



GENERAL SERVICES ADMINISTRATION FEDERAL ACQUISITION SERVICE

Authorized Federal Supply Schedule Pricelist

Contract No. GS-00F-0040L

Contract Period: July 01, 2001 through December 12, 2019

Contractor: MWH Americas, Inc.
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Broomfield, CO 80021
Phone: (303) 410-4000
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Contract Administrator/POC: MWH Americas, Inc.
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Business Size: Large

MWH appreciates your interest in our services offered through the General Services Administration (GSA) Federal Supply Schedules. As you'll see, all of MWH's services are offered through our consolidated products and services schedule (GS-00F-0040L). Agencies can access all of our services, from environmental assessments through remediation and from business management consulting to program/project management through this single schedule contract. Defining appropriate Special Item Numbers (SINs) for the required services is simpler, as is administration of every order.

The following information is provided below:

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A. Customer Information

1a. Awarded Corporate Schedules:

- 874/RC Mission Oriented Business Integrated Services (MOBIS)
- 871/RC Professional Engineering Services
- 899/RC Environmental Services
- 520/RC Financial and Business Solutions
- 541/RC Advertising and Integrated Marketing Solutions

1b. N/A

2. Maximum Order: \$1,000,000
3. Minimum Order: \$100
4. Geographic Coverage: Worldwide
5. Production Points: Same
6. Discount from List Price: Prices shown herein are net prices.
7. Quantity Discounts: Contact Contractor's Representative for quantity discount information
8. Prompt Payment Terms: Net 30 days
- 9a. Government Credit Card is accepted for orders below the micropurchase threshold.
- 9b. Contact Contractor's Representative for credit card acceptance of orders above the micropurchase threshold.
10. Foreign Items: N/A
- 11a - d. Time of Delivery: To be negotiated with ordering agency on each task order
12. F.O.B. Point(s): Destination
13. Ordering Address: Same as contractor's address
14. Payment Addresses:
 - Payment by Mail*
 - MWH Americas, Inc.
 - Federal
 - Department 2728
 - Los Angeles, CA 90084-2728

Electronic Payment

Contact MWH Contract Manager for account and routing information.

15. Warranty Provisions: N/A
16. Export Packing Charges: N/A
17. Terms and Conditions of Government Credit Card Acceptance: See #9 above
18. Terms and Conditions of Rental, Maintenance, and Repair: N/A
19. Terms and Conditions of Installation: N/A



- 20. Terms and Conditions of Repair Parts: N/A
- 20a Terms and Conditions of any other services: N/A
- 21. List of Service and Distribution Points: N/A
- 22. List of Participating Dealers: N/A
- 23. Preventative Maintenance: N/A
- 24. Environmental Attributes: N/A
- 25. Data Universal Numbering System (DUNS) number: 86-923-7024
- 26. Contractor is registered in Central Contractor Registration (CCR) database: Yes
- 27. Net Billing: N/A
- 28. PURCHASE OF INCIDENTAL, NON-SCHEDULE ITEMS: For administrative convenience, open market (non-contract) items may be added to a Federal Supply Schedule Blanket Purchase Agreement (BPA) or an individual order, provided that the items are clearly labeled as such on the order, all applicable regulations have been followed, and price reasonableness has been determined by the ordering activity for the open market (non-contract) items.

B. MWH Company Profile

Established in 1945, MWH is an international infrastructure design and development firm with strengths in water, wastewater, environmental management and hazardous waste remediation. We have 180 offices in 35 countries with nearly 8,000 employees. MWH is a leading engineering, construction, technology, and management organization providing products, services, and expertise for municipalities, government agencies, international funding organizations, and corporations around the world.

MWH is one of the most experienced environmental contractors in the United States. Our Federal clients include the DOE and DOD agencies such as the US Army Corps of Engineers (USACE), Air Force Civil Engineer Center (AFCEC); US Air Force (USAF); and US Naval Facilities Engineering Command. Additional federal clients include the US Bureau of Reclamation (USBR), National Park Service (NPS), Federal Aviation Administration (FAA), National Guard Bureau (NGB), and the US Coast Guard (USCG).

MWH has extensive knowledge and experience with relevant federal and state regulations and their reporting requirements. We have worked in every state in the U.S., as well as Guam, Puerto Rico, and hundreds of locations in Europe and Asia. We understand the variability of reporting requirements, and have established a track record of successfully completing projects in full compliance with all appropriate laws, codes, regulations and guidance.

C. Scope of Services for Schedule 874 – MOBIS Services

Mission Oriented Business Integrated Services (MOBIS) are designed to enable government agencies to improve performance, quality, timeliness and efficiency throughout their organizations. Examples include but are not limited to: quality management; business process reengineering; strategic and business planning; ISO 9000 and ISO 14000; financial management analysis related to an improvement effort; statistical process control; individual and organizational assessments and evaluations; process improvements; process modeling and simulation; performance measurement; organizational design; program integration and project management.



The following are examples of tasks that MWH can perform under our consolidated schedule contract. The equivalent SINs from GSA's Schedule 874 contract for MOBIS services are noted. Examples of services offered by MWH include the following:

Integrated Consulting Services (SIN C 874-1):

Business improvement is critical to success, whether the business is in the industrial or Federal marketplace. In the Federal sector, improvement may mean increased customer satisfaction, more effective business processes, or enhanced confidence in the Government and its ability to serve and protect the public. Whether the objective is to enhance overall competitiveness or performance, reduce costs or liabilities, or improve timeliness and efficiency in an organization, MWH has the ability and experience to assist an ordering agency in achieving those objectives.

MWH understands that each Federal agency has unique requirements. We tailor our consulting services to our clients' needs based on these requirements. Our personnel are experienced in all aspects of business improvement, from initial organizational or process assessments through change implementation, training, and follow-up evaluations. MWH has provided consultation services to federal and industrial clients in the following areas:

- Strategic, business, and action planning
- Threat and vulnerability analyses
- Environmental Management Systems (EMS)
- Process and productivity improvement
- ISO 9000 and 14000 implementation and compliance
- Program audits and evaluations
- Risk management and risk communication

Our projects range from studies and analyses of implementation alternatives to consulting support in the actual implementation of new business processes.

Facilitation Services

Facilitation services offered by MWH include but are not limited to the following:

- Divergent view resolution
- Consensus building
- Alternatives/trade-off analysis
- Sensitivity assessments
- Uncertainty/risk analysis
- Focusing decision-making for strategic, business and action planning
- Leading large and small group briefings and discussions
- Preparing draft and final reports for dissemination

MWH professionals work as facilitators with client project teams to frame and construct decision analysis models that address the client's unique problems. As a first step, the project team develops consensus about the decision they are trying to make. The project team then identifies potential alternatives, selects decision criteria (including how to measure these criteria and their relative importance), and rates how well each of the alternatives performs against the decision criteria. The team then uses this information to develop the decision model structure in real-time, and we walk the client through the decision model results and help them understand the outcome. The outcome typically includes an analysis of trade-offs,



sensitivities, uncertainties and risks, and helps the team evaluate whether or not gathering additional information would improve their decision.

Survey Services

MWH provides expert consultation, assistance, and deliverables associated with all aspects of surveying within the context of MOBIS. MWH assists with, and/or performs all phases of the survey process to include, but not limited to: planning survey design; sampling, survey development; pretest/pilot surveying; defining and refining the agenda; survey database administration; assessing reliability and validity of data; determining proper survey data collection methodology; administering surveys using various types of data collection methods; and analyses of quantitative and qualitative survey data. MWH produces reports to include, but are not limited to: description and summary of results with associated graphs, charts, and tables; description of data collection and survey administration methods; discussion of sample characteristics and the representative nature of data; analysis of non-response; and briefings of results to include discussion of recommendations and potential follow-up actions.

Integrated Business Program Support Services (SIN C 874-7):

Program management needs vary from project to project, depending upon the technical nature of the job, the capabilities and available resources of the ordering agency, the regulatory, and financial and schedule constraints of the job and the degree of public or regulatory involvement. Previous program management assignments, which are ongoing or completed by MWH, have included some or all of the following elements:

- Technical direction
- Scheduling, budget controls and reporting
- Standards development
- Inter - and intra - agency coordination
- Project administration
- Subcontract management
- Risk analysis
- Public/community communications and involvement
- Financial alternatives analysis
- Training/skills transfer

With over 100 Program Management success stories to our credit, MWH is a leading solution integrator for federal, municipal, and industrial clients. In addition, the combination of our experience in Program and Project Management and our in-depth knowledge of the environmental industry provide us with both the insight into our clients' needs and objectives and the technical and management ability to assist in their achievement.

D. Scope of Services for Schedule 871 – Professional Engineering Services

Professional engineering services provide the backbone of the capabilities we provide our clients. From strategic planning and mission development through feasibility studies, system design and testing, logistics support, and program and life cycle management, MWH has both the technical expertise and experienced staff to get the job done – on time, and on budget. As an environmental firm, our primary project focus has been in the following areas:

- Water and wastewater treatment design and management
- Water treatment, supply and distribution



- Industrial treatment and solid waste management
- Energy and hydropower
- Environmental restoration
- Mining engineering

Providing engineering services in any of these areas requires expertise in four primary engineering disciplines, including chemical, civil, electrical, and mechanical engineering. As presented below, MWH can provide expertise in the four primary disciplines for each phase of PES services covered by this SIN.

MWH Expertise in PES Primary Disciplines

Specialty Areas	Primary Disciplines			
	Chemical	Civil	Electrical	Mechanical
Strategic Planning	X	X	X	X
Concept Development and Requirements Analysis	X	X	X	X
System Design, Eng., & Integration	X	X	X	X
Test and Evaluation	X	X	X	X
Integrated Logistics Support	X	X	X	X
Acquisition & Life Cycle Mgmt.	X	X	X	X

The following are examples of tasks that MWH can perform under our consolidated schedule contract. These are examples only and are not meant to exclude or limit any authentic engineering service under this Federal Supply Schedule. The equivalent SINs from GSA's Schedule 871 for professional engineering services are noted.

Strategic Planning for Technology Programs/Activities (SIN C 871-1):

Strategic planning, in general terms, is an important first phase in the performance of engineering services. The goal of this phase is to clearly define the mission and performance objectives for the program or project, establish policies for implementation, identify limiting factors for the design or implementation of the ultimate solution, and define the approach for achievement. MWH has provided strategic planning services for the following types of programs:

- Water supply, treatment and distribution
- Water storage
- Wastewater collection and treatment
- Solid waste management
- Site redevelopment
- Resource management
- Wetlands restoration
- Flood control

For a specific program or project, our approach to strategic planning is tailored to an ordering agency's needs.



Concept Development and Requirements Analysis (SIN C 871-2):

The goal of this phase is to provide conceptual level engineering evaluations to confirm, modify, or eliminate the alternatives identified. Typical activities associated with concept development and requirements analysis may include one or more of the following:

- Develop alternatives through use of a "Brainstorming" Workshop.
- Accomplish initial concept investigations and studies - gather historical data and knowledge.
- Perform detailed evaluation of alternatives, based on life-cycle cost and non-cost criteria. Eliminate alternatives that are found not to be viable. Where necessary, confirm principal alternatives via conceptual designs and modeling. Prioritize and rank all remaining alternatives considering cost and performance trade-offs.
- Conduct a formal Value Engineering (VE) Study. Upon completion of the formal VE study, the VE and project teams mutually develop the recommended solution(s).

System Design, Engineering and Integration (SIN C 871-3):

Services offered by MWH involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis/mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, design studies and analysis, high level detailed specification preparation, configuration management and document control, and modeling.

Much of MWH's system design, engineering and integration services are provided by our strategically positioned design centers located throughout the US and internationally. MWH has over 150 design professionals and support staff providing skilled design, drafting and data management services to clients worldwide. These centers offer expertise in each of the primary engineering disciplines. In addition, MWH staff offers capabilities in structural, architectural, instrumentation and control, and process control design and management of design projects.

Test and Evaluation (SIN C 871-4):

Services provided by MWH in this phase involve the application of various techniques demonstrating that a prototype system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited to, testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, simulation and modeling (to test the feasibility of a concept), system safety, quality assurance, and physical testing of the product or system.

To test the feasibility of our designs, MWH offers simulation and modeling services as well as mobile pilot plants and laboratories to conduct performance testing either from an MWH office or at a specific site location. These services offer opportunities to test concept feasibility and assess system performance prior to full implementation. The modeling and simulation services offered by MWH include, but are not limited to, the following:

- Hydraulic modeling
- Water supply, distribution, and treatment modeling
- Waste/stormwater modeling
- Air quality modeling
- Exposure/risk modeling
- Contaminant fate and transport modeling



- Ecological dynamic simulation modeling
- Bench, pilot, demonstration and full scale testing

In some cases, model output is validated through environmental sampling and independent verification.

Integrated Logistics Support (SIN C 871-5):

MWH offers capabilities in the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their life cycles. Examples of services include but are not limited to:

- Feasibility analysis
- Logistics planning
- Requirements determination
- Policy standards/procedures development
- Long-term reliability and maintainability

The design process is not complete without proper consideration of the requirements and procedures for system startup, operation, and maintenance. The documents created through this step, which may include start-up and prove out plans, operation and maintenance (O&M) manuals, training manuals, and optimization plans, vary according to system and ordering agency requirements.

Acquisition and Life Cycle Management (SIN C 871-6):

MWH has extensive capabilities in the provision of acquisition and life cycle management services. Services required involve the entire planning, budgetary, contract and systems/program management functions required to procure and/or produce, render operational and provide life cycle support (maintenance, repair, supplies, and engineering specific logistics) to technology-based systems, activities, or projects. The construction, start up, and maintenance phase of a project is the culmination of all previous phases. In many cases, MWH has managed the implementation of large, complex projects requiring extensive coordination and/or control of numerous parties who are directly and indirectly involved in project completion.

During the construction phase, MWH roles have included providing construction oversight and inspection services, managing project controls such as budget and schedule, coordinating subcontractors, managing start up and prove out phases, and providing technology transfer and training of client personnel in the maintenance and operation of the facility or system. The roles can be organized and defined in any manner to suit the ordering agency's specific needs.

Construction Management and Engineering Consulting Services Related to Real Property (SIN C 871-7):

MWH has an established construction services program with a large, dedicated department of career construction management professionals. This group is comprised of experienced and knowledgeable inspectors, resident engineers, and construction managers who are skilled in the full range of services required for successful construction management including cost estimating, scheduling, contract administration, inspection, training, value engineering, bidability/constructability reviews, and partnering. MWH provides the full spectrum of construction management services including:

- Project Design Phase Services
- Project Procurement Phase Services
- Project Construction Phase Services



- Commissioning Services
- Testing Services
- Claims Services
- Post Construction Services

E. Scope of Services for Schedule 899 – Environmental Services

The following are examples of environmental services that MWH may perform under our consolidated schedule contract. These are examples only and are not meant to exclude or limit any authentic environmental service under this Federal Supply Schedule. The equivalent SINs from GSA's Schedule 899 contract for Environmental Services are noted.

Environmental Consulting Services (SIN C 899-1):

MWH offers a comprehensive range of environmental services from studies and impact analyses to permitting and environmental quality monitoring. Multidisciplinary teams of MWH environmental specialists in the fields of biology, hydrology, planning, and engineering have prepared hundreds of major environmental assessments in compliance with federal, state, or local regulations. In addition to environmental assessments, we can also provide the following services:

- Environmental impact statements and assessments under NEPA
- Environmental baseline surveys
- Endangered species, watersheds and other natural resource management plans, studies, and investigations
- Cultural resource management plans
- Wetland inventories and surveys
- Human health and ecological risk assessments
- Water supply and quality
- Environmental restoration investigations and studies
- Groundwater monitoring
- Environmental program management
- Economic, technical and risk analyses in support of environmental needs

We are also adept at data collection, analysis and reporting, and have provided support to many clients at scoping meetings, hearings, and other forums held for the public and/or regulatory agencies. Other services include preparation of human health risk and environmental impact evaluations and reports; preparation of expert testimony; and environmental studies or assessments related to the investigation and/or restoration of potentially hazardous waste sites.

Environmental Training Services (SIN C 899-3):

MWH provides training services on a wide range of environmental subjects to the federal government. MWH has developed a variety of customized course materials to meet client objectives. Our trainers are experienced in developing training programs ranging from live training courses and workshops to train-the-trainer courses and workshops, web-based training and other computer-based courses and workshops. Topics for our customized training courses include, but are not limited to, the following:

- Environmental Management Systems/ISO 14001 Awareness Training
- Environmental Management Systems/ISO 14001 Implementation Training
- Environmental Management Systems/ISO 14001 Team Training
- Environmental Management Systems/ISO 14001 Leadership Training



- Pollution Prevention Opportunity Assessment Training
- Sustainability Training
- Affirmative Procurement Training

Our training personnel work closely with Federal agencies to design course agenda and content, develop course materials, and provide logistical assistance for the training. Coordination of testing, training evaluation and feedback data can also be provided. Audience size for training programs has ranged from less than 10 to over 200 attendees.

Geographic Information Systems (GIS) Services (SIN C 899-7):

MWH provides a variety of GIS consulting and engineering services across the entire GIS development lifecycle, from strategic planning through system implementation. MWH has been successfully designing and implementing GIS solutions for our clients in a variety of engineering and environmental service areas, including:

- Hydrogeology/environmental science
- Hazardous waste investigations
- Water resources/natural resource management
- Water/wastewater/sewer distribution systems
- Construction management/operations and maintenance
- Unexploded ordnance
- Project planning
- Document/asset management
- Facilities design

GIS services provided by MWH include the development of needs analyses, cost/benefit analyses, conceptual designs, and implementation plans; data acquisition; database/GIS design; data integration and analysis; database and map conversion; application development; system acquisition and implementation; training and documentation; and integration with environmental and engineering models. Additionally, MWH's GIS staff possesses a broad range of technical expertise in utility and facility management, cartography, modeling, engineering, planning, and information management.

MWH maintains current licenses of the major GIS and RDBMS software packages and programming tools in addition to various hardware and software platforms. Our offices are fully equipped to exchange data in any number of formats on several media. We also provide web enabled application development and integration services that can give our clients access to modern, browser-based GIS applications.

Remediation and Reclamation Services (SIN C 899-8):

MWH has the technical competence and depth and breadth of experience to provide rapid, technologically sound, and cost-effective solutions to the environmental issues facing GSA's federal customers. Our remediation capabilities include:

- Remedial system installation, optimization, start-up and prove-out
- Slurry wall, barrier, and landfill cap installation, maintenance, and closure
- Drilling/well construction and multi-media sampling for site investigation and characterization
- Groundwater and soil treatment system construction, operation and removal
- Excavation, removal, manifesting, transportation, storage, treatment and disposal of hazardous wastes
- CERCLA- and RCRA-compliant removals and site closures
- Ordnance removal and support



- Short and long-term operation, maintenance, and monitoring of remedial systems
- Preparation of O&M manuals and training programs

Our ability to provide the technical services listed above is based on comprehensive knowledge and expertise of the over 850 qualified personnel within MWH and our construction affiliate, MWH Constructors, including site superintendents, field inspectors, technicians, and engineers. Our resources are both nationwide and around the globe, offering ordering agencies personnel who are familiar with local laws, regulations, and customs relating to the remediation of hazardous waste sites.

F. Scope of Services for Schedule 520 – Financial and Business Solutions (FABS)

The following are examples of tasks that MWH can perform under our consolidated schedule contract. The equivalent SINs from GSA's Schedule 520 contract for FABS services are noted. Examples of services offered by MWH include the following:

Program Financial Advisor (SIN C 520-1):

MWH assists agencies on cross-cutting issues, asset marketability, program development, trust or other monetary fund management/benefit administration, equity monitoring, originations, and addresses any other considerations regarding the acquisition, management and/or resolution of an asset. MWH has extensive experience assisting energy companies, organizations, and lenders with determining the financial viability of projects as well as determining the value of assets. MWH can provide a wide spectrum of financial support ranging from basic financial due diligence to the development of a complete financial plan, which includes pro forma financial statements and extensive sensitivity analyses.

Specific financial services include:

- Financial due diligence support
- Asset valuation
- Development of financial plans
- Forward pricing models
- Pro forma financial models
- Cash flow models
- Enterprise models
- Lease rate models
- Tariff and rate development
- Operations and maintenance cost estimates
- Sensitivity studies
- Advising services for debt financing
- Bond advisory support
- Financial closing and monitoring of funds disbursement
- Information memorandum preparation

Transaction Specialist (SIN C 520-2):

MWH assists agencies in all asset resolution-related areas including valuation/pricing, portfolio stratification, restructuring and disposition strategies which best meet agency goals. MWH makes specific recommendations as to the best execution. MWH also provides marketing expertise, budget and credit reform analyses.

Due Diligence and Support Services (SIN C 520-3):

MWH assists agencies in the confirmation and validation of specific elements of an agency's portfolio of assets. MWH collects and organizes data from an agency's files or a third party source, creates asset inventory databases, provides support for asset sales (e.g., asset valuations, investor war room and asset



packaging, and closings), and develops quality/information controls. MWH has extensive expertise in performing financial, technical, environmental, and management and administration due diligence work for asset transactions in the energy and water sectors. MWH can assist in all aspects of an asset transaction from analyzing the impact of electric deregulation, to performing feasibility studies, to assisting in the portfolio integration of an asset after the completion of a transaction. Specific due diligence services include:

Financial Due Diligence

- Financial models
- Forward pricing
- Enterprise
- Leasing
- Others

Management and Administration Due Diligence

- Business practices
- Organization
- Staffing analysis
- Inventory and cost management

Technical Due Diligence

- Condition assessments
- Design review and evaluations
- Operation and maintenance assessments
- Plant performance evaluations
- Useful life projections

Asset Valuation

- Discounted cash flow
- Market transactions
- Replacement cost
- Contract review

Environmental Due Diligence

- Compliance
- Permitting
- Emission allowances

G. Scope of Services for Schedule 541 – Advertising and Integrated Marketing Solutions (AIMS)

The following are examples of tasks that MWH can perform under our consolidated schedule contract. The equivalent SINs from GSA's Schedule 541 contract for AIMS services are noted. Examples of services offered by MWH include the following:

Advertising Services (SIN C 541-1):

MWH promotes public awareness of an agency's mission and initiatives, enables public understanding of complex technical and social issues, disseminates information to industry and consumer advocacy groups, and engages in recruitment campaigns. MWH's services include, but are not limited to the following:

- Advertising objective determination
- Message decision/creation
- Media selection
- Outdoor marketing and media services
- Broadcast media (Radio, TV and Public Service Announcements)
- Direct mail services
- Media planning
- Media placement services
- Advertising evaluation
- Related activities to advertising services



Public Relations Services (SIN C 541-2):

MWH has aided in the determination of advertising objectives, the creation of messages, and the dissemination of information to industry, key stakeholders, and the public. MWH has worked closely with both government and non-government clients to create customized solutions for public relations. This has included developing media messages and strategies, providing recommendations of media sources for message placement, and preparing media materials such as press releases, presentations, and press kits.

Market Research and Analysis (SIN C 541-4A):

MWH's market research and analysis services offers capabilities in the development of strategic marketing plans, the identification and analysis of target markets, the establishment of measurable marketing objectives and implementation of strategies, and program evaluation of the outcomes. MWH's services include, but are not limited to:

- Customizing strategic marketing plans
- Branding initiatives
- Creating public awareness of products, services, and issues
- Targeting market identification and analysis
- Establishing measurable marketing objectives; determining market trends and conditions; identifying and implementing appropriate strategies
- Conducting focus groups, telemarketing, individual interviews, preparing/distributing surveys, and compiling/analyzing results
- Establishing call centers (in relation to services provided under this schedule)

Integrated Marketing Services (SIN C 541-5):

MWH is adept at the creation of integrated solutions incorporating public opinion, public relations, and advertising services. MWH has experience in integrated solutions with respect to community relations efforts for both government and commercial facilities, where public involvement, cooperation and consensus building are critical factors to success.



H. Price Lists Schedules 874, 871, 899, 520, and 541

SIN(s)	Labor Category	Option Period 3, Year 1 12/13/14 - 12/12/15	Option Period 3, Year 2 12/13/15 - 12/12/16	Option Period 3, Year 3 12/13/16 - 12/12/17	Option Period 3, Year 4 12/13/17- 12/12/18	Option Period 3, Year 5 12/13/18 - 12/12/19
C899-1, C899-3, C899-7, C899-8, C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	Contract Manager	\$286.84	\$292.29	\$297.84	\$303.50	\$309.27
C899-1, C899-3, C899-7, C899-8	Technical Leader	\$208.23	\$212.19	\$216.22	\$220.33	\$224.51
C899-1, C899-3, C899-7, C899-8	Project Manager	\$184.67	\$188.18	\$191.75	\$195.40	\$199.11
C899-1, C899-3, C899-7, C899-8	Senior Professional	\$148.59	\$151.41	\$154.29	\$157.22	\$160.21
C899-1, C899-3, C899-7, C899-8	Professional	\$122.71	\$125.04	\$127.42	\$129.84	\$132.31
C899-1, C899-3, C899-7, C899-8	Junior Professional	\$100.95	\$102.87	\$104.82	\$106.81	\$108.84
C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	Sr. Contracts Administrator	\$176.08	\$179.43	\$182.83	\$186.31	\$189.85
C899-1, C899-3, C899-7, C899-8, C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	Contracts Administrator	\$106.07	\$108.09	\$110.14	\$112.23	\$114.36
C899-1, C899-3, C899-7, C899-8, C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	Project Administrator	\$81.92	\$83.48	\$85.06	\$86.68	\$88.33
C899-1, C899-3, C899-7, C899-8	Senior GIS Consultant	\$177.87	\$181.25	\$184.69	\$188.20	\$191.78
C899-1, C899-3, C899-7, C899-8	GIS Consultant	\$131.51	\$134.01	\$136.55	\$139.15	\$141.79
C899-1, C899-3, C899-7, C899-8	Senior GIS Analyst	\$145.05	\$147.81	\$150.61	\$153.48	\$156.39
C899-1, C899-3, C899-7, C899-8	GIS Analyst	\$108.51	\$110.57	\$112.67	\$114.81	\$116.99
C899-1, C899-3, C899-7, C899-8	Junior GIS Analyst	\$92.65	\$94.41	\$96.20	\$98.03	\$99.89
C899-1, C899-3, C899-7, C899-8	Lead Trainer	\$209.07	\$213.04	\$217.09	\$221.21	\$225.42

SIN(s)	Labor Category	Option Period 3, Year 1 12/13/14 - 12/12/15	Option Period 3, Year 2 12/13/15 - 12/12/16	Option Period 3, Year 3 12/13/16 - 12/12/17	Option Period 3, Year 4 12/13/17 - 12/12/18	Option Period 3, Year 5 12/13/18 - 12/12/19
C899-1, C899-3, C899-7, C899-8	Senior Trainer	\$162.45	\$165.54	\$168.68	\$171.89	\$175.15
C899-1, C899-3, C899-7, C899-8	Trainer	\$134.84	\$137.40	\$140.01	\$142.67	\$145.38
C899-1, C899-3, C899-7, C899-8	Junior Trainer	\$108.32	\$110.38	\$112.48	\$114.61	\$116.79
C899-1, C899-3, C899-7, C899-8	Sr Training Software Developer	\$188.61	\$192.19	\$195.85	\$199.57	\$203.36
C899-1, C899-3, C899-7, C899-8	Training Software Developer	\$151.52	\$154.40	\$157.33	\$160.32	\$163.37
C899-1, C899-3, C899-7, C899-8	Jr Training Software Developer	\$108.77	\$110.84	\$112.94	\$115.09	\$117.28
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	Sr. CADD/Designer	\$160.29	\$163.34	\$166.44	\$169.60	\$172.82
C899-1, C899-3, C899-7, C899-8, C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	CADD Designer/Graphic Artist	\$126.23	\$128.63	\$131.07	\$133.56	\$136.10
C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	Jr. CADD/Drafter/Designer/Graphics	\$108.72	\$110.79	\$112.89	\$115.04	\$117.22
C899-1, C899-3, C899-7, C899-8, C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	Secretary	\$78.84	\$80.34	\$81.86	\$83.42	\$85.00
C899-1, C899-3, C899-7, C899-8, C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	Word Processor	\$73.31	\$74.70	\$76.12	\$77.57	\$79.04

SIN(s)	Labor Category	Option Period 3, Year 1 12/13/14 - 12/12/15	Option Period 3, Year 2 12/13/15 - 12/12/16	Option Period 3, Year 3 12/13/16 - 12/12/17	Option Period 3, Year 4 12/13/17- 12/12/18	Option Period 3, Year 5 12/13/18 - 12/12/19
C899-1, C899-3, C899-7, C899-8, C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	Clerk	\$68.43	\$69.73	\$71.06	\$72.41	\$73.78
C899-1, C899-3, C899-7, C899-8	Construction Manager	\$123.70	\$126.05	\$128.45	\$130.89	\$133.37
C899-1, C899-3, C899-7, C899-8	Superintendent	\$102.36	\$104.30	\$106.29	\$108.31	\$110.36
C899-1, C899-3, C899-7, C899-8	Field Engineer	\$91.48	\$93.22	\$94.99	\$96.79	\$98.63
C899-1, C899-3, C899-7, C899-8	Field Technician (Construction)	\$72.36	\$73.73	\$75.14	\$76.56	\$78.02
C899-1, C899-3, C899-7, C899-8	Environmental Tech.	\$92.03	\$93.78	\$95.56	\$97.38	\$99.23
C899-1, C899-3, C899-7, C899-8	Field Technician	\$75.30	\$76.73	\$78.19	\$79.67	\$81.19
C899-1, C899-3, C899-7, C899-8	O&M Technician	\$75.01	\$76.44	\$77.89	\$79.37	\$80.88
C899-1, C899-3, C899-7, C899-8	Project Controls Specialist	\$94.89	\$96.69	\$98.53	\$100.40	\$102.31
C899-1, C899-3, C899-7, C899-8	Site Health and Safety Officer	\$92.58	\$94.34	\$96.13	\$97.96	\$99.82
C899-1, C899-3, C899-7, C899-8	Field Administrator	\$54.24	\$55.27	\$56.32	\$57.39	\$58.48
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	Sr. Project Advisor	\$267.46	\$272.54	\$277.72	\$283.00	\$288.37
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	Project Advisor	\$212.88	\$216.92	\$221.05	\$225.25	\$229.53
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	Sr. Managing Engineer/Analyst	\$189.71	\$193.31	\$196.99	\$200.73	\$204.54
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	Managing Engineer/Analyst	\$176.33	\$179.68	\$183.09	\$186.57	\$190.12
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	Sr. Engineer/Analyst	\$141.66	\$144.35	\$147.09	\$149.89	\$152.74
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	Engineer/Analyst	\$122.77	\$125.10	\$127.48	\$129.90	\$132.37
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	Jr. Engineer/Analyst	\$107.42	\$109.46	\$111.54	\$113.66	\$115.82



SIN(s)	Labor Category	Option Period 3, Year 1 12/13/14 - 12/12/15	Option Period 3, Year 2 12/13/15 - 12/12/16	Option Period 3, Year 3 12/13/16 - 12/12/17	Option Period 3, Year 4 12/13/17 - 12/12/18	Option Period 3, Year 5 12/13/18 - 12/12/19
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	Engineering/Analyst Technician	\$79.58	\$81.09	\$82.63	\$84.20	\$85.80
C874-1, C874-7	Sr. Principal Consultant	\$287.57	\$293.03	\$298.60	\$304.27	\$310.06
C874-1, C874-7	Principal Consultant	\$263.23	\$268.23	\$273.33	\$278.52	\$283.81
C874-1, C874-7	Sr. Managing Consultant	\$251.89	\$256.68	\$261.55	\$266.52	\$271.59
C874-1, C874-7	Managing Consultant	\$207.62	\$211.56	\$215.58	\$219.68	\$223.85
C874-1, C874-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	Senior Consultant	\$196.54	\$200.27	\$204.08	\$207.96	\$211.91
C874-1, C874-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	Consultant	\$144.14	\$146.88	\$149.67	\$152.51	\$155.41
C874-1, C874-7	Junior Consultant	\$110.83	\$112.94	\$115.08	\$117.27	\$119.50
C874-1, C874-7	Consulting Assistant	\$79.62	\$81.13	\$82.67	\$84.25	\$85.85
C874-1, C874-7	Sr. Computer Programmer	\$179.42	\$182.83	\$186.30	\$189.84	\$193.45
C874-1, C874-7	Computer Programmer	\$151.52	\$154.40	\$157.33	\$160.32	\$163.37
C874-1, C874-7	Jr. Computer Programmer	\$108.77	\$110.84	\$112.94	\$115.09	\$117.28
C874-1, C874-7	Technical Editor	\$83.91	\$85.50	\$87.13	\$88.78	\$90.47
C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	Director	\$291.11	\$296.64	\$302.28	\$308.02	\$313.87
C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	Program Manager	\$244.40	\$249.04	\$253.78	\$258.60	\$263.51



SCA MATRIX		
SCA Eligible Contract Labor Category	SCA Equivalent Code - Title	WD Number
Sr. CADD/Designer	30064 – Drafter/CAD Operator IV	2005-2017 Rev. 17
CADD Designer/Graphic Artist	30063 – Drafter/CAD Operator III	2005-2017 Rev. 17
Jr. CADD/Drafter/Designer/Graphics	30062 – Drafter/CAD Operator II	2005-2017 Rev. 17
Secretary	01313 - Secretary III	2005-2017 Rev. 17
Word Processor	01613 – Word Processor III	2005-2017 Rev. 17
Clerk	01112 - General Clerk II	2005-2017 Rev. 17
Field Technician	30090 - Environmental Technician	2005-2017 Rev. 17
O&M Technician	25210 – Water Treatment Plant Operator	2005-2017 Rev. 17
Engineering/Analyst Technician	30040 – Civil Engineering Technician	2005-2017 Rev. 17
Sr. Computer Programmer	14074 – Computer Programmer IV	2005-2017 Rev. 17
Computer Programmer	14073 – Computer Programmer III	2005-2017 Rev. 17
Jr. Computer Programmer	14072 – Computer Programmer II	2005-2017 Rev. 17
Technical Editor	30463 – Technical Writer III	2005-2017 Rev. 17

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the cited SCA labor categories are based on the U.S. Department of Labor WD Number(s) identified in the SCA matrix. The prices offered are based on the preponderance of where work is performed and should the Contractor perform in an area with lower SCA rates, resulting lower wages being paid, the task order prices will be discounted accordingly.



I. Labor Category Descriptions 874, 871, 899, 03 FAC, 520, and 541

SINs	Schedule	Labor Category	Years of Experience	Educational Requirements	Registration Requirements	Other
C899-1, C899-3, C899-7, C899-8, C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	899, 871, 874, 520, 541	Contract Manager	Minimum 12 years of related experience; environmental industry experience preferred	Bachelor's degree in an environmentally related technical field required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • A minimum of 8 years of federal Contract Management experience • Working knowledge of applicable federal, state and local laws, regulations and guidance • Effective delegator, communicator, mentor, and organizer • Able to perform complex or non-routine tasks • Capable of balancing staff work and project needs and effectively settling internal problems • Superior client manager, effective at understanding and implementing client needs in achieving contract goals
C899-1, C899-3, C899-7, C899-8	899	Technical Leader	Minimum 10 years of experience in environmental industry	Bachelor's degree in an environmentally related technical field required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Minimum 8 years' experience managing environmental projects at the field operational level • Outstanding technical capabilities/knowledge; has emerged as a technical differentiator • Effectively manage work requirements by easily balancing priorities, focusing efforts and utilizing available resources • Demonstrate outstanding levels of productivity by leading and empowering lower level staff • Strongest of project managers, and possess a thorough understanding of contract administration, project financials, and client service • Working knowledge of applicable federal, state and local laws, regulations, and guidance
C899-1, C899-3, C899-7, C899-8	899	Project Manager	Minimum 8 years of experience in environmental industry	Bachelor's degree in an environmentally related technical field required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Minimum 5 years' experience managing environmental projects at the field operational level • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Demonstrated ability to perform technical tasks such as calculations, layouts, data evaluations, and design or technical report preparation • Demonstrated ability to successfully manage projects including supervision and oversight of project teams working on specific project elements • Working knowledge of applicable federal, state and local laws, regulations, and guidance

SINs	Schedule	Labor Category	Years of Experience	Educational Requirements	Registration Requirements	Other
C899-1, C899-3, C899-7, C899-8	899	Senior Professional	Minimum 6 years of experience in environmental industry	Bachelor's degree in an environmentally related technical field required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Demonstrated ability to perform technical tasks such as calculations, layouts, data evaluations, and design or technical report preparation • Demonstrated ability to successfully manage projects including supervision and oversight of project teams working on specific project elements • Developed expertise in a technical specialty
C899-1, C899-3, C899-7, C899-8	899	Professional	Minimum 4 years of experience in environmental industry	Bachelor's degree in an environmentally related technical field required; Master's degree preferred	None	<ul style="list-style-type: none"> • Guide to less experienced staff and able to work effectively within a team environment or independently • Contributor to project teams by providing strong technical support • Capable of performing technical tasks such as calculations, layouts, data evaluations, and design or technical report preparation • Capable of managing tasks and field efforts and supervising subcontractors and multiple subcontractor teams • Solid project manager on smaller projects, understands project financials, and displays an ability to effectively manage budget, time, staff, and other resources.
C899-1, C899-3, C899-7, C899-8	899	Junior Professional	0-6 years of experience in environmental industry	Bachelor's degree in an environmentally related technical field	None	<ul style="list-style-type: none"> • Contributor to a project team and capable of performing routine site work
C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	871, 874, 520, 541	Sr. Contracts Administrator	Minimum 15 years in admin/accounting with 12-15 years contract administration	Bachelor's degree required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Leads efforts in contract administration and establishes procedures • Strong knowledge in multiple federal contracts and contract negotiation • Performs role similar to contract manager on contracting issues

SINs	Schedule	Labor Category	Years of Experience	Educational Requirements	Registration Requirements	Other
C899-1, C899-3, C899-7, C899-8, C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7 C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	899, 871, 874, 520, 541	Contracts Administrator	Minimum 5 years of admin/ accounting experience with min of 3-5 years contract administration	Bachelor's degree or equivalent experience/education required	None	<ul style="list-style-type: none"> • Detailed and substantial interaction with project teams regarding accounting and contract analysis • Performs procurement of subcontractors • Thorough knowledge of FAR and federal contracting regulations • Manages complex contracts and completes detailed analysis and reporting such as 72A reporting and SB reporting
C899-1, C899-3, C899-7, C899-8, C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	899, 871, 874, 520, 541	Project Administrator	Minimum 2 years of administrative/ accounting experience	High school graduate or equivalent	None	<ul style="list-style-type: none"> • Supports project team needs in general project administration • Performs job setup, invoicing, and closeout activities • Knowledgeable about the fundamental concepts and practices of contract administration
C899-1, C899-3, C899-7, C899-8	899	Senior GIS Consultant	Minimum 14 years of experience in GIS systems and software	Bachelor's degree required	None	<ul style="list-style-type: none"> • Minimum 10 years' experience managing large GIS projects • Outstanding technical capabilities/knowledge; has emerged as a technical differentiator • Effectively manage work requirements by easily balancing priorities, focusing efforts and utilizing available resources • Demonstrate outstanding levels of productivity by leading and empowering lower level staff
C899-1, C899-3, C899-7, C899-8	899	GIS Consultant	Minimum 10 years of experience in GIS systems and software	Bachelor's degree required	None	<ul style="list-style-type: none"> • Broad breadth of GIS experience and capabilities, and able to work proficiently and competently on a wide range of work • Demonstrated ability to successfully manage GIS projects including supervision and oversight of staff working on specific project elements • Developed expertise in a technical specialty
C899-1, C899-3, C899-7, C899-8	899	Senior GIS Analyst	Minimum 6 years of experience in GIS systems and software	Bachelor's degree required	None	<ul style="list-style-type: none"> • Able to work proficiently and competently on a wide range of work • Demonstrated ability to successfully manage large GIS tasks, understands project financials, and displays an ability to effectively manage budget, time, staff, and other resources.

SINs	Schedule	Labor Category	Years of Experience	Educational Requirements	Registration Requirements	Other
C899-1, C899-3, C899-7, C899-8	899	GIS Analyst	Minimum 2 years of experience in GIS systems and software	Bachelor's degree required	None	<ul style="list-style-type: none"> • Guide to less experienced staff and able to work effectively within a team environment or independently • Contributor to project teams by providing strong technical support • Solid task manager on smaller projects
C899-1, C899-3, C899-7, C899-8	899	Junior GIS Analyst	0-3 years of experience in GIS systems and software	Bachelor's degree preferred	None	<ul style="list-style-type: none"> • Contributor to a project team and capable of performing routine GIS tasks
C899-1, C899-3, C899-7, C899-8	899	Lead Trainer	Minimum 12 years of related experience	Bachelor's degree required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Demonstrated ability to successfully plan and implement training programs • Working knowledge of applicable federal, state and local laws, regulations, and guidance
C899-1, C899-3, C899-7, C899-8	899	Senior Trainer	Minimum 10 years of related experience	Bachelor's degree required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Demonstrated ability to successfully manage training programs • Strong contributor to training teams
C899-1, C899-3, C899-7, C899-8	899	Trainer	Minimum 6 years of related experience	Bachelor's degree required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Guide to less experienced training staff and able to work effectively within a team environment or independently • Strong contributor to training teams • Capable of managing training tasks • Solid performer on smaller training projects
C899-1, C899-3, C899-7, C899-8	899	Junior Trainer	Minimum 3 years of related experience	Bachelor's degree in related field	None	<ul style="list-style-type: none"> • Performs tasks with minimal guidance; competent training/consulting skills • Contributor to a project team and capable of performing routine project tasks

SINs	Schedule	Labor Category	Years of Experience	Educational Requirements	Registration Requirements	Other
C899-1, C899-3, C899-7, C899-8	899	Sr. Training Software Developer	Minimum 10 years of related experience	Bachelor's degree in computer science, engineering, math, business, or equivalent technical training and experience	None	<ul style="list-style-type: none"> • Manages development of new routines or modifications to existing training software programs • Coordinates program specification development • Oversees implementation of user requirements in test plans and program logic flow charts • Directs program/application development, testing, installation
C899-1, C899-3, C899-7, C899-8	899	Training Software Developer	Minimum 6 years of related experience	Bachelor's degree in computer science, engineering, math, business, or equivalent technical training and experience	None	<ul style="list-style-type: none"> • Develops new routines or modifications to existing programs as needed for clients/training programs • Performs coding, testing and debugging, modification, and installation of operating programs/procedures • Participates in system testing • Strong contributor to training teams • Capable of managing tasks and supervising task teams
C899-1, C899-3, C899-7, C899-8	899	Jr. Training Software Developer	Minimum 4 years of related experience	Bachelor's degree in computer science, engineering, math, business, or equivalent technical training and experience	None	<ul style="list-style-type: none"> • Contributor to a project team and capable of performing routine programming tasks • Performs tasks with minimal guidance; competent programming skills
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	871	Sr. CADD/Designer	Minimum 8 years drafting/design experience with 5 years CADD/graphics software	High school graduate or equivalent; college level coursework in design, advanced CAD, graphics; Bachelor's degree and environmental industry experience preferred	None	<ul style="list-style-type: none"> • Manages design efforts and team of designers; complies with project budget and schedule • Capable of completing/coordinating the development and delivery of complex designs and entire sets of drawings

SINs	Schedule	Labor Category	Years of Experience	Educational Requirements	Registration Requirements	Other
C899-1, C899-3, C899-7, C899-8, C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	899, 871, 874, 520, 541	CADD Designer/ Graphics Artist	Minimum 4 years drafting/design experience with 2 years CADD/ graphics software	High school graduate or equivalent; college level coursework in design, advanced CAD, graphics; Bachelor's degree preferred	None	<ul style="list-style-type: none"> • Fully develops designs and client deliverables with minimal guidance • Responsible for layout & coordination of entire sets of drawings/graphics • Capable of leading drafters and coordinates work activities with other discipline designers/drafters • Manages design effort for large projects and complies with project budget and schedule
C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	871, , 874, 520, 541	Jr CADD/Drafter/ Designer/ Graphics	Minimum 2 years' experience with primary drafting/CADD/ graphics software	High school graduate or equivalent; college level coursework in design, CAD, graphics preferred	None	<ul style="list-style-type: none"> • Contributor to a project team and capable of performing routine drafting/CADD/graphics tasks • Develops drawings or graphics with minimal guidance; competent skills in CADD
C899-1, C899-3, C899-7, C899-8, C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	899, 871, 874, 520, 541	Secretary	Minimum 3 years of professional experience	High school graduate or equivalent	None	<ul style="list-style-type: none"> • Arranges travel for project team as needed • Coordinates project deliverables • Supports project needs as required by project manager
C899-1, C899-3, C899-7, C899-8, C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	899, 871, 874, 520, 541	Word Processor	Minimum 2 years of word processing experience	High school graduate or equivalent	None	<ul style="list-style-type: none"> • Knowledgeable in word processing programs used for federal contracts • Familiar with corporate style guide for report formatting

SINs	Schedule	Labor Category	Years of Experience	Educational Requirements	Registration Requirements	Other
C899-1, C899-3, C899-7, C899-8, C874-1, C874-7, C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7 C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	899, 871, 874, 520, 541	Clerk	0-3 years of administrative/ accounting experience	High school graduate or equivalent	None	<ul style="list-style-type: none"> • Supports projects needs in general project administration • Performs project filing, mailings, and general accounting needs
C899-1, C899-3, C899-7, C899-8	899	Construction Manager	Minimum 7 years in the construction industry	Bachelor's degree	P.E. preferred	<ul style="list-style-type: none"> • Demonstrated ability to successfully manage remediation projects including supervision and oversight of project teams • Developed expertise in remedial construction implementation and management • Has overall project responsibility in the field
C899-1, C899-3, C899-7, C899-8	899	Superintendent	Minimum 5 years in the construction industry	Bachelor's degree	E.I.T. or P.E. preferred	<ul style="list-style-type: none"> • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Demonstrated ability to successfully manage remediation projects including supervision and oversight of project teams • Provides overall on-site administration, project supervision, and technical management at project site
C899-1, C899-3, C899-7, C899-8	899	Field Engineer	Minimum 3 years of experience in the environmental/ construction industry	Bachelor's degree	None	<ul style="list-style-type: none"> • Ensures implementation of overall field remediation/construction program is consistent with job specifications
C899-1, C899-3, C899-7, C899-8	899	Field Technician (Construction)	Minimum 2 years of field experience	Not applicable	None	<ul style="list-style-type: none"> • Implements tasks in support of remediation, construction, and/or optimization field activities • Implements environmental and personal monitoring/sampling required in the TO work plan and site safety and health plan • Completed OSHA training for site work
C899-1, C899-3, C899-7, C899-8	899	Environmental Technician	0-4 years of experience in environmental industry	Bachelor's degree in an environmentally related technical field	None	<ul style="list-style-type: none"> • Contributor to a project team and capable of performing routine work in conjunction with office or field work

SINs	Schedule	Labor Category	Years of Experience	Educational Requirements	Registration Requirements	Other
C899-1, C899-3, C899-7, C899-8	899	Field Technician	0-10 years, preferably in the environmental industry	High school graduate or equivalent	None	<ul style="list-style-type: none"> • Contributor to a project team and capable of performing routine site work
C899-1, C899-3, C899-7, C899-8	899	O&M Technician	Minimum 2 years of field experience	Not applicable	None	<ul style="list-style-type: none"> • Performs O&M tasks in support of remediation, construction, and/or optimization field activities • Provides/performs operations, maintenance, and monitoring services • Implements TO-specific environmental and personal monitoring/sampling in conjunction with O&M activities • Completed OSHA training for site work
C899-1, C899-3, C899-7, C899-8	899	Project Controls Specialist	Minimum 6 years of experience, preferably in the environmental industry	Bachelor's degree in an environmentally related technical field required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Performs cost, schedule, budget analysis for projects • Compiles and reports performance data to Project/Contract Manager and client as required by SOW • Performs variance analysis to identify deviations from project schedule and/or budget • Able to work proficiently and competently on a wide range of work
C899-1, C899-3, C899-7, C899-8	899	Site Health and Safety Officer	Minimum 3 years of experience in the environmental industry	Bachelor's degree preferred	Certified Safety Professional	<ul style="list-style-type: none"> • Responsible for oversight and field implementation of all Federal, state, and local safety, health, and training requirements. • Provides regional consistency for field construction projects • Completed OSHA 10-hour safety awareness class
C899-1, C899-3, C899-7, C899-8	899	Field Administrator	Minimum 2 years administrative/accounting experience	High school graduate or equivalent	None	<ul style="list-style-type: none"> • Supports project needs in general project administration in field • Supports daily coordination/reporting requirements • Knowledgeable about internal systems for project administration and reporting

SINs	Schedule	Labor Category	Years of Experience	Educational Requirements	Registration Requirements	Other
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	871	Senior Project Advisor	Minimum 16 years of related experience	Bachelor's degree in an environmentally related technical field required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Minimum 14 years' experience in project management • Outstanding technical capabilities/knowledge; has emerged as a technical differentiator • Effectively manages work requirements by easily balancing priorities, focusing efforts and utilizing available resources • Demonstrates outstanding levels of productivity by leading and empowering lower level staff • Strongest of project managers, and possesses a thorough understanding of contract administration, project financials, and client service • Working knowledge of applicable federal, state and local laws, regulations, and guidance
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	871	Project Advisor	Minimum 14 years of related experience	Bachelor's degree in an environmentally related technical field required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Minimum 10 years' experience in project management • Outstanding capabilities/knowledge; has emerged as a technical differentiator • Effectively manage work requirements by easily balancing priorities, focusing efforts and utilizing available resources • Demonstrate outstanding levels of productivity by leading and empowering lower level staff • Strongest of project managers, and possess a thorough understanding of contract administration, project financials, and client service • Working knowledge of applicable federal, state and local laws, regulations, and guidance
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	871	Sr. Managing Engineer/Analyst	Minimum 12 years of related experience	Bachelor's degree required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Minimum 8 years' experience in project management • Outstanding capabilities/knowledge; has emerged as a technical differentiator • Effectively manage work requirements by easily balancing priorities, focusing efforts and utilizing available resources • Demonstrate outstanding levels of productivity by leading and empowering lower level staff • Strongest of project managers, and possess a thorough understanding of contract administration, project financials, and client service • Working knowledge of applicable federal, state and local laws, regulations, and guidance

SINs	Schedule	Labor Category	Years of Experience	Educational Requirements	Registration Requirements	Other
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	871	Managing Engineer/Analyst	Minimum 10 years of related experience	Bachelor's degree in an environmentally related technical field required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Minimum 6 years' experience managing environmental projects at the field operational level • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Demonstrated ability to perform technical tasks such as calculations, layouts, data evaluations, and design or technical report preparation • Demonstrated ability to successfully manage projects including supervision and oversight of project teams working on specific project elements • Working knowledge of applicable federal, state and local laws, regulations, and guidance
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	871	Sr. Engineer/Analyst	Minimum 8 years of related experience	Bachelor's degree in an environmentally related technical field required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Demonstrated ability to successfully manage projects including supervision and oversight of project teams working on specific project elements • Developing expertise in a technical specialty • Capable of performing technical tasks such as calculations, layouts, data evaluations, and design or technical report preparation
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	871	Engineer/Analyst	Minimum 6 years of related experience	Bachelor's degree in an environmentally related technical field required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Guide to less experienced staff and able to work effectively within a team environment or independently • Contributor to project teams by providing strong technical support • Capable of performing technical tasks such as calculations, layouts, data evaluations, and design or technical report preparation • Solid project manager on smaller projects, understands project financials, and displays an ability to effectively manage budget, time, staff, and other resources.

SINs	Schedule	Labor Category	Years of Experience	Educational Requirements	Registration Requirements	Other
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	871	Jr. Engineer/Analyst	Minimum 3 years of related experience	Bachelor's degree in an environmentally related technical field	None	<ul style="list-style-type: none"> Performs tasks with minimal guidance; competent technical/consulting skills Capable of performing technical tasks such as calculations, layouts, data evaluations, and design or technical report preparation Contributor to a project team and capable of performing routine tasks
C871-1, C871-2, C871-3, C871-4, C871-5, C871-6, C871-7	871	Engineering/Analyst Technician	0-10 years, preferably in the environmental industry	High school graduate or equivalent	None	<ul style="list-style-type: none"> Contributor to a project team and capable of performing routine tasks
C874-1, C874-7	874	Senior Principal Consultant	Minimum 16 years of related experience	Bachelor's degree required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> Minimum 14 years' experience in project management Outstanding technical capabilities/knowledge; has emerged as a technical differentiator Effectively manages work requirements by easily balancing priorities, focusing efforts and utilizing available resources Demonstrates outstanding levels of productivity by leading and empowering lower level staff Strongest of project managers, and possesses a thorough understanding of contract administration, project financials, and client service Working knowledge of applicable federal, state and local laws, regulations, and guidance
C874-1, C874-7	874	Principal Consultant	Minimum 14 years of related experience	Bachelor's degree required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> Minimum 10 years' experience in project management Outstanding capabilities/knowledge; has emerged as a technical differentiator Effectively manage work requirements by easily balancing priorities, focusing efforts and utilizing available resources Demonstrate outstanding levels of productivity by leading and empowering lower level staff Strongest of project managers, and possess a thorough understanding of contract administration, project financials, and client service Working knowledge of applicable federal, state and local laws, regulations, and guidance

SINs	Schedule	Labor Category	Years of Experience	Educational Requirements	Registration Requirements	Other
C874-1, C874-7	874	Sr. Managing Consultant	Minimum 12 years of related experience	Bachelor's degree required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Minimum 8 years' experience in project management • Superior experience and capabilities, and able to work proficiently and competently on a wide range of work • Demonstrated ability to successfully manage large projects including supervision and oversight of multiple project teams and/or subcontractors • Working knowledge of applicable federal, state and local laws, regulations, and guidance
C874-1, C874-7	874	Managing Consultant	Minimum 10 years of related experience	Bachelor's degree required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Minimum 6 years' experience in project management • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Demonstrated ability to successfully manage projects including supervision and oversight of project teams working on specific project elements • Working knowledge of applicable federal, state and local laws, regulations, and guidance
C874-1, C874-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	874, 520, 541	Senior Consultant	Minimum 8 years of related experience	Bachelor's degree required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Demonstrated ability to successfully manage project or program elements • Directs the completion of project specific tasks within estimated time frames and budget constraints • In conjunction with the Program Manager and Director, defines and executes activities within a project including planning, scoping, interviewing, leading focus groups, data analysis, evaluations, studies, consulting, project management, test and validation, benchmarking, and other related tasks • Acts as primary liaison to the client, delivers presentations and facilitates client meetings • Responsibilities include engagement planning, supervision, review and completion of work • Demonstrated ability to provide guidance and direction for project specific tasks • Monitors the status of the project or program and advises and consults with senior management on significant developments.

SINs	Schedule	Labor Category	Years of Experience	Educational Requirements	Registration Requirements	Other
C874-1, C874-7, C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	874, 520, 541	Consultant	Minimum 6 years of related experience	Bachelor's degree required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • Between 2 and 4 years participating in project and program engagements • Supports and helps direct the completion of project specific tasks within estimated time frames and budget constraints • Under supervision, assists in defining and executing activities within a project. including planning, scoping, interviewing, leading focus groups, data analysis, evaluations, studies, consulting, project management, testing and validation, benchmarking, and other related tasks • Interfaces with key client contacts on a frequent basis • Supports and helps deliver presentations and client meetings • Helps monitor the status of the project or program • Performs tasks with minimal guidance; experienced analytical and consulting skills • Guides less experienced staff and able to work effectively within a team environment or independently.
C874-1, C874-7	874	Junior Consultant	Minimum 3 years of related experience	Bachelor's degree in related field	None	<ul style="list-style-type: none"> • Performs tasks with minimal guidance; competent technical/consulting skills • Contributor to a project team and capable of performing routine project tasks
C874-1, C874-7	874	Consulting Assistant	0-4 years of related experience	Bachelor's degree in related field	None	<ul style="list-style-type: none"> • Contributor to a project team and capable of performing routine project tasks
C874-1, C874-7	874	Sr. Computer Programmer	Minimum 8 years of related experience	Bachelor's degree in computer science, engineering, math, business, or equivalent technical training and experience	None	<ul style="list-style-type: none"> • Manages development of new routines or modifications to existing computer programs • Coordinates program specification development • Oversees implementation of user requirements in test plans and program logic flow charts • Demonstrates outstanding levels of productivity by leading and empowering lower level staff • Directs program/application development, testing, installation

SINs	Schedule	Labor Category	Years of Experience	Educational Requirements	Registration Requirements	Other
C874-1, C874-7	874	Computer Programmer	Minimum 4 years of related experience	Bachelor's degree in computer science, engineering, math, business, or equivalent technical training and experience	None	<ul style="list-style-type: none"> • Develops new routines or modifications to existing computer programs as needed for clients/projects • Performs coding, testing and debugging, modification, and installation of operating programs/procedures • Participates in system testing • Strong contributor to project teams • Capable of managing tasks and supervising task teams
C874-1, C874-7	874	Jr. Computer Programmer	Minimum 2 years of related experience	Bachelor's degree in computer science, engineering, math, business, or equivalent technical training and experience	None	<ul style="list-style-type: none"> • Contributor to a project team and capable of performing routine programming tasks • Performs tasks with minimal guidance; competent programming skills
C874-1, C874-7	874	Technical Editor	Minimum 3 years of word processing experience	High school graduate or equivalent; technical writing efficiency	None	<ul style="list-style-type: none"> • Capable of establishing style and readability of various documents for client and/or public audiences, including plans, reports, fact sheets, and presentations • Familiar with corporate style guide for technical writing • Effective coordinator of technical and support staff for report/product production
C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	520, 541	Director	10+ years consulting experience	Bachelor's degree required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • 10 or more years participating in and leading project and program engagements • Broad breadth of experience and capabilities and ability to direct a wide range of work • Defines the strategic goals and direction for the program including planning, scoping, evaluations, studies, consulting, benchmarking, and other related tasks • Responsible for program strategy, overall scope, direction, completion and resourcing • Monitors engagement status • Directs project completion within time frames and budget constraints • Responsible for strategic communications with the client management team, overall program quality and the adherence of final work products to customer requirements • Delivers presentations and leads strategic level client meetings, and solicits client feedback regarding program performance

SINs	Schedule	Labor Category	Years of Experience	Educational Requirements	Registration Requirements	Other
C520-1, C520-2, C520-3, C541-1, C541-2, C541-4A, C541-5	520, 541	Program Manager	8+ years consulting experience	Bachelor's degree required; Master's degree preferred	Preferred where applicable	<ul style="list-style-type: none"> • 8 or more years participating in and leading project and program engagements • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Responsible for managing programs that consist of multiple projects • Directs the planning and completion of overall scope within a program • Defines and oversees execution of activities within a program including, planning, scoping, leading focus groups, evaluations, studies, consulting, project management, benchmarking, and other related tasks • Acts as senior liaison to the client, and delivers presentations and facilitates client meetings • Responsible for monitoring and reporting the status of the program • Responsibilities include engagement planning, supervision, review and completion of work • Responsible for project and program resourcing, reviews work papers and is responsible for final review of reports • Capability to manage multitask projects of high complexity.