

**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 is available through **GSA Advantage!**<sup>™</sup>, a menu-driven database system. The INTERNET address for **GSA Advantage!**<sup>™</sup> is: <http://www.GSAAdvantage.gov>.

**Multiple Award Schedule  
Contract Number: GS-00F-164GA  
Contract Period: April 14, 2017 through April 13, 2022**

For more information on ordering from Federal Supply Schedules  
click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>  
Contract Period: April 14, 2017 through April 13, 2022

**Contractor:** HIGHERECHELON, INC  
101 Lowe Avenue SE, STE 3B, Huntsville, Al 35801-4220

**Business Size:** Small, Veteran Owned, Service-Disabled Business

**Telephone:** (256) 763-1931  
**FAX Number:** (703)-224-8001  
**Web Site:** [www.the-he.com](http://www.the-he.com)  
**E-mail:** [joe.ross@higherechelon.com](mailto:joe.ross@higherechelon.com)  
**Contract Administration:** Donald Ross

## **CUSTOMER INFORMATION:**

**1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:**

<b>SIN / Disaster Recovery</b>	<b>SIN Description</b>
541330ENG / RC	Engineering Services
541380 / RC	Testing Laboratory Services
541420 / RC	Engineering System Design and Integration Services
54151S / RC	Information Technology Professional Services
541611 / RC	Business Administrative Services
541715 / RC	Engineering Research and Development and Strategic Planning
611430 / RC	Professional and Management Development Training
OLM / RC	Order Level Materials
611512	Flight Training (Awarded with MAS consolidation; HE does not offer this service)

**1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. N/A**

**1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. See below for labor categories and pricing.**

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

**3. Minimum Order:** \$100.00

**4. Geographic Coverage (delivery Area):** Domestic only

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

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

**7. Quantity discounts:**

1% for orders over \$150,000.00;

2% for task order between \$250,000.00 and \$500,000.00

3% for task order over \$500,000.00

**8. Prompt 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.

**9a. Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes

**9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** will accept

- 10. **Foreign items (list items by country of origin):** None
- 11a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. **Expedited Delivery.** The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor
- 11c. **Overnight and 2-day delivery.** The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
- 11d. **Urgent Requirements.** The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor
- 12. **F.O.B Points(s):** Destination
- 13a. **Ordering Address(es):** Same as Contractor
- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.
- 14. **Payment address(es):** Same as company address
- 15. **Warranty provision.:** Contractor’s standard commercial warranty.
- 16. **Export Packing Charges (if applicable):** N/A
- 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 (if applicable):** N/A
- 19. **Terms and conditions of installation (if applicable):** N/A
- 20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. **Terms and conditions for any other services (if applicable):** N/A
- 21. **List of service and distribution points (if applicable):** N/A
- 22. **List of participating dealers (if applicable):** N/A
- 23. **Preventive maintenance (if applicable):** N/A
- 24a. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. **Section 508 compliance information:** N/A



25. **Data Universal Numbering System (DUNS) number:** 832344639
26. **Notification regarding registration in System for Award Management (SAM) database:** SAM Registration Current and Complete
27. **Final Pricing:**

## LABOR CATEGORY RATES

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%

SIN(s)	Labor Category	Min Edu	Min Exp	EPA %	Year 2	Year 3	Year 4	Year 5
					04/14/2018-04/13/2019	04/14/2019-04/13/2020	04/14/2020-04/13/2021	04/14/2021-04/13/2022
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Senior Trainer	Masters	15	2.10%	\$133.73	\$136.54	\$139.41	\$142.34
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Trainer	Bachelors	1	2.10%	\$68.92	\$70.37	\$71.85	\$73.36
541330ENG, 541380, 541420, 54151S, 541715	Senior Engineer / Analyst XI	Bachelors	15	2.10%	\$144.02	\$147.04	\$150.13	\$153.29
541330ENG, 541380, 541420, 54151S, 541715	Senior Engineer / Analyst IX	Bachelors	12	2.10%	\$123.45	\$126.04	\$128.69	\$131.39
541330ENG, 541380, 541420, 54151S, 541715	Senior Engineer / Analyst VIII	Bachelors	10	2.10%	\$114.19	\$116.59	\$119.03	\$121.53
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Program Manager	Bachelors	15	2.10%	\$150.19	\$153.35	\$156.57	\$159.85
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Technician VII	Bachelors	7	2.10%	\$108.02	\$110.28	\$112.60	\$114.96
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Technician IV	Bachelors	4	2.10%	\$91.56	\$93.48	\$95.44	\$97.45
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Technician III	Bachelors	3	2.10%	\$77.15	\$78.77	\$80.43	\$82.12
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Technician II	Bachelors	2	2.10%	\$67.90	\$69.32	\$70.78	\$72.26

SIN(s)	Labor Category	Min Edu	Min Exp	EPA %	04/14/2018-04/13/2019	04/14/2019-04/13/2020	04/14/2020-04/13/2021	04/14/2021-04/13/2022
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Technician I	Bachelors	1	2.10%	\$62.75	\$64.07	\$65.41	\$66.79
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Technical Specialist IV**	High School	3	2.10%	\$57.61	\$58.82	\$60.05	\$61.31
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Technical Specialist III**	High School	2	2.10%	\$46.29	\$47.26	\$48.26	\$49.27
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Technical Specialist II**	High School	1	2.10%	\$39.09	\$39.91	\$40.75	\$41.61
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Technical Specialist I**	High School	0	2.10%	\$26.75	\$27.31	\$27.88	\$28.47
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Intermediate Trainer	Bachelors	6	2.10%	\$91.30	\$93.22	\$95.17	\$97.17
54151S, 541611, 611430	Business Specialist I	Bachelors	0	2.10%	\$69.55	\$71.01	\$72.50	\$74.03
54151S, 541611, 611430	Business Specialist II	Bachelors	2	2.10%	\$78.15	\$79.79	\$81.47	\$83.18
54151S, 541611, 611430	Business Specialist VII	Bachelors	12	2.10%	\$128.75	\$131.46	\$134.22	\$137.04
54151S, 541611, 611430	Business Specialist VIII	Bachelors	15	2.10%	\$138.11	\$141.01	\$143.97	\$146.99
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Associate II	Bachelors	3	2.10%	\$85.77	\$87.58	\$89.41	\$91.29
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Senior Technical Staff II	Bachelors	14	2.10%	\$135.84	\$138.69	\$141.61	\$144.58
541330ENG, 541380, 541420, 54151S, 541715	Test Engineer 01	Bachelors	2	2.10%	\$76.75	\$78.36	\$80.01	\$81.69

SIN(s)	Labor Category	Min Edu	Min Exp	EPA %	04/14/2018-04/13/2019	04/14/2019-04/13/2020	04/14/2020-04/13/2021	04/14/2021-04/13/2022
541330ENG, 541380, 541420, 54151S, 541715	Senior Test Engineer IX	Bachelors	12	2.10%	\$128.13	\$130.82	\$133.56	\$136.37
541330ENG, 541380, 541420, 54151S, 541715	Senior Test Engineer X	Bachelors	14	2.10%	\$137.10	\$139.98	\$142.92	\$145.92
54151S, 541611, 611430	Management Consultant I	Bachelors	1	2.10%	\$64.52	\$65.88	\$67.26	\$68.67
54151S, 541611, 611430	Management Consultant II	Bachelors	2	2.10%	\$78.15	\$79.79	\$81.47	\$83.18
54151S, 541611, 611430	Management Consultant III	Bachelors	3	2.10%	\$89.77	\$91.65	\$93.58	\$95.54
54151S, 541611, 611430	Principal Management Consultant I	Masters	16	2.10%	\$152.04	\$155.24	\$158.50	\$161.83
541330ENG, 541380, 541420, 54151S, 541715	Engineer 01	Bachelors	0	2.10%	\$69.16	\$70.61	\$72.10	\$73.61
541330ENG, 541380, 541420, 54151S, 541715	Engineer 03	Bachelors	3	2.10%	\$80.92	\$82.62	\$84.35	\$86.12
541330ENG, 541380, 541420, 54151S, 541715	Engineer 04	Bachelors	4	2.10%	\$85.22	\$87.01	\$88.84	\$90.70
541330ENG, 541380, 541420, 54151S, 541715	Engineer 05	Bachelors	5	2.10%	\$89.89	\$91.78	\$93.70	\$95.67
541330ENG, 541380, 541420, 54151S, 541715	Senior Engineer/Analyst X	Bachelors	14	2.10%	\$134.33	\$137.15	\$140.03	\$142.97
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Senior Manager	Bachelors	11	2.10%	\$135.38	\$138.22	\$141.12	\$144.09
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Manager	Bachelors	3	2.10%	\$80.35	\$82.04	\$83.76	\$85.52
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Junior Manager	Bachelors	1	2.10%	\$66.33	\$67.72	\$69.15	\$70.60

SIN(s)	Labor Category	Min Edu	Min Exp	EPA %	04/14/2018-04/13/2019	04/14/2019-04/13/2020	04/14/2020-04/13/2021	04/14/2021-04/13/2022
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Senior Manager IV	Bachelors	15	2.10%	\$155.70	\$158.97	\$162.31	\$165.72
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Senior Technical Staff VII	Masters	10	2.10%	\$184.53	\$188.41	\$192.36	\$196.40
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430	Principal Management Consultant VII	Masters	22	2.10%	\$224.43	\$229.14	\$233.96	\$238.87

### SERVICE CONTRACT LABOR STANDARDS MATRIX

SCLS Eligible Labor Category	SCLS Equivalent Code Title	Wage Determination No
Technical Specialist I	14041-Computer Operator I	2015-4281
Technical Specialist II	14042-Computer Operator II	2015-4281
Technical Specialist III	14043-Computer Operator III	2015-4281
Technical Specialist IV	14044-Computer Operator IV	2015-4281

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated (\*\*\*) SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).

## Labor Category Descriptions

LABOR CATEGORY	DESCRIPTION	Education	Years Experience
Senior Trainer	Provides program development and technical expertise for training. Participates in planning and directs others in support of the training goals. Responsible for meeting timelines, adhering to budgets and achieving overall contractual objectives. Performs group or individual training and responsible for achieving the learning objectives of the program.	Masters	15
Trainer	Performs group or individual training and responsible for achieving the learning objectives of the program.	Bachelors	1
Senior Engineer/Analyst XI	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team.	Bachelors	15
Senior Engineer/Analyst IX	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team.	Bachelors	12
Senior Engineer/Analyst VIII	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team.	Bachelors	10
Program Manager	Provides management and technical expertise for a program or multiple projects. Participates in planning and directs others in support of the project goals. Responsible for meeting timelines, adhering to budgets and achieving overall contractual objectives.	Bachelors	20
Technician VII	Provides engineering and technical expertise to a project, in the areas of software development, network management, hardware configuration, web design, or testing. Works independently and as a part of a team to achieve the project objectives. Participates in planning processes (agile, waterfall, project planning, etc.)	Bachelors	7
Technician IV	Provides engineering and technical expertise to a project, in the areas of software development, network management, hardware configuration, web design, or testing. Works independently and as a part of a team to achieve the project objectives. Participates in planning processes (agile, waterfall, project planning, etc.)	Bachelors	4
Technician III	Provides engineering and technical expertise to a project, in the areas of software development, network management, hardware configuration, web design, or testing. Works independently and as a part of a team to achieve the project objectives. Participates in planning processes (agile, waterfall, project planning, etc.)	Bachelors	3

LABOR CATEGORY	DESCRIPTION	Education	Years Experience
Technician II	Provides engineering and technical expertise to a project, in the areas of software development, network management, hardware configuration, web design, or testing. Works independently and as a part of a team to achieve the project objectives. Participates in planning processes (agile, waterfall, project planning, etc.)	Bachelors	2
Technician I	Provides engineering and technical expertise to a project, in the areas of software development, network management, hardware configuration, web design, or testing. Works independently and as a part of a team to achieve the project objectives. Participates in planning processes (agile, waterfall, project planning, etc.)	Bachelors	1
Technical Specialist IV**	Provides engineering and technical expertise to a project, in the areas of software development, network management, hardware configuration, web design, or testing. Works independently and as a part of a team to achieve the project objectives. Participates in planning processes (agile, waterfall, project planning, etc.)	High School	3
Technical Specialist III**	Provides technical and administrative support to a project, including user testing, computer operating, documentation, and general administrative support.	High School	2
Technical Specialist II**	Provides technical and administrative support to a project, including user testing, computer operating, documentation, and general administrative support.	High School	1
Technical Specialist I**	Provides technical and administrative support to a project, including user testing, computer operating, documentation, and general administrative support.	High School	0
Business Specialist I	Provides assistance and guidance in support of an agency's assessment of the best combination of channels to create value for its customers. Manages inventory systems; warehouses, stockrooms, or other storage facilities; shipping and receiving; staging and storage; packing and crating; and design, re-engineering, operation and maintenance of distribution and material handling equipment systems.	Bachelors	0
Business Specialist II	Provides assistance and guidance in support of an agency's assessment of the best combination of channels to create value for its customers. Manages inventory systems; warehouses, stockrooms, or other storage facilities; shipping and receiving; staging and storage; packing and crating; and design, re-engineering, operation and maintenance of distribution and material handling equipment systems.	Bachelors	2
Business Specialist VII	Provides assistance and guidance in support of an agency's assessment of the best combination of channels to create value for its customers. Manages inventory systems; warehouses, stockrooms, or other storage facilities; shipping and receiving; staging and storage; packing and crating; and design, re-engineering, operation and maintenance of	Bachelors	12

LABOR CATEGORY	DESCRIPTION	Education	Years Experience
	distribution and material handling equipment systems.		
Business Specialist VIII	Provides assistance and guidance in support of an agency's assessment of the best combination of channels to create value for its customers. Manages inventory systems; warehouses, stockrooms, or other storage facilities; shipping and receiving; staging and storage; packing and crating; and design, re-engineering, operation and maintenance of distribution and material handling equipment systems.	Bachelor	15
Associate II	Provides expertise in high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Performs analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, privatization and outsourcing.	Bachelors	3
Senior Technical Staff II	Provides expertise in high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Performs analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, privatization and outsourcing.	Bachelors	14
Test Engineer 01	Performs testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system safety, quality assurance, physical testing of the product or system, training, privatization and outsourcing.	Bachelors	2
Senior Test Engineer IX	Performs testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system safety, quality assurance, physical testing of the product or system, training, privatization and outsourcing.	Bachelors	12
Senior Test Engineer X	Performs testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system safety, quality assurance, physical testing of the product or system, training, privatization and outsourcing.	Bachelors	14
Management Consultant I	Provides assistance in supporting management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services. Provides facilitation and related decision support services and survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings.	Bachelors	1
Management Consultant II	Provides assistance in supporting management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services. Provides facilitation and related decision support services	Bachelors	2

LABOR CATEGORY	DESCRIPTION	Education	Years Experience
	and survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings.		
Management Consultant III	Provides assistance in supporting management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services. Provides facilitation and related decision support services and survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings.	Bachelors	3
Principal Management Consultant I	Provides expert advice and assistance in supporting management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services. Provides facilitation and related decision support services and survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings.	Masters	16
Intermediate Trainer	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team.	Bachelors	6
Engineer 01	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team.	Bachelor	0
Engineer 03	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team.	Bachelor	3
Engineer 04	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team.	Bachelors	4
Engineer 05	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team.	Bachelors	5
Senior Engineer/Analyst X	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team.	Bachelors	14
Senior Manager	Provides management and technical expertise for a program or multiple projects. Participates in planning and directs others in support of the project goals. Responsible for meeting timelines, adhering to budgets and achieving overall contractual objectives.	Bachelors	11
Manager	Provides management and technical expertise for a program. Participates in planning and directs others in support of the project goals. Responsible for meeting timelines, adhering to budgets and achieving overall contractual objectives.	Bachelors	3

LABOR CATEGORY	DESCRIPTION	Education	Years Experience
Junior Manager	Participates in planning and directs others in support of the project goals. Responsible for meeting timelines, adhering to budgets and achieving overall contractual objectives.	Bachelors	1
Senior Manager IV	Provides management and technical expertise for a program or multiple projects. Participates in planning and directs others in support of the project goals. Responsible for meeting timelines, adhering to budgets and achieving overall contractual objectives.	Bachelors	15
Senior Technical Staff IV	Provides expertise in high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Performs analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, privatization and outsourcing.	Masters	10
Principal Management Consultant VII	Provides expert advice and assistance in supporting management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services. Provides facilitation and related decision support services and survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings.	Masters	22

### Education/Experience Substitution:

Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Senior Trainer	Masters	15	13		20	22	24
Trainer	Bachelors	1	0	0		3	5
Senior Engineer / Analyst XI	Bachelors	15	8	10		N/A	N/A
Senior Engineer / Analyst IX	Bachelors	12	5	7		N/A	N/A
Senior Engineer / Analyst VIII	Bachelors	10	3	5		N/A	N/A
Program Manager	Bachelors	20	13	15		22	24
Technician VII	Bachelors	7	0	2		9	11
Technician IV	Bachelors	4	0	0		6	8
Technician III	Bachelors	3	0	0		5	7
Technician II	Bachelors	2	0	0		4	6
Technician I	Bachelors	1	0	0		3	5
Technical Specialist IV**	High School	3	10	12	7	5	

Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Technical Specialist III**	High School	2	9	11	6	4	
Technical Specialist II**	High School	1	8	10	5	3	
Technical Specialist I**	High School	0	7	9	4	2	
Intermediate Trainer	Bachelors	6	0	1		8	10
Engineer 01	Bachelors	0	0	0		N/A	N/A
Engineer 03	Bachelors	3	0	0		N/A	N/A
Engineer 04	Bachelors	4	0	0		N/A	N/A
Engineer 05	Bachelors	5	0	0		N/A	N/A
Senior Engineer/Analyst X	Bachelors	14	7	9		N/A	N/A
Senior Manager	Bachelors	11	4	6		13	15
Manager	Bachelors	3	0	0		5	7
Junior Manager	Bachelors	1	0	0		3	5
Associate II	Bachelors	3	0	0		5	7
Senior Technical Staff II	Bachelors	14	7	9		16	18
Test Engineer 01	Bachelors	2	0	0		N/A	N/A
Senior Test Engineer IX	Bachelors	12	5	7		N/A	N/A
Senior Test Engineer X	Bachelors	14	7	9		N/A	N/A
Management Consultant I	Bachelors	1	0	0		3	5
Management Consultant II	Bachelors	2	0	0		4	6
Management Consultant III	Bachelors	3	0	0		5	7
Principal Management Consultant I	Masters	16	14		21	23	25
Business Specialist I	Bachelors	0	0	0		2	4
Business Specialist II	Bachelors	2	0	0		4	6
Business Specialist VII	Bachelors	12	5	7		14	16
Business Specialist VIII	Bachelors	15	8	10		17	19
Senior Manager IV	Bachelors	15	8	10		17	19
Senior Technical Staff VII	Masters	10	8		15	17	19
Principal Management Consultant VII	Masters	22	20		25	27	29