GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE

AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICELIST

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.   Get quotes *FAST* with GSA e-Buy. To learn more about e-Buy, visit https://www.ebuy.gsa.gov/advantage/ebuy/start_page.do.

MULTIPLE AWARD SCHEDULE (MAS)

Contract Number: GS-00F-0044N

Contract Period: April 1, 2003 through June 30, 2021

For more information on ordering from Federal Supply Schedules, visit www.gsa.gov/schedules.

Navigator Development Group, Inc.
116 S. Main Street
Enterprise, AL 36330

Headquarters:	(334) 347-7612
Facsimile:	(334) 347-2582
Website:	www.ndgi.com
Contract Admin:	Kelli L. Iacovetta
E-mail:	kiacovetta@ndgi.com

Business Size: Service Disabled Veteran Owned Small Business
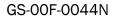
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SECTION I
CUSTOMER INFORMATION

1a. **Table of Awarded Special Item Numbers (SINs):** See **Section III** for a detailed description of services awarded under this contract.

541330ENG	Professional Services – Technical and Engineering Services (Non-IT)// Engineering Services
541380	Scientific Management and Solutions – Testing and Analysis/ Testing Laboratory Services
541420	Professional Services - Technical and Engineering Services (non-IT)/ Engineering System Design and Integration Services
54151S	Information Technology - IT Services/ Information Technology Professional Services
541611	Professional Services - Business Administrative Services/ Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541614	Professional Services - Logistical Services/ Deployment, Distribution and Transportation Logistics Services
541614SVC	Professional Services - Logistical Services/ Supply and Value Chain Management
541715	Professional Services - Technical and Engineering Services (non-IT)/ Engineering Research and Development and Strategic Planning
561210FS	Facilities - Facilities Services/ Facilities Support Services
611430	Professional Services – Training/ Professional and Management Development Training
611512	Professional Services – Training/ Flight Training
OLM	OLM Miscellaneous - Complementary Special Item Numbers (SINs)/ Order-Level Materials (OLM)

1b.   **Lowest Price Model Number/Lowest Unit Price:** Not Applicable

1c.   **Labor Category Descriptions:** See Page 14

2.   **Maximum Order:** $1,000,000.00

3.   **Minimum Order:** $100.00

4.   **Geographic Coverage:** FOB Domestic and Overseas

5. Point(s) of Production (City, County, and State or Foreign Country)

Address of Places of Performance (Street Address, City, County, State, Zip Code):
116 S. Main St, Enterprise, Coffee, AL 36330

6. **Discounts**: Discounts offered after evaluation of each RFQ received under this contract.

7. **Quantity Discount**: See #6 above.

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

9. **Government Purchase Cards**:

   a. Government Purchase Cards are accepted at or below the micro-purchase threshold.

   b. Government Purchase Cards are accepted above the micro-purchase threshold.

10. **Foreign Items (List items by country)**: None

11. **Delivery**

   a. **Time of Delivery**: As specified on the Task Order.

   b. **Expedited Delivery**: Contact contractor.

   c. **Overnight and 2-day delivery**: Contact contractor.

   d. **Urgent Requirements**: Contact contractor.

12. **FOB Points**: Destination

13a. **Ordering Address**: As shown on cover page.

13b. **Ordering Procedures**:

   For supplies and services, the ordering procedures information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. **Payment Info**:

   Navigator Development Group, Inc.
   116 S. Main St.
   Enterprise, AL 36330
   Attn: Accounts Receivable
   (334) 347-7612

15. **Warranty Provision**:   Standard Commercial Warranty

16. **Export Packing Changes**:   Not Applicable

17. **Terms and Conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact contractor.

18. **Terms and conditions of rental, maintenance, and repair:** Not Applicable

19. **Terms and conditions of installation:** Not applicable

20a. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:** Not applicable

20b. **Terms and conditions for any other services:** Not applicable

21. **List of service and distribution points:** Not applicable

22. **List of participating dealers:** Not applicable

23. **Preventive maintenance:** Not applicable

24a. **Special Attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants)**

Not Applicable

24b. **Section 508 Compliance**

Navigator will provide agencies with all information available regarding compliance with accessibility standards, partial compliance or what accessibility features are offered on products and services provided by Navigator. The EIT standard can be found at: www.Section508.gov.

25. **Data Universal Numbering System (DUNS) Number:** 188436067

26. **Registered in System for Award Management (SAM.gov) Database:** Yes

27. **Service Contract Labor Standards:**

The Service Contract Labor Standards (SCLS) is applicable to this contract as it applies to the entire Multiple Award Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541 .300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and/or when SCLS labor categories/employees are added to the contract through the modification process, the Contracting Officer will be informed and a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable wage determination number will be established. Failure to do so may result in cancellation of the contract.

SECTION II
COMPANY OVERVIEW

Navigator Development Group, Inc. was established in 1997 and provides professional engineering services, program support services, programmatic support services, and management, organizational, and business improvement services to various customer organizations worldwide.

Navigator's core capabilities are in the following functional areas:

CORE CAPABILITIES

Aviation Solutions

Aviation Combat Developer Support (JCIDS) ⊙ ATC, Fixed-Wing, Rotary-Wing, UAS Programs ⊙ DOTMLPF Analyses; Rapid Fielding Initiatives ⊙ Experimentation & CONOPS Development ⊙ Capability-Based Assessments ⊙ Operational & Systems Architecture (DoDAF) ⊙ Functional Area/Needs/Solution Analyses	**Aviation Material Developer Support (DAS/PPBES)** ⊙ Analysis of Alternatives (AoA); Trades Studies ⊙ Milestone Decision Support (ICD,CDD,CPD) ⊙ Modeling & Simulation; Test & Evaluation **Aviation Knowledge Management** ⊙ Technical Manual Development ⊙ Lessons Learned; Online Forum Moderation ⊙ Joint, Army and Civil Aviation SME Support
Training Solutions	**Technology Solutions**
⊙ Academic Instructor and Mobile Training Team support ⊙ Professional Military Education development ⊙ Training needs analyses ⊙ Critical task analyses ⊙ Training Support Package and curriculum development ⊙ Exportable Training Package development ⊙ Training Management System and Training Database administration ⊙ Doctrine and Roadmap development	⊙ Enhanced Technology Classroom design and installation ⊙ Stereoscopic 3D visualization ⊙ Interactive 3D (i3D) product demonstration and training applications ⊙ Human motion-capture and analyses ⊙ Knowledge Management ⊙ Information Assurance ⊙ Telecom and A/V system design and installation ⊙ On-site and remote IT support ⊙ Local Area and Wide Area Network support ⊙ Helpdesk staffing and support

ADDITIONAL CAPABILITIES

Sustainment

- Jordanian International Police Training Center (JIPTC) Facility Support
- Joint Unmanned Aircraft Systems (JUAS) Center of Excellence Facility Support
- Combat Survivor/Evader Locator (CSEL) Radio System Field Service Representatives
- Naval Air Systems Command (NAVAIR) Afghanistan Service Life Assessment Program (SLAP)
- Technical Manuals and Updates
- AMC Facility Support
- Project Manager (PM) Cargo Facility Support
- PM- Air Traffic Control (ATC) System Sustainment
- Footprint reduction TRADE Studies and Analysis

Logistics

- Fort Rucker Base Operations
- Army Materiel Command (AMC) Worldwide Bottoms-Up-Reconciliation (BUR)
- AMC Logistics Information Warehouse ILAP II
- Combined Arms Support Command (CASCOM) Support Equipment 3D Modeling
- Logistics Planning and Modeling Support
- AFCENT ATCALS logistics quality assurance
- Alabama Technology Center Radio Frequency Identification (RFID) Support
- USAF Air Combat Command (ACC) RFID Support

System & Operational Architecture Development

- Future Utility Aircraft (FUA) DoD Architecture Framework (DODAF)
- Military Flight Operations Quality Assurance (MFOQA) DODAF Products
- Future Combat System (FCS) DODAF Products
- Customs and Border Patrol (CBP) Communications Architecture

Homeland Defense

- Customs and Border Patrol Force Modeling
- AMC Force Protection Analysts
- Joint Data Analysis Team (JDAT) Information Assurance (IA)

Navigator Development Group, Inc., is a **Service-Disabled Veteran-Owned Small Business** headquartered in Enterprise, Alabama, which is just outside the gates of Fort Rucker and the U.S. Army Aviation Center of Excellence. As a privately owned corporation, Navigator has continuously supported the Department of Defense as well as several other federal agencies worldwide since 1997. Navigator is an extremely agile organization that consistently delivers quality products and services on time and under budget. Navigator's broad range of capabilities primarily emanate from the military veterans actively recruited for their exceptional professionalism, subject matter expertise, and work ethic. Navigator's core strength is providing specialized and customer tailored solutions across each of the **Aviation, Training, and Technology** domains.

Navigator's corporate headquarters is centrally located within a short driving distance of several joint bases, which include: Fort Benning, Maxwell AFB, Whiting AFB, Tyndall AFB, Eglin AFB, and Pensacola NAS. Navigator also has an office in Huntsville, AL, located near the U.S. Army's Material Command, Aviation and Missile Command, and Missile Defense Command at Redstone Arsenal.

For further information, please visit Navigator's website at www.ndgi.com.

SECTION III
DESCRIPTION OF SERVICES AWARDED UNDER THIS CONTRACT

MULTIPLE AWARD SCHEDULE (MAS)

SIN: 541330ENG Professional Services – Technical and Engineering Services (Non-IT) / Engineering Services
SIN Description: Services include: applying physical laws and principles of engineering in the design, development, and utilization of machines, materials, instruments, processes, and systems. Services may involve any of the following activities: provision of advice, concept development, requirements analysis, preparation of feasibility studies, preparation of preliminary and final plans and designs, provision of technical services during the construction or installation phase, inspection and evaluation of engineering projects, and related services.

NOTE: Services under this SIN cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2, or construction services as defined in FAR Parts 2 and 36.

SIN: 541380 Scientific Management and Solutions – Testing and Analysis/ Testing Laboratory Services
SIN Description: Includes testing laboratory services and veterinary, natural, and life sciences; testing services and laboratories; and other professional, scientific, and technical consulting services.

Testing and services include, but are not limited to: physical, chemical, analytical, or other testing services; quality assurance; fire safety inspections; training; safety audits; relying upon experimental, empirical, quantifiable data, relying on the scientific method, and professional services, tasks, and labor categories in the fields of biology, chemistry, physics, earth sciences, atmospheric science, oceanography, materials sciences, mathematics, geology, astronomy, veterinary medicine, statistics, systems science, etc., (excludes social and behavioral sciences).

Examples of labor categories include, but are not limited to, Scientific Researchers, Biologists, Physicists, Mathematicians, Statisticians, Research Engineers, Meteorologists, Lab Technicians, Veterinarians and Veterinary Services, Chemists, Biochemical Engineers, Research Nurses.

SIN: 541420 Professional Services - Technical and Engineering Services (non-IT)/ Engineering System Design and Integration Services
SIN Description: Services include creating and developing designs and specifications that optimize the use, value, and appearance of their products. These services can include determination of the materials, construction, mechanisms, shape, color, and surface finishes of the product, taking into consideration human characteristics and needs, safety, market appeal, and efficiency in production, distribution, use, and maintenance.

Associated tasks include, but are not limited to computer-aided design, e.g. CADD, risk reduction strategies and recommendations to mitigate identified risk conditions, fire modeling, performance-based design reviews, high level detailed specification and scope preparation, configuration,

management and document control, fabrication, assembly and simulation, modeling, training, consulting, analysis of single or multi spacecraft missions and mission design analysis.

NOTE: Services under this NAICs can not include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

An implementation guide for Space launch Integration Services (SLIS) can be found at www.gsa.gov/psschedule - click on "Professional Engineering Solutions".

SIN: 54151S Information Technology - IT Services/ Information Technology Professional Services
SIN Description: IT Professional Services and/or labor categories for database planning and design; systems analysis, integration, and design; programming, conversion and implementation support; network services, data/records management, and testing.

NOTE: Subject to Cooperative Purchasing

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

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

Personal services as defined in FAR 37.104 are prohibited.

SIN: 541614 Professional Services - Logistical Services/ Deployment, Distribution and Transportation Logistics Services
SIN Description: Services include the following: Deployment Logistics such as contingency planning, identifying/utilizing regional or global resources, integrating public/private sector resources, inventory/property planning, movement, storage, end-to-end industrial relocation/expansion services, and deploying communications and logistics systems to permit rapid deployment and management of supplies and equipment; Distribution and Transportation Logistics Services such as Planning and designing, implementing, or operating systems or facilities for the movement of supplies, equipment or people by road, air, water, rail, or pipeline.

SIN: 541614SVC Professional Services - Logistical Services/ Supply and Value Chain Management
SIN Description: Includes supply and value chain management, which involves all phases of the planning, acquisition, and management of logistics systems.

SIN: 541715   Professional Services - Technical and Engineering Services (non-IT)/ Engineering Research and Development and Strategic Planning
SIN Description: Service include conducting research and experimental development (except nanotechnology and biotechnology research and experimental development) in the physical, engineering and life sciences such as; such as agriculture, electronics, environmental, biology, botany, computers, chemistry, food, fisheries, forests, geology, health, mathematics, medicine, oceanography,   pharmacy,   physics,   veterinary   and   other   allied   subjects.

Typical tasks include, but are not limited to, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting; requirements analysis, cost/cost performance trade-off analysis,feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services; operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting.

NOTE: Services under this NAICs can not include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

SIN: 561210FS Facilities - Facilities Services/ Facilities Support Services
SIN Description: Providing operating staff to perform a combination of support services within an agency(ies) facilities that include planning, designing, managing, operating and maintaining reliable and efficient systems, equipment, facilities and logistics infrastructures to improve equipment and logistics   performance,   and   reduce   life   cycle   costs.

Examples include providing a combination of services, such as complete turnkey operations, maintenance and support services, Base facilities operation support services (excluding computer operations), depot maintenance, preventative maintenance planning, fleet/property management and maintenance, mobile utility support equipment operation, maintenance and repair, strategic account/project management, integrated facility management and operations management support., janitorial, maintenance, trash disposal, guard and security, mail routing, reception, laundry, and related services to support operations within facilities.

SIN: 611430   Professional Services – Training/ Professional and Management Development Training
SIN Description: Services include offering an array of short duration courses and seminars for management and professional development. Training for career development may be provided directly to individuals or through employers' training programs, and courses may be customized or modified to meet the special needs of customers. Instruction may be provided in diverse settings, such as the establishment's or agency's training facilities, and through diverse means, such as correspondence, television, the Internet, or other electronic and distance-learning methods. The training   provided   may   include   the   use   of   simulators   and   simulation   methods.

Examples include Training Services that are instructor led Training or Web Based Training of Education Courses, Course Development and Test Administration, Learning Management, and Internships; Environmental Training Services in order to meet Federal mandates and Executive

Orders; training of agency personnel to deal with media and media responses; Logistics Training Services related to system operations, automated tools for supply and value chain management, property and inventory management, distribution and transportation management, and maintenance of equipment and facilities; Audit & Financial training services related to course development and instruction required to support audit, review, financial assessment and financial management activities.

Any firm offering Defense Acquisition Workforce Improvement Act (DAWIA) and Federal Acquisition Certification in Contracting (FAC-C) Training for Acquisition Workforce Personnel will include an identify only DAWIA and FAC-C courses that have been deemed DAU equivalent or approved by the Federal Acquisition Institute (FAI).

NOTE: In accordance with OMB Policy Letter 05-01, civilian agencies must follow the course equivalency determinations accepted by the Defense Acquisition University (DAU) to ensure that core training is comparable across the workforce and qualifies for certification. When procuring FAC-C and DAWIA training for the audience identified below, the task order level Contracting Officer shall confirm that the courses being acquired are listed on one of the following websites: https://www.fai.gov/drupal/certification/verified-contracting-course-vendor-listing OR http://icatalog.dau.mil/appg.aspx (click on commercial vendors). Training Audience-Acquisition professionals interested in completing FAC-C or DAWIA.

SIN: 611512 Professional Services – Training/ Flight Training
SIN Description: Includes aviation and flight training.

SIN: OLM Miscellaneous - Complementary Special Item Numbers (SINs)/ Order-Level Materials (OLM)
SIN Description: OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or BPA. OLM pricing is not established at the Schedule contract or BPA level, but at the order level. Since OLMs are identified and acquired at the order level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination for all OLMs.

OLMs are procured under a special ordering procedure that simplifies the process for acquiring supplies and services necessary to support individual task or delivery orders placed against a Schedule contract or BPA. Using this new procedure, ancillary supplies and services not known at the time of the Schedule award may be included and priced at the order level.

OLM SIN-Level Requirements/Ordering Instructions:
OLMs are:
- Purchased under the authority of the FSS Program
- Unknown until an order is placed
- Defined and priced at the ordering activity level in accordance with GSAR clause 552.238-115 Special Ordering Procedures for the Acquisition of Order-Level Materials. (Price analysis for OLMs is not conducted when awarding the FSS contract or FSS BPA; therefore, GSAR 538.270 and 538.271 do not apply to OLMs)
- Only authorized for use in direct support of another awarded SIN.
- Only authorized for inclusion at the order level under a Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN)
- Subject to a Not To Exceed (NTE) ceiling price

OLMs are not:
-"Open Market Items"
- Items awarded under ancillary supplies/services or other direct cost (ODC) SINs (these items are defined, priced, and awarded at the FSS contract level)

OLM Pricing:
- Prices for items provided under the Order-Level Materials SIN must be inclusive of the Industrial Funding Fee (IFF).
- The value of OLMs in a task or delivery order, or the cumulative value of OLMs in orders against an FSS BPA awarded under an FSS contract, cannot exceed 33.33%

NOTE: When used in conjunction with a Cooperative Purchasing eligible SIN, this SIN is Cooperative Purchasing Eligible

SECTION IV
LABOR CATEGORY DESCRIPTIONS

SENIOR STAFF ENTERPRISE & SYSTEMS CONSULTANT Minimum/General Experience: Fifteen years of directly related experience including consulting roles in successful organizational and/or business improvement initiatives. Personnel in this category have demonstrated the ability to analyze and understand highly complex management, organizational, and business process problems. Personnel in this skill category have previously demonstrated superior leadership skills in many successful efforts involving highly qualified scientific, engineering or technical staff. Minimum Education: Qualifications at this level generally include a master's or PhD. in a scientific or business related discipline.

STAFF ENTERPRISE AND SYSTEMS CONSULTANT Minimum/General Experience: Twelve years of directly related experience including consulting roles in successful organizational and/or business improvement initiatives. Personnel in this category have demonstrated the ability to analyze and understand complex management, organizational, and business process problems. Individuals at this level are emerging authorities and are recognized by peers inside and outside the organization as significant contributors to current enterprise architecture including systems technology. They function as project leaders on major projects and identify and initiate innovative research opportunities. Minimum Education: Qualifications at this level include a master's degree or an undergraduate degree and three additional years of management experience.

SENIOR ENTERPRISE AND SYSTEMS ENGINEER I Minimum/General Experience: Ten years of directly related experience designing and implementing business enterprises. Personnel in this category understand process interactions, entity relationships, market dynamics, and entrepreneurial approaches required for successful enterprise development. Project Management experience is required. They function as project leaders on major projects and identify and initiate innovative research opportunities. Individuals at this level are assigned as leaders for projects of substantial size and complexity. Personnel in this skill category have previously demonstrated leadership skills in a number of successful efforts involving highly qualified scientific, engineering or technical staff. Minimum Education: Qualifications at this level include a bachelor's degree.

SENIOR ENTERPRISE AND SYSTEMS ENGINEER II Minimum/General Experience: Ten years of directly related experience supporting business enterprise development. Individuals in this category understand process interactions, entity relationships, market dynamics, and entrepreneurial approaches required for successful enterprise development. Individuals at this level are assigned as leaders for projects of substantial size and complexity. They participate actively in company-sponsored research and provide technical and leadership contributions to contract and other tasks. Minimum Education: Qualifications at this level generally include a bachelor's degree.

ENTERPRISE AND SYSTEMS ENGINEER I Minimum/General Experience: Ten years of directly related experience supporting business enterprise development. Individuals in this category understand process interactions, entity relationships, market dynamics, and entrepreneurial

approaches associated with enterprise development. They participate actively in company-sponsored research and provide technical and leadership contributions to contract and other tasks. Minimum Education: Qualifications at this level generally include a bachelor's Degree. Five additional years of related experience can be substituted for the bachelor's degree.

ENTERPRISE AND SYSTEMS ENGINEER II Minimum/General Experience: Eight years of directly related experience supporting business enterprise development. Individuals in this category understand process interactions, entity relationships, dynamics, and technical approaches associated with enterprise development. They participate actively in company-sponsored research and provide technical and leadership contributions to contract and other tasks. Minimum Education: Qualifications at this level generally include a bachelor's degree. An additional five years of experience can be substituted for the advanced degree.

ENTERPRISE AND SYSTEMS ENGINEER III Minimum/General Experience: Six of directly related experience supporting business enterprise development. Individuals in this category understand process interactions, entity relationships, dynamics, and technical approaches associated with enterprise development. They participate actively in company-sponsored research and provide technical and leadership contributions to contract and other tasks. Minimum Education: Qualifications at this level generally include a bachelor's degree. An additional five years of experience can be substituted for the advanced degree.

ENTERPRISE AND SYSTEMS ENGINEER Minimum/General Experience: Five years of directly related experience supporting business enterprise development. Individuals in this category understand process interactions, entity relationships, dynamics, and technical approaches associated with enterprise development. They participate actively in company-sponsored research and provide technical and leadership contributions to contract and other tasks. Minimum Education: Qualifications include an undergraduate degree. Five years of applicable experience may be substituted for an undergraduate degree.

ASSOCIATE ENTERPRISE AND SYSTEMS ENGINEER Minimum/General Experience: Two years of directly related experience supporting business enterprise development. Individuals in this category understand process interactions, entity relationships, dynamics, and technical approaches associated with enterprise development. They participate actively in company-sponsored research and provide technical and leadership contributions to contract and other tasks. Individuals at this level include both degreed and non-degreed analysts and technicians applying specialized knowledge or experience in areas of systems engineering, manufacturing or quality assurance.   Minimum Education: Qualifications include an undergraduate degree or a combination of four years of specialized training and experience.

SUBJECT MATTER EXPERT A Subject Matter Expert is a highly skilled individual who has an acknowledged specialized acquisition, logistics, and/or technological expertise in the specific functional tasks required for performance in an individual task order. It is anticipated that such individual possess an advanced degree (master or doctorate) in either a technical, business, or management area, from an accredited college or university; or a BS degree in an engineering or technical field from an accredited college or university; or 15 or more years of defense/industrial or acquisition experience in the field of expertise. The SME develops requirements from a

project's inception to its conclusion in the subject matter area for information technology /financial systems. Assists other senior consultants with analysis and evaluation and with the preparation of recommendations for system improvements, optimization, development, and/or maintenance efforts in integrated management systems. Specifically: information systems architecture, networking, telecommunications, automation, communications protocols, risk management/electronic analysis, software, life-cycle management, software development methodologies, and modeling and simulation.

PROGRAM MANAGER The Program Manager is a senior level manager within the company who has a minimum of fifteen (15) years experience, including ten (10) years of demonstrated management experience or project level management in major systems. The Program Manager must show completion of a full four year course of study in an accredited college or university leading to a bachelors or higher degree in business or engineering, and 10 years experience in Senior positions in Government Program Offices or other non-government organizations closely related to the Defense Acquisition Process. The Program Manager shall be knowledgeable of overall organization, direction, and requirements of the contract efforts. Experience in interfacing directly with the government designated representatives and supervising various task order activities is also required. The PM analyzes business or management problems utilizing business and project management/control systems to include implementation of automated management information systems. Efforts are focused on performing and/or re-engineering program management, acquisition planning and management, contract cost and performance tracking, and reporting.

TASK ORDER / PROJECT LEADER The Task Order/Project Leader must have a minimum of a Bachelor's degree from an accredited university or college in engineering, one of the physical sciences, operations research, mathematics, or a business curriculum, and 15 years minimum experience in directing large analysis efforts in both technical and cost/system analysis. The TO / PL performs work that involves planning and coordinating installation, testing, operation, troubleshooting, and maintenance of hardware and software systems. Plan and delivers customer support services, including installation, configuration, troubleshooting, customer assistance, and/or training in response to customer requirements.

PRINCIPAL ENGINEER / SCIENTIST The Principal Engineer/Scientist shall have a Ph.D., MS or BS Degree in a recognized engineering or scientific discipline and 10 years (Ph.D.), 15 years (MS), or 20 years (BS) experience in complex weapon system engineering, design, analysis, performance or test and evaluation. The engineer/scientist must possess at least 2 years of managerial/supervisory experience sufficient to ensure positive direction of subordinates. The engineer/scientist shall be used in those requirements where an extremely high level of expertise is necessary to perform designated tasks. Duties shall be comparable to those of the senior engineer, chemist, physicist, or mathematician, but at an advanced level of skill, requiring a higher level of experience and/or education. A Principal Engineer must have received an engineering degree from an Accreditation Board for Engineering and Technology (ABET) accredited program of study. A Principal Scientist must have received a science degree in one of the physical or natural sciences from an accredited college or university. The Principal Engineer / Scientist assists organizations in coordinating and operating in the most efficient manner by applying scientific methods and mathematical principles to organizational problems

utilizing information technology. Subsequently, these persons advise managers on alternatives and assist the managers in the selection of the course of action that best suits the organization.

SENIOR ENGINEER / SCIENTIST The Senior Engineer/Scientist is responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. The position requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration. Senior engineers/scientists must have a minimum of 15 years of experience, in their related field of expertise, at the program/project level in major systems. A Senior Engineer must have received an engineering degree from an ABET accredited program of study. A Senior Scientist must have received a science degree in one of the physical or natural sciences from an accredited college or university.

ENGINEER / SCIENTIST The Engineer/Scientist must have appropriate education and experience to receive guidance from senior level managers/engineers/scientists and work independently to accomplish assigned tasks. The Engineer/Scientist must have a minimum of 10 years of related job experience. However, the engineer/scientist job related experience must have been gained after receiving the task related degree in engineering from an accredited institution. An Engineer must have received an engineering degree from an ABET accredited program of study. A Scientist must have received a science degree in one of the physical or natural sciences from an accredited college or university.

JOURNEYMAN ENGINEER / SCIENTIST The Journeyman Engineer/Scientist must have appropriate education and experience to receive guidance from higher level managers/engineers/scientists and work independently to accomplish assigned tasks. The Journeyman Engineer/Scientist must have a minimum of 4 years of related job experience. However, the journeyman engineer/scientist job related experience must have been gained after receiving the task related degree in engineering from an accredited institution. A Journeyman Engineer must have received an engineering degree from an ABET accredited program of study. A Journeyman Scientist must have received a science degree in one of the physical or natural sciences from an accredited college or university.

ENTRY LEVEL ENGINEER / SCIENTIST The Entry Level Engineer/Scientist must receive guidance from senior level managers and/or engineers and work as part of a team to accomplish assigned tasks. An Entry Level Engineer must have received an engineering degree from an ABET accredited program of study. An Entry Level Scientist must have received a science degree in one of the physical or natural sciences from an accredited college or university.

COOP ENGINEER / SCIENTIST The Engineer Coop must be enrolled and completed one (1) year of education in an ABET accredited program of engineering study. The Scientist coop must be enrolled and completed one (1) year of education in one of the physical or natural sciences from an accredited college or university. The Coop Engineer/Scientist must have a minimum 3.0 grade point average out of a 4.0. Individual must be enrolled in an official cooperative education/training program at the accredited college or university.

SENIOR ANALYST/ LOGISTICIAN / SPECIALIST The Senior Level Analyst/Logistician/ Specialist is responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration. The senior person must have a minimum of 8 years of task related experience and show completion of a full 4 year course of study in an accredited college or university leading to a bachelor's or higher degree appropriate to the field of expertise, acquisition, logistics, business or management, as it relates to the task stated in the task order. Three additional years of task related experience (a total of eleven years) may be used in lieu of a bachelor's degree from an accredited college or university. Performs work that involves a wide range of IT management activities that extend and apply to an entire organization or major components of an organization.   This includes strategic planning, capital planning and investment control, workforce planning, policy and standards development, resource management, knowledge management, architecture and infrastructure planning and management, auditing, and information security.

SENIOR PROGRAMMER The Senior Level Programmer is responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration. The senior person must have a minimum of 8 years of task related experience and show completion of a full 4 year course of study in an accredited college or university leading to a bachelor's or higher degree appropriate to the field of expertise, acquisition, logistics, business or management, as it relates to the task stated in the task order. Three additional years of task related experience (a total of eleven years) may be used in lieu of a bachelor's degree from an accredited college or university. Performs work that involves a wide range of IT management activities that extend and apply to an entire organization or major components of an organization. This includes strategic planning, capital planning and investment control, workforce planning, policy and standards development, resource management, knowledge management, architecture and infrastructure planning and management, auditing, and information security.

SENIOR TECHNICAL SPECIALIST High school graduate with technical/military school experience in military equipment related disciplines with 10 years experience directly related to task order requirements. Individual may be required to possess specialized certifications. The Sr. Technical Specialist, who may lead technical team efforts, applies scientific methods and mathematical principles to organizational problems utilizing information technology. Sr. Tech Specialists advise managers on alternatives and assist the managers in the selection of the course of action that best suits the organization. Specific tasks, duties, subject matter: information systems architecture, networking, telecommunications, automation, communications protocols, risk management/electronic analysis, software, life-cycle management, software development methodologies, and modeling and simulation.

TECHNICAL SPECIALIST High School graduate with technical/military school experience in military equipment related disciplines with 5 years experience directly related to requirements.

Works to perform detailed information search, correlation, interpretation of technical data and the preparation of technical documentation. Specific tasks, duties, subject matter: information systems architecture, networking, telecommunications, automation, communications protocols, risk management/electronic analysis, software, life-cycle management, software development methodologies, and modeling and simulation.

JOURNEYMAN ANALYST/ LOGISTICIAN / SPECIALIST Journeyman persons will have appropriate education and experience to receive guidance from senior level managers and work independently to accomplish assigned tasks. The Journeyman persons must have a bachelor's degree in the task related discipline and have a minimum of 3 years of task related job experience. Three additional years of task related experience (a total of six years) may be used in lieu of a bachelor's degree from an accredited college or university.

JOURNEYMAN PROGRAMMER Journeyman persons will have appropriate education and experience to receive guidance from senior level managers and work independently to accomplish assigned tasks. The Journeyman persons must have a bachelor's degree in the task related discipline and have a minimum of 3 years of task related job experience. Three additional years of task related experience (a total of six years) may be used in lieu of a bachelor's degree from an accredited college or university.

ENTRY LEVEL ANALYST/ LOGISTICIAN / SPECIALIST The Entry Level persons receive guidance from senior level managers and/or engineers and work as part of a team to accomplish assigned tasks. The Entry Level persons must have a bachelor's degree in the task related discipline or three years of task related experience.

ADMINISTRATIVE SUPPORT This labor category encompasses support such as secretaries, clerks, and computer operators plus other administrative related job categories which are essential to accomplishing the assigned tasks (support of contractor personnel only).

SECTION V - LABOR RATES

CUSTOMER SITE (ON-SITE)	MULTIPLE AWARD SCHEDULE (MAS)					
LABOR CATEGORY	7/1/15-6/30/16	7/1/16-1/29/18	1/30/18-6/30/18	7/1/18 -6/30/19	7/1/19 -6/30/20	7/1/20 -6/30/21
Sr. Staff Enterprise & Systems Consultant	$224.52	$224.52	$236.99	$241.73	$246.56	$251.50
Staff Enterprise & Systems Consultant	$172.24	$172.24	$181.81	$185.45	$189.16	$192.94
Sr. Enterprise & Systems Engineer I	$167.68	$167.68	$176.99	$180.53	$184.14	$187.82
Sr. Enterprise & Systems Engineer II	$146.70	$146.70	$154.85	$157.95	$161.11	$164.33
Enterprise & Systems Engineer I	$122.00	$122.00	$128.78	$131.36	$133.98	$136.66
Enterprise & Systems Engineer II	$104.42	$104.42	$110.22	$112.42	$114.67	$116.97
Enterprise & Systems Engineer III	$95.21	$95.21	$100.50	$102.51	$104.56	$106.65
Enterprise & Systems Engineer	$89.48	$89.48	$94.45	$96.34	$98.27	$100.23
Associate Enterprise & Systems Engineer	$70.46	$70.46	$74.37	$75.86	$77.37	$78.92
Subject Matter Expert	$96.03	$96.03	$101.36	$103.39	$105.45	$107.56
Program Manager	$102.84	$102.84	$108.55	$110.72	$112.94	$115.19
Task Order/Project Leader	$85.71	$85.71	$90.47	$92.28	$94.12	$96.01
Principal Engineer/Scientist	$102.84	$102.84	$108.55	$110.72	$112.94	$115.19
Senior Engineer/Scientist	$85.71	$85.71	$90.47	$92.28	$94.12	$96.01
Engineer/Scientist	$68.58	$68.58	$72.39	$73.84	$75.31	$76.82
Journeyman Engineer/Scientist	$51.45	$51.45	$54.31	$55.40	$56.50	$57.63
Entry Level Engineer/Scientist	$45.71	$45.71	$48.25	$49.22	$50.20	$51.20
Co-op Engineer/Scientist	$39.98	$39.98	$42.20	$43.04	$43.90	$44.78
Senior Technical Specialist	$68.95	$68.95	$72.78	$74.24	$75.72	$77.23
Technical Specialist	$40.41	$40.41	$42.65	$43.50	$44.37	$45.26
Senior Analyst/Logistician/Specialist	$74.30	$74.30	$78.43	$80.00	$81.60	$83.23
Journeyman Analyst/Logistician/Specialist	$45.71	$45.71	$48.25	$49.22	$50.20	$51.20
Entry Level Analyst/Logistician/Specialist	$41.04	$41.04	$43.32	$44.19	$45.07	$45.97
Senior Programmer	$68.58	$68.58	$72.39	$73.84	$75.31	$76.82
Journeyman Programmer	$35.66	$35.66	$37.64	$38.39	$39.16	$39.94
Administrative Support	$35.66	$35.66	$37.64	$38.39	$39.16	$39.94
CUSTOMER SITE (ON-SITE)	**MULTIPLE AWARD SCHEDULE (MAS))**					
LABOR CATEGORY	7/1/15-6/30/16	7/1/16-1/29/18	1/30/18-6/30/18	7/1/18 -6/30/19	7/1/19 -6/30/20	7/1/20 -6/30/21
Staff Enterprise & Systems Consultant	$172.24	$172.24	$181.81	$185.45	$189.16	$192.94
Sr. Enterprise & Systems Engineer I	$167.68	$167.68	$176.99	$180.53	$184.14	$187.82
Sr. Enterprise & Systems Engineer II	$146.70	$146.70	$154.85	$157.95	$161.11	$164.33
Subject Matter Expert	$96.03	$96.03	$101.36	$103.39	$105.45	$107.56
Program Manager	$102.84	$102.84	$108.55	$110.72	$112.94	$115.19
Task Order/Project Leader	$85.71	$85.71	$90.47	$92.28	$94.12	$96.01
Principal Engineer/Scientist	$102.84	$102.84	$108.55	$110.72	$112.94	$115.19
Senior Technical Specialist	$68.95	$68.95	$72.78	$74.24	$75.72	$77.23
Technical Specialist	$40.41	$40.41	$42.65	$43.50	$44.37	$45.26
Senior Analyst/Logistician/Specialist	$74.30	$74.30	$78.43	$80.00	$81.60	$83.23
Administrative Support	$35.66	$35.66	$37.64	$38.39	$39.16	$39.94

VENDOR SITE (OFF-SITE)	MULTIPLE AWARD SCHEDULE (MAS)					
LABOR CATEGORY	7/1/15-6/30/16	7/1/16-1/29/18	1/30/18-6/30/18	7/1/18-6/30/19	7/1/19-6/30/20	7/1/20-6/30/21
Sr. Staff Enterprise & Systems Consultant	$234.95	$234.95	$248.00	$252.96	$258.02	$263.18
Staff Enterprise & Systems Consultant	$180.24	$180.24	$190.25	$194.06	$197.94	$201.89
Sr. Enterprise & Systems Engineer I	$175.47	$175.47	$185.22	$188.92	$192.70	$196.56
Sr. Enterprise & Systems Engineer II	$153.48	$153.48	$162.01	$165.25	$168.56	$171.93
Enterprise & Systems Engineer I	$127.67	$127.67	$134.76	$137.46	$140.20	$143.01
Enterprise & Systems Engineer II	$109.28	$109.28	$115.35	$117.66	$120.01	$122.41
Enterprise & Systems Engineer III	$99.63	$99.63	$105.16	$107.26	$109.41	$111.60
Enterprise & Systems Engineer	$93.64	$93.64	$98.84	$100.82	$102.83	$104.89
Associate Enterprise & Systems Engineer	$73.72	$73.72	$77.82	$79.38	$80.96	$82.58
Subject Matter Expert	$100.47	$100.47	$106.05	$108.17	$110.33	$112.54
Program Manager	$107.62	$107.62	$113.60	$115.87	$118.19	$120.55
Task Order/Project Leader	$89.69	$89.69	$94.67	$96.56	$98.49	$100.46
Principal Engineer/Scientist	$107.62	$107.62	$113.60	$115.87	$118.19	$120.55
Senior Engineer/Scientist	$89.69	$89.69	$94.67	$96.56	$98.49	$100.46
Engineer/Scientist	$71.75	$71.75	$75.74	$77.25	$78.80	$80.38
Journeyman Engineer/Scientist	$53.83	$53.83	$56.82	$57.96	$59.12	$60.30
Entry Level Engineer/Scientist	$47.83	$47.83	$50.49	$51.50	$52.53	$53.58
Co-op Engineer/Scientist	$41.84	$41.84	$44.16	$45.04	$45.94	$46.86
Senior Analyst/Logistician/Specialist	$77.72	$77.72	$82.04	$83.68	$85.35	$87.06
Senior Technical Specialist	$72.13	$72.13	$76.14	$77.66	$79.22	$80.80
Technical Specialist	$42.30	$42.30	$44.65	$45.54	$46.45	$47.38
Journeyman Analyst/Logistician/Specialist	$47.83	$47.83	$50.49	$51.50	$52.53	$53.58
Entry Level Analyst/Logistician/Specialist	$42.95	$42.95	$45.34	$46.25	$47.17	$48.12
Journeyman Programmer	$37.32	$37.32	$39.39	$40.18	$40.98	$41.80
Senior Programmer	$71.75	$71.75	$75.74	$77.25	$78.80	$80.38
Administrative Support	$37.32	$37.32	$39.39	$40.18	$40.98	$41.80
VENDOR SITE (OFF-SITE)	MULTIPLE AWARD SCHEDULE (MAS))					
LABOR CATEGORY	7/1/15-6/30/16	7/1/16-1/29/18	1/30/18-6/30/18	7/1/18-6/30/19	7/1/19-6/30/20	7/1/20-6/30/21
Staff Enterprise & Systems Consultant	$180.24	$180.24	$190.25	$194.06	$197.94	$201.89
Sr. Enterprise & Systems Engineer I	$175.47	$175.47	$185.22	$188.92	$192.70	$196.56
Sr. Enterprise & Systems Engineer II	$153.48	$153.48	$162.01	$165.25	$168.56	$171.93
Subject Matter Expert	$100.47	$100.47	$106.05	$108.17	$110.33	$112.54
Program Manager	$107.62	$107.62	$113.60	$115.87	$118.19	$120.55
Task Order/Project Leader	$89.69	$89.69	$94.67	$96.56	$98.49	$100.46
Principal Engineer/Scientist	$107.62	$107.62	$113.60	$115.87	$118.19	$120.55
Senior Technical Specialist	$72.13	$72.13	$76.14	$77.66	$79.22	$80.80
Technical Specialist	$42.30	$42.30	$44.65	$45.54	$46.45	$47.38
Senior Analyst/Logistician/Specialist	$77.72	$77.72	$82.04	$83.68	$85.35	$87.06
Administrative Support	$37.32	$37.32	$39.39	$40.18	$40.98	$41.80