74.11	\$76.56	\$79.09	\$81.70
541614SVC	Quality Analyst III (Logistics)	HR	\$90.13	\$93.10	\$96.17	\$99.34	\$102.62
541614SVC	Subject Matter Expert I (Logistics)	HR	\$88.46	\$91.38	\$94.40	\$97.52	\$100.74
541614SVC	Subject Matter Expert II (Logistics)	HR	\$165.80	\$171.27	\$176.92	\$182.76	\$188.79
541614SVC	Subject Matter Expert III (Logistics)	HR	\$202.69	\$209.38	\$216.29	\$223.43	\$230.80
541614SVC	Subject Matter Expert IV (Logistics)	HR	\$279.17	\$288.38	\$297.90	\$307.73	\$317.89
541614SVC	Proposal Technical Director (Logistics)	HR	\$221.69	\$229.01	\$236.57	\$244.38	\$252.44
541614SVC	Vice President (Logistics)	HR	\$267.88	\$276.72	\$285.85	\$295.28	\$305.02



AArete LLC
200 E Randolph Street
Suite 3010
Chicago, Illinois 60601

SERVICE CONTRACT LABOR STANDARDS (SCLS) MATRIX

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.