



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

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

Schedule Title: MAS – Multiple Award Schedule

Contract Number: GS-00F-0040P

For more information on ordering from Federal Supply Schedules go to the internet address: <http://www.gsa.gov/schedules>.

Contract Period: July 1, 2004 through October 15, 2023

Contractor: Bastion Technologies, Inc.
17625 El Camino Real, Suite 330
Houston, TX 77058

Phone Number: 281-283-9330

Fax Number: 281-283-9333

Web Site: <http://www.bastiontechnologies.com>

Contract Administration: Robert Herman

Email: rherman@bastiontechnologies.com

Business Size: Large Business under NAICS 541330

CUSTOMER INFORMATION

1a. TABLE OF AWARDED SPECIAL ITEM NUMBERS (SIN's)

<u>SIN #</u>	<u>SIN Title</u>
541330ENG	Engineering Services
541380	Testing Laboratory Services
541420	Engineering System Design and Integration Services



541715 Engineering Research and Development and Strategic Planning

OLM Order-Level Materials (OLMs)

1b. **LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN:** N/A

1c. **HOURLY RATES:** Rates are offered as National On-site, National Off-site, Regional On-site, and Regional Off-site. Please see Price List below.

2. **MAXIMUM ORDER:**

SIN	Maximum Order Limit
541330ENG	\$1,000,000.00
541380	\$250,000.00
541420	\$1,000,000.00
541715	\$1,000,000.00
OLM	\$250,000.00

3. **MINIMUM ORDER:** \$100.00

4. **GEOGRAPHIC COVERAGE:** Domestic Only

5. **POINTS OF PRODUCTION:** Same as Company address, or at Customer location.

6. **DISCOUNT FROM LIST PRICES:** Prices shown in price list are net, with all discounts deducted.

7. **QUANTITY DISCOUNTS:** Quantity discounts are offered.

8. **PROMPT PAYMENT TERMS:** Net 30 days

9a. **GOVERNMENT PURCHASE CARDS ARE ACCEPTED UP TO THE MICRO-PURCHASE THRESHOLD:** Yes

- 9b. **GOVERNMENT PURCHASE CARDS ARE ACCEPTED ABOVE THE MICRO-PURCHASE THRESHOLD:** Yes

- 10. **FOREIGN ITEMS:** N/A

- 11a. **TIME OF DELIVERY:** Specified on the Task Order.

- 11b. **EXPEDITED DELIVERY:** N/A

- 11c. **OVERNIGHT AND 2-DAY DELIVERY:** N/A

- 11d. **URGENT REQUIREMENTS:** Contact Contractor

- 12. **FOB POINT:** Origin (Paid by Buyer)

- 13a. **ORDERING ADDRESS:** Same as company address

- 13b. **ORDERING PROCEDURE:** For supplies and services, the ordering procedures, information on blanket purchase agreements (BPA's), and a sample BPA can be found at the GSA/FSS schedule homepage (www.fss.gsa.gov/schedules).

- 14. **PAYMENT ADDRESS:** Same as company address

- 15. **WARRANTY PROVISION:** N/A

- 16. **EXPORT PACKING CHARGES:** N/A

- 17. **TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE:** Contact Contractor

- 18. **TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR:** N/A



- 19. **TERMS AND CONDITIONS OF INSTALLATION:** N/A

- 20a. **TERMS AND CONDITIONS OF REPAIR PARTS:** N/A

- 21. **LIST OF SERVICE AND DISTRIBUTION POINTS:** N/A

- 22. **LIST OF PARTICIPATING DEALERS:** N/A

- 23. **PREVENTATIVE MAINTENANCE:** N/A

- 24a. **SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES:** N/A

- 24b. **SECTION 508 COMPLIANCE FOR EIT:** N/A

- 25. **DATA UNIVERSAL NUMBERING SYSTEM (DUNS) NUMBER:** 074625364

- 26. **NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE:** Registered

- 27. **COMPANY'S POLICY REGARDING UNCOMPENSATED OVERTIME:** Bastion does not have uncompensated overtime

GENERAL COMPANY INFORMATION

Bastion Technologies, Inc. is a prominent engineering and scientific services company with offices in Houston, Texas; Pasadena, California, Greenbelt, Maryland; and Huntsville, Alabama. Our highly skilled engineers and analysts provide a wide range of services and products to the aerospace, energy, petrochemical, biomedical, and information management industries nationwide.

Bastion's services and products include the full range of mechanical, electrical, and structural design and analysis, systems engineering, information technology, and safety and mission assurance services with the overarching goals of improving performance, enhancing quality, and ensuring customer satisfaction.

- **Systems Engineering**

Bastion's Systems Engineering approach integrates other disciplines and specialty groups into a team effort, forming a structured development process that proceeds from concept to production to operation and disposal. Systems engineering solutions considers both the business and the technical needs of all customers, with the goal of providing a quality product that meets the users' needs. Our Systems Engineering capability is a key component to many of our customers' challenges. For this reason, Bastion provides proven and unique concepts to address highly complex issues.

Our support in leading and coordinating the development and integration of complex designs and simulation capabilities requires engineers to support engineering studies, flight procedures, and crew training. Areas of emphasis typically include tracking and communications, robotics systems (prototype hardware and software development for intelligent systems automation), thermal systems, and structures and mechanics.

Areas of Expertise

- Requirements Analysis and Management
- Define and decompose Technical Performance Requirements from customer's needs to system, subsystem and component specifications
- Perform requirements management, trace, reporting and metrics (Cradle, DOORs)
- Support Hardware Integration and Check-out
- Provide recommendations for systems integration processes improvement
- Provide SE&I Support to Test, Support, and Production Equipment
- Specialty engineering analyses and trade studies in support of requirements development and decomposition

- **Safety and Mission Assurance**

Bastion's Safety and Mission Assurance services encompass all aspects of flight and ground systems safety, reliability, maintainability, risk, and quality assurance. Bastion engineers are experts in applying industry techniques and using analysis to provide solutions for our customers' safety and mission assurance goals.

Areas of Expertise

Integrated Safety Solutions

- System Safety
- Facility Safety
- Quality Inspection
- Range Safety
- Flight Safety

Safety, Reliability and Maintainability (SRM)

- Engineering
- Predictions (MTBF/MTTR, FMEA, FTA, PRA, CIL)
- Design trade-offs based on SRM considerations;
- Design for Minimum Risk
- Maintainability, logistics and support approach

Mission Assurance

- Quality Engineering
- Quality Assurance
- Software Quality Assurance

Occupational Safety, Health, and Industrial Hygiene

- **Structural and Mechanical Design and Analysis**

Bastion provides a wide range of hardware design and analysis capabilities. Our customers rely on our expertise and ability to provide detailed support for mechanical and structural needs. Our experts generate and apply models, simulations, and other analytical tools to support product synthesis, trades, and definition. We produce complete and accurate controls and dynamics assessments, identify and quantify risks, and provide recommended controls and abatement measures.

Areas of Expertise

- Translate requirements and conceptual design into final product definition
- Perform parametric solid modeling of structural and mechanical systems
- Provide preliminary and detailed engineering drawings

- Provide structural and dynamics analysis of hardware (flight, sub-sea and top-side hardware, vessels, etc.)
 - Perform analysis in support of:
 - ✓ Requirements development and decomposition
 - ✓ Test requirements and procedures development
 - ✓ Pressure vessels/systems safety assessment
 - Perform classical stress analysis and finite element analysis
 - Prepare computational models for fracture mechanics and fatigue analysis
- **Information Technology**

Customers turn to Bastion to implement Product Lifecycle Management (PLM) solutions. We translate user requirements to a system architecture or complement capable of delivering required levels of performance and perform integrated product development for maximized life cycle productivity. Our IT professionals routinely integrate and implement custom software and processes to increase system quality and develop, test, and maintain software that meets users needs and design requirements.

Areas of Expertise

Software and Applications Solutions

Develop, test and maintain software that meets user and design requirements (CMMI Level 3)

- Implementation of Product Lifecycle Management (PLM) solutions
- Integrated product development, maximizing life cycle productivity
- Software Verification, Validation and Accreditation (VV&A)

Develop and Maintain Web and Database Applications – Improve information sharing

- Ensure 508 compliance
- Support Knowledge Capture and Management
- Manage legacy systems and analyze new technologies

Network and Service Architecture

- Design
- Development
- Maintenance

- **Technical and Management Support Services**

Bastion develops and delivers a wide variety of technical documentation, graphics, Computer-Aided Drafting (CAD) drawings, and web-based information solutions. We create customized documents and websites in various formats that are perfectly styled with the customer's preferred look and feel. From the automation of templates

to extracting and formatting content from a database, we can automate customized table formats, styles, figures, and tables of content. Our experienced production staff develop efficient publication production processes and automated solutions for simplifying the document formatting and modification process.

Areas of Expertise

Configuration Management

- Configuration Management Planning
- Configuration Identification
- Configuration Control
- Configuration Status Accounting
- Configuration Verification and Audit

Documentation/Data Management

- Document Generation, Control, and Update
- Data Integrity and Security
- Records Management

Project Management Support

- Project Management process improvements
- Project Risk Management
- Project schedule development maintenance and analysis

Logistics/Inventory Control

- Analytical and Physical Processing
- 2D and 3D Packing Modeling
- Shipping and Receiving Inspections



NATIONAL ON-SITE RATES

Labor Category	Option 3				
	10/16/18 - 10/15/19	10/16/19 - 10/15/20	10/16/20 - 10/15/21	10/16/21 - 10/15/22	10/16/22 - 10/15/23
Engineer/Designer Associate Sr.	\$ 94.21	\$ 96.00	\$ 97.82	\$ 99.68	\$ 101.57
Engineer/Designer	\$ 114.81	\$ 116.99	\$ 119.21	\$ 121.48	\$ 123.79
Engineer/Designer Sr.	\$ 118.33	\$ 120.57	\$ 122.87	\$ 125.20	\$ 127.58
Engineer Principal I	\$ 127.40	\$ 129.82	\$ 132.28	\$ 134.80	\$ 137.36
Engineer Principal II	\$ 136.11	\$ 138.69	\$ 141.33	\$ 144.01	\$ 146.75
Engineer Staff I	\$ 141.41	\$ 144.09	\$ 146.83	\$ 149.62	\$ 152.46
Engineer Staff II	\$ 154.26	\$ 157.19	\$ 160.17	\$ 163.22	\$ 166.32
Systems Analyst I	\$ 106.36	\$ 108.38	\$ 110.44	\$ 112.54	\$ 114.68
Systems Analyst II	\$ 127.44	\$ 129.86	\$ 132.32	\$ 134.84	\$ 137.40
Systems Analyst III	\$ 136.29	\$ 138.88	\$ 141.52	\$ 144.21	\$ 146.95
Program Manager	\$ 169.14	\$ 172.36	\$ 175.63	\$ 178.97	\$ 182.37
Project Leader	\$ 154.26	\$ 157.19	\$ 160.17	\$ 163.22	\$ 166.32
Administrative Assistant	\$ 73.17	\$ 74.56	\$ 75.98	\$ 77.43	\$ 78.90
Administrative Operations Specialist	\$ 84.33	\$ 85.93	\$ 87.57	\$ 89.23	\$ 90.93
Computer Systems Analyst I	\$ 106.36	\$ 108.38	\$ 110.44	\$ 112.54	\$ 114.68
Computer Systems Analyst II	\$ 127.44	\$ 129.86	\$ 132.32	\$ 134.84	\$ 137.40
Computer Systems Analyst III	\$ 136.29	\$ 138.88	\$ 141.52	\$ 144.21	\$ 146.95
Configuration Data Mgmt. Analyst	\$ 120.08	\$ 122.36	\$ 124.69	\$ 127.05	\$ 129.47
Programmer	\$ 132.37	\$ 134.88	\$ 137.45	\$ 140.06	\$ 142.72
Systems Programmer	\$ 153.45	\$ 156.37	\$ 159.34	\$ 162.37	\$ 165.45
ISO/Quality Assurance Engineer	\$ 106.21	\$ 108.23	\$ 110.28	\$ 112.38	\$ 114.52
Software Design Engineer	\$ 149.13	\$ 151.96	\$ 154.85	\$ 157.79	\$ 160.79
Technical Writer	\$ 88.10	\$ 89.78	\$ 91.48	\$ 93.22	\$ 94.99
Training Coordinator	\$ 84.88	\$ 86.50	\$ 88.14	\$ 89.81	\$ 91.52

NATIONAL OFF-SITE RATES

Labor Category	Option 3				
	10/16/18 - 10/15/19	10/16/19 - 10/15/20	10/16/20 - 10/15/21	10/16/21 - 10/15/22	10/16/22 - 10/15/23
Engineer/Designer Associate Sr.	\$ 100.86	\$ 102.78	\$ 104.73	\$ 106.72	\$ 108.75
Engineer/Designer	\$ 123.06	\$ 125.40	\$ 127.79	\$ 130.21	\$ 132.69
Engineer/Designer Sr.	\$ 126.86	\$ 129.27	\$ 131.72	\$ 134.22	\$ 136.77
Engineer Principal I	\$ 136.64	\$ 139.23	\$ 141.88	\$ 144.57	\$ 147.32
Engineer Principal II	\$ 146.03	\$ 148.81	\$ 151.63	\$ 154.52	\$ 157.45
Engineer Staff I	\$ 151.75	\$ 154.63	\$ 157.57	\$ 160.56	\$ 163.62
Engineer Staff II	\$ 165.60	\$ 168.74	\$ 171.95	\$ 175.22	\$ 178.55
Systems Analyst I	\$ 113.95	\$ 116.12	\$ 118.33	\$ 120.57	\$ 122.87
Systems Analyst II	\$ 136.68	\$ 139.28	\$ 141.92	\$ 144.62	\$ 147.37
Systems Analyst III	\$ 146.23	\$ 149.00	\$ 151.84	\$ 154.72	\$ 157.66
Program Manager	\$ 181.65	\$ 185.10	\$ 188.62	\$ 192.20	\$ 195.85
Project Leader	\$ 165.60	\$ 168.74	\$ 171.95	\$ 175.22	\$ 178.55
Administrative Assistant	\$ 78.18	\$ 79.66	\$ 81.18	\$ 82.72	\$ 84.29
Administrative Operations Specialist	\$ 90.20	\$ 91.92	\$ 93.66	\$ 95.44	\$ 97.26
Computer Systems Analyst I	\$ 113.95	\$ 116.12	\$ 118.33	\$ 120.57	\$ 122.87
Computer Systems Analyst II	\$ 136.68	\$ 139.28	\$ 141.92	\$ 144.62	\$ 147.37
Computer Systems Analyst III	\$ 146.23	\$ 149.00	\$ 151.84	\$ 154.72	\$ 157.66
Configuration Data Mgmt. Analyst	\$ 128.75	\$ 131.20	\$ 133.69	\$ 136.23	\$ 138.82
Programmer	\$ 142.01	\$ 144.71	\$ 147.46	\$ 150.26	\$ 153.11
Systems Programmer	\$ 164.73	\$ 167.86	\$ 171.05	\$ 174.30	\$ 177.61
ISO/Quality Assurance Engineer	\$ 113.80	\$ 115.96	\$ 118.17	\$ 120.41	\$ 122.70
Software Design Engineer	\$ 160.07	\$ 163.12	\$ 166.22	\$ 169.37	\$ 172.59
Technical Writer	\$ 94.27	\$ 96.06	\$ 97.88	\$ 99.74	\$ 101.64
Training Coordinator	\$ 90.80	\$ 92.53	\$ 94.29	\$ 96.08	\$ 97.90

REGIONAL ON-SITE RATES

Labor Category	Option 3				
	10/16/18 - 10/15/19	10/16/19 - 10/15/20	10/16/20 - 10/15/21	10/16/21 - 10/15/22	10/16/22 - 10/15/23
Engineer/Designer Associate Sr.	\$ 65.07	\$ 66.31	\$ 67.57	\$ 68.85	\$ 70.16
Engineer/Designer	\$ 79.30	\$ 80.81	\$ 82.34	\$ 83.91	\$ 85.50
Engineer/Designer Sr.	\$ 81.72	\$ 83.28	\$ 84.86	\$ 86.47	\$ 88.11
Engineer Principal I	\$ 87.99	\$ 89.66	\$ 91.37	\$ 93.10	\$ 94.87
Engineer Principal II	\$ 94.00	\$ 95.79	\$ 97.61	\$ 99.46	\$ 101.35
Engineer Staff I	\$ 97.67	\$ 99.53	\$ 101.42	\$ 103.34	\$ 105.31
Engineer Staff II	\$ 106.55	\$ 108.57	\$ 110.63	\$ 112.74	\$ 114.88
Systems Analyst I	\$ 73.46	\$ 74.86	\$ 76.28	\$ 77.73	\$ 79.20
Systems Analyst II	\$ 88.02	\$ 89.69	\$ 91.40	\$ 93.13	\$ 94.90
Systems Analyst III	\$ 94.14	\$ 95.92	\$ 97.75	\$ 99.60	\$ 101.50
Program Manager	\$ 116.83	\$ 119.05	\$ 121.31	\$ 123.61	\$ 125.96
Project Leader	\$ 106.55	\$ 108.57	\$ 110.63	\$ 112.74	\$ 114.88
Administrative Assistant	\$ 50.54	\$ 51.50	\$ 52.48	\$ 53.48	\$ 54.49
Administrative Operations Specialist	\$ 58.25	\$ 59.35	\$ 60.48	\$ 61.63	\$ 62.80
Computer Systems Analyst I	\$ 73.46	\$ 74.86	\$ 76.28	\$ 77.73	\$ 79.20
Computer Systems Analyst II	\$ 88.02	\$ 89.69	\$ 91.40	\$ 93.13	\$ 94.90
Computer Systems Analyst III	\$ 94.14	\$ 95.92	\$ 97.75	\$ 99.60	\$ 101.50
Configuration Data Mgmt. Analyst	\$ 82.94	\$ 84.51	\$ 86.12	\$ 87.75	\$ 89.42
Programmer	\$ 91.42	\$ 93.16	\$ 94.93	\$ 96.74	\$ 98.57
Systems Programmer	\$ 105.99	\$ 108.00	\$ 110.05	\$ 112.14	\$ 114.27
ISO/Quality Assurance Engineer	\$ 73.36	\$ 74.75	\$ 76.17	\$ 77.62	\$ 79.09
Software Design Engineer	\$ 103.00	\$ 104.96	\$ 106.95	\$ 108.98	\$ 111.05
Technical Writer	\$ 60.85	\$ 62.01	\$ 63.19	\$ 64.39	\$ 65.61
Training Coordinator	\$ 58.62	\$ 59.74	\$ 60.87	\$ 62.03	\$ 63.21

REGIONAL OFF-SITE RATES

Labor Category	Option 3				
	10/16/18 - 10/15/19	10/16/19 - 10/15/20	10/16/20 - 10/15/21	10/16/21 - 10/15/22	10/16/22 - 10/15/23
Engineer/Designer Associate Sr.	\$ 69.66	\$ 70.98	\$ 72.33	\$ 73.71	\$ 75.11
Engineer/Designer	\$ 85.00	\$ 86.62	\$ 88.27	\$ 89.94	\$ 91.65
Engineer/Designer Sr.	\$ 87.62	\$ 89.29	\$ 90.99	\$ 92.71	\$ 94.48
Engineer Principal I	\$ 94.38	\$ 96.17	\$ 98.00	\$ 99.86	\$ 101.76
Engineer Principal II	\$ 100.86	\$ 102.78	\$ 104.73	\$ 106.72	\$ 108.75
Engineer Staff I	\$ 104.81	\$ 106.81	\$ 108.84	\$ 110.90	\$ 113.01
Engineer Staff II	\$ 114.37	\$ 116.55	\$ 118.76	\$ 121.02	\$ 123.32
Systems Analyst I	\$ 78.71	\$ 80.20	\$ 81.73	\$ 83.28	\$ 84.86
Systems Analyst II	\$ 94.40	\$ 96.19	\$ 98.02	\$ 99.88	\$ 101.78
Systems Analyst III	\$ 101.00	\$ 102.92	\$ 104.88	\$ 106.87	\$ 108.90
Program Manager	\$ 125.47	\$ 127.85	\$ 130.28	\$ 132.76	\$ 135.28
Project Leader	\$ 114.37	\$ 116.55	\$ 118.76	\$ 121.02	\$ 123.32
Administrative Assistant	\$ 54.00	\$ 55.02	\$ 56.07	\$ 57.13	\$ 58.22
Administrative Operations Specialist	\$ 62.30	\$ 63.49	\$ 64.69	\$ 65.92	\$ 67.17
Computer Systems Analyst I	\$ 78.71	\$ 80.20	\$ 81.73	\$ 83.28	\$ 84.86
Computer Systems Analyst II	\$ 94.40	\$ 96.19	\$ 98.02	\$ 99.88	\$ 101.78
Computer Systems Analyst III	\$ 101.00	\$ 102.92	\$ 104.88	\$ 106.87	\$ 108.90
Configuration Data Mgmt. Analyst	\$ 88.93	\$ 90.62	\$ 92.34	\$ 94.09	\$ 95.88
Programmer	\$ 98.08	\$ 99.94	\$ 101.84	\$ 103.78	\$ 105.75
Systems Programmer	\$ 113.78	\$ 115.94	\$ 118.15	\$ 120.39	\$ 122.68
ISO/Quality Assurance Engineer	\$ 78.60	\$ 80.09	\$ 81.61	\$ 83.16	\$ 84.74
Software Design Engineer	\$ 110.56	\$ 112.66	\$ 114.80	\$ 116.98	\$ 119.21
Technical Writer	\$ 65.11	\$ 66.35	\$ 67.61	\$ 68.90	\$ 70.21
Training Coordinator	\$ 62.72	\$ 63.91	\$ 65.13	\$ 66.36	\$ 67.62

SERVICE CONTRACT ACT

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 Bastion Technologies, Inc. perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

SCA Matrix		
SCA Eligible Contract Labor Category	SCA Equivalent Code - Title	WD Number
Administrative Assistant	01020 – Administrative Assistant	15-5233 Rev 5
Administrative Operations Specialist	01313 – Secretary III	15-5233 Rev 5
Technical Writer	30461 – Technical Writer I	15-5233 Rev 5

LABOR CATEGORY DESCRIPTIONS

All Labor Categories Apply to SINS 871-1, 871-3, 871-4

Engineer/Designer Associate Sr.

Position requires a minimum of a Bachelors Degree and a minimum of one (1) year drafting experience in drafting of specialized interconnects drawings, site plans, and mechanical parts typical of network installations. Must possess the ability to work under direct supervision of senior designers.

Performs research, design, and development in such areas as mechanical, thermal, hydraulic, thermodynamic, or heat transfer for production, transmission, measurement and use of energy. Applies research to the planning, design, development, and testing of mechanical and/or electromechanical systems, instruments, controls, engines, and/or machines. Candidate develops engineering drawings, using computer based drawing packages such as Aptitude, Auto Cad or equivalent design packages Assist Senior Designers in the design or drafting of engineering drawings for site plans, network configuration and design.

Engineer/Designer

Position requires a minimum of a Bachelors Degree and a minimum of three (3) years drafting experience in design and drafting of specialized interconnects drawings, site plans, and mechanical parts typical of network installations. Must demonstrate the ability to work independently or with minimal supervision.

Designs and oversees the fabrication, installation, modification, maintenance, and repair of mechanical equipment such as conveyor systems, production machinery, and other material handling equipment used in fabrication, assembly, and other production functions; analyzes engineering sketches, specification and related data, and drawings to determine design factors such as size shape and arrangement of parts; oversees the construction of machine and subassemblies considering such specifications as gear rations, bearing loads, and direction of moving parts; complies and analyzes test data to determine effect of design on machines in relation to factors such as temperature, pressure, speed, horsepower and fuel consumption. Candidate develops engineering drawings, using computer based drawing packages such as Aptitude, Auto Cad or equivalent design packages. Develops engineering drawings for site plans, network configuration and design.

Engineer/Designer Sr.

Position requires a minimum of a Bachelors Degree and a minimum of five (5) years drafting experience in drafting of specialized interconnects drawings, site plans, and mechanical parts typical of network installations. Must possess the ability to work under

independently.

Designs and oversees the fabrication, installation, modification, maintenance, and repair of mechanical equipment such as conveyor systems, production machinery, and other material handling equipment used in fabrication, assembly, and other production functions; analyzes engineering sketches, specification and related data, and drawings to determine design factors such as size shape and arrangement of parts; oversees the construction of machine and subassemblies considering such specifications as gear ratios, bearing loads, and direction of moving parts; complies and analyzes test data to determine effect of design on machines in relation to factors such as temperature, pressure, speed, horsepower and fuel consumption. Candidate using concepts or specifications develops engineering drawings; using computer based drawing packages such as Aptitude, Auto Cad or equivalent design packages. Manages small to mid range design projects and directs and reviews other designers in the design or drafting of engineering drawings for site plans, network configuration and design.

Engineer Principal I

Position requires a minimum of a Bachelors Degree and a minimum of nine (9) year drafting experience in drafting of specialized interconnects drawings, site plans, and mechanical parts typical of network installations. Must possess the ability to work under independently.

Candidate using concepts or specifications develops engineering drawings; using computer based drawing packages such as Aptitude, Auto Cad or equivalent design packages. Manages small to mid range design projects and directs and reviews other designers in the design or drafting of engineering drawings for site plans, network configuration and design.

Engineer Principal II

Position requires a minimum of a Bachelors Degree and a minimum of ten (10) years drafting experience in drafting of specialized interconnects drawings, site plans, and mechanical parts typical of network installations. Must possess the ability to work under independently.

Candidate using concepts or specifications develops engineering drawings; using computer-based drawing packages such as Aptitude, Auto Cad or equivalent design packages. Manages large scale design projects and directs and reviews other designers in the design or drafting of engineering drawings for site plans, network configuration and design.

Engineer Staff I

Position requires a minimum of a Bachelor of Science Degree in a project-related discipline and a minimum of fifteen (15) years of directly related professional experience.

Performs research, design, and development in such areas as mechanical, thermal, hydraulic, thermodynamic, or heat transfer for production, transmission, measurement and use of energy. Applies research to the planning, design, development, and testing of mechanical and/or electromechanical systems, instruments, controls, engines, and/or machines. Candidates must be specialized and experienced in one of the following engineering specialties: Electrical, Mechanical, or Systems Engineering, as required by each project. This is a senior level position requiring little supervision to develop top level and detailed engineering designs, and develop optimized engineering solutions to complex problems. Candidate must be experienced with all phases of complex integrated system development. Must be able to direct, manage, and participate in developing system specifications, evaluating design/technology options, complete system development, hardware/system testing, system architectures, and engineering documentation. Must be capable of preparing complex reports, briefings and presentations. Provides direct supervision to senior technical staff members.

Engineer Staff II

Position requires a minimum of a Bachelor of Science Degree in a project-related discipline and a minimum of seventeen (17) years of directly related professional experience.

Performs research, design, and development in such areas as mechanical, thermal, hydraulic, thermodynamic, or heat transfer for production, transmission, measurement and use of energy. Applies research to the planning, design, development, and testing of mechanical and/or electromechanical systems, instruments, controls, engines, and/or machines. Candidates must be specialized and experienced in one of the following engineering specialties: Electrical, Mechanical, or Systems Engineering, as required by each project. This is a senior level position requiring little supervision to develop top level and detailed engineering designs, and develop optimized engineering solutions to complex problems. Candidate must be experienced with all phases of complex integrated system development. Must be able to direct, manage, and participate in developing system specifications, evaluating design/technology options, complete system development, hardware/system testing, system architectures, and engineering documentation. Must be capable of preparing complex reports, briefings and presentations. Provides direct supervision to senior technical staff members.

Systems Analyst I

Position requires a minimum of a Bachelor of Science Degree and a minimum of eleven (11) years' experience in a project-related discipline.

Candidate must be able to assist in developing assigned portions of system specifications, system designs, subsystem development, hardware/system testing, system architecture development, system integration and test, engineering performance predictions, and engineering documentation. Must be capable of researching and collecting engineering data, and assist in preparing reports, briefings and presentations

Systems Analyst II

Position requires a minimum of a Bachelor of Science Degree and a minimum of thirteen (13) years' experience in a project-related discipline.

Candidates will assist senior engineers in the development of top-level and detailed engineering designs, and developing optimized engineering solutions to complex problems. Must be experienced with all phases of complex integrated system development. Must be able to participate in developing assigned portions of system specifications, development of system and subsystem designs, system architecture development, system integration and test, and engineering documentation. Assists in preparing reports, briefings, and presentations.

Systems Analyst III

Position requires a minimum of a Bachelor of Science Degree and a minimum of fifteen (15) years' experience in a project-related discipline.

Candidates will assist senior engineers in the development of top-level and detailed engineering designs, and developing optimized engineering solutions to complex problems. Must be experienced with all phases of complex integrated system development. Must be able to participate in developing assigned portions of system specifications, development of system and subsystem designs, system architecture development, system integration and test, and engineering documentation. Assists in preparing reports, briefings, and presentations

Program Manager

Position requires a minimum of a Masters Degree and a minimum of ten (10) years of professional experience inclusive of at least five years (5) of experience in management of comparable Government programs.

The candidate must be capable of planning, directing, and coordinating the activities of administration and program control. Must supervise technical personnel to complete tasks relating to complex integrated systems design, development or relating to complex integrated systems design, development, or modification as required by specific delivery orders. Must have thorough knowledge and experience in systems requirements definition, work planning, budget development, fiscal control, scheduling, task control, work progress assessments, contract management, subcontract/vendor management, client communications, staff recruiting/development and personnel communications.

Project Leader

Position requires a minimum of a Bachelors Degree in Electrical or Mechanical Engineering, Computer Science, or other related scientific or technical discipline and a minimum of five (5) years specialized experience. Specialized experience includes complete engineering project development from inception to deployment, demonstrated ability to provide guidance and direction in the tasks similar to the representative scenarios provided in the RFP, proven expertise in the management and control of funds and resources, demonstrated capability in managing multi-task contracts of this type and complexity.

Candidate serves as the Project Leader for small to medium task orders (or a group of task orders affecting the same common/standard/migration system) and shall assist the Program Manager in working with the Government Contracting Officer (CO), the contract-level Contracting Officer's Representative (COR), the task order-level COR(s), government management personnel and customer agency representatives. Under the guidance of the Program Manager, responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner. Performs enterprise wide horizontal integration planning and interfaces to other functional systems.

Administrative Assistant

Position requires a minimum of an Associates Degree and a minimum of three (3) years of related experience. Experience must include office administration and support to technical programs and Program Managers consisting of the preparation and publication of complex reports and the generation of general office correspondence and filing. Extensive knowledge and operation of PC-based office productivity software such as Microsoft Office Suite and PC hardware is required.

Candidate performs a variety of administrative functions. Schedules appointments, gives information to callers, and takes dictation. Composes memos, transcribes notes, and researches and creates presentations. Generates reports, handles multiple

projects, and prepares and monitors invoices and expense reports. May assist with compiling and developing the annual budget.

Administrative Operations Specialist

Position requires a minimum of an Associates Degree and a minimum of one (1) year of related experience. Experience must include administrative support consisting of the preparation of documentation such as office correspondence, office administration and filing. Working knowledge of office productivity software, such as Microsoft Office Suite and the operation of PC hardware are required.

Candidate performs a variety of administrative functions. Schedules appointments, gives information to callers, and takes dictation. Composes memos, transcribes notes, and researches and creates presentations. Generates reports, handles multiple projects, and prepares and monitors invoices and expense reports.

Computer Systems Analyst I

Position requires a minimum of a Bachelors Degree in Computer Science or other related scientific or technical discipline and a minimum of five (5) years' experience. Experience includes maintenance and operations experience on a mid to small scale and PC based computer system, with extensive knowledge of hardware, software, and operating systems.

Candidate maintains computer systems and operations. Ensures that production and computer system resources are used effectively. Resolves production related problems and provides users with computer output. Works with the senior technical staff to resolve system anomalies.

Computer Systems Analyst II

Position requires a minimum of a Bachelors Degree in Computer Science or other related scientific or technical discipline and a minimum of seven (7) years' experience. Experience includes the supervision and operations of a large to mid-scale computer system, detailed knowledge of hardware, software, and operating systems.

Candidate manages computer operations. Ensures production schedules are met. Ensures computer system resources are used effectively. Coordinates the resolution of production-related problems. Ensures proper relationships are established between customers, teaming partners, and vendors to facilitate the delivery of information technology services. Provides users with computer output. Supervises staff operations.

Computer Systems Analyst III

Position requires a minimum of a Bachelors Degree in Computer Science or other related scientific or technical discipline and a minimum of nine (9) years' experience. Experience includes maintenance and operations experience on a mid to small scale and PC based computer system, with extensive knowledge of hardware, software, and operating systems.

Candidate maintains computer systems and operations. Ensures that production and computer system resources are used effectively. Resolves production related problems and provides users with computer output. Works with the senior technical staff to resolve system anomalies.

Configuration Data Management Analyst

Position requires a minimum of an Associates Degree in Business Management or Data Management or related field and a minimum of two (2) years of experience.

Candidate will provide expertise in the areas of technical and management data collection, data base management, data analysis, configuration management, deliverable tracking, schedule and financial data monitoring. Working knowledge of automated tracking tools and experience in using word processing, creating spreadsheets, and preparation of graphic presentation programs using Microsoft Office tools.

Programmer

Position requires a minimum of a Bachelors Degree in Computer Science, Information Systems, Engineering or other related scientific or technical discipline and a minimum of nine (9) years' experience, inclusive of at least three (3) years specialized experience. Specialized experience includes: experience as an applications programmer on large-scale data base management systems, knowledge of computer equipment and ability to develop complex software to satisfy design objectives. Demonstrated ability to work independently or under only general direction.

Candidate analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers to ensure program deadlines are met.

Systems Programmer

Position requires a minimum of a Bachelors Degree in Computer Science, Information Systems, Engineering or other related scientific or technical discipline and a minimum of eleven (11) years' experience inclusive of at least five (5) years specialized experience. Specialized experience includes: experience as an applications programmer on large-scale data base management systems, knowledge of computer equipment and ability to develop complex software to satisfy design objectives. Demonstrated ability to work independently or under only general direction.

Candidate analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers to ensure program deadlines are met.

ISO/Quality Assurance Engineer

Position requires a minimum of a Bachelors Degree in science or engineering, and a minimum of three (3) years' experience in manufacturing, testing, or related work. Training in quality assurance is required, and experience in quality assurance is preferred.

Candidate is responsible for the planning, implementing, and coordinating of the quality assurance program(s) in a technical operating division. Interfaces with all organizational levels of personnel on quality matters as they apply to the contractual requirements of various projects. Brings trends adverse to quality to the attention of the division and quality management

Software Design Engineer

Position requires a minimum of a Bachelors Degree in Computer Science, Information Systems, Engineering or other related scientific or technical discipline and a minimum of eight (8) years' experience inclusive of at least four (4) years specialized experience. Specialized experience includes: experience as an applications programmer on large-scale data base management systems, knowledge of computer equipment and ability to develop complex software to satisfy design objectives. Demonstrated ability to work independently or under only general direction.

Candidate analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer

software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers to ensure program deadlines are met.

Technical Writer

Position requires a minimum of a Bachelors Degree in English Literature, or related discipline and a minimum of two (2) years' experience inclusive of at least one year specialized experience. Specialized experience includes: demonstrated experience in writing and editing highly technical and complex scientific documents. Demonstrated ability to work independently or with minimal supervision.

Candidate assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and reports. Writes and edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents.

Training Coordinator

Position requires a minimum of a Bachelors Degree and a minimum of three (3) years' experience in disciplines, such as Instructional Technology, Education, or Psychology and project related experience.

The candidate will have the responsibility for the oversight, development, structure and content of training programs. Typically, the candidate will work with the customer to develop baseline training requirements and from this information develop an outline of the training, coordinate with the customer and once the baseline is approved will work with the training staff to develop the course criteria, materials, and lesson plans. The candidate will monitor initial training, and in concert with the customer, validate the materials prior to implementation of the final training package.

Labor Category Education Substitution Chart

Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Engineer/Designer Associate Sr.	Bachelors	1	0	0	1	5	10
Engineer/Designer	Bachelors	3	0	0	3	7	11
Engineer/Designer Sr.	Bachelors	5	0	1	5	9	15
Engineer Principal I	Bachelors	9	3	5	9	11	20
Engineer Principal II	Bachelors	10	4	6	10	NA	20
Engineer Staff I	Bachelors	15	9	11	15	NA	20
Engineer Staff II	Bachelors	17	11	13	17	NA	25
Systems Analyst I	Bachelors	11	5	7	11	NA	20
Systems Analyst II	Bachelors	13	7	9	13	NA	25
Systems Analyst III	Bachelors	15	9	11	15	NA	25
Program Manager	Masters	10	8	10	11	NA	25
Project Leader	Bachelors	5	0	1	5	NA	20
Administrative Assistant	Associates	3	0	0	0	3	NA
Administrative Operations Specialist	Associates	1	0	0	0	1	NA
Computer Systems Analyst I	Bachelors	5	0	1	5	9	NA
Computer Systems Analyst II	Bachelors	7	1	3	7	11	NA
Computer Systems Analyst III	Bachelors	9	3	5	9	11	NA
Configuration Data Mgmt. Analyst	Associates	2	0	0	0	2	10
Programmer	Bachelors	9	3	5	9	NA	10
Systems Programmer	Bachelors	11	5	7	11	NA	15
ISO/Quality Assurance Engineer	Bachelors	3	0	0	3	7	NA
Software Design Engineer	Bachelors	8	2	4	8	NA	10
Technical Writer	Bachelors	2	0	0	2	NA	10
Training Coordinator	Bachelors	3	0	0	3	7	NA