



**KPG Global Enterprises, LLC**



U.S. General Services Administration

**General Services Administration  
Federal Supply Service  
Authorized Federal Supply Schedule Price List**

Online 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](http://GSAAdvantage.gov).

## **Multiple Award Schedule (MAS)**

**FSC Group:** Information Technology (54151S), Health Information Technology (54151HEAL), Engineering Services (541330ENG), Order Level Materials (OLM)

**FSC Class(es)/ Product Code(s):** DA01, DA10, DB01, DB10, DC01, DD01, DE01, DF01, DG01, DH01, DJ01, DK01, B505, B506, R412, R425, R799, R408, R704, 0000

**Contract Number:** 47QTCA23D007B



**KPG Global Enterprises, LLC  
13052 Callaway Court,  
Fishers, IN 46038-8155,  
Phone #317-915-0671,  
Fax #317-947-0671**

**Website:** [www.kpgglobal.com](http://www.kpgglobal.com)

**E-Mail:** [commercialsales@kpgglobal.com](mailto:commercialsales@kpgglobal.com)

**Contract Administrator:** Kevin Grimes, Sr.

**Business Size:** Small Business, Small Disadvantaged Business

**Contract Period:** April 18, 2023, through April 17, 2028.

For more information on ordering from Federal Supply Schedules click on FSS Schedules at [GSA.gov](http://GSA.gov).





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### 1 SECTION 1.0 CUSTOMER INFORMATION

1a Table of awarded special item number(s).

SIN	Description	Large Category	Subcategory	Description Page	Awarded Price Page
54151S/ 54151STLOC	Information Technology Professional Services	Information Technology	IT Services	See Pages 7-46	See Pages 46-50
54151HEAL/ 54151STLOC	Health Information Technology Services	Information Technology	IT Services	See Pages 50-83	See Pages 83-88
541330ENG/ 541330ENGSTLOC	Engineering Services	Professional Services	Technical and Engineering Services (Non IT)	See Pages 88-115	See Pages 115-118
OLM/ OLMSTLOC	Order-Level Materials (OLMs)	Order-Level Materials (OLMs)	Order-Level Materials (OLMs)	Defined at Order Level.	Defined at Order Level.

- 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. Please guide the reader to where required information can be located..e.g. page number. **Not Applicable.**
- 1c If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are **Not Applicable**, indicate "**Not Applicable**" for this item. Please guide the reader to where required information can be located..e.g. page number.  
See Pages 7-50, 50-88, 88-119



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### 2. Maximum order:

SIN	Description	Large Category	Subcategory	Maximum Order Limit (MOL)
54151S/ 54151STLOC	Information Technology Professional Services	Information Technology	IT Services	\$500,000.00
54151HEAL/ 54151STLOC	Health Information Technology Services	Information Technology	IT Services	\$500,000.00
541330ENG/ 541330ENGSTLOC	Engineering Services	Professional Services	Technical and Engineering Services (Non IT)	\$1,000,000.00
OLM/ OLMSTLOC	Order-Level Materials (OLMs)	Order-Level Materials (OLMs)	Order-Level Materials (OLMs)	Defined at Order Level.

### 3. Minimum order: SIN's - 54151S/STLOC, 54151HEAL/STLOC, 541330ENG/STLOC, OLM/STLOC - \$100

### 4. Escalation Rates : **Not Applicable.** EPA based on the commercial price list

### 5. IFF Statement: 552.238-80 Industrial Funding Fee and Sales Reporting (JUL 2020)

### 6. Geographic coverage (delivery area):

SIN	Description	Large Category	Subcategory	Geographic Coverage
54151S/ 54151STLOC	Information Technology Professional Services	Information Technology	IT Services	Worldwide
54151HEAL/ 54151STLOC	Health Information Technology Services	Information Technology	IT Services	Worldwide
541330ENG/ 541330ENGSTLOC	Engineering Services	Professional Services	Technical and Engineering Services (Non IT)	Worldwide
OLM/ OLMSTLOC	Order-Level Materials (OLMs)	Order-Level Materials (OLMs)	Order-Level Materials (OLMs)	Worldwide



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7. Point(s) of production: Worldwide based on client requirements
8. Discount from list prices or statement of net price:
  - Prices listed are net, discounts have been deducted and the industrial funding fee has been added.
9. Volume discounts – On Single Task Orders:
  - 1% \$250K
  - 2% \$600K
  - 3% 900K +
10. Prompt payment terms:
  - 1.00% 20 days, Net 30 [Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.]
11. Subcontracting Plan Type : N/A and Expiration : N/A
12. Foreign items: **Not Applicable**
- 10a. Time of delivery: Negotiated on a Task Order Basis
- 10b. Expedited delivery: Contact Contractor
- 10c. Overnight and 2-day delivery: Contact the Contractor
- 10d. Urgent Requirements: Contact the Contractor
11. F.O.B point(s):
  - Destination
  - Professional Services will be performed at the location(s) identified by the ordering agency in the order
- 12a. Ordering address(es):

Attn: Kevin Grimes, Sr.  
KPG Global Enterprises,  
13052 Callaway Court,  
Fishers, IN 46038-8155,  
Phone #317-915-0671,  
Fax #317-947-0671  
E-Mail: [commercialsales@kpgglobal.com](mailto:commercialsales@kpgglobal.com)
- 12b. Ordering procedures: For supplies and services, the ordering procedures, and information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.



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13. Payment address(es):  
Attn: Kevin Grimes, Sr.  
KPG Global Enterprises  
P.O. Box 857  
Fishers, IN 46038-0857  
*Bank account information for ACH or EFT payments will be shown on the invoice.*
14. Warranty provision: **Not Applicable**
15. Export packing charges: **Not Applicable**
16. Terms and conditions of rental, maintenance, and repair: **Not Applicable**
17. Terms and conditions of installation: **Not Applicable**
- 18a. Terms and conditions of repair parts: **Not Applicable**
- 18b. Terms and conditions for any other services: **Not Applicable**
19. List of service and distribution points: **Not Applicable**
20. List of participating dealers: **Not Applicable**
21. Preventive maintenance: **Not Applicable**
- 22a. Special attributes: **Not Applicable**
- 22b. Section 508 compliance: The information technology and professional services offered by KPG Global Enterprises are technical, engineering, and managerial and advisory services which are not generally considered Electronic and Information Technology (EIT) and which are not provided by the government to employees or to the public. Section 508 Compliance does not apply to these services. If these services are ordered in support of agency requirements relating to EIT applications, products and services provided to employees or to the public, then, KPG will address Section 508 Compliance requirements as set out in a Task Order or Statement of Work. The EIT standards can be found at:  
[www.Section508.gov/](http://www.Section508.gov/).
22. MFC (Most Favored Customer)/BOA (Basis of Award) Customer: **Not Applicable**. TDR participant.
23. Unique Entity Identification Number: KEUHPZSYCMG9
24. Data Universal Number System (DUNS) number: 101182876
25. KPG is registered in the System for Award Management (SAM) database: Renewed annually.



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**2 SECTION 2.0 FIRM OVERVIEW**

KPG Global Enterprises, L.L.C. has the vision and mission to provide world-class solutions and leadership for our customers. Our experience has allowed us to move our customers forward by leveraging leadership to catapult our clients forward through innovation and Trust. In addition, we are guided by our strategic imperatives that encompass being the best at delivering value to customers, agility, achieving leadership in emerging technologies and digital markets, and expanding on transformative enablers such as artificial intelligence and space technologies. More specifically, as an international company, we continue to provide leadership in Strategy & Managerial Consulting/Advisory Services, Agile Methods, Digital Transformation, Artificial Intelligence and Machine Learning, Digital Compliance, Cyber Security, and Engineering and Networking.

Finally, it is the combination of our collaborative relationships with clients and our programmatic and technical experience that give our clients a true advantage because:

- Clients are an integral part of our consulting projects—helping to ensure the effective transfer of knowledge and realization of the recommendations.
- We work with management and project sponsors to help them plan the implementation of their decisions.
- We focus on both the cultural and technical aspects of strategic priorities, programs, and projects, recognizing that managing change is critical to successful implementation.

**3 SECTION 3.0 CATEGORY: INFORMATION TECHNOLOGY**

**3.1 SIN 54151S/STLOC**

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.

**3.1.1 Labor Category Descriptions (SIN 54151S/54151SSTLOC)**

Cat.	Labor Category Service Title	Labor Category Description	Minimum Education	Minimum Experience	If applicable, indicate proposed education substitutions
1	Applications Systems Analyst/Programmer Level I	Designs and Develops systems. Responsible for analyzing, designing, and implementing computer-based information systems to meet business requirements. Key responsibilities may include developing software applications, testing, and debugging software, and providing technical support to end-users. They may work	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.



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		with various programming languages and software tools and must be knowledgeable about database design and management.			
2	Applications Systems Analyst/Programmer Level II	Designs and Develops systems. Systems Analyst - Intermediate Level. Responsible for analyzing, designing, and implementing computer-based information systems to meet business requirements. Key responsibilities may include developing software applications, testing and debugging software, and providing technical support to end-users. They may work with various programming languages and software tools and must be knowledgeable about database design and management.	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.
3	Applications Systems Analyst/Programmer Level I	Designs and Develops systems. Sr. Systems Analyst - Specialist Level. Responsible for analyzing, designing, and implementing computer-based information systems to meet business requirements. Key responsibilities may include developing software applications, testing and debugging software, and providing technical support to end-users. They may work with various programming languages and software tools and must be knowledgeable about database design and management.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
4	Business Systems Analyst - Level I	Designs systems, user interface, & user experience. Works with business on business needs translation (User Stories, Requirements). Responsible for analyzing business processes and systems to identify opportunities for improvement. Key responsibilities may include gathering and documenting business requirements, conducting feasibility studies, developing business cases, and designing and implementing software solutions. They must be skilled in project management, stakeholder engagement, and communication, and may work with both technical and non-technical teams.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
5	Business Systems Analyst - Level II	Designs systems, user interface, & user experience.- Intermediate Level. Works with business on business needs translation (User Stories,	Associates	3	An Associate's Degree, Military, and relevant experience can





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		Requirements). Intermediate Level. Responsible for analyzing business processes and systems to identify opportunities for improvement. Key responsibilities may include gathering and documenting business requirements, conducting feasibility studies, developing business cases, and designing and implementing software solutions. They must be skilled in project management, stakeholder engagement, and communication, and may work with both technical and non-technical teams.			be substituted for experience.
6	Business Systems Analyst - Level III	Designs systems, user interface, & user experience. – Specialist Level Works with business on business needs translation (User Stories, Requirements). Specialist Level. Responsible for analyzing business processes and systems to identify opportunities for improvement. Key responsibilities may include gathering and documenting business requirements, conducting feasibility studies, developing business cases, and designing and implementing software solutions. They must be skilled in project management, stakeholder engagement, and communication, and may work with both technical and non-technical teams.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
7	Chief Information Security Officer	Provides information security leadership, governance, and guidance for entire organization. Responsible for protecting an organization's information assets from security threats. Key responsibilities may include developing and implementing security policies and procedures, conducting risk assessments, overseeing security audits, and leading incident response efforts. They must have strong technical knowledge of security technologies, as well as excellent leadership and communication skills.	Bachelors, Master's preferred	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
8	Chief Information Officer	Provides overall information systems leadership, governance, and guidance for entire organization. Responsible for protecting an organization's information assets from security threats. Key	Bachelors, Master's preferred	8	Bachelor's Degree equal to two years of relevant experience.



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		responsibilities may include developing and implementing security policies and procedures, conducting risk assessments, overseeing security audits, and leading incident response efforts. They must have strong technical knowledge of security technologies, as well as excellent leadership and communication skills.			Advanced Degrees can be substituted for experience.
9	Cloud Database Manager	Performs cloud database management activities and team leadership. (Database sizing, management). Will oversee our organization's cloud-based database management systems. The ideal candidate will have extensive experience in managing and administering cloud-based databases, such as Amazon Web Services (AWS) RDS, Google Cloud SQL, and Microsoft Azure SQL. The Cloud Database Manager will be responsible for designing, implementing, and maintaining database architecture and ensuring high availability and scalability. They will work closely with other members of the IT team to ensure data security, compliance, and optimal database performance.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
10	Cloud Network/Security Architect Level I	Performs cloud network architecture, design, and migration activities. (AWS, Azure, Google, etc.) Also, has security expertise. The Cloud Network/Security Architect will be responsible for designing and implementing cloud-based network and security solutions for our organization. The ideal candidate will have a deep understanding of cloud networking and security best practices, as well as hands-on experience with cloud platforms such as AWS, Google Cloud, or Microsoft Azure. They will work closely with other members of the IT team to ensure the security and availability of our cloud infrastructure.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience
11	Cloud Network/Security Architect Level II	Performs cloud network architecture, design, and migration activities. – Intermediate Level. (AWS, Azure, Google, etc.) - Also, has security expertise. - Intermediate. The Cloud Network/Security Architect will be responsible for designing and implementing cloud-based network and	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements.



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		security solutions for our organization. The ideal candidate will have a deep understanding of cloud networking and security best practices, as well as hands-on experience with cloud platforms such as AWS, Google Cloud, or Microsoft Azure. They will work closely with other members of the IT team to ensure the security and availability of our cloud infrastructure.			
12	Cloud Network/Security Architect Level III	Performs cloud network architecture, design, and migration activities. - Specialist Level. (AWS, Azure, Google, etc.) - Also, has security expertise â€œ Expert. The Cloud Network/Security Architect will be responsible for designing and implementing cloud-based network and security solutions for our organization. The ideal candidate will have a deep understanding of cloud networking and security best practices, as well as hands-on experience with cloud platforms such as AWS, Google Cloud, or Microsoft Azure. They will work closely with other members of the IT team to ensure the security and availability of our cloud infrastructure.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
13	Cloud Architect/Engineer Level I	Designs, migrates, and builds cloud systems (Public & Private) (AWS, Azure, Google) (Docker, Containers, Kubernetes). Designing and deploying cloud infrastructure and services. Building and maintaining highly available and scalable systems in the cloud. Automating deployment and management of cloud resources. Identifying and resolving issues related to cloud infrastructure and applications. Developing and implementing security measures to protect cloud resources. Collaborating with cross-functional teams to ensure seamless cloud integration. Keeping up-to-date with emerging cloud technologies and best practices.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience
14	Cloud Architect/Engineer Level II	Designs migrates, and builds cloud systems (Public & Private) (AWS, Azure, Google) (Docker, Containers, Kubernetes)- Intermediate Level. Designing and deploying cloud infrastructure and services. Building and maintaining highly available and	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree



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		scalable systems in the cloud. Automating deployment and management of cloud resources. Identifying and resolving issues related to cloud infrastructure and applications. Developing and implementing security measures to protect cloud resources. Collaborating with cross-functional teams to ensure seamless cloud integration. Keeping up-to-date with emerging cloud technologies and best practices.			requirements. Advanced Degrees can be substituted for experience.
15	Cloud Architect/Engineer Level III	Designs migrates, and builds cloud systems (Public & Private) (AWS, Azure, Google) (Docker, Containers, Kubernetes)- Expert Level. Designing and deploying cloud infrastructure and services. Building and maintaining highly available and scalable systems in the cloud. Automating deployment and management of cloud resources. Identifying and resolving issues related to cloud infrastructure and applications. Developing and implementing security measures to protect cloud resources. Collaborating with cross-functional teams to ensure seamless cloud integration. Keeping up-to-date with emerging cloud technologies and best practices.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
16	Cloud Capacity and Financial Analyst Level I	Performs analysis with clients to implement cloud solutions to manage capacity and financials of Public Hybrid Cloud (AWS, Azure, Google) platforms. Analyzing cloud infrastructure usage and cost trends. Providing recommendations for optimizing cloud resource allocation and utilization. Creating and maintaining financial models for cloud infrastructure. Collaborating with cross-functional teams to forecast cloud resource demand. Identifying and mitigating financial risks associated with cloud usage. Generating reports to track cloud usage and cost metrics.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
17	Cloud Capacity and Financial Manager Analyst Level II	Performs analysis with clients to implement cloud solutions to manage capacity and financials of Public Hybrid Cloud (AWS, Azure, Google) platforms. - Intermediate Level. Analyzing cloud infrastructure usage and cost trends. Providing recommendations for	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree



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		optimizing cloud resource allocation and utilization. Creating and maintaining financial models for cloud infrastructure. Collaborating with cross-functional teams to forecast cloud resource demand. Identifying and mitigating financial risks associated with cloud usage. Generating reports to track cloud usage and cost metrics.			requirements. Advanced Degrees can be substituted for experience.
18	Cloud Capacity and Financial Manager	Partners with clients to implement cloud solutions to manage capacity and financials of Public Hybrid Cloud (AWS, Azure, Google) platforms. - Specialist to Master Level. Developing and implementing cloud resource allocation policies and procedures. Analyzing cloud infrastructure usage and cost to optimize resource allocation and reduce costs. Managing cloud infrastructure budgets and forecasts. Identifying and mitigating financial risks associated with cloud usage. Collaborating with cross-functional teams to ensure optimal cloud integration. Generating reports to track cloud usage and cost metrics. Managing a team of cloud capacity and financial analysts.	Bachelors	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
19	Configuration Management Engineer - Level I	Provides technical configuration management support during the development process. (GIT Hub, etc.) Designing and implementing configuration management solutions for cloud-based infrastructure and applications. Developing and maintaining configuration management policies and procedures. Automating configuration management processes using tools such as Puppet or Chef. Collaborating with cross-functional teams to ensure seamless configuration management integration. Identifying and resolving configuration management issues. Keeping up-to-date with emerging configuration management technologies and best practices.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
20	Configuration Management Engineer - Level II	Provides technical configuration management support during the development process. - Intermediate Level. (GIT Hub, etc.) Designing and implementing configuration management solutions for cloud-based	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's



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		infrastructure and applications. Developing and maintaining configuration management policies and procedures. Automating configuration management processes using tools such as Puppet or Chef. Collaborating with cross-functional teams to ensure seamless configuration management integration. Identifying and resolving configuration management issues. Keeping up-to-date with emerging configuration management technologies and best practices.			Degree requirements. Advanced Degrees can be substituted for experience.
21	Configuration Management Engineer - Level III	Provides technical configuration management support during the development process. - Specialist Level. (GIT Hub, etc.) Designing and implementing configuration management solutions for cloud-based infrastructure and applications. Developing and maintaining configuration management policies and procedures. Automating configuration management processes using tools such as Puppet or Chef. Collaborating with cross-functional teams to ensure seamless configuration management integration. Identifying and resolving configuration management issues. Keeping up-to-date with emerging configuration management technologies and best practices.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
22	Tech Consultant Level I	Provides strategy and technical consulting expertise - business process & digital transformation (ERP, SAP, Oracle, Salesforce). Provide technical guidance and support to clients on various technology solutions and services. Analyze client requirements and develop solutions to meet their business needs. Collaborate with cross-functional teams to ensure successful project delivery. Keep up-to-date with the latest trends and advancements in technology and provide recommendations to clients. Conduct training sessions and workshops to educate clients on new technology implementations	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
23	Tech Consultant Level II	Provides strategy and technical consulting expertise - business process & digital transformation - Intermediate Level (ERP, SAP, Oracle,	Bachelors	3	Associate's Degree with experience requirements can





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		Salesforce). Provide technical guidance and support to clients on various technology solutions and services. Analyze client requirements and develop solutions to meet their business needs. Collaborate with cross-functional teams to ensure successful project delivery. Keep up-to-date with the latest trends and advancements in technology and provide recommendations to clients. Conduct training sessions and workshops to educate clients on new technology implementations			be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
24	Tech Consultant Senior Level III	Provides strategy and technical consulting expertise - business process & digital transformation - Expert Level (ERP, SAP, Oracle, Salesforce). Provide technical guidance and support to clients on various technology solutions and services. Analyze client requirements and develop solutions to meet their business needs. Collaborate with cross-functional teams to ensure successful project delivery. Keep up-to-date with the latest trends and advancements in technology and provide recommendations to clients. Conduct training sessions and workshops to educate clients on new technology implementations	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
25	Data Architect/Modeler Level I	Performs data architecture and modeling activities. Design, develop and maintain data architectures and databases that support the organization's business needs. Collaborate with stakeholders to understand their data requirements and translate them into technical solutions. Ensure data integrity, security, and compliance with industry standards. Develop and implement data governance policies and procedures. Evaluate and recommend new technologies and tools to improve data management and processing capabilities	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
26	Data Architect/Modeler Level II	Performs data architecture and modeling activities. - Intermediate Level. Developing and maintaining configuration management policies and procedures. Automating configuration	Bachelors	3	Associate's Degree with experience requirements can be substituted for



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		management processes using tools such as Puppet or Chef. Collaborating with cross-functional teams to ensure seamless configuration management integration. Identifying and resolving configuration management issues. Keeping up-to-date with emerging configuration management technologies and best practices.			Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
27	Data Architect/Modeler Level III	Performs data architecture and modeling activities. - Expert Level. Developing and maintaining configuration management policies and procedures. Automating configuration management processes using tools such as Puppet or Chef. Collaborating with cross-functional teams to ensure seamless configuration management integration. Identifying and resolving configuration management issues. Keeping up-to-date with emerging configuration management technologies and best practices.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
28	Data Security Administration Manager	Performs data and database security functions. Develop and implement data security policies and procedures to ensure data confidentiality, integrity, and availability. Collaborate with IT and business teams to identify and mitigate data security risks. Monitor and analyze data security threats and vulnerabilities and take appropriate measures to prevent them. Conduct regular audits and assessments to ensure compliance with regulatory and industry standards. Manage and provide leadership to a team of data security professionals	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
29	Data Warehousing Administrator	Performs data warehouse, data lake, and database administration. Design, develop and maintain data warehouses that support the organization's business intelligence and reporting needs. Collaborate with stakeholders to identify and prioritize data requirements. Develop and implement ETL processes to extract, transform, and load data into the data warehouse. Design and develop reports and dashboards to provide actionable insights to business users. Monitor and optimize data warehouse performance and recommend improvements	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.





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30	Data Warehousing Analyst	Performs Data Analysis on data warehouse, data lake projects. Design, develop and maintain data warehouses that support the organization's business intelligence and reporting needs. Collaborate with stakeholders to identify and prioritize data requirements. Develop and implement ETL processes to extract, transform, and load data into the data warehouse. Design and develop reports and dashboards to provide actionable insights to business users. Monitor and optimize data warehouse performance and recommend improvements	Bachelors	1	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
31	Data Warehouse/Lake Project Manager	Manages Data Warehouse/Data Lake Projects using contemporary solutions (Agile, etc.) Design, develop and maintain data warehouses that support the organization's business intelligence and reporting needs. Collaborate with stakeholders to identify and prioritize data requirements. Develop and implement ETL processes to extract, transform, and load data into the data warehouse. Design and develop reports and dashboards to provide actionable insights to business users. Monitor and optimize data warehouse performance and recommend improvements	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
32	Data/Configuration Management Specialist	Performs Data Warehouse/Lake Configuration Management activities. responsible for the maintenance and organization of data within an organization's systems. They develop and implement strategies to ensure that data is accurate, up-to-date, and easily accessible. Key responsibilities include creating data policies, procedures, and standards, managing data quality, performing data analysis, and overseeing data migrations and integrations.	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
33	Data Warehouse/Lake ETL Developer Level I	Performs Data Warehouse, data lake, and database development using contemporary solutions (Informatica, Snowflake, etc.) Responsible for designing, developing, and maintaining ETL processes for a data warehouse or data lake. They use ETL tools to extract data from various sources, transform it to fit the target data model,	Bachelors	1	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced



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		and load it into the data warehouse or data lake. Key responsibilities include writing complex SQL queries, creating and maintaining ETL jobs, monitoring data quality, and troubleshooting issues related to data movement.			Degrees can be substituted for experience.
34	Data Warehouse/Lake ETL Developer Level II	Performs Data Warehouse, data lake, and database development using contemporary solutions (Informatica, Snowflake, etc.) - Intermediate Level. Responsible for designing, developing, and maintaining ETL processes for a data warehouse or data lake. They use ETL tools to extract data from various sources, transform it to fit the target data model, and load it into the data warehouse or data lake. Key responsibilities include writing complex SQL queries, creating and maintaining ETL jobs, monitoring data quality, and troubleshooting issues related to data movement.	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
35	Data Warehouse/Lake ETL Developer Level III	Performs Data Warehouse, data lake, and database development using contemporary solutions (Informatica, Snowflake, etc.) - Expert Level. Responsible for designing, developing, and maintaining ETL processes for a data warehouse or data lake. They use ETL tools to extract data from various sources, transform it to fit the target data model, and load it into the data warehouse or data lake. Key responsibilities include writing complex SQL queries, creating and maintaining ETL jobs, monitoring data quality, and troubleshooting issues related to data movement. Performs Data Warehouse, data lake, and database development using contemporary solutions (Informatica, Snowflake, etc.) - Expert Level.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
36	Big Data/Analytics Engineer Level I	Provides Big Data and Business Reporting and Analytics expertise. Responsible for designing, developing, and maintaining big data solutions that enable an organization to derive insights from large and complex data sets. They work with tools like Hadoop, Spark, and NoSQL databases to build scalable data processing pipelines, data warehousing solutions, and analytics platforms. Key responsibilities	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.



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		include data modeling, developing data ingestion processes, data transformation, and building analytics applications.			
37	Big Data/Analytics Engineer Level II	Provides Big Data and Business Reporting and Analytics expertise - Intermediate Level. Responsible for designing, developing, and maintaining big data solutions that enable an organization to derive insights from large and complex data sets. They work with tools like Hadoop, Spark, and NoSQL databases to build scalable data processing pipelines, data warehousing solutions, and analytics platforms. Key responsibilities include data modeling, developing data ingestion processes, data transformation, and building analytics applications.	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
38	Big Data/Analytics Engineer Level III	Provides Big Data and Business Reporting and Analytics expertise - Expert Level. Responsible for designing, developing, and maintaining big data solutions that enable an organization to derive insights from large and complex data sets. They work with tools like Hadoop, Spark, and NoSQL databases to build scalable data processing pipelines, data warehousing solutions, and analytics platforms. Key responsibilities include data modeling, developing data ingestion processes, data transformation, and building analytics applications.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
39	Database Administrator Level I	Provides Database Administration development and support. Responsible for managing an organization's databases to ensure they operate efficiently, securely, and reliably. They monitor and maintain databases, manage user access and security, and ensure data integrity. Key responsibilities include database design, capacity planning, performance optimization, backup and recovery, and database security.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
40	Database Administrator Level II	Provides Database Administration development and support. -	Bachelors	3	Associate's Degree with



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		Intermediate Level. Responsible for managing an organization's databases to ensure they operate efficiently, securely, and reliably. They monitor and maintain databases, manage user access and security, and ensure data integrity. Key responsibilities include database design, capacity planning, performance optimization, backup and recovery, and database security.			experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
41	Database Administrator Level III	Provides Database Administration development and support. - Expert Level. Responsible for managing an organization's databases to ensure they operate efficiently, securely, and reliably. They monitor and maintain databases, manage user access and security, and ensure data integrity. Key responsibilities include database design, capacity planning, performance optimization, backup and recovery, and database security.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
42	Database Manager	Functions as manager of database administration team and provides database development and administrative support. Responsible for overseeing a team of database administrators and ensuring that an organization's databases operate efficiently, securely, and reliably. They manage and monitor the performance of databases, allocate resources to projects, and work with other departments to ensure the organization's data needs are met. Key responsibilities include database design, capacity planning, performance optimization, backup and recovery, and database security.	Bachelors	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
43	Disaster Recovery Analyst Level II	Provides disaster recovery analysis, support, and planning services. - Intermediate Level. The Disaster Recovery Analyst is responsible for developing and implementing disaster recovery plans for IT systems. The role involves identifying potential risks, developing recovery strategies, and testing recovery procedures to ensure the resilience of IT systems in the event of a disaster. The role requires strong technical skills in disaster recovery planning, risk management, and business continuity planning.	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.



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44	Disaster Recovery Analyst Level III	Provides disaster recovery administration and planning services. Specialist Level. The Disaster Recovery Administrator is responsible for ensuring the availability and reliability of IT systems in the event of a disaster. The role involves implementing and maintaining disaster recovery solutions, such as backup and recovery systems and redundant hardware and software. The role requires strong technical skills in disaster recovery planning, IT infrastructure, and network security.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
45	Disaster Recovery Administrator	Provides level one (1) help desk support in working with systems like ServiceNow. The Help Desk Specialist is responsible for providing technical support to professionals and patients who use IT systems. The role involves troubleshooting hardware and software issues, resolving user problems, and escalating issues as necessary. The role requires strong technical skills in IT support, customer service, and problem-solving.	Associates	5	An Associate's Degree, Military, and relevant experience can be substituted for experience.
46	Help Desk Specialist - Level I	Provides level one (1) help desk support in working with systems like ServiceNow. Has the ability to work with the customer to resolve minor technical issues. The Help Desk Specialist is responsible for providing technical support to professionals and patients who use IT systems. The role involves troubleshooting hardware and software issues, resolving user problems, and escalating issues as necessary. The role requires strong technical skills in IT support, customer service, and problem-solving.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
47	Help Desk Support Services Specialist - Level II	Provides level two (2) help desk support in working with systems Office 365. Has the ability to work with the customer to resolve major technical issues. - Intermediate Level. The Help Desk Specialist is responsible for providing technical support to professionals and patients who use IT systems. The role involves troubleshooting hardware and software issues, resolving user problems, and escalating issues as necessary. The role requires strong technical skills in IT	High School	3	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.



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		support, customer service, and problem-solving.			
48	Help Desk Support Services Specialist - Level III	Provides level two (2) help desk support in working with systems Office 365. Has the ability to work with the customer to resolve major technical issues. - Specialist Level. The Help Desk Specialist is responsible for providing technical support to care professionals and patients who use IT systems. The role involves troubleshooting hardware and software issues, resolving user problems, and escalating issues as necessary. The role requires strong technical skills in IT support, customer service, and problem-solving.	Associates	5	An Associate's Degree, Military, and relevant experience can be substituted for experience.
49	Help Desk Manager	Manages Help Desk personnel and efficiency of help desk processes and systems. – Expert Level. The Help Desk Manager is responsible for managing a team of Help Desk Specialists who provide technical support to care professionals and patients who use IT systems. The role involves overseeing the resolution of hardware and software issues, tracking and reporting performance metrics, and developing and implementing training programs. The role requires strong technical skills in IT support, customer service, and team management.	Bachelors	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
50	Information Systems Training Specialist - Level I	Provides information technology training for a variety of topics. The Information Systems Training Specialist is responsible for designing and delivering training programs for care professionals and patients who use IT systems. The role involves developing training materials, conducting training sessions, and evaluating training effectiveness. The role requires strong technical skills in care IT systems, training and development, and instructional design.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
51	Information Systems Training Specialist - Level II	Provides information technology training for a variety of topics. - Intermediate Level. The Information Systems Training Specialist is responsible for designing and delivering training programs for care professionals and patients who use IT systems. The role involves developing	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.





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		training materials, conducting training sessions, and evaluating training effectiveness. The role requires strong technical skills in care IT systems, training and development, and instructional design.			
52	Information Systems Training Specialist - Level III	Provides information technology training for a variety of topics. - Specialist Level. The Information Systems Training Specialist is responsible for designing and delivering training programs for care professionals and patients who use IT systems. The role involves developing training materials, conducting training sessions, and evaluating training effectiveness. The role requires strong technical skills in care IT systems, training and development, and instructional design.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
53	Network Engineer/Admin - Level I	Performs network engineering and administration activities. This involves, design, development, support, and integration of both Cloud and On-Premise networks/systems. The Network Engineer/Admin is responsible for designing, implementing, and maintaining care network infrastructure. The role involves configuring and troubleshooting network devices, monitoring network performance, and ensuring network security. The role requires strong technical skills in networking technologies, network administration, and network security.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
54	Network Engineer/Admin - Level II	Performs network engineering and administration activities. This involves, design, development, support, and integration of both Cloud and On-Premise networks/systems. - Intermediate Level. The Network Engineer/Admin is responsible for designing, implementing, and maintaining care network infrastructure. The role involves configuring and troubleshooting network devices, monitoring network performance, and ensuring network security. The role requires strong technical skills in networking technologies, network administration, and network security.	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.
55	Network Engineer/Admin -	Performs network engineering and administration activities. This involves,	Bachelors	5	Associate's Degree with



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	Level III	design, development, support, and integration of both Cloud and On-Premise networks/systems. - Specialist Level. The Network Engineer/Admin is responsible for designing, implementing, and maintaining care network infrastructure. The role involves configuring and troubleshooting network devices, monitoring network performance, and ensuring network security. The role requires strong technical skills in networking technologies, network administration, and network security.			experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
56	Network Operations Supervisor	Manages network operations and teams that include data centers and network. Ensures network and operations are meeting specific service level agreements. The Network Operations Supervisor is responsible for overseeing the day-to-day operations of care network infrastructure. The role involves managing a team of network engineers and administrators, monitoring network performance, and ensuring network availability and reliability. The role requires strong technical and leadership skills in network operations, team management, and problem-solving.	Bachelors	6	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
57	Network Systems Manager	Manages specific systems and teams within network operations and data centers. The Network Systems Manager is responsible for managing the design, implementation, and maintenance of care network systems. The role involves overseeing network engineers and administrators, coordinating with other IT teams, and ensuring the alignment of network systems with business goals. The role requires strong technical and leadership skills in network systems management, project management, and team management.	Bachelors	6	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
58	Network Planning Manager	Plans and manages the planning of network and data center operations that include capacity planning, cloud considerations, and service level agreement requirements. Also, works with vendors on solutions for network and data center optimization. The	Bachelors	6	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be





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		Network Planning Manager is responsible for planning, designing, and implementing the network infrastructure of a care organization. They develop and maintain the network architecture, ensure network security, and manage network capacity to ensure reliable and efficient operation.			substituted for experience.
59	Project Coordinator	Performs project coordination activities for individual programs and projects. Works under the direction of a Program or Project manager. The Project Coordinator is responsible for coordinating and monitoring the progress of projects. They ensure that project objectives are met within the scope, budget, and timeline. They also facilitate communication between project teams and stakeholders, identify and mitigate project risks, and maintain project documentation.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
60	Project Manager Level I	Performs project management on small-medium projects or works on teams with large projects in supporting Project Management and PMO activities. The Project Manager is responsible for leading and managing projects. They plan and organize project activities, develop project schedules, manage project budgets, and ensure project deliverables meet quality standards. They also oversee project teams, coordinate stakeholder communication, and manage project risks.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
61	Project Manager Level II	Performs project management on medium projects and works on teams with large projects supporting Project Management and PMO activities. - Intermediate Level. The Project Manager is responsible for leading and managing projects. They plan and organize project activities, develop project schedules, manage project budgets, and ensure project deliverables meet quality standards. They also oversee project teams, coordinate stakeholder communication, and manage project risks.	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
62	Project Manager Level III	Performs project management activities on large projects. Leading teams on large projects is an integral part of the PMO Organizations and	Bachelors	5	Associate's Degree with experience requirements can



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		activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Specialist Level. The Project Manager is responsible for leading and managing projects. They plan and organize project activities, develop project schedules, manage project budgets, and ensure project deliverables meet quality standards. They also oversee project teams, coordinate stakeholder communication, and manage project risks.			be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
63	Program Manager - Level IV	Performs program/project management activities on multiple large projects across the enterprise. Leading multiple teams on large projects is an integral part of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Expert Level. The Program Manager is responsible for overseeing multiple projects within a program. They ensure that program goals are met, manage program budgets, and coordinate program activities across multiple project teams. They also provide strategic guidance and direction to project managers and stakeholders.	Bachelors	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
64	Program Executive	Functions as the overall PMO Lead or part of the PMO Leadership team. Performs program management activities on multiple large projects across the enterprise. Interacts with client executive leadership teams and sets direction of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Master Level. The Program Executive is responsible for overseeing the development and implementation of programs within an organization. They work with various stakeholders to identify the needs of the organization and develop strategies to meet those needs. They oversee the budget, timelines, and resource allocation for the program, and ensure that it is aligned with the organization's overall goals.	Bachelors	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
65	Scrum Master Level I	Manages timelines, resolves problems, and coaches team members on Agile	Bachelors	1	Associate's Degree with



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		methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. The Scrum Master is responsible for ensuring that the Agile Scrum methodology is implemented effectively in the development of products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the team is working collaboratively to deliver high-quality products on time.			experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
66	Scrum Master Level II	Manages timelines, resolves problems, and coaches team members on Agile methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. - Intermediate Level. The Scrum Master is responsible for ensuring that the Agile Scrum methodology is implemented effectively in the development of products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the team is working collaboratively to deliver high-quality products on time.	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
67	Scrum Master Level III	Manages timelines, resolves problems, and coaches team members on Agile methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. - Specialist Level. The Scrum Master is responsible for ensuring that the Agile Scrum methodology is implemented effectively in the development of products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.



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		team is working collaboratively to deliver high-quality products on time.			
68	Scrum Master Level IV	Manages timelines, resolves problems, and coaches team members on Agile methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. - Expert Level. The Scrum Master is responsible for ensuring that the Agile Scrum methodology is implemented effectively in the development of products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the team is working collaboratively to deliver high-quality products on time.	Bachelors	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
69	Agile Product Owner (SAFe)	Functions as a member of the Agile Team responsible for defining Stories and prioritizing the Team Backlog to streamline the execution of program priorities while maintaining the conceptual and technical integrity of the Features or components for the team. The Agile Product Owner is responsible for defining and prioritizing the features and functionality of products. They work with stakeholders to identify user needs and translate those needs into product requirements. They also work closely with the development team to ensure that the product is meeting user needs and is delivered on time and within budget.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
70	Agile Release Train Engineer (RTE)	Facilitates the Agile Release Train (ART) events and processes and assist the teams in delivering value. RTEs communicate with stakeholders, escalate impediments, help manage risk, and drive relentless improvement. They are certified by SAFe as an RTE. The Agile Release Train Engineer is responsible for coordinating the release of products across multiple development teams. They ensure that the teams are working collaboratively and that the release is delivered on time and within budget. They also manage any risks and dependencies	Bachelors	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.



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		that may arise during the release process.			
71	Agile Coach SPC (SAFe) Level I	Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablements. They are certified by SAFe as an SPC. The Agile Coach SPC is responsible for coaching and mentoring development teams on Agile methodologies. They work with the teams to ensure that they are following Agile best practices, and help to identify any areas for improvement. They also work with the organization's leadership to promote Agile principles and practices throughout the organization.	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
72	Agile Coach SPC (SAFe) Level II	Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablements. They are certified by SAFe as an SPC. - Intermediate Level. The Agile Coach SPC is responsible for coaching and mentoring development teams on Agile methodologies. They work with the teams to ensure that they are following Agile best practices, and help to identify any areas for improvement. They also work with the organization's leadership to promote Agile principles and practices throughout the organization.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
73	Agile Coach SPC (SAFe) Level III	Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablements. They are certified by SAFe as an SPC.	Bachelors	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.



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		Specialist-Master Level. The Agile Coach SPC is responsible for coaching and mentoring development teams on Agile methodologies. They work with the teams to ensure that they are following Agile best practices, and help to identify any areas for improvement. They also work with the organization's leadership to promote Agile principles and practices throughout the organization.			
74	Quality Assurance Technician - Level I	Performs Information Systems Testing & Quality Assurance. System, User Acceptance, Performance Testing. The Quality Assurance Technician is responsible for ensuring the quality of products. They perform testing and analysis to identify any defects or issues with the product, and work with the development team to resolve those issues. They also ensure that the product meets regulatory and compliance requirements.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
75	Quality Assurance Technician - Level II	Performs Information Systems Testing & Quality Assurance. System, User Acceptance, Performance Testing - Intermediate Level. The Quality Assurance Technician is responsible for ensuring the quality of products. They perform testing and analysis to identify any defects or issues with the product, and work with the development team to resolve those issues. They also ensure that the product meets regulatory and compliance requirements.	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.
76	Quality Assurance Technician - Level III	Performs Information Systems Testing & Quality Assurance. System, User Acceptance, Performance Testing. - Specialist Level. The Quality Assurance Technician is responsible for ensuring the quality of products. They perform testing and analysis to identify any defects or issues with the product, and work with the development team to resolve those issues. They also ensure that the product meets regulatory and compliance requirements.	Bachelors	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
77	Enterprise Architect Level I	Establishes a technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities. The Enterprise	Bachelors	1	Associate's Degree with experience requirements can





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		Architect is responsible for designing and implementing the organization's infrastructure. They work with stakeholders to identify the organization's IT needs, and develop a strategy to meet those needs. They also ensure that the organization's IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.			be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
78	Enterprise Architect Level II	Establishes a technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities. - Intermediate Level. The Enterprise Architect is responsible for designing and implementing the organization's infrastructure. They work with stakeholders to identify the organization's IT needs, and develop a strategy to meet those needs. They also ensure that the organization's IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
79	Enterprise Architect Level III	Establishes a technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities. - Specialist Level. The Enterprise Architect is responsible for designing and implementing the organization's infrastructure. They work with stakeholders to identify the organization's IT needs, and develop a strategy to meet those needs. They also ensure that the organization's IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
80	Systems Architect Level I	Perform specific system architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. The Systems Architect is responsible for designing and implementing the overall architecture of systems. They work with stakeholders to identify the organization's IT needs and develop a strategy to meet those	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.



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		needs. They also ensure that the IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.			
81	Systems Architect Level II	Perform specific system architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. - Intermediate Level. The Systems Architect is responsible for designing and implementing the overall architecture of systems. They work with stakeholders to identify the organization's IT needs and develop a strategy to meet those needs. They also ensure that the IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
82	Systems Architect Level III	Perform specific system architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. - Specialist Level. The Systems Architect is responsible for designing and implementing the overall architecture of systems. They work with stakeholders to identify the organization's IT needs and develop a strategy to meet those needs. They also ensure that the IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
83	Software Developer/Systems Engineer - Level I	Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, SAP, AWS, Salesforce, etc.). The Software Developer/Systems Engineer is responsible for developing and maintaining software systems. They work with stakeholders to identify user needs and develop software solutions to meet those needs. They also ensure that the software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
84	Software Developer/Systems Engineer - Level II	Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, SAP, AWS, Salesforce, etc.) -	Bachelors	3	Associate's Degree with experience requirements can





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		Intermediate Level. The Software Developer/Systems Engineer is responsible for developing and maintaining software systems. They work with stakeholders to identify user needs and develop software solutions to meet those needs. They also ensure that the software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.			be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
85	Software Developer/Systems Engineer - Level III	Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, SAP, AWS, Salesforce, etc.) - Specialist Level. The Software Developer/Systems Engineer is responsible for developing and maintaining software systems. They work with stakeholders to identify user needs and develop software solutions to meet those needs. They also ensure that the software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
86	Embedded Software Systems Engineer - Level I	Designs, Develops and Supports software on embedded systems for electronics or similar systems. Design and develop embedded software for various devices. Collaborates with cross-functional teams to define product requirements and specifications. Writes clean and efficient code for microcontrollers and microprocessors. Participates in code reviews and ensures code quality. Troubleshoots and debug issues. Develops and maintains documentation for software design and development.	Bachelors,	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.
87	Embedded Software Systems Engineer - Level II	Designs, Develops and Supports software on embedded systems for electronics or similar systems. - Intermediate Level Designs and develop embedded software for various devices. Collaborates with cross-functional teams to define product requirements and specifications. Writes clean and efficient code for microcontrollers and microprocessors. Participates in code reviews and	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.



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		<p>ensures code quality.          Troubleshoots and debug issues.          Develops and maintains documentation for software design and development.</p>			
88	Embedded Software Systems Engineer - Level III	<p>Designs, Develops and Supports software on embedded systems for electronics or similar systems. - Specialist Level          Designs and develops embedded software for various devices.          Collaborates with cross-functional teams to define product requirements and specifications.          Writes clean and efficient code for microcontrollers and microprocessors.          Participates in code reviews and ensures code quality          Troubleshoots and debug issues.          Develops and maintains documentation for software design and development.</p>	Bachelors	5	
89	Model-Based Systems Engineer - Level I	<p>Develops systems using an MBSE formalized methodology from requirements, design, analysis, verification, and validation associated with the development of complex systems.          Develops and maintains models for complex systems.          Defines system requirements and specifications.          Collaborates with cross-functional teams to ensure system design and development meets requirements.          Participates in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.          Troubleshoots and debugs issues.          Develops and maintains documentation for system design and development.</p>	Bachelors	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.
90	Model-Based Systems Engineer - Level II	<p>Develops systems using an MBSE formalized methodology from requirements, design, analysis, verification, and validation associated with the development of complex systems. - Intermediate Level          Develops and maintains models for complex systems          Defines system requirements and specifications.          Collaborates with cross-functional teams to ensure system design and development meet requirements.          Participates in Agile ceremonies such</p>	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.



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		as sprint planning, daily stand-ups, and retrospectives. Troubleshoots and debugs issues. Develops and maintains documentation for system design and development.			
91	Model-Based Systems Engineer - Level III	Develops systems using an MBSE formalized methodology from requirements, design, analysis, verification, and validation associated with the development of complex systems. - Specialist Level Develops and maintains models for complex systems. Defines system requirements and specifications. Collaborates with cross-functional teams to ensure system design and development meet requirements. Participates in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives. Troubleshoots and debugs issues. Develops and maintains documentation for system design and development.	Bachelors	5	
92	Systems Administrator - Level I	Performs systems administration and support activities. The Systems Administrator is responsible for the daily operation and maintenance of systems. They ensure that the systems are up and running and that they meet the organization's performance and security requirements. They also monitor the systems for any issues or anomalies and work with the technical team to resolve them.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
93	Systems Administrator - Level II	Performs systems administration and support activities. - Intermediate Level. The Systems Administrator is responsible for the daily operation and maintenance of systems. They ensure that the systems are up and running and that they meet the organization's performance and security requirements. They also monitor the systems for any issues or anomalies and work with the technical team to resolve them.	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.
94	Systems Administrator - Level III	Performs systems administration and support activities. - Specialist Level. The Systems Administrator is responsible for the daily operation and maintenance of systems. They ensure that the systems are up and running	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's



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		and that they meet the organization's performance and security requirements. They also monitor the systems for any issues or anomalies and work with the technical team to resolve them.			Degree requirements. Advanced Degrees can be substituted for experience.
95	Technical Writer/Documentation Specialist - Level I	Performs technical writing and documentation activities as a part of projects or initiatives. The Technical Writer/Documentation Specialist is responsible for creating and maintaining technical documentation for systems. They work with the technical team to understand the system architecture and functionality and create user manuals, technical guides, and other documentation. They also ensure that the documentation is accurate, up-to-date, and meets regulatory and compliance requirements.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
96	Technical Writer/Documentation Specialist - Level II	Performs technical writing and documentation activities as a part of projects or initiatives. - Intermediate Level. The Technical Writer/Documentation Specialist is responsible for creating and maintaining technical documentation for systems. They work with the technical team to understand the system architecture and functionality and create user manuals, technical guides, and other documentation. They also ensure that the documentation is accurate, up-to-date, and meets regulatory and compliance requirements.	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.
97	Technical Writer/Documentation Specialist - Level III	Performs technical writing and documentation activities as a part of projects or initiatives. - Specialist Level. The Technical Writer/Documentation Specialist is responsible for creating and maintaining technical documentation for systems. They work with the technical team to understand the system architecture and functionality and create user manuals, technical guides, and other documentation. They also ensure that the documentation is accurate, up-to-date, and meets regulatory and compliance requirements.	Associates	5	An Associate's Degree, Military, and relevant experience can be substituted for experience.



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98	Test Engineer HW/SW Level I	Performs testing on complete platforms & solutions. Platform System, User Acceptance, Performance Testing. The Test Engineer Hardware/Software is responsible for testing hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
99	Test Engineer HW/SW Level II	Performs testing on complete platforms & solutions. Platform System, User Acceptance, Performance Platform Testing. Intermediate Level. The Test Engineer Hardware/Software is responsible for testing hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements.	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.
100	Test Engineer HW/SW Level III	Performs testing on complete platforms & solutions. Platform System, User Acceptance, Performance Platform Testing. Specialist Level. The Test Engineer Hardware/Software is responsible for testing hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements.	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
101	Test Engineer HW/SW Level IV	Performs testing on complete platforms & solutions. Platform System, User Acceptance, Performance Platform Testing. Expert Level. The Test Engineer Hardware/Software is responsible for testing hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements.	Bachelors	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
102	Test Lead/Manager	Leads testing teams and develops test strategy & plans. The Test	Bachelors	8	Bachelor's Degree equal to



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		Lead/Manager is responsible for leading and managing the testing of systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the testing is completed on time and within budget and that the system meets regulatory and compliance requirements. They also manage the testing team and ensure that they are following best practices and processes.			two years of relevant experience. Advanced Degrees can be substituted for experience.
103	Web Content/Security Administrator	Performs Web Security, Content administration, and Site Reliability support. The Web Content/Security Administrator is responsible for managing and securing the organization's web content. They ensure that the content is up-to-date, accurate, and aligned with the organization's goals and objectives. They also ensure that the web content is secure and protected from unauthorized access or attacks.	Bachelors	2	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
104	Web Content Analyst/Designer	Provides analysis and design on web content as well as user interface and user experience expertise. The Web Content Analyst/Designer is responsible for creating and analyzing web content for systems. They work with stakeholders to identify user needs and develop web content solutions to meet those needs. They also ensure that the web content is accessible, user-friendly, and aligned with the organization's goals and objectives.	Bachelors	2	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
105	Web Software Developer	Performs Web and Content Development. The Web Software Developer is responsible for developing and maintaining web-based software systems. They work with stakeholders to identify user needs and develop software solutions to meet those needs. They also ensure that the web software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
106	Web Technical Administrator	Performs technical administration and configuration activities on web platforms. The Web Technical Administrator is responsible for the	Bachelors	3	Associate's Degree with experience requirements can



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		technical operation and maintenance of web-based systems. They ensure that the systems are up and running and that they meet the organization's performance and security requirements. They also monitor the systems for any issues or anomalies and work with the technical team to resolve them.			be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
107	Artificial Intelligence/Machine Learning Engineer Level I	Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. The Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for systems. They work with stakeholders to identify opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelors	1	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
108	Artificial Intelligence/Machine Learning Engineer Level II	Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Intermediate Level. The Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for systems. They work with stakeholders to identify opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
109	Artificial Intelligence/Machine Learning Engineer Level III	Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Specialist Level. The Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for systems. They work with stakeholders to identify	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be





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		opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.			substituted for experience.
110	Artificial Intelligence/Machine Learning Engineer Level IV	Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Expert Level. The Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for systems. They work with stakeholders to identify opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelors	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
111	Data Scientist Level I	Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. The Data Scientist is responsible for analyzing large and complex data sets to identify trends and patterns that can be used to improve outcomes. They work with stakeholders to understand data needs and develop data-driven solutions to improve care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements.	Bachelors	1	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
112	Data Scientist Level II	Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. - Intermediate Level. The Data Scientist is responsible for analyzing large and complex data sets to identify trends and patterns that can be used to improve outcomes. They work with stakeholders to understand	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.





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		data needs and develop data-driven solutions to improve care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements.			
113	Data Scientist Level III	Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. - Specialist Level. The Data Scientist is responsible for analyzing large and complex data sets to identify trends and patterns that can be used to improve outcomes. They work with stakeholders to understand data needs and develop data-driven solutions to improve care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements.	Bachelors	5	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
114	Data Scientist Level IV/Manager	Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. - Expert Level. The Data Scientist Manager is responsible for leading and managing a team of data scientists in the analysis of large and complex data sets. They work with stakeholders to understand data needs and develop data-driven solutions to improve care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements. They also manage the data science team and ensure that they are following best practices and processes.	Bachelors	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
115	Cyber Security Analyst/Engineer Level I	Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.



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		all levels within an organization. The Cyber Security Analyst/Engineer is responsible for protecting the organization's systems and data from cyber threats. They work with stakeholders to identify security risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements.			
116	Cyber Security Analyst/Engineer Level II	Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Intermediate Level. The Cyber Security Analyst/Engineer is responsible for protecting the organization's systems and data from cyber threats. They work with stakeholders to identify security risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements.	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
117	Cyber Security Analyst/Engineer Level III	Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Specialist Level. The Cyber Security Analyst/Engineer is responsible for protecting the organization's systems and data from cyber threats. They work with stakeholders to identify security	Bachelors	5	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.



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		risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements.			
118	Cyber Security Analyst/Engineer Level IV	Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Expert Level. The Cyber Security Analyst/Engineer is responsible for protecting the organization's systems and data from cyber threats. They work with stakeholders to identify security risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements.	Bachelors	5	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
119	Cyber Security Analyst/Engineer Level V/Manager	Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Master Level. The Cyber Security Analyst/Engineer Manager is responsible for designing, implementing, and maintaining the cyber security infrastructure of care IT systems. They are responsible for identifying potential vulnerabilities, developing strategies to mitigate risks, and ensuring that the IT systems comply with industry and regulatory standards. The Manager also leads a team of Cyber Security Analysts and	Bachelors	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.



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		Engineers, manages projects, and ensures that the team delivers high-quality results.			
120	Business Intelligence/Analytics Analyst Level I	Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for the efficient collection and evaluation of BI data. The Business Intelligence/Analytics Analyst is responsible for analyzing and interpreting data to help care organizations make informed decisions. They collect, process, and analyze data from various sources, identify trends, and provide recommendations to improve organizational performance. They use data visualization tools to communicate insights and collaborate with other teams to develop strategies for continuous improvement.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
121	Business Intelligence/Analytics Analyst Level II	Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for the efficient collection and evaluation of BI data. - Intermediate Level. The Business Intelligence/Analytics Analyst is responsible for analyzing and interpreting data to help care organizations make informed decisions. They collect, process, and analyze data from various sources, identify trends, and provide recommendations to improve organizational performance. They use data visualization tools to communicate insights and collaborate with other teams to develop strategies for continuous improvement.	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
122	Business Intelligence/Analytics Analyst Level III	Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for the efficient collection and evaluation of BI data. - Specialist Level. The Business Intelligence/Analytics Analyst is responsible for analyzing and interpreting data to help care	Bachelors	5	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.



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		organizations make informed decisions. They collect, process, and analyze data from various sources, identify trends, and provide recommendations to improve organizational performance. They use data visualization tools to communicate insights and collaborate with other teams to develop strategies for continuous improvement.			
123	Business Intelligence/Analytics Analyst Level IV/Manager	Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for the efficient collection and evaluation of BI data. - Master Level. The Business Intelligence/Analytics Manager is responsible for leading a team of Business Intelligence/Analytics Analysts. They develop and implement data management policies, procedures, and standards to ensure data quality, accuracy, and consistency. They provide strategic guidance to the team, establish goals and objectives, and ensure that the team meets deadlines and delivers high-quality results. The Manager also collaborates with other teams to develop business intelligence strategies and initiatives.	Bachelors	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
124	ESG Consultant Level I	Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL). The ESG Consultant is responsible for advising care organizations on Environmental, Social, and Governance (ESG) issues. They help organizations identify ESG risks and opportunities, develop ESG strategies, and measure and report on ESG performance. They also help organizations comply with ESG regulations and standards, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).	Bachelors	1	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
125	ESG Consultant Level II	Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL) - Intermediate Level. The ESG Consultant is responsible for advising care	Bachelors	3	Bachelor's Degree equal to two years of relevant experience. Advanced



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		organizations on Environmental, Social, and Governance (ESG) issues. They help organizations identify ESG risks and opportunities, develop ESG strategies, and measure and report on ESG performance. They also help organizations comply with ESG regulations and standards, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).			Degrees can be substituted for experience.
126	ESG Consultant Level III	Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL) - Specialist Level. The ESG Consultant is responsible for advising care organizations on Environmental, Social, and Governance (ESG) issues. They help organizations identify ESG risks and opportunities, develop ESG strategies, and measure and report on ESG performance. They also help organizations comply with ESG regulations and standards, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).	Bachelors	5	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
127	ESG Consultant Level IV/Manager	Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL) - Expert Level. The ESG Consultant Manager is responsible for leading a team of ESG Consultants. They develop and implement ESG policies, procedures, and standards, and provide strategic guidance to the team. They also collaborate with other teams to integrate ESG considerations into business strategies and initiatives. The Manager ensures that the team meets deadlines and delivers high-quality results, and also builds relationships with clients and stakeholders.	Bachelors	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.

### 3.1.2 Labor Category Rates (SIN 54151S/54151SSTLOC)

	Year 1	Year 2	Year 3	Year 4	Year 5
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## KPG Global Enterprises, LLC

Cat.	Labor Category	04/18/2023- 04/17/2024	04/18/2024- 04/17/2025	04/18/2025- 04/17/2026	04/18/2026- 04/17/2027	04/18/2027- 04/17/2028
1	Applications Systems Analyst/Programmer Level I	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
2	Applications Systems Analyst/Programmer – Level II	\$65.59	\$65.59	\$65.59	\$65.59	\$65.59
3	Applications Systems Analyst/Programmer – Level III	\$79.65	\$79.65	\$79.65	\$79.65	\$79.65
4	Business Systems Analyst - Level I	\$56.22	\$56.22	\$56.22	\$56.22	\$56.22
5	Business Systems Analyst - Level II	\$65.59	\$65.59	\$65.59	\$65.59	\$65.59
6	Business Systems Analyst - Level III	\$74.96	\$74.96	\$74.96	\$74.96	\$74.96
7	Chief Information Security Officer	\$243.63	\$243.63	\$243.63	\$243.63	\$243.63
8	Chief Information Officer	\$257.68	\$257.68	\$257.68	\$257.68	\$257.68
9	Cloud Database Manager	\$103.07	\$103.07	\$103.07	\$103.07	\$103.07
10	Cloud Network/Security Architect Level I	\$89.02	\$89.02	\$89.02	\$89.02	\$89.02
11	Cloud Network/Security Architect Level II	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
12	Cloud Network/Security Architect Level III	\$149.92	\$149.92	\$149.92	\$149.92	\$149.92
13	Cloud Architect/Engineer Level I	\$89.02	\$89.02	\$89.02	\$89.02	\$89.02
14	Cloud Architect/Engineer Level II	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
15	Cloud Architect/Engineer Level III	\$149.92	\$149.92	\$149.92	\$149.92	\$149.92
16	Cloud Capacity and Financial Analyst Level I	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
17	Cloud Capacity and Financial Manager Analyst Level II	\$149.92	\$149.92	\$149.92	\$149.92	\$149.92
18	Cloud Capacity and Financial Manager	\$199.59	\$199.59	\$199.59	\$199.59	\$199.59
19	Configuration Management Engineer - Level I	\$65.59	\$65.59	\$65.59	\$65.59	\$65.59
20	Configuration Management Engineer - Level II	\$80.58	\$80.58	\$80.58	\$80.58	\$80.58
21	Configuration Management Engineer - Level III	\$101.20	\$101.20	\$101.20	\$101.20	\$101.20
22	Tech Consultant Level I	\$74.96	\$74.96	\$74.96	\$74.96	\$74.96
23	Tech Consultant Level II	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
24	Tech Consultant Senior Level III	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
25	Data Architect/Modeler Level I	\$74.96	\$74.96	\$74.96	\$74.96	\$74.96
26	Data Architect/Modeler Level II	\$103.07	\$103.07	\$103.07	\$103.07	\$103.07
27	Data Architect/Modeler Level III	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
28	Data Security Administration Manager	\$121.81	\$121.81	\$121.81	\$121.81	\$121.81
29	Data Warehousing Administrator	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
30	Data Warehousing Analyst	\$74.96	\$74.96	\$74.96	\$74.96	\$74.96
31	Data Warehouse/Lake Project Manager	\$140.55	\$140.55	\$140.55	\$140.55	\$140.55
32	Data/Configuration Management Specialist	\$103.07	\$103.07	\$103.07	\$103.07	\$103.07
33	Data Warehouse/Lake ETL Developer	\$89.02	\$89.02	\$89.02	\$89.02	\$89.02





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	Level I					
34	Data Warehouse/Lake ETL Developer Level II	\$107.76	\$107.76	\$107.76	\$107.76	\$107.76
35	Data Warehouse/Lake ETL Developer Level III	\$121.81	\$121.81	\$121.81	\$121.81	\$121.81
36	Big Data/Analytics Engineer Level I	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
37	Big Data/Analytics Engineer Level II	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
38	Big Data/Analytics Engineer Level III	\$121.81	\$121.81	\$121.81	\$121.81	\$121.81
39	Database Administrator Level I	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
40	Database Administrator Level II	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
41	Database Administrator Level III	\$121.81	\$121.81	\$121.81	\$121.81	\$121.81
42	Database Manager	\$126.50	\$126.50	\$126.50	\$126.50	\$126.50
43	Disaster Recovery Analyst Level II	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
44	Disaster Recovery Analyst Level III	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
45	Disaster Recovery Administrator	\$107.76	\$107.76	\$107.76	\$107.76	\$107.76
46	Help Desk Specialist - Level I	\$51.54	\$51.54	\$51.54	\$51.54	\$51.54
47	Help Desk Support Services Specialist - Level II	\$56.22	\$56.22	\$56.22	\$56.22	\$56.22
48	Help Desk Support Services Specialist - Level III	\$70.28	\$70.28	\$70.28	\$70.28	\$70.28
49	Help Desk Manager	\$80.58	\$80.58	\$80.58	\$80.58	\$80.58
50	Information Systems Training Specialist - Level I	\$56.22	\$56.22	\$56.22	\$56.22	\$56.22
51	Information Systems Training Specialist - Level II	\$65.59	\$65.59	\$65.59	\$65.59	\$65.59
52	Information Systems Training Specialist - Level III	\$74.96	\$74.96	\$74.96	\$74.96	\$74.96
53	Network Engineer/Admin - Level I	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
54	Network Engineer/Admin - Level II	\$70.28	\$70.28	\$70.28	\$70.28	\$70.28
55	Network Engineer/Admin - Level III	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
56	Network Operations Supervisor	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
57	Network Systems Manager	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
58	Network Planning Manager	\$121.81	\$121.81	\$121.81	\$121.81	\$121.81
59	Project Coordinator	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
60	Project Manager – Level I	\$70.28	\$70.28	\$70.28	\$70.28	\$70.28
61	Project Manager – Level II	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
62	Project Manager – Level III	\$126.50	\$126.50	\$126.50	\$126.50	\$126.50
63	Program Manager - Level IV	\$154.61	\$154.61	\$154.61	\$154.61	\$154.61
64	Program Executive	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
65	Scrum Master Level I	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
66	Scrum Master Level II	\$140.55	\$140.55	\$140.55	\$140.55	\$140.55
67	Scrum Master Level III	\$168.66	\$168.66	\$168.66	\$168.66	\$168.66
68	Scrum Master Level IV	\$206.15	\$206.15	\$206.15	\$206.15	\$206.15
69	Agile Product Owner (SAFe)	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
70	Agile Release Train Engineer (RTE)	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
71	Agile Coach SPC (SAFe) Level I	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
72	Agile Coach SPC (SAFe) Level II	\$210.83	\$210.83	\$210.83	\$210.83	\$210.83
73	Agile Coach SPC (SAFe) Level III	\$234.26	\$234.26	\$234.26	\$234.26	\$234.26
74	Quality Assurance Technician - Level	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91



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	I					
75	Quality Assurance Technician - Level II	\$71.21	\$71.21	\$71.21	\$71.21	\$71.21
76	Quality Assurance Technician - Level III	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
77	Enterprise Architect Level I	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
78	Enterprise Architect Level II	\$140.55	\$140.55	\$140.55	\$140.55	\$140.55
79	Enterprise Architect Level III	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
80	Systems Architect Level I	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
81	Systems Architect Level II	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
82	Systems Architect Level III	\$131.18	\$131.18	\$131.18	\$131.18	\$131.18
83	Software Developer/Systems Engineer - Level I	\$70.28	\$70.28	\$70.28	\$70.28	\$70.28
84	Software Developer/Systems Engineer – Level II	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
85	Software Developer/Systems Engineer – Level III	\$107.76	\$107.76	\$107.76	\$107.76	\$107.76
86	Embedded Software Systems Engineer - Level I	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
87	Embedded Software Systems Engineer - Level II	\$103.07	\$103.07	\$103.07	\$103.07	\$103.07
88	Embedded Software Systems Engineer - Level III	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
89	Model Based Systems Engineer - Level I	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
90	Model Based Systems Engineer - Level II	\$103.07	\$103.07	\$103.07	\$103.07	\$103.07
91	Model Based Systems Engineer - Level III	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
92	Systems Administrator - Level I	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
93	Systems Administrator - Level II	\$70.28	\$70.28	\$70.28	\$70.28	\$70.28
94	Systems Administrator - Level III	\$79.65	\$79.65	\$79.65	\$79.65	\$79.65
95	Technical Writer/Documentation Specialist - Level I	\$56.22	\$56.22	\$56.22	\$56.22	\$56.22
96	Technical Writer/Documentation Specialist - Level II	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
97	Technical Writer/Documentation Specialist - Level III	\$65.59	\$65.59	\$65.59	\$65.59	\$65.59
98	Test Engineer HW/SW Level I	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
99	Test Engineer HW/SW Level II	\$71.21	\$71.21	\$71.21	\$71.21	\$71.21
100	Test Engineer HW/SW Level III	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
101	Test Engineer HW/SW Level IV	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
102	Test Lead/Manager	\$103.07	\$103.07	\$103.07	\$103.07	\$103.07
103	Web Content/Security Administrator	\$70.28	\$70.28	\$70.28	\$70.28	\$70.28
104	Web Content Analyst/Designer	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
105	Web Software Developer	\$107.76	\$107.76	\$107.76	\$107.76	\$107.76
106	Web Technical Administrator	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
107	Artificial Intelligence/Machine Learning Engineer Level I	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
108	Artificial Intelligence/Machine	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44



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	Learning Engineer Level II					
109	Artificial Intelligence/Machine Learning Engineer Level III	\$154.61	\$154.61	\$154.61	\$154.61	\$154.61
110	Artificial Intelligence/Machine Learning Engineer Level IV	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
111	Data Scientist Level I	\$74.96	\$74.96	\$74.96	\$74.96	\$74.96
112	Data Scientist Level II	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
113	Data Scientist Level III	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
114	Data Scientist Level IV/Manager	\$131.18	\$131.18	\$131.18	\$131.18	\$131.18
115	Cyber Security Analyst/Engineer Level I	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
116	Cyber Security Analyst/Engineer Level II	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
117	Cyber Security Analyst/Engineer Level III	\$140.55	\$140.55	\$140.55	\$140.55	\$140.55
118	Cyber Security Analyst/Engineer Level IV	\$159.29	\$159.29	\$159.29	\$159.29	\$159.29
119	Cyber Security Analyst/Engineer Level V/Manager	\$178.04	\$178.04	\$178.04	\$178.04	\$178.04
120	Business Intelligence/Analytics Analyst Level I	\$74.96	\$74.96	\$74.96	\$74.96	\$74.96
121	Business Intelligence/Analytics Analyst Level II	\$89.02	\$89.02	\$89.02	\$89.02	\$89.02
122	Business Intelligence/Analytics Analyst Level III	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
123	Business Intelligence/Analytics Analyst Level IV/Manager	\$131.18	\$131.18	\$131.18	\$131.18	\$131.18
124	ESG Consultant Level I	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
125	ESG Consultant Level II	\$121.81	\$121.81	\$121.81	\$121.81	\$121.81
126	ESG Consultant Level III	\$168.66	\$168.66	\$168.66	\$168.66	\$168.66
127	ESG Consultant Level IV/Manager	\$210.83	\$210.83	\$210.83	\$210.83	\$210.83

### 3.2 SIN 54151HEAL/STLOC

Health Information Technology Services includes a wide range of Health IT services including connected health, electronic health records, health information exchanges, health analytics, personal health information management, innovative Health IT solutions, health informatics, emerging Health IT research, and other Health IT services.

#### 3.2.1 Labor Category Descriptions (SIN 54151HEAL/54151HEALSTLOC)

Cat.	Labor Category Service Title	Labor Category Description	Minimum Education	Minimum Experience	If applicable, indicate proposed education substitutions
1	Health IT Applications	Designs and Develops Health IT systems. This role involves designing, developing,	High School	1	Apprenticeship Programs,



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	Systems Analyst/Programmer Level I	and implementing software applications and systems to support healthcare operations. The position requires a strong understanding of healthcare operations, as well as programming languages, database management systems, and other technical skills.			Internships, Military Training, or similar may be used as experience.
2	Health IT Applications Systems Analyst/ Programmer – Level II	Designs and Develops Health IT systems. Systems Analyst. - Intermediate Level. This role involves designing, developing, and implementing software applications and systems to support healthcare operations. The position requires a strong understanding of healthcare operations, as well as programming languages, database management systems, and other technical skills.	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.
3	Health IT Applications Systems Analyst/ Programmer – Level III	Designs and Develops Health IT systems. Sr. Systems Analyst. - Specialist Level. This role involves designing, developing, and implementing software applications and systems to support healthcare operations. The position requires a strong understanding of healthcare operations, as well as programming languages, database management systems, and other technical skills.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
4	Health IT Business Systems Analyst - Level I	Designs Health IT Systems, user interfaces, & user experience. Works with business on business needs translation (User Stories, Requirements). This role involves analyzing healthcare business processes and identifying opportunities to use technology to improve efficiency and effectiveness. The position requires a strong understanding of healthcare operations and information technology, as well as skills in project management, business analysis, and communication.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
5	Health IT Business Systems Analyst - Level II	Designs Health IT systems, user interfaces, & user experience. Works with business on business needs translation (User Stories, Requirements). - Intermediate Level. This role involves analyzing healthcare business processes and identifying opportunities to use technology to improve efficiency and effectiveness. The position requires a strong understanding of healthcare operations and information technology, as well as skills in project management,	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.



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		business analysis, and communication.			
6	Health IT Business Systems Analyst - Level III	Designs Health IT systems, user interfaces, & user experience. Works with business on business needs translation (User Stories, Requirements). Specialist Level. This role involves analyzing healthcare business processes and identifying opportunities to use technology to improve efficiency and effectiveness. The position requires a strong understanding of healthcare operations and information technology, as well as skills in project management, business analysis, and communication.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
7	Health IT Chief Information Security Officer	Provides information security leadership, governance, and guidance for the entire organization. This role involves overseeing the security of an organization's healthcare information systems, including protecting against cyber threats and ensuring compliance with industry regulations. The position requires a strong understanding of cybersecurity, healthcare IT, and risk management, as well as excellent communication and leadership skills.	Bachelor's, Master's Preferred	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
8	Health IT Chief Information Officer	Provides overall information systems leadership, governance, and guidance for the entire organization. This role involves overseeing an organization's healthcare IT systems and ensuring they meet the needs of healthcare operations. The position requires a strong understanding of healthcare IT, as well as skills in project management, strategic planning, and communication.	Bachelor's, Master's Preferred	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
9	Health IT Cloud Database Manager	Performs cloud database management activities and team leadership. (Database sizing, management) This role involves managing an organization's healthcare data in a cloud-based environment. The position requires a strong understanding of database management, cloud computing, and healthcare IT, as well as skills in project management, communication, and problem-solving. The Cloud Database Manager would be responsible for ensuring data security, reliability, and accessibility.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
10	Health IT Cloud Network/Security Architect Level I	Performs cloud network architecture, design, and migration activities. (AWS, Azure, Google, etc.) Also, has security expertise. This role involves designing and implementing secure network and security architectures for healthcare organizations'	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience



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		cloud environments. The position requires a strong understanding of network and security protocols, cloud computing, and healthcare IT, as well as skills in project management and communication.			
11	Health IT Cloud Network/Security Architect Level II	Performs cloud network architecture, design, and migration activities. (AWS, Azure, Google, etc.) - Also, has security expertise. - Intermediate Level. This role involves designing and implementing secure network and security architectures for healthcare organizations' cloud environments. The position requires a strong understanding of network and security protocols, cloud computing, and healthcare IT, as well as skills in project management and communication.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements.
12	Health IT Cloud Network/Security Architect Level III	Performs cloud network architecture, design, and migration activities. (AWS, Azure, Google, etc.) - Also, has security expertise - Expert Level. This role involves designing and implementing secure network and security architectures for healthcare organizations' cloud environments. The position requires a strong understanding of network and security protocols, cloud computing, and healthcare IT, as well as skills in project management and communication.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
13	Health IT Cloud Architect/Engineer Level I	Designs, migrates, and builds cloud systems (Public & Private) (AWS, Azure, Google) (Docker, Containers, Kubernetes). This role involves designing and implementing cloud-based healthcare IT systems and applications. The position requires a strong understanding of cloud computing, healthcare IT, and software development, as well as skills in project management, communication, and problem-solving.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience
14	Health IT Cloud Architect/Engineer Level II	Designs, migrates, and builds cloud systems (Public & Private) (AWS, Azure, Google) (Docker, Containers, Kubernetes)- Intermediate Level. This role involves designing and implementing cloud-based healthcare IT systems and applications. The position requires a strong understanding of cloud computing, healthcare IT, and software development, as well as skills in project management, communication, and problem-solving.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
15	Health IT Cloud	Designs, migrates, and builds cloud	Bachelor	5	Associate's





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	Architect/Engineer Level III	systems (Public & Private) (AWS, Azure, Google) (Dockers, Containers, Kubernetes)- Expert Level. This role involves designing and implementing cloud-based healthcare IT systems and applications. The position requires a strong understanding of cloud computing, healthcare IT, and software development, as well as skills in project management, communication, and problem-solving.			Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
16	Health IT Cloud Capacity and Financial Analyst Level I	Performs analysis with clients to implement cloud solutions to manage capacity and financials of Public Hybrid Cloud (AWS, Azure, Google) platforms. This role involves analyzing healthcare organizations' cloud usage and capacity needs, as well as developing and managing cloud computing budgets. The position requires a strong understanding of cloud computing, financial management, and healthcare IT, as well as skills in data analysis and communication.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
17	Health IT Cloud Capacity and Financial Manager Analyst Level II	Performs analysis with clients to implement cloud solutions to manage capacity and financials of Public Hybrid Cloud (AWS, Azure, Google) platforms. - Intermediate Level. This role involves analyzing healthcare organizations' cloud usage and capacity needs, as well as developing and managing cloud computing budgets. The position requires a strong understanding of cloud computing, financial management, and healthcare IT, as well as skills in data analysis and communication.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
18	Health IT Cloud Capacity and Financial Manager	Partners with clients to implement cloud solutions to manage capacity and financials of Public Hybrid Cloud (AWS, Azure, Google) platforms. - Specialist to Master Level. This role involves analyzing healthcare organizations' cloud usage and capacity needs, as well as developing and managing cloud computing budgets. The position requires a strong understanding of cloud computing, financial management, and healthcare IT, as well as skills in data analysis and communication.	Bachelor	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
19	Health IT Configuration Management Engineer - Level I	Provides technical configuration management support during the development process. (GIT Hub, etc.). This role involves developing and managing healthcare IT systems' configuration management processes to	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.





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		ensure they meet business needs and regulatory requirements. The position requires a strong understanding of configuration management, healthcare IT, and software development, as well as skills in project management and communication.			
20	Health IT Configuration Management Engineer - Level II	Provides technical configuration management support during the development process. (GIT Hub, etc.) - Intermediate Level. This role involves developing and managing healthcare IT systems' configuration management processes to ensure they meet business needs and regulatory requirements. The position requires a strong understanding of configuration management, healthcare IT, and software development, as well as skills in project management and communication.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
21	Health IT Configuration Management Engineer - Level III	Provides technical configuration management support during the development process. (GIT Hub, etc.) - Specialist Level to Master Level. This role involves developing and managing healthcare IT systems' configuration management processes to ensure they meet business needs and regulatory requirements. The position requires a strong understanding of configuration management, healthcare IT, and software development, as well as skills in project management and communication.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
22	Health IT Tech Consultant Level I	Provides strategy and technical consulting expertise - business process & digital transformation (ERP, SAP, Oracle, Salesforce). This role involves providing consulting services to healthcare organizations regarding their IT systems and applications. The position requires a strong understanding of healthcare IT, as well as skills in project management, communication, and problem-solving.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
23	Health IT Tech Consultant Level II	Provides strategy and technical consulting expertise - business process & digital transformation - Intermediate Level (ERP, SAP, Oracle, Salesforce). This role involves providing consulting services to healthcare organizations regarding their IT systems and applications. The position requires a strong understanding of healthcare IT, as well as skills in project management, communication, and	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be



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		problem-solving.			substituted for experience.
24	Health IT Tech Consultant Senior Level III	Provides strategy and technical consulting expertise - business process & digital transformation - Expert Level (ERP, SAP, Oracle, Salesforce). This role involves providing consulting services to healthcare organizations regarding their IT systems and applications. The position requires a strong understanding of healthcare IT, as well as skills in project management, communication, and problem-solving.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
25	Health IT Data Architect/Modeler Level I	Performs data architecture and modeling activities. This role involves designing and developing healthcare IT data models and architectures that support business needs and regulatory requirements. The position requires a strong understanding of healthcare data, database management, and healthcare IT, as well as skills in project management and communication.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
26	Health IT Data Architect/Modeler Level II	Performs data architecture and modeling activities. - Intermediate Level. This role involves designing and developing healthcare IT data models and architectures that support business needs and regulatory requirements. The position requires a strong understanding of healthcare data, database management, and healthcare IT, as well as skills in project management and communication.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
27	Health IT Data Architect/Modeler Level III	Performs data architecture and modeling activities. - Expert Level. This role involves designing and developing healthcare IT data models and architectures that support business needs and regulatory requirements. The position requires a strong understanding of healthcare data, database management, and healthcare IT, as well as skills in project management and communication.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
28	Health IT Data Security Administration Manager	Performs data and database security functions. This role involves overseeing healthcare organizations' data security systems and protocols to ensure compliance with industry regulations and protect against cyber threats. The position	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's



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		requires a strong understanding of data security, healthcare IT, and risk management, as well as excellent communication and leadership skills.			Degree requirements. Advanced Degrees can be substituted for experience.
29	Health IT Data Warehousing Administrator	Performs data warehouse, data lake, and database administration. This role involves managing healthcare organizations' data warehousing systems to ensure data quality, accessibility, and security. The position requires a strong understanding of data warehousing, database management, and healthcare IT, as well as skills in project management and communication.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
30	Health IT Data Warehousing Analyst	Performs Data Analysis on data warehouse, data lake projects. This role involves analyzing healthcare data to identify trends, patterns, and insights that can inform business decisions. The position requires a strong understanding of data analysis, healthcare data, and healthcare IT, as well as skills in communication and problem-solving.	Bachelor	1	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
31	Health IT Data Warehouse/Lake Project Manager	Manages Data Warehouse/Data Lake Projects using contemporary solutions (Agile, etc.). The Health IT Data Warehouse/Lake Project Manager is responsible for leading the development, implementation, and maintenance of data warehouse and data lake projects within the healthcare industry. They are responsible for ensuring that the project is delivered on time, within budget, and meets the needs of the organization. The Project Manager must have a thorough understanding of data warehousing and data lake architecture, as well as experience with project management methodologies, and healthcare industry regulations.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
32	Health IT Data/Configuration Management Specialist	Performs Data Warehouse/Lake Configuration Management activities. The Health IT Data/Configuration Management Specialist is responsible for managing and maintaining the configuration of healthcare IT systems, including the configuration of	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's



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		hardware, software, and data elements. They work to ensure the integrity of the data being used by healthcare providers and support staff, and may also be responsible for troubleshooting and resolving configuration issues that arise within healthcare IT systems. This role requires strong technical skills, attention to detail, and experience working within healthcare IT systems.			Degree requirements. Advanced Degrees can be substituted for experience.
33	Health IT Data Warehouse/Lake ETL Developer Level I	Performs Data Warehouse, data lake, and database development using contemporary solutions (Informatica, Snowflake, etc.). The Health IT Data Warehouse Developer is responsible for designing, developing, and maintaining data warehouses and associated data marts that store and retrieve healthcare data. This includes data modeling, ETL (extract, transform, load), data cleansing, and data validation to ensure data accuracy and quality. The role requires strong technical skills in data warehousing technologies, database design, programming languages, and data analysis tools.	Bachelor	1	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
34	Health IT Data Warehouse/Lake ETL Developer Level II	Performs Data Warehouse, data lake, and database development using contemporary solutions (Informatica, Snowflake, etc.) - Intermediate Level. The Health IT Data Warehouse Developer is responsible for designing, developing, and maintaining data warehouses and associated data marts that store and retrieve healthcare data. This includes data modeling, ETL (extract, transform, load), data cleansing, and data validation to ensure data accuracy and quality. The role requires strong technical skills in data warehousing technologies, database design, programming languages, and data analysis tools.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
35	Health IT Data Warehouse/Lake ETL Developer Level III	Performs Data Warehouse, data lake, and database development using contemporary solutions (Informatica, Snowflake, etc.) - Expert Level. The Health IT Data Warehouse Developer is responsible for designing, developing, and maintaining data warehouses and associated data marts that store and retrieve healthcare data. This includes data modeling, ETL (extract, transform, load), data cleansing, and data validation to ensure data accuracy and quality. The role requires	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.



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		strong technical skills in data warehousing technologies, database design, programming languages, and data analysis tools.			
36	Health IT Big Data/Analytics Engineer Level I	Provides Big Data and Business Reporting and Analytics expertise. The Health IT Big Data/Analytics Engineer is responsible for developing and maintaining the infrastructure required to support the collection, storage, processing, and analysis of large and complex healthcare data sets. The role involves designing and implementing big data solutions, using technologies such as Hadoop, Spark, and NoSQL databases, and developing analytics models to support data-driven decision-making. The role requires strong technical skills in data engineering, big data technologies, programming languages, and statistical analysis.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
37	Health IT Big Data/Analytics Engineer Level II	Provides Big Data and Business Reporting and Analytics expertise - Intermediate Level. The Health IT Big Data/Analytics Engineer is responsible for developing and maintaining the infrastructure required to support the collection, storage, processing, and analysis of large and complex healthcare data sets. The role involves designing and implementing big data solutions, using technologies such as Hadoop, Spark, and NoSQL databases, and developing analytics models to support data-driven decision-making. The role requires strong technical skills in data engineering, big data technologies, programming languages, and statistical analysis.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
38	Health IT Big Data/Analytics Engineer Level III	Provides Big Data and Business Reporting and Analytics expertise - Expert Level. The Health IT Big Data/Analytics Engineer is responsible for developing and maintaining the infrastructure required to support the collection, storage, processing, and analysis of large and complex healthcare data sets. The role involves designing and implementing big data solutions, using technologies such as Hadoop, Spark, and NoSQL databases, and developing analytics models to support data-driven decision-making. The role requires strong technical skills in data engineering, big data technologies, programming languages, and statistical analysis.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.



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39	Health IT Database Administrator Level I	Provides Database Administration development and support. The Health IT Database Administrator is responsible for ensuring the performance, availability, and security of healthcare databases. The role involves installing, configuring, and upgrading database systems, monitoring database performance, and troubleshooting issues that arise. The role requires strong technical skills in database administration, database security, and backup and recovery procedures.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
40	Health IT Database Administrator Level II	Provides Database Administration development and support. - Intermediate Level. The Health IT Database Administrator is responsible for ensuring the performance, availability, and security of healthcare databases. The role involves installing, configuring, and upgrading database systems, monitoring database performance, and troubleshooting issues that arise. The role requires strong technical skills in database administration, database security, and backup and recovery procedures.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
41	Health IT Database Administrator Level III	Provides Database Administration development and support. - Expert Level. The Health IT Database Administrator is responsible for ensuring the performance, availability, and security of healthcare databases. The role involves installing, configuring, and upgrading database systems, monitoring database performance, and troubleshooting issues that arise. The role requires strong technical skills in database administration, database security, and backup and recovery procedures.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
42	Health IT Database Manager	Functions as manager of database administration team and provides database development and administrative support. The Health IT Database Manager is responsible for overseeing the design, development, and maintenance of healthcare databases. The role involves managing a team of database administrators and ensuring that databases meet performance, security, and data quality standards. The role requires strong technical and leadership skills in database management, project management, and team management.	Bachelor	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
43	Health IT Disaster	Provides disaster recovery analysis,	Associates	3	An Associate's





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	Recovery Analyst Level II	support, and planning services. - Intermediate Level. The Health IT Disaster Recovery Analyst is responsible for developing and implementing disaster recovery plans for healthcare IT systems. The role involves identifying potential risks, developing recovery strategies, and testing recovery procedures to ensure the resilience of IT systems in the event of a disaster. The role requires strong technical skills in disaster recovery planning, risk management, and business continuity planning.			Degree, Military, and relevant experience can be substituted for experience.
44	Health IT Disaster Recovery Analyst Level III	Provides disaster recovery analysis, support, and planning services. - Expert Level. The Health IT Disaster Recovery Analyst is responsible for developing and implementing disaster recovery plans for healthcare IT systems. The role involves identifying potential risks, developing recovery strategies, and testing recovery procedures to ensure the resilience of IT systems in the event of a disaster. The role requires strong technical skills in disaster recovery planning, risk management, and business continuity planning.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
45	Health IT Disaster Recovery Administrator	Provides disaster recovery administration and planning services. The Health IT Disaster Recovery Administrator is responsible for ensuring the availability and reliability of healthcare IT systems in the event of a disaster. The role involves implementing and maintaining disaster recovery solutions, such as backup and recovery systems and redundant hardware and software. The role requires strong technical skills in disaster recovery planning, IT infrastructure, and network security.	Associates	5	An Associate's Degree, Military, and relevant experience can be substituted for experience.
46	Health IT Help Desk Specialist - Level I	Provides level one (1) help desk support in working with systems like ServiceNow. The Health IT Help Desk Specialist is responsible for providing technical support to healthcare professionals and patients who use IT systems. The role involves troubleshooting hardware and software issues, resolving user problems, and escalating issues as necessary. The role requires strong technical skills in IT support, customer service, and problem-solving.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
47	Health IT Help Desk Support	Provides level one (1) help desk support in working with systems like ServiceNow.	High School	3	Apprenticeship Programs,





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	Services Specialist - Level II	Has the ability to work with the customer to resolve minor technical issues. - Intermediate Level. The Health IT Help Desk Specialist is responsible for providing technical support to healthcare professionals and patients who use IT systems. The role involves troubleshooting hardware and software issues, resolving user problems, and escalating issues as necessary. The role requires strong technical skills in IT support, customer service, and problem-solving.			Internships, Military Training, or similar may be used as experience.
48	Health IT Help Desk Support Services Specialist - Level III	Provides level two (2) help desk support in working with systems Office 365. Has the ability to work with the customer to resolve major technical issues. - Specialist Level. The Health IT Help Desk Specialist is responsible for providing technical support to healthcare professionals and patients who use IT systems. The role involves troubleshooting hardware and software issues, resolving user problems, and escalating issues as necessary. The role requires strong technical skills in IT support, customer service, and problem-solving.	Associates	5	An Associate's Degree, Military, and relevant experience can be substituted for experience.
49	Health IT Help Desk Manager	Manages Help Desk personnel and efficiency of help desk processes and systems. The Health IT Help Desk Manager is responsible for managing a team of Help Desk Specialists who provide technical support to healthcare professionals and patients who use IT systems. The role involves overseeing the resolution of hardware and software issues, tracking and reporting performance metrics, and developing and implementing training programs. The role requires strong technical skills in IT support, customer service, and team management.	Bachelor	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
50	Health IT Information Systems Training Specialist - Level I	Provides information technology training for a variety of topics. The Health IT Information Systems Training Specialist is responsible for designing and delivering training programs for healthcare professionals and patients who use IT systems. The role involves developing training materials, conducting training sessions, and evaluating training effectiveness. The role requires strong technical skills in healthcare IT systems, training and development, and instructional design.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.



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51	Health IT Information Systems Training Specialist - Level II	Provides information technology training for a variety of topics. - Intermediate Level. The Health IT Information Systems Training Specialist is responsible for designing and delivering training programs for healthcare professionals and patients who use IT systems. The role involves developing training materials, conducting training sessions, and evaluating training effectiveness. The role requires strong technical skills in healthcare IT systems, training and development, and instructional design.	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.
52	Health IT Information Systems Training Specialist - Level III	Provides information technology training for a variety of topics. - Specialist Level. The Health IT Information Systems Training Specialist is responsible for designing and delivering training programs for healthcare professionals and patients who use IT systems. The role involves developing training materials, conducting training sessions, and evaluating training effectiveness. The role requires strong technical skills in healthcare IT systems, training and development, and instructional design.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
53	Health IT Network Engineer/Admin - Level I	Performs network engineering and administration activities. This involves, design, development, support, and integration of both Cloud and On-Premise networks/systems. The Health IT Network Engineer/Admin is responsible for designing, implementing, and maintaining healthcare network infrastructure. The role involves configuring and troubleshooting network devices, monitoring network performance, and ensuring network security. The role requires strong technical skills in networking technologies, network administration, and network security.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
54	Health IT Network Engineer/Admin - Level II	Performs network engineering and administration activities. This involves, design, development, support, and integration of both Cloud and On-Premise networks/systems. - Intermediate Level. The Health IT Network Engineer/Admin is responsible for designing, implementing, and maintaining healthcare network infrastructure. The role involves configuring and troubleshooting network devices, monitoring network performance, and ensuring network security. The role requires strong technical skills in	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.



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		networking technologies, network administration, and network security.			
55	Health IT Network Engineer/Admin - Level III	Performs network engineering and administration activities. This involves, design, development, support, and integration of both Cloud and On-Premise networks/systems. - Specialist Level. The Health IT Network Engineer/Admin is responsible for designing, implementing, and maintaining healthcare network infrastructure. The role involves configuring and troubleshooting network devices, monitoring network performance, and ensuring network security. The role requires strong technical skills in networking technologies, network administration, and network security.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
56	Health IT Network Operations Supervisor	Manages network operations and teams that include data centers and network. Ensures network and operations are meeting specific service level agreements. The Health IT Network Operations Supervisor is responsible for overseeing the day-to-day operations of healthcare network infrastructure. The role involves managing a team of network engineers and administrators, monitoring network performance, and ensuring network availability and reliability. The role requires strong technical and leadership skills in network operations, team management, and problem-solving.	Bachelor	6	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
57	Health IT Network Systems Manager	Manages specific systems and teams within network operations and data centers. The Health IT Network Systems Manager is responsible for managing the design, implementation, and maintenance of healthcare network systems. The role involves overseeing network engineers and administrators, coordinating with other IT teams, and ensuring the alignment of network systems with business goals. The role requires strong technical and leadership skills in network systems management, project management, and team management.	Bachelor	6	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
58	Health IT Network Planning Manager	Plans and manages the planning of network and data center operations that include capacity planning, cloud considerations, and service level agreement requirements. Also, works with vendors on solutions for network and data center optimization. The Health IT Network	Bachelor	6	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be



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		Planning Manager is responsible for planning, designing, and implementing the network infrastructure of a healthcare organization. They develop and maintain the network architecture, ensure network security, and manage network capacity to ensure reliable and efficient operation.			substituted for experience.
59	Health IT Project Coordinator	Performs project coordination activities for individual programs and projects. Works under the direction of a Program or Project manager. The Health IT Project Coordinator is responsible for coordinating and monitoring the progress of health IT projects. They ensure that project objectives are met within the scope, budget, and timeline. They also facilitate communication between project teams and stakeholders, identify and mitigate project risks, and maintain project documentation.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
60	Health IT Project Manager – Level I	Performs project management on small-medium projects or works on teams with large projects in supporting Project Management and PMO activities. The Health IT Project Manager is responsible for leading and managing health IT projects. They plan and organize project activities, develop project schedules, manage project budgets, and ensure project deliverables meet quality standards. They also oversee project teams, coordinate stakeholder communication, and manage project risks.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
61	Health IT Project Manager – Level II	Performs project management on medium projects and works on teams with large projects supporting Project Management and PMO activities. - Intermediate Level. The Health IT Project Manager is responsible for leading and managing health IT projects. They plan and organize project activities, develop project schedules, manage project budgets, and ensure project deliverables meet quality standards. They also oversee project teams, coordinate stakeholder communication, and manage project risks.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
62	Health IT Project Manager – Level III	Performs project management activities on large projects. Leading teams on large projects is an integral part of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Specialist Level. The Health IT Project Manager is responsible for leading and	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements.



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		managing health IT projects. They plan and organize project activities, develop project schedules, manage project budgets, and ensure project deliverables meet quality standards. They also oversee project teams, coordinate stakeholder communication, and manage project risks.			Advanced Degrees can be substituted for experience.
63	Health IT Program Manager - Level IV	Performs program/project management activities on multiple large projects across the enterprise. Leading multiple teams on large projects is an integral part of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Expert Level. The Health IT Program Manager is responsible for overseeing multiple health IT projects within a program. They ensure that program goals are met, manage program budgets, and coordinate program activities across multiple project teams. They also provide strategic guidance and direction to project managers and stakeholders.	Bachelor	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
64	Health IT Program Executive	Functions as the overall PMO Lead or part of the PMO Leadership team. Performs program management activities on multiple large projects across the enterprise. Interacts with client executive leadership teams and sets direction of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Master Level. The Health IT Program Executive is responsible for overseeing the development and implementation of health IT programs within an organization. They work with various stakeholders to identify the needs of the organization and develop strategies to meet those needs. They oversee the budget, timelines, and resource allocation for the program, and ensure that it is aligned with the organization's overall goals.	Bachelor	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
65	Health IT Scrum Master Level I	Manages timelines, resolves problems, and coaches team members on Agile methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. The Health IT Scrum Master is responsible for ensuring that the Agile	Bachelor	1	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be



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		Scrum methodology is implemented effectively in the development of health IT products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the team is working collaboratively to deliver high-quality products on time.			substituted for experience.
66	Health IT Scrum Master Level II	Manages timelines, resolves problems, and coaches team members on Agile methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. - Intermediate Level. The Health IT Scrum Master is responsible for ensuring that the Agile Scrum methodology is implemented effectively in the development of health IT products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the team is working collaboratively to deliver high-quality products on time.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
67	Health IT Scrum Master Level III	Manages timelines, resolves problems, and coaches team members on Agile methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. - Specialist Level. The Health IT Scrum Master is responsible for ensuring that the Agile Scrum methodology is implemented effectively in the development of health IT products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the team is working collaboratively to deliver high-quality products on time.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
68	Health IT Scrum Master Level IV	Manages timelines, resolves problems, and coaches team members on Agile methodologies. Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support. - Expert Level. The Health IT Scrum Master is responsible for ensuring	Bachelor	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.





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		that the Agile Scrum methodology is implemented effectively in the development of health IT products. They facilitate the scrum process, remove any obstacles that may impede the team's progress, and ensure that the team is working collaboratively to deliver high-quality products on time.			
69	Health IT Agile Product Owner (SAFe)	Functions as a member of the Agile Team responsible for defining Stories and prioritizing the Team Backlog to streamline the execution of program priorities while maintaining the conceptual and technical integrity of the Features or components for the team. The Health IT Agile Product Owner is responsible for defining and prioritizing the features and functionality of health IT products. They work with stakeholders to identify user needs and translate those needs into product requirements. They also work closely with the development team to ensure that the product is meeting user needs and is delivered on time and within budget.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
70	Health IT Agile Release Train Engineer (RTE)	Facilitates the Agile Release Train (ART) events and processes and assist the teams in delivering value. RTEs communicate with stakeholders, escalate impediments, help manage risk, and drive relentless improvement. They are certified by SAFe as an RTE. The Health IT Agile Release Train Engineer is responsible for coordinating the release of health IT products across multiple development teams. They ensure that the teams are working collaboratively and that the release is delivered on time and within budget. They also manage any risks and dependencies that may arise during the release process.	Bachelor	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
71	Health IT Agile Coach SPC (SAFe) Level I	Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablement's. They are certified by SAFe as an SPC. The Health IT Agile Coach SPC is responsible for coaching and mentoring development teams on Agile methodologies. They work with the teams	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.





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		to ensure that they are following Agile best practices, and help to identify any areas for improvement. They also work with the organization's leadership to promote Agile principles and practices throughout the organization.			
72	Health IT Agile Coach SPC (SAFe) Level II	Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablement's. They are certified by SAFe as an SPC. - Intermediate Level. The Health IT Agile Coach SPC is responsible for coaching and mentoring development teams on Agile methodologies. They work with the teams to ensure that they are following Agile best practices, and help to identify any areas for improvement. They also work with the organization's leadership to promote Agile principles and practices throughout the organization.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
73	Health IT Agile Coach SPC (SAFe) Level III	Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablement's. They are certified by SAFe as an SPC. Specialist-Master Level. The Health IT Agile Coach SPC is responsible for coaching and mentoring development teams on Agile methodologies. They work with the teams to ensure that they are following Agile best practices, and help to identify any areas for improvement. They also work with the organization's leadership to promote Agile principles and practices throughout the organization.	Bachelor	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
74	Health IT Quality Assurance Technician - Level I	Performs Information Systems Testing & Quality Assurance. System, User Acceptance, Performance Testing. The Health IT Quality Assurance Technician is responsible for ensuring the quality of health IT products. They perform testing and analysis to identify any defects or issues with the product, and work with the development team to resolve those issues.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.



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		They also ensure that the product meets regulatory and compliance requirements.			
75	Health IT Quality Assurance Technician - Level II	Performs Information Systems Testing & Quality Assurance. System, User Acceptance, Performance Testing - Intermediate Level. The Health IT Quality Assurance Technician is responsible for ensuring the quality of health IT products. They perform testing and analysis to identify any defects or issues with the product, and work with the development team to resolve those issues. They also ensure that the product meets regulatory and compliance requirements.	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.
76	Health IT Quality Assurance Technician - Level III	Performs Information Systems Testing & Quality Assurance. System, User Acceptance, Performance Testing. - Specialist Level. The Health IT Quality Assurance Technician is responsible for ensuring the quality of health IT products. They perform testing and analysis to identify any defects or issues with the product, and work with the development team to resolve those issues. They also ensure that the product meets regulatory and compliance requirements.	Bachelor	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
77	Health IT Enterprise Architect Level I	Establishes a technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities. The Health IT Enterprise Architect is responsible for designing and implementing the organization's health IT infrastructure. They work with stakeholders to identify the organization's IT needs, and develop a strategy to meet those needs. They also ensure that the organization's IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelor	1	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
78	Health IT Enterprise Architect Level II	Establishes a technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities. - Intermediate Level. The Health IT Enterprise Architect is responsible for designing and implementing the organization's health IT infrastructure. They work with stakeholders to identify the organization's IT needs, and develop a strategy to meet those needs. They also ensure that the organization's IT systems are secure, reliable, and scalable, and are aligned with the organization's	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.



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		overall goals and objectives.			
79	Health IT Enterprise Architect Level III	Establishes a technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities. - Specialist Level. The Health IT Enterprise Architect is responsible for designing and implementing the organization's health IT infrastructure. They work with stakeholders to identify the organization's IT needs, and develop a strategy to meet those needs. They also ensure that the organization's IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
80	Health IT Systems Architect Level I	Perform specific system architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. The Health IT Systems Architect is responsible for designing and implementing the overall architecture of health IT systems. They work with stakeholders to identify the organization's IT needs and develop a strategy to meet those needs. They also ensure that the IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
81	Health IT Systems Architect Level II	Perform specific system architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. - Intermediate Level. The Health IT Systems Architect is responsible for designing and implementing the overall architecture of health IT systems. They work with stakeholders to identify the organization's IT needs and develop a strategy to meet those needs. They also ensure that the IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
82	Health IT Systems Architect Level III	Perform specific system architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. - Specialist Level. The Health IT Systems Architect is responsible for designing and implementing the overall architecture of health IT systems. They work with stakeholders to identify the organization's IT needs and develop a strategy to meet	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be



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		those needs. They also ensure that the IT systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.			substituted for experience.
83	Health IT Software Developer/Systems Engineer - Level I	Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, SAP, AWS, Salesforce, etc.). The Health IT Software Developer/Systems Engineer is responsible for developing and maintaining health IT software systems. They work with stakeholders to identify user needs and develop software solutions to meet those needs. They also ensure that the software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.
84	Health IT Software Developer/Systems Engineer – Level II	Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, SAP, AWS, Salesforce, etc.) - Intermediate Level. The Health IT Software Developer/Systems Engineer is responsible for developing and maintaining health IT software systems. They work with stakeholders to identify user needs and develop software solutions to meet those needs. They also ensure that the software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
85	Health IT Software Developer/Systems Engineer – Level III	Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, SAP, AWS, Salesforce, etc.) - Specialist Level. The Health IT Software Developer/Systems Engineer is responsible for developing and maintaining health IT software systems. They work with stakeholders to identify user needs and develop software solutions to meet those needs. They also ensure that the software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
86	Health IT Systems Administrator - Level I	Performs systems administration and support activities. The Health IT Systems Administrator is responsible for the daily operation and maintenance of health IT systems. They ensure that the systems are up and running and that they meet the organization's performance and security requirements. They also monitor the	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.



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		systems for any issues or anomalies and work with the technical team to resolve them.			
87	Health IT Systems Administrator - Level II	Performs systems administration and support activities. - Intermediate Level. The Health IT Systems Administrator is responsible for the daily operation and maintenance of health IT systems. They ensure that the systems are up and running and that they meet the organization's performance and security requirements. They also monitor the systems for any issues or anomalies and work with the technical team to resolve them.	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.
88	Health IT Systems Administrator - Level III	Performs systems administration and support activities. - Specialist Level. The Health IT Systems Administrator is responsible for the daily operation and maintenance of health IT systems. They ensure that the systems are up and running and that they meet the organization's performance and security requirements. They also monitor the systems for any issues or anomalies and work with the technical team to resolve them.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
89	Health IT Technical Writer/Documentation Specialist - Level I	Performs technical writing and documentation activities as a part of projects or initiatives. The Health IT Technical Writer/Documentation Specialist is responsible for creating and maintaining technical documentation for health IT systems. They work with the technical team to understand the system architecture and functionality and create user manuals, technical guides, and other documentation. They also ensure that the documentation is accurate, up-to-date, and meets regulatory and compliance requirements.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
90	Health IT Technical Writer/Documentation Specialist - Level II	Performs technical writing and documentation activities as a part of projects or initiatives. - Intermediate Level. The Health IT Technical Writer/Documentation Specialist is responsible for creating and maintaining technical documentation for health IT systems. They work with the technical team to understand the system architecture and functionality and create user manuals, technical guides, and other documentation. They also ensure that the documentation is accurate, up-to-date, and meets regulatory	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.



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		and compliance requirements.			
91	Health IT Technical Writer/Documentation Specialist - Level III	Performs technical writing and documentation activities as a part of projects or initiatives. - Specialist Level. The Health IT Technical Writer/Documentation Specialist is responsible for creating and maintaining technical documentation for health IT systems. They work with the technical team to understand the system architecture and functionality and create user manuals, technical guides, and other documentation. They also ensure that the documentation is accurate, up-to-date, and meets regulatory and compliance requirements.	Associates	5	An Associate's Degree, Military, and relevant experience can be substituted for experience.
92	Health IT Test Engineer HW/SW Level I	Performs testing on complete platforms & solutions. Platform System, User Acceptance, Performance Testing. The Health IT Test Engineer Hardware/Software is responsible for testing health IT hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements.	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
93	Health IT Test Engineer HW/SW Level II	Performs testing on complete platforms & solutions. Platform System, User Acceptance, Performance Platform Testing. Intermediate Level. The Health IT Test Engineer Hardware/Software is responsible for testing health IT hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements.	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.
94	Health IT Test Engineer HW/SW Level III	Performs testing on complete platforms & solutions. Platform System, User Acceptance, Performance Platform Testing. Specialist Level. The Health IT Test Engineer Hardware/Software is responsible for testing health IT hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements.	Bachelor	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
95	Health IT Test Engineer HW/SW	Performs testing on complete platforms & solutions. Platform System, User	Bachelor	8	Bachelor's Degree equal to





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	Level IV	Acceptance, Performance Platform Testing. Expert Level. The Health IT Test Engineer Hardware/Software is responsible for testing health IT hardware and software systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the system meets regulatory and compliance requirements.			two years of relevant experience. Advanced Degrees can be substituted for experience.
96	Health IT Test Lead/Manager	Leads testing teams and develops test strategy & plans. The Health IT Test Lead/Manager is responsible for leading and managing the testing of health IT systems. They work with the technical team to identify test scenarios and develop test plans to validate the system's functionality. They also ensure that the testing is completed on time and within budget and that the system meets regulatory and compliance requirements. They also manage the testing team and ensure that they are following best practices and processes.	Bachelor	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
97	Health IT Web Content/Security Administrator	Performs Web Security, Content administration and Site Reliability support. The Health IT Web Content/Security Administrator is responsible for managing and securing the organization's web content. They ensure that the content is up-to-date, accurate, and aligned with the organization's goals and objectives. They also ensure that the web content is secure and protected from unauthorized access or attacks.	Bachelor	2	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
98	Health IT Web Content Analyst/Designer	Provides analysis and design on web content as well as user interface and user experience expertise. The Health IT Web Content Analyst/Designer is responsible for creating and analyzing web content for health IT systems. They work with stakeholders to identify user needs and develop web content solutions to meet those needs. They also ensure that the web content is accessible, user-friendly, and aligned with the organization's goals and objectives.	Bachelor	2	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
99	Health IT Web Software Developer	Performs Web and Content Development. The Health IT Web Software Developer is responsible for developing and maintaining web-based health IT software systems. They work with stakeholders to identify	Bachelor	3	Associate's Degree with experience requirements can be substituted for





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		user needs and develop software solutions to meet those needs. They also ensure that the web software systems are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.			Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
100	Health IT Web Technical Administrator	Performs technical administration and configuration activities on web platforms. The Health IT Web Technical Administrator is responsible for the technical operation and maintenance of web-based health IT systems. They ensure that the systems are up and running and that they meet the organization's performance and security requirements. They also monitor the systems for any issues or anomalies and work with the technical team to resolve them.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
101	Health IT Artificial Intelligence/Machine Learning Engineer Level I	Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. The Health IT Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for health IT systems. They work with stakeholders to identify opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelor	1	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
102	Health IT Artificial Intelligence/Machine Learning Engineer Level II	Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Intermediate Level. The Health IT Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for health IT systems. They work with stakeholders to identify opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
103	Health IT Artificial Intelligence/Machine Learning Engineer Level III	Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. -	Bachelor	5	Associate's Degree with experience requirements can



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		Specialist Level. The Health IT Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for health IT systems. They work with stakeholders to identify opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.			be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
104	Health IT Artificial Intelligence/Machine Learning Engineer Level IV	Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Expert Level. The Health IT Artificial Intelligence/Machine Learning Engineer is responsible for developing and implementing AI/ML algorithms and models for health IT systems. They work with stakeholders to identify opportunities for AI/ML solutions and develop models to solve complex problems. They also ensure that the AI/ML models are secure, reliable, and scalable, and are aligned with the organization's overall goals and objectives.	Bachelor	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
105	Health IT Data Scientist Level I	Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. The Health IT Data Scientist is responsible for analyzing large and complex health data sets to identify trends and patterns that can be used to improve health outcomes. They work with stakeholders to understand data needs and develop data-driven solutions to improve health care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements.	Bachelor	1	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
106	Health IT Data Scientist Level II	Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. - Intermediate Level. The Health IT Data Scientist is responsible for analyzing large and complex health data sets to identify trends and patterns that can be used to improve health outcomes. They work with	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for



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		stakeholders to understand data needs and develop data-driven solutions to improve health care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements.			experience.
107	Health IT Data Scientist Level III	Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. - Specialist Level. The Health IT Data Scientist is responsible for analyzing large and complex health data sets to identify trends and patterns that can be used to improve health outcomes. They work with stakeholders to understand data needs and develop data-driven solutions to improve health care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements.	Bachelor	5	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
108	Health IT Data Scientist Level IV/Manager	Analyzes, designs, and develops data-driven solutions explicitly tailored toward the needs of an organization. More specifically, they use analytical, statistical, and programming skills on large data sets to derive these models and solutions. - Expert Level. The Health IT Data Scientist Manager is responsible for leading and managing a team of data scientists in the analysis of large and complex health data sets. They work with stakeholders to understand data needs and develop data-driven solutions to improve health care delivery. They also ensure that the data is secure, accurate, and meets regulatory and compliance requirements. They also manage the data science team and ensure that they are following best practices and processes.	Bachelor	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
109	Health IT Cyber Security Analyst/Engineer Level I	Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. The Health IT Cyber Security Analyst/Engineer is responsible for protecting the	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.



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		organization's health IT systems and data from cyber threats. They work with stakeholders to identify security risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements.			
110	Health IT Cyber Security Analyst/Engineer Level II	Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Intermediate Level. The Health IT Cyber Security Analyst/Engineer is responsible for protecting the organization's health IT systems and data from cyber threats. They work with stakeholders to identify security risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
111	Health IT Cyber Security Analyst/Engineer Level III	Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team test, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Specialist Level. The Health IT Cyber Security Analyst/Engineer is responsible for protecting the organization's health IT systems and data from cyber threats. They work with stakeholders to identify security risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements.	Bachelor	5	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
112	Health IT Cyber Security	Identify threats and vulnerabilities in systems and software, then apply their	Bachelor	5	Bachelor's Degree equal to



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	Analyst/Engineer Level IV	skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team testing, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Expert Level. The Health IT Cyber Security Analyst/Engineer is responsible for protecting the organization's health IT systems and data from cyber threats. They work with stakeholders to identify security risks and vulnerabilities and develop solutions to mitigate those risks. They also ensure that the security systems and protocols are up-to-date, effective, and meet regulatory and compliance requirements.			two years of relevant experience. Advanced Degrees can be substituted for experience.
113	Health IT Cyber Security Analyst/Engineer Level V/Manager	Identify threats and vulnerabilities in systems and software, then apply their skills to developing and implementing high-tech solutions to defend against hacking, malware and ransomware, insider threats, and all types of cybercrime. This may include cyber assessments, penetration testing, tiger team test, vulnerability testing, web/site crawling, etc. Also, addressing potential vulnerabilities at all levels within an organization. - Master Level. The Health IT Cyber Security Analyst/Engineer Manager is responsible for designing, implementing, and maintaining the cyber security infrastructure of healthcare IT systems. They are responsible for identifying potential vulnerabilities, developing strategies to mitigate risks, and ensuring that the IT systems comply with industry and regulatory standards. The Manager also leads a team of Cyber Security Analysts and Engineers, manages projects, and ensures that the team delivers high-quality results.	Bachelor	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
114	Health IT Business Intelligence/Analytics Analyst Level I	Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for the efficient collection and evaluation of BI data. The Health IT Business Intelligence/Analytics Analyst is responsible for analyzing and interpreting data to help healthcare	Associates	1	An Associate's Degree, Military, and relevant experience can be substituted for experience.



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		organizations make informed decisions. They collect, process, and analyze data from various sources, identify trends, and provide recommendations to improve organizational performance. They use data visualization tools to communicate insights and collaborate with other teams to develop strategies for continuous improvement.			
115	Health IT Business Intelligence/Analytics Analyst Level II	Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for the efficient collection and evaluation of BI data. - Intermediate Level. The Health IT Business Intelligence/Analytics Analyst is responsible for analyzing and interpreting data to help healthcare organizations make informed decisions. They collect, process, and analyze data from various sources, identify trends, and provide recommendations to improve organizational performance. They use data visualization tools to communicate insights and collaborate with other teams to develop strategies for continuous improvement.	Bachelor	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
116	Health IT Business Intelligence/Analytics Analyst Level III	Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for efficient collection and evaluation of BI data. - Specialist Level. The Health IT Business Intelligence/Analytics Analyst is responsible for analyzing and interpreting data to help healthcare organizations make informed decisions. They collect, process, and analyze data from various sources, identify trends, and provide recommendations to improve organizational performance. They use data visualization tools to communicate insights and collaborate with other teams to develop strategies for continuous improvement.	Bachelor	5	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
117	Health IT Business Intelligence/Analytics Analyst Level IV/Manager	Analyzes, designs, implements, and maintains systems used to collect and analyze business intelligence data. They create dashboards, databases, and other platforms that allow for the efficient collection and evaluation of BI data. -	Bachelor	8	Bachelor's Degree equal to two years of relevant experience. Advanced





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		Master Level. The Health IT Business Intelligence/Analytics Manager is responsible for leading a team of Business Intelligence/Analytics Analysts. They develop and implement data management policies, procedures, and standards to ensure data quality, accuracy, and consistency. They provide strategic guidance to the team, establish goals and objectives, and ensure that the team meets deadlines and delivers high-quality results. The Manager also collaborates with other teams to develop business intelligence strategies and initiatives.			Degrees can be substituted for experience.
118	Health IT ESG Consultant Level I	Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL). The Health IT ESG Consultant is responsible for advising healthcare organizations on Environmental, Social, and Governance (ESG) issues. They help organizations identify ESG risks and opportunities, develop ESG strategies, and measure and report on ESG performance. They also help organizations comply with ESG regulations and standards, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).	Bachelor	1	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
119	Health IT ESG Consultant Level II	Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL) - Intermediate Level. The Health IT ESG Consultant is responsible for advising healthcare organizations on Environmental, Social, and Governance (ESG) issues. They help organizations identify ESG risks and opportunities, develop ESG strategies, and measure and report on ESG performance. They also help organizations comply with ESG regulations and standards, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).	Bachelor	3	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.
120	Health IT ESG Consultant Level III	Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL) - Specialist Level. The Health IT ESG Consultant is responsible for advising healthcare organizations on Environmental, Social, and Governance (ESG) issues. They help organizations identify ESG risks and opportunities, develop ESG strategies, and	Bachelor	5	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.



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		measure and report on ESG performance. They also help organizations comply with ESG regulations and standards, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).			
121	Health IT ESG Consultant Level IV/Manager	Partners with clients on ESG Consulting and implementing ESG/ESEF solutions (Workiva, Parseport, AxiomSL) - Expert Level. The Health IT ESG Consultant Manager is responsible for leading a team of ESG Consultants. They develop and implement ESG policies, procedures, and standards, and provide strategic guidance to the team. They also collaborate with other teams to integrate ESG considerations into business strategies and initiatives. The Manager ensures that the team meets deadlines and delivers high-quality results, and also builds relationships with clients and stakeholders.	Bachelor	8	Bachelor's Degree equal to two years of relevant experience. Advanced Degrees can be substituted for experience.

### 3.2.2 Labor Category Rates (SIN 54151HEAL/54151HEALSTLOC)

Cat.	Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5
		04/18/2023-04/17/2024	04/18/2024-04/17/2025	04/18/2025-04/17/2026	04/18/2026-04/17/2027	04/18/2027-04/17/2028
1	Health IT Applications Systems Analyst/Programmer Level I	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
2	Health IT Applications Systems Analyst/ Programmer – Level II	\$65.59	\$65.59	\$65.59	\$65.59	\$65.59
3	Health IT Applications Systems Analyst/ Programmer – Level III	\$79.65	\$79.65	\$79.65	\$79.65	\$79.65
4	Health IT Business Systems Analyst - Level I	\$56.22	\$56.22	\$56.22	\$56.22	\$56.22
5	Health IT Business Systems Analyst - Level II	\$65.59	\$65.59	\$65.59	\$65.59	\$65.59
6	Health IT Business Systems Analyst - Level III	\$74.96	\$74.96	\$74.96	\$74.96	\$74.96
7	Health IT Chief Information Security Officer	\$243.63	\$243.63	\$243.63	\$243.63	\$243.63
8	Health IT Chief Information Officer	\$257.68	\$257.68	\$257.68	\$257.68	\$257.68
9	Health IT Cloud Database Manager	\$103.07	\$103.07	\$103.07	\$103.07	\$103.07
10	Health IT Cloud Network/Security Architect Level I	\$89.02	\$89.02	\$89.02	\$89.02	\$89.02



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11	Health IT Cloud Network/Security Architect Level II	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
12	Health IT Cloud Network/Security Architect Level III	\$149.92	\$149.92	\$149.92	\$149.92	\$149.92
13	Health IT Cloud Architect/Engineer Level I	\$89.02	\$89.02	\$89.02	\$89.02	\$89.02
14	Health IT Cloud Architect/Engineer Level II	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
15	Health IT Cloud Architect/Engineer Level III	\$149.92	\$149.92	\$149.92	\$149.92	\$149.92
16	Health IT Cloud Capacity and Financial Analyst Level I	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
17	Health IT Cloud Capacity and Financial Manager Analyst Level II	\$149.92	\$149.92	\$149.92	\$149.92	\$149.92
18	Health IT Cloud Capacity and Financial Manager	\$199.59	\$199.59	\$199.59	\$199.59	\$199.59
19	Health IT Configuration Management Engineer - Level I	\$65.59	\$65.59	\$65.59	\$65.59	\$65.59
20	Health IT Configuration Management Engineer - Level II	\$80.58	\$80.58	\$80.58	\$80.58	\$80.58
21	Health IT Configuration Management Engineer - Level III	\$101.20	\$101.20	\$101.20	\$101.20	\$101.20
22	Health IT Tech Consultant Level I	\$74.96	\$74.96	\$74.96	\$74.96	\$74.96
23	Health IT Tech Consultant Level II	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
24	Health IT Tech Consultant Senior Level III	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
25	Health IT Data Architect/Modeler Level I	\$74.96	\$74.96	\$74.96	\$74.96	\$74.96
26	Health IT Data Architect/Modeler Level II	\$103.07	\$103.07	\$103.07	\$103.07	\$103.07
27	Health IT Data Architect/Modeler Level III	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
28	Health IT Data Security Administration Manager	\$121.81	\$121.81	\$121.81	\$121.81	\$121.81
29	Health IT Data Warehousing Administrator	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
30	Health IT Data Warehousing Analyst	\$74.96	\$74.96	\$74.96	\$74.96	\$74.96
31	Health IT Data Warehouse/Lake Project Manager	\$140.55	\$140.55	\$140.55	\$140.55	\$140.55
32	Health IT Data/Configuration Management Specialist	\$103.07	\$103.07	\$103.07	\$103.07	\$103.07
33	Health IT Data Warehouse/Lake ETL Developer Level I	\$89.02	\$89.02	\$89.02	\$89.02	\$89.02
34	Health IT Data Warehouse/Lake ETL Developer Level II	\$107.76	\$107.76	\$107.76	\$107.76	\$107.76
35	Health IT Data Warehouse/Lake ETL Developer Level III	\$121.81	\$121.81	\$121.81	\$121.81	\$121.81



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36	Health IT Big Data/Analytics Engineer Level I	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
37	Health IT Big Data/Analytics Engineer Level II	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
38	Health IT Big Data/Analytics Engineer Level III	\$121.81	\$121.81	\$121.81	\$121.81	\$121.81
39	Health IT Database Administrator Level I	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
40	Health IT Database Administrator Level II	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
41	Health IT Database Administrator Level III	\$121.81	\$121.81	\$121.81	\$121.81	\$121.81
42	Health IT Database Manager	\$126.50	\$126.50	\$126.50	\$126.50	\$126.50
43	Health IT Disaster Recovery Analyst Level II	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
44	Health IT Disaster Recovery Analyst Level III	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
45	Health IT Disaster Recovery Administrator	\$107.76	\$107.76	\$107.76	\$107.76	\$107.76
46	Health IT Help Desk Specialist - Level I	\$51.54	\$51.54	\$51.54	\$51.54	\$51.54
47	Health IT Help Desk Support Services Specialist - Level II	\$56.22	\$56.22	\$56.22	\$56.22	\$56.22
48	Health IT Help Desk Support Services Specialist - Level III	\$70.28	\$70.28	\$70.28	\$70.28	\$70.28
49	Health IT Help Desk Manager	\$80.58	\$80.58	\$80.58	\$80.58	\$80.58
50	Health IT Information Systems Training Specialist - Level I	\$56.22	\$56.22	\$56.22	\$56.22	\$56.22
51	Health IT Information Systems Training Specialist - Level II	\$65.59	\$65.59	\$65.59	\$65.59	\$65.59
52	Health IT Information Systems Training Specialist - Level III	\$74.96	\$74.96	\$74.96	\$74.96	\$74.96
53	Health IT Network Engineer/Admin - Level I	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
54	Health IT Network Engineer/Admin - Level II	\$70.28	\$70.28	\$70.28	\$70.28	\$70.28
55	Health IT Network Engineer/Admin - Level III	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
56	Health IT Network Operations Supervisor	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
57	Health IT Network Systems Manager	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
58	Health IT Network Planning Manager	\$121.81	\$121.81	\$121.81	\$121.81	\$121.81
59	Health IT Project Coordinator	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
60	Health IT Project Manager – Level I	\$70.28	\$70.28	\$70.28	\$70.28	\$70.28
61	Health IT Project Manager – Level II	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
62	Health IT Project Manager – Level III	\$126.50	\$126.50	\$126.50	\$126.50	\$126.50



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63	Health IT Program Manager - Level IV	\$154.61	\$154.61	\$154.61	\$154.61	\$154.61
64	Health IT Program Executive	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
65	Health IT Scrum Master Level I	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
66	Health IT Scrum Master Level II	\$140.55	\$140.55	\$140.55	\$140.55	\$140.55
67	Health IT Scrum Master Level III	\$168.66	\$168.66	\$168.66	\$168.66	\$168.66
68	Health IT Scrum Master Level IV	\$206.15	\$206.15	\$206.15	\$206.15	\$206.15
69	Health IT Agile Product Owner (SAFe)	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
70	Health IT Agile Release Train Engineer (RTE)	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
71	Health IT Agile Coach SPC (SAFe) Level I	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
72	Health IT Agile Coach SPC (SAFe) Level II	\$210.83	\$210.83	\$210.83	\$210.83	\$210.83
73	Health IT Agile Coach SPC (SAFe) Level III	\$234.26	\$234.26	\$234.26	\$234.26	\$234.26
74	Health IT Quality Assurance Technician - Level I	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
75	Health IT Quality Assurance Technician - Level II	\$71.21	\$71.21	\$71.21	\$71.21	\$71.21
76	Health IT Quality Assurance Technician - Level III	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
77	Health IT Enterprise Architect Level I	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
78	Health IT Enterprise Architect Level II	\$140.55	\$140.55	\$140.55	\$140.55	\$140.55
79	Health IT Enterprise Architect Level III	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
80	Health IT Systems Architect Level I	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
81	Health IT Systems Architect Level II	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
82	Health IT Systems Architect Level III	\$131.18	\$131.18	\$131.18	\$131.18	\$131.18
83	Health IT Software Developer/Systems Engineer - Level I	\$70.28	\$70.28	\$70.28	\$70.28	\$70.28
84	Health IT Software Developer/Systems Engineer – Level II	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
85	Health IT Software Developer/Systems Engineer – Level III	\$107.76	\$107.76	\$107.76	\$107.76	\$107.76
86	Health IT Systems Administrator - Level I	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
87	Health IT Systems Administrator - Level II	\$70.28	\$70.28	\$70.28	\$70.28	\$70.28
88	Health IT Systems Administrator - Level III	\$79.65	\$79.65	\$79.65	\$79.65	\$79.65



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89	Health IT Technical Writer/Documentation Specialist - Level I	\$56.22	\$56.22	\$56.22	\$56.22	\$56.22
90	Health IT Technical Writer/Documentation Specialist - Level II	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
91	Health IT Technical Writer/Documentation Specialist - Level III	\$65.59	\$65.59	\$65.59	\$65.59	\$65.59
92	Health IT Test Engineer HW/SW Level I	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
93	Health IT Test Engineer HW/SW Level II	\$71.21	\$71.21	\$71.21	\$71.21	\$71.21
94	Health IT Test Engineer HW/SW Level III	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
95	Health IT Test Engineer HW/SW Level IV	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
96	Health IT Test Lead/Manager	\$103.07	\$103.07	\$103.07	\$103.07	\$103.07
97	Health IT Web Content/Security Administrator	\$70.28	\$70.28	\$70.28	\$70.28	\$70.28
98	Health IT Web Content Analyst/Designer	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
99	Health IT Web Software Developer	\$107.76	\$107.76	\$107.76	\$107.76	\$107.76
100	Health IT Web Technical Administrator	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
101	Health IT Artificial Intelligence/Machine Learning Engineer Level I	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
102	Health IT Artificial Intelligence/Machine Learning Engineer Level II	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
103	Health IT Artificial Intelligence/Machine Learning Engineer Level III	\$154.61	\$154.61	\$154.61	\$154.61	\$154.61
104	Health IT Artificial Intelligence/Machine Learning Engineer Level IV	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
105	Health IT Data Scientist Level I	\$74.96	\$74.96	\$74.96	\$74.96	\$74.96
106	Health IT Data Scientist Level II	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
107	Health IT Data Scientist Level III	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
108	Health IT Data Scientist Level IV/Manager	\$131.18	\$131.18	\$131.18	\$131.18	\$131.18
109	Health IT Cyber Security Analyst/Engineer Level I	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
110	Health IT Cyber Security Analyst/Engineer Level II	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
111	Health IT Cyber Security Analyst/Engineer Level III	\$140.55	\$140.55	\$140.55	\$140.55	\$140.55
112	Health IT Cyber Security Analyst/Engineer Level IV	\$159.29	\$159.29	\$159.29	\$159.29	\$159.29





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113	Health IT Cyber Security Analyst/Engineer Level V/Manager	\$178.04	\$178.04	\$178.04	\$178.04	\$178.04
114	Health IT Business Intelligence/Analytics Analyst Level I	\$74.96	\$74.96	\$74.96	\$74.96	\$74.96
115	Health IT Business Intelligence/Analytics Analyst Level II	\$89.02	\$89.02	\$89.02	\$89.02	\$89.02
116	Health IT Business Intelligence/Analytics Analyst Level III	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
117	Health IT Business Intelligence/Analytics Analyst Level IV/Manager	\$131.18	\$131.18	\$131.18	\$131.18	\$131.18
118	Health IT ESG Consultant Level I	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
119	Health IT ESG Consultant Level II	\$121.81	\$121.81	\$121.81	\$121.81	\$121.81
120	Health IT ESG Consultant Level III	\$168.66	\$168.66	\$168.66	\$168.66	\$168.66
121	Health IT ESG Consultant Level IV/Manager	\$210.83	\$210.83	\$210.83	\$210.83	\$210.83

## 4 SECTION 4.0: PROFESSIONAL SERVICES

### 4.1 SIN 541330ENG/STLOC

Engineering services include applying physical laws and principles of engineering in the design, development, and utilization of machines, materials, instruments, processes, and systems. Services may involve any of the following activities: provision of advice, concept development, requirements analysis, preparation of feasibility studies, preparation of preliminary and final plans and designs, provision of technical services during the construction or installation phase, inspection and evaluation of engineering projects, and related services.

#### 4.1.1 Labor Category Descriptions (SIN 541330ENG/541330ENGSTLOC)

Cat.	Labor Category Service Title	Labor Category Description	Minimum Education	Minimum Experience	If applicable, indicate proposed education substitutions
1	Configuration Management Engineer - Level I	<ul style="list-style-type: none"> <li>Provides technical configuration management support during the development process. (GIT Hub, etc.)</li> <li>Responsible for maintaining and enhancing the configuration management process of an organization.</li> <li>Develop and implement configuration management policies and procedures to ensure the integrity and accuracy of all configuration items.</li> </ul>	Associates	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.



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		<ul style="list-style-type: none"> <li>• Coordinate with cross-functional teams to manage configuration changes and maintain accurate records.</li> <li>• Ensures that all changes to the configuration management process are properly documented and communicated to stakeholders.</li> <li>• Participate in audits and reviews to ensure compliance with configuration management standards and best practices.</li> <li>• Proficient in using configuration management tools such as Git, SVN, and Jenkins.</li> <li>• Excellent communication and collaboration skills to work with different teams.</li> </ul>			
2	Configuration Management Engineer - Level II	<ul style="list-style-type: none"> <li>• Provides intermediate technical configuration management support during the development process. (GIT Hub, etc.)</li> <li>• Responsible for maintaining and enhancing the configuration management process of an organization.</li> <li>• Develop and implement configuration management policies and procedures to ensure the integrity and accuracy of all configuration items.</li> <li>• Coordinate with cross-functional teams to manage configuration changes and maintain accurate records.</li> <li>• Ensure that all changes to the configuration management process are properly documented and communicated to stakeholders.</li> <li>• Participate in audits and reviews to ensure compliance with configuration management standards and best practices.</li> <li>• Proficient in using configuration management tools such as Git, SVN, and Jenkins.</li> <li>• Excellent communication and collaboration skills to work with different teams.</li> </ul>	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
3	Configuration Management Engineer - Level III	<ul style="list-style-type: none"> <li>• Provides senior technical configuration management support during the development process. (GIT Hub, etc.)</li> </ul>	Bachelors	5	Associate's Degree with experience requirements can be substituted for



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		<ul style="list-style-type: none"> <li>• Responsible for maintaining and enhancing the configuration management process of an organization.</li> <li>• Develop and implement configuration management policies and procedures to ensure the integrity and accuracy of all configuration items.</li> <li>• Coordinate with cross-functional teams to manage configuration changes and maintain accurate records.</li> <li>• Ensure that all changes to the configuration management process are properly documented and communicated to stakeholders.</li> <li>• Participate in audits and reviews to ensure compliance with configuration management standards and best practices.</li> <li>• Proficient in using configuration management tools such as Git, SVN, and Jenkins.</li> <li>• Excellent communication and collaboration skills to work with different teams.</li> </ul>			Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
4	Electrical Engineer I	<ul style="list-style-type: none"> <li>• Designs, develops, and supports electrical engineering systems.</li> <li>• Design and develop electrical systems and equipment for various projects.</li> <li>• Analyze and interpret data to determine the feasibility and practicality of electrical designs.</li> <li>• Collaborate with other engineers and stakeholders to ensure that all designs meet project requirements and specifications.</li> <li>• Create and maintain electrical schematics, wiring diagrams, and other technical documentation.</li> <li>• Perform testing and troubleshooting to identify and resolve any issues with electrical systems and equipment.</li> <li>• Stay up-to-date with the latest electrical engineering techniques and technologies.</li> </ul>	Associates	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.
5	Electrical Engineer II	<ul style="list-style-type: none"> <li>• Designs, develops, and supports electrical engineering systems. - Intermediate Level</li> <li>• Design and develop electrical systems and equipment for various</li> </ul>	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree



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		<ul style="list-style-type: none"> <li>projects.</li> <li>Analyze and interpret data to determine the feasibility and practicality of electrical designs.</li> <li>Collaborate with other engineers and stakeholders to ensure that all designs meet project requirements and specifications.</li> <li>Create and maintain electrical schematics, wiring diagrams, and other technical documentation.</li> <li>Perform testing and troubleshooting to identify and resolve any issues with electrical systems and equipment.</li> <li>Stay up-to-date with the latest electrical engineering techniques and technologies.</li> </ul>			<p>requirements.</p> <p>Advanced Degrees can be substituted for experience.</p>
6	Electrical Engineer III	<ul style="list-style-type: none"> <li>Designs, develops and supports electrical engineering systems. - Expert Level</li> <li>Design and develop electrical systems and equipment for various projects.</li> <li>Analyze and interpret data to determine the feasibility and practicality of electrical designs.</li> <li>Collaborate with other engineers and stakeholders to ensure that all designs meet project requirements and specifications.</li> <li>Create and maintain electrical schematics, wiring diagrams, and other technical documentation.</li> <li>Perform testing and troubleshooting to identify and resolve any issues with electrical systems and equipment.</li> <li>Stay up to date with the latest electrical engineering techniques and technologies.</li> </ul>	Bachelors.	5	<p>Advanced Degrees and/or relevant experience can be substituted for experience.</p>
7	Electronics Technician Level I	<ul style="list-style-type: none"> <li>Designs, develops, supports, and repairs electronic systems</li> <li>Install, maintain, and repair electronic equipment and systems.</li> <li>Troubleshoot electronic equipment to diagnose and fix issues.</li> <li>Read and interpret technical manuals and schematics.</li> <li>Collaborate with other technicians and engineers to ensure that electronic equipment and systems are functioning correctly.</li> <li>Conduct routine inspections and</li> </ul>	High School	1	<p>Apprenticeship Program, Military Training, or similar may be used as experience.</p>



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		<p>preventive maintenance on electronic equipment.</p> <ul style="list-style-type: none"> <li>• Keep up to date with the latest electronic technologies and industry trends.</li> </ul>			
8	Electronics Technician Level II	<ul style="list-style-type: none"> <li>• Designs, develops, supports, and repairs electronic systems - Intermediate Level</li> <li>• Install, maintain, and repair electronic equipment and systems.</li> <li>• Troubleshoot electronic equipment to diagnose and fix issues.</li> <li>• Read and interpret technical manuals and schematics.</li> <li>• Collaborate with other technicians and engineers to ensure that electronic equipment and systems are functioning correctly.</li> <li>• Conduct routine inspections and preventive maintenance on electronic equipment.</li> <li>• Keep up to date with the latest electronic technologies and industry trends.</li> </ul>	High School	3	An Associate's Degree, Military, or relevant experience can be substituted for experience.
9	Electronics Technician Level III	<ul style="list-style-type: none"> <li>• Designs, develops, supports, and repairs electronic systems - Expert Level</li> <li>• Install, maintain, and repair electronic equipment and systems.</li> <li>• Troubleshoot electronic equipment to diagnose and fix issues.</li> <li>• Read and interpret technical manuals and schematics.</li> <li>• Collaborate with other technicians and engineers to ensure that electronic equipment and systems are functioning correctly.</li> <li>• Conduct routine inspections and preventive maintenance on electronic equipment.</li> <li>• Keep up-to-date with the latest electronic technologies and industry trends.</li> </ul>	High School	5	An Associate's Degree, Military, or relevant experience can be substituted for experience.
10	Mechanical Engineer I	<ul style="list-style-type: none"> <li>• Designs, develops, and supports mechanical systems.</li> <li>• Design and develop mechanical systems and components for various projects.</li> <li>• Analyze data to determine the feasibility and practicality of mechanical designs.</li> <li>• Collaborate with other engineers and</li> </ul>	Associates	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience and degree requirements.



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		<p>stakeholders to ensure that all designs meet project requirements and specifications.</p> <ul style="list-style-type: none"> <li>• Create and maintain mechanical drawings, models, and other technical documentation.</li> <li>• Perform testing and troubleshooting to identify and resolve any issues with mechanical systems and components.</li> <li>• Stay up-to-date with the latest mechanical engineering techniques and technologies.</li> </ul>			
11	Mechanical Engineer II	<ul style="list-style-type: none"> <li>• Designs, develops, and supports electrical mechanical systems. - Intermediate Level</li> <li>• Design and develop mechanical systems and components for various projects.</li> <li>• Analyze data to determine the feasibility and practicality of mechanical designs.</li> <li>• Collaborate with other engineers and stakeholders to ensure that all designs meet project requirements and specifications.</li> <li>• Create and maintain mechanical drawings, models, and other technical documentation.</li> <li>• Perform testing and troubleshooting to identify and resolve any issues with mechanical systems and components.</li> <li>• Stay up to date with the latest mechanical engineering techniques and technologies.</li> </ul>	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
12	Mechanical Engineer III	<ul style="list-style-type: none"> <li>• Designs, develops, and supports mechanical engineering systems. - Expert Level</li> <li>• Design and develop mechanical systems and components for various projects.</li> <li>• Analyze data to determine the feasibility and practicality of mechanical designs.</li> <li>• Collaborate with other engineers and stakeholders to ensure that all designs meet project requirements and specifications.</li> <li>• Create and maintain mechanical drawings, models, and other technical documentation.</li> </ul>	Bachelors	5	Advanced Degree and/or relevant experience can be substituted for experience.





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		<ul style="list-style-type: none"> <li>Perform testing and troubleshooting to identify and resolve any issues with mechanical systems and components.</li> <li>Stay up to date with the latest mechanical engineering techniques and technologies.</li> </ul>			
13	Mechanical Technician Level I	<ul style="list-style-type: none"> <li>Designs, develops, supports, and repairs mechanical technology systems.</li> <li>A mechanical technician is responsible for installing, maintaining, and repairing mechanical equipment, such as machines, engines, and tools.</li> </ul>	High School	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.
14	Mechanical Technician Level II	<ul style="list-style-type: none"> <li>Designs, develops, supports, and repairs mechanical technology systems - Intermediate Level</li> <li>A mechanical technician is responsible for installing, maintaining, and repairing mechanical equipment, such as machines, engines, and tools.</li> </ul>	High School	3	An Associate's Degree, Military, or relevant experience can be substituted for experience.
15	Mechanical Technician Level III	<ul style="list-style-type: none"> <li>Designs, develops, supports, and repairs mechanical technology systems - Expert Level</li> <li>A mechanical technician is responsible for installing, maintaining, and repairing mechanical equipment, such as machines, engines, and tools.</li> </ul>	High School	5	An Associate's Degree, Military, or relevant experience can be substituted for experience.
16	Network Engineer/Admin - Level I	<ul style="list-style-type: none"> <li>Performs network engineering and administration activities. This involves the design, development, support, and integration of both Cloud and On-Premise networks/systems.</li> <li>A network engineer designs, implements and manages computer networks for organizations. They are responsible for ensuring that the network is reliable, secure, and efficient.</li> </ul>	High School	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.
17	Network Engineer/Admin - Level II	<ul style="list-style-type: none"> <li>Performs network engineering and administration activities. This involves the design, development, support, and integration of both Cloud and On-Premise networks/systems. - Intermediate Level</li> <li>A network engineer designs, implements, and manages computer networks for organizations. They are responsible for ensuring that the</li> </ul>	Associates	3	An Associate's Degree, Military, and relevant experience can be substituted for experience.



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		network is reliable, secure, and efficient.			
18	Network Engineer/Admin - Level III	<ul style="list-style-type: none"> <li>Performs network engineering and administration activities. This involves the design, development, support, and integration of both Cloud and On-Premise networks/systems. - Specialist Level</li> <li>A network engineer designs, implements, and manages computer networks for organizations. They are responsible for ensuring that the network is reliable, secure, and efficient.</li> </ul>	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
19	Network Operations Supervisor	<ul style="list-style-type: none"> <li>Manages network operations and teams that include data centers and network. Ensures network and operations are meeting specific service level agreements.</li> <li>A network operations supervisor manages a team of network technicians and engineers to ensure the smooth operation of an organization's computer network. They oversee the installation, maintenance, and repair of network infrastructure.</li> </ul>	Bachelors	6	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
20	Network Systems Manager	<ul style="list-style-type: none"> <li>Manages specific systems and teams within network operations and data centers.</li> <li>A network systems manager is responsible for the overall management of an organization's computer network. They design and implement network systems, monitor network performance, and ensure the security of the network.</li> </ul>	Bachelors	6	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
21	Network Planning Manager	<ul style="list-style-type: none"> <li>Plans and manages the planning of network and data center operations that include capacity planning, cloud considerations, and service level agreement requirements. Also, works with vendors on solutions for network and data center optimization.</li> <li>A network systems manager is responsible for the overall management of an organization's computer network. They design and implement network systems, monitor network performance, and ensure the security of the network.</li> </ul>	Bachelors	6	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
22	Project Coordinator	<ul style="list-style-type: none"> <li>Performs project coordination</li> </ul>	High	1	Apprenticeship



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		<p>activities for individual programs and projects. Works under the direction of a Program or Project manager.</p> <ul style="list-style-type: none"> <li>• Assist the Project Manager in planning, monitoring, and executing projects.</li> <li>• Create project schedules, reports, and documentation.</li> <li>• Coordinate project meetings and communicate with stakeholders.</li> <li>• Track project progress and ensure timely completion of milestones.</li> <li>• Identify and mitigate project risks.</li> <li>• Assist in resource allocation and management</li> </ul>	School		Program, Internships, Military Training, or similar may be used as experience.
23	Project Manager – Level I	<ul style="list-style-type: none"> <li>• Performs project management on small-medium projects or works on teams with large projects in supporting Project Management and PMO activities.</li> <li>• Plan, execute, and monitor projects from start to finish.</li> <li>• Define project scope, objectives, and deliverables.</li> <li>• Develop project plans, schedules, and budgets.</li> <li>• Allocate resources and manage project teams.</li> <li>• Identify and manage project risks and issues.</li> <li>• Communicate with stakeholders and ensure their satisfaction.</li> <li>• Monitor project progress and report on status to senior management</li> </ul>	Associates	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
24	Project Manager – Level II	<ul style="list-style-type: none"> <li>• Performs project management on medium projects and works on teams with large projects supporting Project Management and PMO activities. - Intermediate Level</li> <li>• Plan, execute, and monitor projects from start to finish.</li> <li>• Define project scope, objectives, and deliverables.</li> <li>• Develop project plans, schedules, and budgets.</li> <li>• Allocate resources and manage project teams.</li> <li>• Identify and manage project risks and issues.</li> <li>• Communicate with stakeholders and ensure their satisfaction.</li> <li>• Monitor project progress and report</li> </ul>	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.



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		on status to senior management.			
25	Project Manager – Level III	<ul style="list-style-type: none"> <li>Performs project management activities on large projects. Leading teams on large projects is an integral part of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Specialist Level</li> <li>Plan, execute, and monitor projects from start to finish</li> <li>Define project scope, objectives, and deliverables</li> <li>Develop project plans, schedules, and budgets</li> <li>Allocate resources and manage project teams</li> <li>Identify and manage project risks and issues</li> <li>Communicate with stakeholders and ensure their satisfaction</li> <li>Monitor project progress and report on status to senior management</li> </ul>	Bachelors in Business Administration, Technology, Engineering, or Similar Degree Field.	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
26	Program Manager - Level IV	<ul style="list-style-type: none"> <li>Performs program/project management activities on multiple large projects across the enterprise. Leading multiple teams on large projects is an integral part of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Expert Level</li> <li>Plan, execute, and monitor projects from start to finish.</li> <li>Define project scope, objectives, and deliverables.</li> <li>Develop project plans, schedules, and budgets.</li> <li>Allocate resources and manage project teams.</li> <li>Identify and manage project risks and issues.</li> <li>Communicate with stakeholders and ensure their satisfaction.</li> <li>Monitor project progress and report on status to senior management.</li> </ul>	Bachelors in Business Administration, Technology, Engineering, or Similar Degree Field.	8	
27	Program Executive	<ul style="list-style-type: none"> <li>Functions as the overall PMO Lead or part of the PMO Leadership team.</li> <li>Performs program management activities on multiple large projects across the enterprise.</li> <li>Interacts with client executive</li> </ul>	Bachelors	8	



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		<p>leadership teams and sets the direction of the PMO Organizations and activities. Also, the person is Certified in a Project Management discipline (PMP, PgMP, etc.) - Master Level</p> <ul style="list-style-type: none"> <li>• Oversee the delivery of multiple related projects.</li> <li>• Develop program strategy, objectives, and goals.</li> <li>• Align program goals with organizational strategy.</li> <li>• Manage program budget and resource allocation.</li> <li>• Monitor program progress and report on status to senior management.</li> <li>• Coordinate program stakeholders and ensure their satisfaction.</li> <li>• Identify and mitigate program risks and issues.</li> </ul>			
28	Scrum Master Level I	<ul style="list-style-type: none"> <li>• Manages timelines, resolves problems, and coaches team members on Agile methodologies.</li> <li>• Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning. Finally, provides Agile tool expertise and support.</li> <li>• Facilitates agile ceremonies such as daily stand-ups, sprint planning, retrospectives, and demos.</li> <li>• Ensure the team is adhering to Agile methodologies and principles.</li> <li>• Identify and remove roadblocks to team productivity.</li> <li>• Collaborate with the Product Owner to ensure that the product backlog is properly maintained and prioritized.</li> <li>• Coach and mentor team members on Agile processes and principles.</li> </ul>	Bachelors	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.
29	Scrum Master Level II	<ul style="list-style-type: none"> <li>• Manages timelines, resolves problems, and coaches team members on Agile methodologies.</li> <li>• Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning.</li> <li>• Finally, provides Agile tool expertise and support. - Intermediate Level</li> </ul>	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.



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		<ul style="list-style-type: none"> <li>• Facilitates agile ceremonies such as daily stand-ups, sprint planning, retrospectives, and demos</li> <li>• Ensure the team is adhering to Agile methodologies and principles.</li> <li>• Identify and remove roadblocks to team productivity.</li> <li>• Collaborates with the Product Owner to ensure that the product backlog is properly maintained and prioritized.</li> <li>• Coach and mentor team members on Agile processes and principles.</li> </ul>			
30	Scrum Master Level III	<ul style="list-style-type: none"> <li>• Manages timelines, resolves problems, and coaches team members on Agile methodologies.</li> <li>• Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning.</li> <li>• Finally, provides Agile tool expertise and support. - Specialist Level</li> <li>• Facilitate agile ceremonies such as daily stand-ups, sprint planning, retrospectives, and demos.</li> <li>• Ensures the team is adhering to Agile methodologies and principles.</li> <li>• Identify and remove roadblocks to team productivity.</li> <li>• Collaborate with the Product Owner to ensure that the product backlog is properly maintained and prioritized.</li> <li>• Coach and mentor team members on Agile processes and principles.</li> </ul>	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
31	Scrum Master Level IV	<ul style="list-style-type: none"> <li>• Manages timelines, resolves problems, and coaches team members on Agile methodologies.</li> <li>• Supports self-organizing teams that are flexible and fully productive during sprints, works closely with the Product Owner, and peer Scrum Masters to support Sprint and Release Planning.</li> <li>• Finally, provides Agile tool expertise and support. - Expert Level.</li> <li>• Facilitate agile ceremonies such as daily stand-ups, sprint planning, retrospectives, and demos.</li> <li>• Ensures team is adhering to Agile methodologies and principles.</li> <li>• Identify and remove roadblocks to team productivity.</li> <li>• Collaborate with the Product Owner to</li> </ul>	Bachelors	8	





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		<ul style="list-style-type: none"> <li>ensure that the product backlog is properly maintained and prioritized.</li> <li>Coach and mentor team members on Agile processes and principles.</li> </ul>			
32	Agile Product Owner (SAFe)	<ul style="list-style-type: none"> <li>Functions as a member of the Agile Team responsible for defining Stories and prioritizing the Team Backlog to streamline the execution of program priorities while maintaining the conceptual and technical integrity of the Features or components for the team.</li> <li>Define and prioritize product backlog items.</li> <li>Collaborate with stakeholders to ensure product vision is understood.</li> <li>Communicate product vision and roadmap to the development team.</li> <li>Ensure the development team is building the right product features.</li> <li>Evaluate product increment after each sprint.</li> </ul>	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
33	Agile Release Train Engineer (RTE)	<ul style="list-style-type: none"> <li>"Facilitates the Agile Release Train (ART) events and processes and assist the teams in delivering value. RTEs communicate with stakeholders, escalate impediments, help manage risk, and drive relentless improvement. They are certified by SAFe as an RTE.</li> <li>Manage and facilitate Agile Release Trains (ARTs) Ensure alignment between teams on the ART Identify and remove impediments that are preventing team success.</li> <li>Coach and mentor team members on Agile processes and principles.</li> <li>Provide transparency into program-level progress and status.</li> </ul>	Bachelors in Business Administration, Technology, Engineering, or Similar Degree Field.	8	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
34	Agile Coach SPC (SAFe) Level I	<ul style="list-style-type: none"> <li>Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablement's. They are certified by SAFe as an SPC.</li> <li>Train and coach teams on Agile and SAFe methodologies</li> </ul>	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.



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		<ul style="list-style-type: none"> <li>• Develop and implement Agile processes and practices across the organization</li> <li>• Facilitate SAFe ceremonies and events.</li> <li>• Provide guidance to teams on implementing Lean-Agile principles.</li> <li>• Collaborate with stakeholders to align on Agile implementation strategies.</li> <li>• Help teams identify and remove impediments to their success.</li> </ul>			
35	Agile Coach SPC (SAFe) Level II	<ul style="list-style-type: none"> <li>• Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablement's. They are certified by SAFe as an SPC. - Intermediate Level</li> <li>• Train and coach teams on Agile and SAFe methodologies.</li> <li>• Develop and implement Agile processes and practices across the organization.</li> <li>• Facilitate SAFe ceremonies and events.</li> <li>• Provide guidance to teams on implementing Lean-Agile principles.</li> <li>• Collaborate with stakeholders to align on Agile implementation strategies.</li> <li>• Help teams identify and remove impediments to their success.</li> </ul>	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
36	Agile Coach SPC (SAFe) Level III	<ul style="list-style-type: none"> <li>• Function as SAFe Transformation change agents and coaches who combine their technical knowledge of SAFe with an intrinsic motivation to improve the company's software and systems development processes. They have the ability to coach AGILE teams and train organizations on all SAFe topics and enablements. They are certified by SAFe as an SPC. Specialist-Master Level</li> <li>• Train and coach teams on Agile and SAFe methodologies</li> <li>• Develop and implement Agile processes and practices across the organization.</li> <li>• Facilitate SAFe ceremonies and</li> </ul>	Bachelors SAFe, Scrum or similar Certificatio n is required.	8	



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		<ul style="list-style-type: none"> <li>events.</li> <li>• Provide guidance to teams on implementing Lean-Agile principles.</li> <li>• Collaborate with stakeholders to align on Agile implementation strategies.</li> <li>• Help teams identify and remove impediments to their success.</li> </ul>			
37	Quality Assurance Technician - Level I	<ul style="list-style-type: none"> <li>• Performs Information Systems Testing &amp; Quality Assurance. Platform System, User Acceptance, Performance Testing</li> <li>• Develop and execute test plans and test cases.</li> <li>• Identify and report software defects and issues.</li> <li>• Collaborate with the development team to troubleshoot issues.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Maintain test documentation and reports.</li> <li>• Assist in the design and implementation of automated testing frameworks.</li> </ul>	High School	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.
38	Quality Assurance Technician - Level II	<ul style="list-style-type: none"> <li>• Performs Information Systems Testing &amp; Quality Assurance. Platform System, User Acceptance, Performance Testing – Intermediate Level</li> <li>• Develop and execute test plans and test cases.</li> <li>• Identify and report software defects and issues.</li> <li>• Collaborate with the development team to troubleshoot issues</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Maintain test documentation and reports.</li> <li>• Assist in the design and implementation of automated testing frameworks.</li> </ul>	Associates	3	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.
39	Quality Assurance Technician - Level III	<ul style="list-style-type: none"> <li>• Performs Information Systems Testing &amp; Quality Assurance. Platform System, User Acceptance, Performance Testing – Specialist Level</li> <li>• Develop and execute test plans and test cases.</li> <li>• Identify and report software defects</li> </ul>	Bachelors	8	



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		<ul style="list-style-type: none"> <li>and issues.</li> <li>• Collaborate with the development team to troubleshoot issues.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Maintain test documentation and reports.</li> <li>• Assist in the design and implementation of automated testing frameworks.</li> </ul>			
40	Enterprise Architect Level I	<ul style="list-style-type: none"> <li>• Establishes an engineering technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities.</li> <li>• Develop and maintain enterprise architecture frameworks and models.</li> <li>• Align enterprise architecture with business strategy and goals.</li> <li>• Collaborate with stakeholders to identify and prioritize technology initiatives.</li> <li>• Evaluate and recommend technology solutions.</li> <li>• Ensure compliance with industry standards and regulations.</li> <li>• Mentor and train junior architects and development teams on enterprise architecture principles.</li> </ul>	Bachelors	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.
41	Enterprise Architect Level II	<ul style="list-style-type: none"> <li>• Establishes an engineering technology strategy and roadmap that enables a portfolio or enterprise to support current and future business capabilities. - Intermediate Level.</li> <li>• Develop and maintain enterprise architecture frameworks and models..</li> <li>• Align enterprise architecture with business strategy and goals.</li> <li>• Collaborate with stakeholders to identify and prioritize technology initiatives.</li> <li>• Evaluate and recommend technology solutions</li> <li>• Ensure compliance with industry standards and regulations.</li> <li>• Mentor and train junior architects and development teams on enterprise architecture principles.</li> </ul>	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
42	Enterprise Architect Level III	<ul style="list-style-type: none"> <li>• Establishes an engineering technology strategy and roadmap that enables a portfolio or enterprise to</li> </ul>	Bachelors	5	



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		<p>support current and future business capabilities. - Specialist Level</p> <ul style="list-style-type: none"> <li>• Develop and maintain enterprise architecture frameworks and models.</li> <li>• Align enterprise architecture with business strategy and goals.</li> <li>• Collaborate with stakeholders to identify and prioritize technology initiatives.</li> <li>• Evaluate and recommend technology solutions.</li> <li>• Ensure compliance with industry standards and regulations.</li> <li>• Mentor and train junior architects and development teams on enterprise architecture principles.</li> </ul>			
43	Systems Architect Level I	<ul style="list-style-type: none"> <li>• Perform specific system engineering architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance.</li> <li>• Design and develop system architecture and solutions</li> <li>• Evaluate and recommend hardware and software solutions</li> <li>• Ensure compliance with industry standards and regulations</li> <li>• Collaborate with stakeholders to align system architecture with business strategy and goals</li> <li>• Mentor and train junior architects and development teams on system architecture principles</li> </ul>	Associates	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.
44	Systems Architect Level II	<ul style="list-style-type: none"> <li>• Perform specific system engineering architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. - Intermediate Level</li> <li>• Design and develop system architecture and solutions.</li> <li>• Evaluate and recommend hardware and software solutions.</li> <li>• Ensure compliance with industry standards and regulations.</li> <li>• Collaborate with stakeholders to align system architecture with business strategy and goals.</li> <li>• Mentor and train junior architects and development teams on system architecture principles.</li> </ul>	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
45	Systems Architect	<ul style="list-style-type: none"> <li>• Perform specific system engineering</li> </ul>	Bachelors	5	



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	Level III	<p>architecture activities within an enterprise and adheres to the direction set by enterprise architecture and governance. - Specialist Level</p> <ul style="list-style-type: none"> <li>• Design and develop system architecture and solutions.</li> <li>• Evaluate and recommend hardware and software solutions.</li> <li>• Ensure compliance with industry standards and regulations.</li> <li>• Collaborate with stakeholders to align system architecture with business strategy and goals.</li> <li>• Mentor and train junior architects and development teams on system architecture principles.</li> </ul>			
46	Software Developer/Systems Engineer - Level I	<ul style="list-style-type: none"> <li>• Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, C++, AWS, Google, etc.)</li> <li>• Develop and maintain software applications.</li> <li>• Collaborate with product owners and stakeholders to define product requirements.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Write clean, efficient, and maintainable code.</li> <li>• Conduct code reviews and ensure code quality.</li> <li>• Troubleshoot and debug issues.</li> </ul>	Associates	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.
47	Software Developer/Systems Engineer – Level II	<ul style="list-style-type: none"> <li>• Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, C++, AWS, Google, etc.) - Intermediate Level</li> <li>• Develop and maintain software applications.</li> <li>• Collaborate with product owners and stakeholders to define product requirements.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Write clean, efficient, and maintainable code.</li> <li>• Conduct code reviews and ensure code quality.</li> </ul>	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.



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		<ul style="list-style-type: none"> <li>• Troubleshoot and debug issues.</li> </ul>			
48	Software Developer/Systems Engineer – Level III	<ul style="list-style-type: none"> <li>• Designs, Develops, and Supports software systems for business process and enterprise enablement. (.Net, Java, C, C++, AWS, Google, etc.) - Specialist Level</li> <li>• Develop and maintain software applications.</li> <li>• Collaborate with product owners and stakeholders to define product requirements.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups and retrospectives.</li> <li>• Write clean, efficient and maintainable code.</li> <li>• Conduct code reviews and ensure code quality.</li> <li>• Troubleshoot and debug issues.</li> </ul>	Bachelors	5	
49	Embedded Software Systems Engineer - Level I	<ul style="list-style-type: none"> <li>• Designs, Develops, and Supports software on embedded systems for electronics or similar systems.</li> <li>• Design and develop embedded software for various devices.</li> <li>• Collaborate with cross-functional teams to define product requirements and specifications.</li> <li>• Write clean and efficient code for microcontrollers and microprocessors.</li> <li>• Participate in code reviews and ensure code quality.</li> <li>• Troubleshoot and debug issues.</li> <li>• Develop and maintain documentation for software design and development.</li> </ul>	Bachelors	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.
50	Embedded Software Systems Engineer - Level II	<ul style="list-style-type: none"> <li>• Designs, Develops, and Supports software on embedded systems for electronics or similar systems. - Intermediate Level</li> <li>• Design and develop embedded software for various devices.</li> <li>• Collaborate with cross-functional teams to define product requirements and specifications.</li> <li>• Write clean and efficient code for microcontrollers and microprocessors.</li> <li>• Participate in code reviews and ensure code quality.</li> <li>• Troubleshoot and debug issues.</li> <li>• Develop and maintain documentation for software design and development.</li> </ul>	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
51	Embedded Software	<ul style="list-style-type: none"> <li>• Designs, Develops, and Supports</li> </ul>	Bachelors	5	





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	Systems Engineer - Level III	<p>software on embedded systems for electronics or similar systems. - Specialist Level</p> <ul style="list-style-type: none"> <li>• Design and develop embedded software for various devices.</li> <li>• Collaborate with cross-functional teams to define product requirements and specifications.</li> <li>• Write clean and efficient code for microcontrollers and microprocessors.</li> <li>• Participate in code reviews and ensure code quality.</li> <li>• Troubleshoot and debug issues.</li> <li>• Develop and maintain documentation for software design and development.</li> </ul>			
52	Model-Based Systems Engineer - Level I	<ul style="list-style-type: none"> <li>• Develops systems using an MBSE formalized methodology from requirements, design, analysis, verification, and validation associated with the development of complex systems.</li> <li>• Develop and maintain models for complex systems.</li> <li>• Define system requirements and specifications.</li> <li>• Collaborate with cross-functional teams to ensure system design and development meets requirements.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Troubleshoot and debug issues.</li> <li>• Develop and maintain documentation for system design and development.</li> </ul>	Bachelors	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.
53	Model-Based Systems Engineer - Level II	<ul style="list-style-type: none"> <li>• Develops systems using an MBSE formalized methodology from requirements, design, analysis, verification, and validation associated with the development of complex systems. - Intermediate Level</li> <li>• Develop and maintain models for complex systems.</li> <li>• Define system requirements and specifications.</li> <li>• Collaborate with cross-functional teams to ensure system design and development meets requirements.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Troubleshoot and debug issues.</li> <li>• Develop and maintain documentation</li> </ul>	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.



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		for system design and development.			
54	Model-Based Systems Engineer - Level III	<ul style="list-style-type: none"> <li>Develops systems using an MBSE formalized methodology from requirements, design, analysis, verification, and validation associated with the development of complex systems. - Specialist Level</li> <li>Develop and maintain models for complex systems.</li> <li>Define system requirements and specifications.</li> <li>Collaborate with cross-functional teams to ensure system design and development meets requirements.</li> <li>Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>Troubleshoot and debug issues.</li> <li>Develop and maintain documentation for system design and development.</li> </ul>	Bachelors	5	
55	Technical Writer/Documentation Specialist - Level I	<ul style="list-style-type: none"> <li>Performs technical writing and documentation activities as a part of projects or initiatives.</li> <li>Create technical documentation for software products, including user manuals, guides, and help files.</li> <li>Collaborate with cross-functional teams to understand product requirements and features.</li> <li>Write clear and concise technical content for end-users and technical stakeholders.</li> <li>Maintain and update existing technical documentation.</li> <li>Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>Ensure documentation adheres to industry standards and regulations.</li> </ul>	High School	1	Apprenticeship Programs, Internships, Military Training, or similar may be used as experience.
56	Technical Writer/Documentation Specialist - Level II	<ul style="list-style-type: none"> <li>Performs technical writing and documentation activities as a part of projects or initiatives. - Intermediate Level</li> <li>Create technical documentation for software products, including user manuals, guides, and help files.</li> <li>Collaborate with cross-functional teams to understand product requirements and features.</li> <li>Write clear and concise technical content for end-users and technical</li> </ul>	Associates	3	Apprenticeship Programs, Internships, Military Training, or similar may be used to meet degree and experience requirements.



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		<ul style="list-style-type: none"> <li>stakeholders.</li> <li>Maintain and update existing technical documentation.</li> <li>Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>Ensure documentation adheres to industry standards and regulations.</li> </ul>			
57	Technical Writer/Documentation Specialist - Level III	<ul style="list-style-type: none"> <li>Performs technical writing and documentation activities as a part of projects or initiatives. - Specialist Level</li> <li>Create technical documentation for software products, including user manuals, guides, and help files.</li> <li>Collaborate with cross-functional teams to understand product requirements and features.</li> <li>Write clear and concise technical content for end-users and technical stakeholders.</li> <li>Maintain and update existing technical documentation.</li> <li>Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>Ensure documentation adheres to industry standards and regulations.</li> </ul>	Associates	5	
58	Test Engineer HW/SW Level I	<ul style="list-style-type: none"> <li>Performs testing on complete platforms &amp; solutions. Platform System, User Acceptance, Performance Testing.</li> <li>Develop and execute test plans and test cases for software products.</li> <li>Identify and report software defects and issues.</li> <li>Collaborate with cross-functional teams to troubleshoot issues.</li> <li>Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives</li> <li>Develop and maintain documentation for test plans and test cases.</li> <li>Assist in the design and implementation of automated testing frameworks.</li> </ul>	Associates	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.
59	Test Engineer HW/SW Level II	<ul style="list-style-type: none"> <li>Performs testing on complete platforms &amp; solutions. Platform System, User Acceptance, Performance Platform Testing. Intermediate Level.</li> </ul>	Associates	3	Apprenticeship Program, Internships, Military Training, or similar may be used as



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		<ul style="list-style-type: none"> <li>• Develop and execute test plans and test cases for software products.</li> <li>• Develop and execute test plans and test cases for software products.</li> <li>• Identify and report software defects and issues.</li> <li>• Collaborate with cross-functional teams to troubleshoot issues.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Develop and maintain documentation for test plans and test cases.</li> <li>• Assist in the design and implementation of automated testing frameworks.</li> </ul>			experience.
60	Test Engineer HW/SW Level III	<ul style="list-style-type: none"> <li>• Performs testing on complete platforms &amp; solutions. Platform System, User Acceptance, Performance Platform Testing. Specialist Level.</li> <li>• Develop and execute test plans and test cases for software products.</li> <li>• Identify and report software defects and issues.</li> <li>• Collaborate with cross-functional teams to troubleshoot issues.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> <li>• Develop and maintain documentation for test plans and test cases.</li> <li>• Assist in the design and implementation of automated testing frameworks.</li> </ul>	Bachelors	5	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
61	Test Engineer HW/SW Level IV	<ul style="list-style-type: none"> <li>• Performs testing on complete platforms &amp; solutions. Platform System, User Acceptance, Performance Platform Testing. - Expert Level.</li> <li>• Manage a team of testers and oversee all testing activities.</li> <li>• Develop and execute test plans and test cases for software products.</li> <li>• Identify and report software defects and issues.</li> <li>• Collaborate with cross-functional teams to troubleshoot issues.</li> <li>• Participate in Agile ceremonies such as sprint planning, daily stand-ups, and retrospectives.</li> </ul>	Bachelors	8	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.



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		<ul style="list-style-type: none"> <li>• Develop and maintain documentation for test plans and test cases.</li> <li>• Assist in the design and implementation of automated testing frameworks.</li> </ul>			
62	Test Lead/Manager	<ul style="list-style-type: none"> <li>• Leads testing teams and develops test strategy &amp; plans.</li> <li>• Manage a team of testers and oversee all testing activities.</li> <li>• Develop and execute test plans and test cases.</li> <li>• Collaborate with the development team to identify and resolve defects.</li> <li>• Monitor and report on testing progress and results.</li> <li>• Analyze testing metrics and identify areas for improvement.</li> <li>• Ensure that testing activities are completed on time and within budget.</li> <li>• Continuously improve the testing process and ensure that best practices are followed.</li> <li>• Coordinate with project managers and stakeholders to provide regular updates on testing progress.</li> </ul>	Bachelors	8	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
63	Artificial Intelligence/Machine Learning Engineer Level I	<ul style="list-style-type: none"> <li>• Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies.</li> <li>• Develop and implement AI solutions for a variety of applications.</li> <li>• Design and develop machine learning algorithms and models.</li> <li>• Collaborate with cross-functional teams to integrate AI solutions into existing systems.</li> <li>• Conduct research and stay up-to-date with the latest AI trends and technologies.</li> <li>• Optimize and fine-tune AI models to improve performance.</li> <li>• Ensure that AI solutions meet business requirements and are scalable.</li> <li>• Create and maintain documentation for AI solutions.</li> <li>• Participate in code reviews and provide feedback to other team</li> </ul>	Bachelors	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.



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		members.			
64	Artificial Intelligence/Machine Learning Engineer Level II	<ul style="list-style-type: none"> <li>Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Intermediate Level</li> <li>Develop and implement AI solutions for a variety of applications.</li> <li>Develop and implement AI solutions for a variety of applications.</li> <li>Design and develop machine learning algorithms and models.</li> <li>Collaborate with cross-functional teams to integrate AI solutions into existing systems.</li> <li>Conduct research and stay up-to-date with the latest AI trends and technologies.</li> <li>Optimize and fine-tune AI models to improve performance.</li> <li>Ensure that AI solutions meet business requirements and are scalable.</li> <li>Create and maintain documentation for AI solutions.</li> <li>Participate in code reviews and provide feedback to other team members.</li> </ul>	Bachelors	3	Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.
65	Artificial Intelligence/Machine Learning Engineer Level III	<ul style="list-style-type: none"> <li>Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Specialist Level</li> <li>Develop and implement AI solutions for a variety of applications.</li> <li>Design and develop machine learning algorithms and models.</li> <li>Collaborate with cross-functional teams to integrate AI solutions into existing systems.</li> <li>Conduct research and stay up-to-date with the latest AI trends and technologies.</li> <li>Optimize and fine-tune AI models to improve performance.</li> <li>Ensure that AI solutions meet business requirements and are scalable.</li> <li>Create and maintain documentation for AI solutions.</li> <li>Participate in code reviews and</li> </ul>	Bachelors	5	



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		provide feedback to other team members.			
66	Artificial Intelligence/Machine Learning Engineer Level IV	<ul style="list-style-type: none"> <li>Analyzes, Designs, Develops, Tests, Implements, and Supports Artificial Intelligence, Machine Learning, and Deep Learning solutions and technologies. - Expert Level</li> <li>Develop and implement AI solutions for a variety of applications.</li> <li>Design and develop machine learning algorithms and models.</li> <li>Collaborate with cross-functional teams to integrate AI solutions into existing systems.</li> <li>Conduct research and stay up-to-date with the latest AI trends and technologies.</li> <li>Optimize and fine-tune AI models to improve performance.</li> <li>Ensure that AI solutions meet business requirements and are scalable.</li> <li>Create and maintain documentation for AI solutions.</li> <li>Participate in code reviews and provide feedback to other team members</li> </ul>	Bachelors	8	
67	CAD Engineer Level I	<ul style="list-style-type: none"> <li>Design, develop, and test CAD software solutions for a variety of industries.</li> <li>Design, develop, and test CAD software solutions for a variety of industries.</li> <li>Collaborate with cross-functional teams to integrate CAD solutions into existing systems.</li> <li>Conduct research and stay up-to-date with the latest CAD trends and technologies.</li> <li>Optimize and fine-tune CAD software to improve performance.</li> <li>Ensure that CAD solutions meet business requirements and are scalable.</li> <li>Create and maintain documentation for CAD solutions.</li> <li>Participate in code reviews and provide feedback to other team members.</li> </ul>	High School	1	Apprenticeship Program, Internships, Military Training, or similar may be used as experience.
68	CAD Engineer Level II	<ul style="list-style-type: none"> <li>Responsible for the creation of technical and detailed design</li> </ul>	Associates	3	Apprenticeship Program,





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		<p>drawings using CAD software applications. – Intermediate Level</p> <ul style="list-style-type: none"> <li>• Design, develop, and test CAD software solutions for a variety of industries.</li> <li>• Collaborate with cross-functional teams to integrate CAD solutions into existing systems.</li> <li>• Conduct research and stay up-to-date with the latest CAD trends and technologies.</li> <li>• Optimize and fine-tune CAD software to improve performance.</li> <li>• Ensure that CAD solutions meet business requirements and are scalable.</li> <li>• Create and maintain documentation for CAD solutions.</li> <li>• Participate in code reviews and provide feedback to other team members.</li> </ul>			<p>Internships, Military Training, or similar may be used as experience.</p>
69	CAD Engineer Level III	<ul style="list-style-type: none"> <li>• Responsible for the creation of technical and detailed design drawings using CAD software applications. – Specialist Level</li> <li>• Design, develop, and test CAD software solutions for a variety of industries.</li> <li>• Collaborate with cross-functional teams to integrate CAD solutions into existing systems.</li> <li>• Conduct research and stay up-to-date with the latest CAD trends and technologies.</li> <li>• Optimize and fine-tune CAD software to improve performance.</li> <li>• Ensure that CAD solutions meet business requirements and are scalable.</li> <li>• Create and maintain documentation for CAD solutions.</li> <li>• Participate in code reviews and provide feedback to other team members.</li> </ul>	Bachelors	5	<p>Associate's Degree with experience requirements can be substituted for Bachelor's Degree requirements. Advanced Degrees can be substituted for experience.</p>



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### 4.1.2 Labor Category Rates (SIN 541330ENG/541330ENGSTLOC)

Cat.	Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5
		04/18/2023-04/17/2024	04/18/2024-04/17/2025	04/18/2025-04/17/2026	04/18/2026-04/17/2027	04/18/2027-04/17/2028
1	Configuration Management Engineer - Level I	\$65.59	\$65.59	\$65.59	\$65.59	\$65.59
2	Configuration Management Engineer - Level II	\$80.58	\$80.58	\$80.58	\$80.58	\$80.58
3	Configuration Management Engineer - Level III	\$101.20	\$101.20	\$101.20	\$101.20	\$101.20
4	Electrical Engineer I	\$95.58	\$95.58	\$95.58	\$95.58	\$95.58
5	Electrical Engineer II	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
6	Electrical Engineer III	\$135.87	\$135.87	\$135.87	\$135.87	\$135.87
7	Electronics Technician Level I	\$56.22	\$56.22	\$56.22	\$56.22	\$56.22
8	Electronics Technician Level II	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
9	Electronics Technician Level III	\$65.59	\$65.59	\$65.59	\$65.59	\$65.59
10	Mechanical Engineer I	\$76.84	\$76.84	\$76.84	\$76.84	\$76.84
11	Mechanical Engineer II	\$89.02	\$89.02	\$89.02	\$89.02	\$89.02
12	Mechanical Engineer III	\$98.39	\$98.39	\$98.39	\$98.39	\$98.39
13	Mechanical Technician Level I	\$56.22	\$56.22	\$56.22	\$56.22	\$56.22
14	Mechanical Technician Level II	\$59.03	\$59.03	\$59.03	\$59.03	\$59.03
15	Mechanical Technician Level III	\$63.72	\$63.72	\$63.72	\$63.72	\$63.72
16	Network Engineer/Admin - Level I	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
17	Network Engineer/Admin - Level II	\$70.28	\$70.28	\$70.28	\$70.28	\$70.28
18	Network Engineer/Admin - Level III	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70



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	III					
19	Network Operations Supervisor	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
20	Network Systems Manager	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
21	Network Planning Manager	\$121.81	\$121.81	\$121.81	\$121.81	\$121.81
22	Project Coordinator	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
23	Project Manager – Level I	\$70.28	\$70.28	\$70.28	\$70.28	\$70.28
24	Project Manager – Level II	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
25	Project Manager – Level III	\$126.50	\$126.50	\$126.50	\$126.50	\$126.50
26	Program Manager - Level IV	\$154.61	\$154.61	\$154.61	\$154.61	\$154.61
27	Program Executive	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
28	Scrum Master Level I	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
29	Scrum Master Level II	\$140.55	\$140.55	\$140.55	\$140.55	\$140.55
30	Scrum Master Level III	\$168.66	\$168.66	\$168.66	\$168.66	\$168.66
31	Scrum Master Level IV	\$206.15	\$206.15	\$206.15	\$206.15	\$206.15
32	Agile Product Owner (SAFe)	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
33	Agile Release Train Engineer (RTE)	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
34	Agile Coach SPC (SAFe) Level I	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
35	Agile Coach SPC (SAFe) Level II	\$210.83	\$210.83	\$210.83	\$210.83	\$210.83
36	Agile Coach SPC (SAFe) Level III	\$234.26	\$234.26	\$234.26	\$234.26	\$234.26
37	Quality Assurance Technician - Level I	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
38	Quality Assurance Technician - Level II	\$71.21	\$71.21	\$71.21	\$71.21	\$71.21
39	Quality Assurance Technician - Level III	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
40	Enterprise Architect Level I	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
41	Enterprise Architect Level II	\$140.55	\$140.55	\$140.55	\$140.55	\$140.55



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42	Enterprise Architect Level III	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
43	Systems Architect Level I	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
44	Systems Architect Level II	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
45	Systems Architect Level III	\$131.18	\$131.18	\$131.18	\$131.18	\$131.18
46	Software Developer/Systems Engineer - Level I	\$70.28	\$70.28	\$70.28	\$70.28	\$70.28
47	Software Developer/Systems Engineer – Level II	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
48	Software Developer/Systems Engineer – Level III	\$107.76	\$107.76	\$107.76	\$107.76	\$107.76
49	Embedded Software Systems Engineer - Level I	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
50	Embedded Software Systems Engineer - Level II	\$103.07	\$103.07	\$103.07	\$103.07	\$103.07
51	Embedded Software Systems Engineer - Level III	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
52	Model Based Systems Engineer - Level I	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
53	Model Based Systems Engineer - Level II	\$103.07	\$103.07	\$103.07	\$103.07	\$103.07
54	Model Based Systems Engineer - Level III	\$117.13	\$117.13	\$117.13	\$117.13	\$117.13
55	Technical Writer/Documentation Specialist - Level I	\$56.22	\$56.22	\$56.22	\$56.22	\$56.22
56	Technical Writer/Documentation Specialist - Level II	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
57	Technical Writer/Documentation Specialist - Level III	\$65.59	\$65.59	\$65.59	\$65.59	\$65.59
58	Test Engineer HW/SW Level I	\$60.91	\$60.91	\$60.91	\$60.91	\$60.91
59	Test Engineer HW/SW Level II	\$71.21	\$71.21	\$71.21	\$71.21	\$71.21
60	Test Engineer HW/SW Level III	\$84.33	\$84.33	\$84.33	\$84.33	\$84.33
61	Test Engineer HW/SW Level IV	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70



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62	Test Lead/Manager	\$103.07	\$103.07	\$103.07	\$103.07	\$103.07
63	Artificial Intelligence/Machine Learning Engineer Level I	\$93.70	\$93.70	\$93.70	\$93.70	\$93.70
64	Artificial Intelligence/Machine Learning Engineer Level II	\$112.44	\$112.44	\$112.44	\$112.44	\$112.44
65	Artificial Intelligence/Machine Learning Engineer Level III	\$154.61	\$154.61	\$154.61	\$154.61	\$154.61
66	Artificial Intelligence/Machine Learning Engineer Level IV	\$187.41	\$187.41	\$187.41	\$187.41	\$187.41
67	CAD Engineer Level I	\$56.22	\$56.22	\$56.22	\$56.22	\$56.22
68	CAD Engineer Level II	\$65.59	\$65.59	\$65.59	\$65.59	\$65.59
69	CAD Engineer Level III	\$74.96	\$74.96	\$74.96	\$74.96	\$74.96