

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

Schedule Number: Multiple Award Schedule (MAS)
Contract Number: GS-00F-196CA (Modification PS-A824)
Effective: August 21, 2020
Contract Period: July 7, 2015 through July 6, 2025
SIN(s): 541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715,
562112, 562910REM, 611430, 611512, OLM



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www.gsaadvantage.gov

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www.fss.gsa.gov



CONTRACT INFORMATION

Schedule Title: Multiple Award Schedule (MAS)

Contract Number: GS-00F-196CA

Contract Period: July 7, 2015 through July 6, 2025

DUNS Number: 61-160-3457

CAGE Number: 0L251

Business Size: Large

FSC Group: Professional Services

FSC Classes: 541330ENG – R425

541370GIS – F999

541380 – R425

541420 – R420

54151S – D399

541611 – R707, R499

541620 – F999

541715 – R425

562112 – F999

562910REM – F999

611430 – R704, R706

611512 – U006

OLM - 0000

Contractor's Name and Ordering Address:

Cardno GS, Inc.

2496 Old Ivy Road, Suite 300

Charlottesville, VA 22903-4895

Telephone: (434) 295-4446

FAX: (434) 295-5535

Website: <http://www.cardno.com>

Contract Administration:

Mr. Steven Clonts, GSA FSS Contract Administrator

Cardno GS, Inc.

2496 Old Ivy Road, Suite 300 Charlottesville, VA 22903-4895

Telephone: (434) 295-4446

FAX: (434) 295-5535

Email: Steve.Clonts@cardno-gs.com

CUSTOMER INFORMATION

1a. Awarded Special Item Numbers (SINs):

SIN	SIN Title
541330ENG	Engineering Services
541370GIS	Geographic Information Systems (GIS) Services
541380	Testing Laboratories
541420	Industrial Design Services
54151S	Information Technology Professional Services
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541620	Environmental Consulting Services
541715	Engineering Research and Development and Strategic Planning
562112	Hazardous Waste Disposal Services
562910REM	Environmental Remediation Services
611430	Professional and Management Development Training
611512	Flight Training
OLM	Order-Level Materials (OLM)

1b. Lowest Price Model Number and Lowest Unit Price: Not Applicable

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

3. Minimum Order: \$100

4. Geographic Coverage: Worldwide

5. Points of Production: Cardno GS, Inc. offices worldwide and at customer sites as appropriate.

6. Prices Shown in Catalogue: Net Prices

7. Quantity Discounts: None

8. Prompt Payment Terms: Net 30 Days

9a/9b. Government Credit Card: Government credit card is accepted.

10. Foreign Items: None

11a/11b/11c. Time of Delivery: To be negotiated with the customer per Task Order.

12. F.O.B. Point(s): To be negotiated with the customer per Task Order.

13. Ordering Address:

Mr. Steve Clonts, GSA FSS Contract Administrator
 Cardno GS, Inc.
 2496 Old Ivy Road, Suite 300
 Charlottesville, VA 22905

13.b. Ordering Procedures: 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.

14. Payment Address:

Mr. Steve Clonts, GSA FSS Contract Administrator
Cardno GS, Inc.
2496 Old Ivy Road, Suite 300
Charlottesville, VA 22905

15. Warranty Provision: Not Applicable

16. Export Packing Charges: Not Applicable

17. Terms and Conditions of Government Purchase Card: Government credit card is accepted.

18. Terms and Conditions of Rental, Maintenance, and Repair: Not Applicable

19. Terms and Conditions of Installation: Not Applicable

20/20a. Terms and Conditions of Repair Parts and other Services: Not Applicable

21. List of Service and Distribution Points: Not Applicable

22. List of Participating Dealers: Not Applicable

23. Preventative Maintenance: Not Applicable

24. Environmental Attributes: Not Applicable

25. Data Universal Number System (DUNS) Number: 61-160-3457

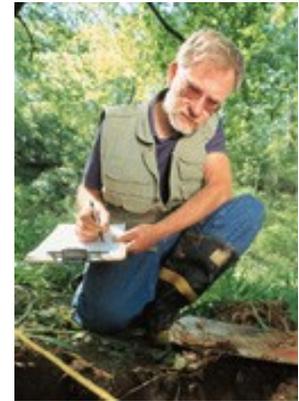
26. System for Award Management: Cardno GS, Inc. is registered in the System for Award Management (SAM) database.

DESCRIPTION OF SERVICES OFFERED

Environmental Advisory Services

SIN 542620: Environmental Consulting Services

Maintaining a balance between what is good for business and what is good for the environment is more essential than ever. Expert planning makes that balance possible, helping you to comply with the appropriate regulations, address public concerns, and anticipate long-range problems. Cardno GS planners, biologists, ecologists, and environmental scientists have the expertise and experience required to perform environmental impact analysis and other related planning surveys and studies.



In today's complex network of state, Federal, and international environmental regulations, it takes a flexible team of legal and technical specialists, scientists, and engineers to keep abreast of trends and anticipate inevitable regulatory changes. Cardno GS provides such expertise in the assessment and management of environmental compliance issues.

Regulatory statutes are very specific when it comes to the generation, classification, treatment, and disposal of wastes. This is particularly true of hazardous wastes that pose a threat to the environment. Cardno GS is able to identify areas of contamination, assess the risk that the contamination poses to human health and the environment, and develop cost-effective remediation or waste reduction strategies.

Such services include:

Environmental Impact Statements (EISs) and Environmental Assessments (EAs) under the National Environmental Policy Act (NEPA)

- ◆ Preparation of Environmental Impact Statements (EISs) and Environmental Assessments (EAs);
- ◆ Preparation of Findings of No Significant Impact (FONSI) and Records of Decision (ROD);
- ◆ Public participation plans and public scoping meetings and hearings;
- ◆ Coordination with regulatory agencies (e.g., Section 7, consultation under the Endangered Species Act [ESA] and Section 106, consultation under the National Historic Preservation Act [NHPA]);
- ◆ Preparation of Environmental Reviews for overseas or global commons Federal actions;
- ◆ Preparation of Resource Baseline Studies and Environmental Baseline Surveys (EBSs).

Natural Resource Studies and Management

- ◆ Biological and ecological monitoring studies, flora and fauna surveys, and habitat identification, analysis, and mapping;
- ◆ Threatened and endangered species studies and biological assessments in accordance with the ESA;
- ◆ Wetlands studies, delineation, mapping, mitigation planning, and Waters of the U.S.;
- ◆ Determinations in accordance with the Clean Water Act (CWA);
- ◆ Soil erosion studies;
- ◆ Bird Aircraft Strike Hazard (BASH) analysis;
- ◆ Natural Resource Management Plans;
- ◆ Ecological Risk Assessments.

Cultural Resource Studies and Management

- ◆ Background archival investigations and preparation of technical reports;
- ◆ Terrestrial archeological surveys;
- ◆ Architectural assessment and documentation; assessment, impact, and resource documents;
- ◆ Cultural resource management plans;
- ◆ Agency coordination, as required under the National Historic Preservation Act (NHPA).

Planning and Economic Analysis

- ◆ Siting studies, installation planning, regional planning, and master planning;
- ◆ Land use planning (Integrated Land Use Management Plans);
- ◆ Facility master planning, Basic Facility Requirements (BFRs), Capital Improvement Plans (CIPs), Base Exterior Architecture Plans (BEAPs), and Facility Condition Assessments (FCAs);
- ◆ Air Installation Compatible Use Zone (AICUZ) and Range Compatible Use Zone studies;
- ◆ Transportation planning, traffic studies, forecasts, and modeling;
- ◆ Economic impact studies, socioeconomic assessments and environmental justice analysis;
- ◆ Geographic Information Systems (GIS) development, implementation, and training.

Environmental Compliance Audits

Cardno GS has conducted multimedia compliance audits for industrial clients and all major branches of the DoD including the Army, Air Force, Navy, and Marine Corps. Using Federal, state, host-country, or international (ISO 14000) compliance assessment manuals which cover from 14 to 20 major environmental regulations and program areas (depending on the manual), TEC personnel conduct compliance audits through record searches, site visits, and interviews with facility/installation personnel. Findings reports and corrective action plans that include alternative "fixes" and cost estimates are often prepared for use by the client to correct discrepancies and improve their compliance status. In addition, Cardno GS has experience providing ISO 14000 support, including gap analysis, corrective action plans, and environmental management system program development and implementation.

Compliance Management Planning

Cardno GS provides compliance management planning support in most major compliance areas ranging from air emissions to groundwater quality. Cardno GS' knowledge and experience performing studies and investigations in response to the major Federal laws and regulations allow Cardno GS to offer a wide variety of environmental compliance services, such as:

- ◆ Air emission inventories, monitoring, process modeling, indoor air quality studies, Title V air permits, Air Quality Management Plans;
- ◆ Asbestos Surveys, Corrective Action Plans, Comprehensive Asbestos Management Plans; Storm water Studies, National Pollutant Discharge Elimination System (NPDES) Permits, agency coordination, and Storm water Management Plans;
- ◆ Underground Storage Tanks (UST) inventories, investigations, removals, upgrades, and UST Management Plans;
- ◆ Spill Prevention Control and Countermeasures (SPCC) Plans and Oil and Hazardous Substance Spill Contingency (OHSSC) Plans;
- ◆ Potable water surveys, testing, and Safe Drinking Water Act (SDWA) Management Plans;
- ◆ Pollution Prevention Opportunity Assessments and Pollution Prevention Plans;
- ◆ Environmental Program Management, including Maintenance and Management of Permits;
- ◆ Other compliance studies, including Alternative Fuel Studies, Sustainability Studies, Lead Surveys and Lead Management Plans and Radon studies and Radon Management Plans.

Resource Conservation and Recovery Act (RCRA) Hazardous Waste Management Services

RCRA requires compliance with numerous statutory and regulatory requirements promulgated by the U.S. Environmental Protection Agency (EPA) and state regulatory agencies to track hazardous wastes from cradle to grave. Hazardous waste management under RCRA can be administratively complex; therefore, Cardno GS provides many hazardous waste management services, such as:

- ◆ Air, soil, surface water, and groundwater investigations and modeling;
- ◆ RCRA Facilities Assessments and RCRA Facilities Investigations;
- ◆ Corrective Measures Studies and Corrective Action Plans;
- ◆ Corrective Measures Implementation; Risk Based Corrective Actions;
- ◆ Risk Assessments, including Tier I and II Exposure Evaluations;
- ◆ Compliance monitoring;
- ◆ Data management.

RCRA Solid Waste Management Services

Cardno GS provides solid waste management planning services for activities regulated under RCRA Subtitle D. Cardno GS professionals have been instrumental in the development of innovative approaches to solid waste management, including recycling/reuse program design, market analyses, establishment of business consortiums for cost-effective vendor pick-ups, characterization of waste for incinerator design and ash disposal requirements, and development of future land use plans for landfills. Cardno GS' solid waste management services include:

- ◆ Recycling/reuse programs;
- ◆ Solid Waste Engineering and Economic Feasibility Studies;
- ◆ Solid Waste Management Plans.

Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) Hazardous Waste Management Services

CERCLA and the Superfund Amendments and Reauthorization Act (SARA) regulate the evaluation and remediation of inactive sites that have been contaminated by past practices. Cardno GS' experience supporting Federal facilities with CERCLA compliance spans the full spectrum of CERCLA requirements, as highlighted below:

- ◆ Air, soil, surface water, and groundwater investigations and modeling;
- ◆ Preliminary Assessments and Site Investigations;
- ◆ Remedial Investigations and Feasibility Studies; Management Action Plans;
- ◆ Engineering Evaluation/Cost Analysis;
- ◆ Preparation of Decision Documents and Records of Decision;
- ◆ Remedial Designs and Remedial Actions;
- ◆ Remedial Action Surveillance and Oversight;
- ◆ Public participation support;
- ◆ Long-term monitoring;
- ◆ Phase I and Phase II Environmental Baseline Surveys;
- ◆ Data management.

Hazardous Materials Management Advisory Services

Cardno GS has extensive experience with all aspects of hazardous material (HM) management services. Our staff is thoroughly familiar with the requirements of Resource Conservation and Recovery Act (RCRA) and the Emergency Planning Community Right to Know Act (EPCRA), which regulate the storage, handling, use, disposal, and reporting requirements of HMs.

The following services are provided by Cardno GS to help improve HM management and pollution prevention compliance:

- ◆ Hazardous material compliance audits, including evaluation of HM storage, handling, disposal, record keeping, material safety data sheet (MSDS) management, personnel training, etc.;
- ◆ Hazardous material inventories and MSDS development and updates;
- ◆ EPCRA Tier I and Tier II reporting;
- ◆ Development of Authorized Use Lists;
- ◆ Hazardous material consolidation studies;
- ◆ Development and implementation of centralized hazardous materials "hazmarts" or "pharmacy" locations;
- ◆ Hazardous material management database system development, implementation, and training (including HMMS, HSMS, EMIS, HICKS, etc.);
- ◆ Substitution product evaluation (technical and economic feasibility);
- ◆ Evaluation of process changes and recycling alternatives; and Hazardous Material Management Plans.

Environmental Information Management Services

Managing environmental compliance is a large and complex task for a major facility. Ineffectively managing environmental data can lead to slow reporting, high labor effort, inventory management concerns, and worst of all, compliance difficulties.

Cardno GS helps clients obtain benefits such as reduced data collection and reporting effort, lower inventory and asset investment due to better tracking, streamlined business processes and compliance effectiveness. Since inception we have worked with clients in many types of facilities developing information solutions that enable them to effectively manage their environmental challenges. We combine a practitioner's knowledge of environmental management and regulatory compliance with leading edge information technology expertise.

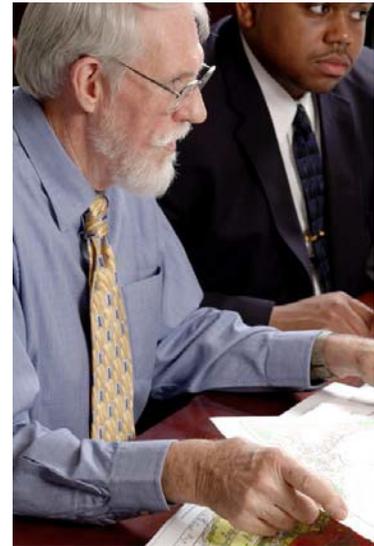
- ◆ EMS Implementation and Maintenance;
- ◆ Environmental Data Stewarding;
- ◆ Hazardous Waste and Hazardous Materials Data Management;
- ◆ Database Development, Integration and Management Custom Web Application Development;
- ◆ Air Quality, Cultural Resources, NEPA and ESOH-CAMP Data Management; and
- ◆ EESOH-MIS Implementation, Application and Use.

SIN 611430 Professional and Management Development Training

Cardno GS has been providing pertinent training to its Federal clients for their continued professional development. We believe that to perpetuate the positive benefits of the environmental services that we offer, an organization's workforce must be given the proper tools and knowledge to carry on after the actual contract work has ended.

Cardno GS currently offers the following topics in our list of environmental training courses; however, we can also provide other courses customized to your needs:

- ◆ Introduction to the National Environmental Policy Act (NEPA);
- ◆ Environmental Law;
- ◆ Environmental Compliance Awareness;
- ◆ Introduction to Environmental Compliance Assessment/ Environmental Compliance Assessment Refresher;
- ◆ Environmental Management Systems and ISO 14000 Overview;
- ◆ Introduction to Hazardous Substance Management System (HSMS);
- ◆ HSMS Functional User Training;
- ◆ Putting Desktop GIS to Use: ESRI ArcGIS (ArcView, ArcInfo);
- ◆ Introduction to the Clean Water Act;
- ◆ Environmental Aspects of Facility Management.



SIN 562112: Hazardous Waste Disposal Services

Cardno GS understands the importance of proper and effective management of hazardous materials and hazardous wastes. We have helped facilities establish ongoing internal programs for demonstrating and improving regulatory compliance, providing and supporting recycling efforts for waste minimization and material reuse, compliant waste handling and disposal services. Many clients find it cost-effective to outsource their internal programs with our skilled, carefully selected, trained and directed technician staff.

Our Special/Unique Expertise Includes:

- ◆ Extensive environmental regulatory compliance knowledge in Hazardous Waste (Resource Conservation and Recovery Act)
 - Waste Characterization
 - Training
 - Manifests
 - Recordkeeping and Reporting
 - Data Management
 - Data Systems (i.e. EESOH-MIS, WITS, etc.)
 - Permitting
 - TSD Operations and Management
 - Sampling
 - DOT Requirements (i.e. Labeling, Placarding, Shipping)
- ◆ Extensive experience in Hazardous Materials Management and Compliance
 - SDS Data Management
 - Material Inventory and Audits
 - Recordkeeping and Reporting
 - Training
 - Data Collection and Management
 - Data Systems (i.e. EESHO-MIS, APIMS, HSMS, HMMS, etc.)
 - Data Quality
- ◆ Pollution Prevention including Material Reuse, Waste Minimization and Recycling
 - Scrap Metal
 - Used Oil
 - Antifreeze
 - Lead Acid Batteries, etc.
- ◆ Proven Experience in Client Site Hazardous Materials and Hazardous Waste Management
 - Managing and supporting several large DoD Haz Mat and Haz Waste programs
 - High level of compliance demonstration
 - Experience with DoD and multiple State and Local government environmental compliance regulations

SIN 541370GIS: Geographic Information Systems (GIS) Services

Cardno GS uses Geographic Information Systems (GIS) technology to transform data into clear, visual information for display and analysis. GIS allows greater meaning to be discerned from various data sets, leading to better, more informed decisions.

Cardno GS uses the current software from GIS industry leaders to develop and apply GIS technology to all aspects of environmental services.

Cardno GS' GIS Services are used for the following:

- ◆ Mapping and Cartography;
- ◆ Natural Resource Planning Site Selection;
- ◆ Pollution Analysis;
- ◆ Emergency Preparedness Planning Hazardous Materials and GIS;
- ◆ Web-enabled GIS;
- ◆ Enterprise-wide GIS implementation;
- ◆ Custom GIS application development and integration.



SIN 562910REM: Environmental Remediation Services

Cardno GS provides the full range of remediation services to clients worldwide. Cardno GS has extensive experience with:

- ◆ Identification and investigation of environmental contamination;
- ◆ Performance of feasibility studies;
- ◆ Preparation of record of decision (ROD) documentation;
- ◆ Completion of remedial design plans, specifications, cost estimates, and schedules;
- ◆ Conducting remedial actions;
- ◆ Implementing long-term monitoring and performing system optimization evaluations;
- ◆ Providing both routine and specialized operation and maintenance of remediation systems.

Our professional staff has a working knowledge of the regulatory requirements with regard to site remediation and closure based on CERCLA, RCRA, Clean Water Act, Clean Air Act, and associated state regulations.



Site Assessment and Characterization, Remedial Investigation, and Feasibility Study

The process of investigating sites, where releases of hazardous substances may have occurred, has been established through a combination of Federal, (i.e., CERCLA and RCRA) and state regulations. Specific ASTM manuals provide guidance for site assessments. Cardno GS' professional staff has successfully conducted full environmental investigations at a variety of locations for military installations, major transportation project sites, and industrial facilities. To facilitate a systematic approach, our managers have developed expertise in the preparation of planning documents, e.g., work plans, field sampling plans, and quality assurance plans. This approach helps to assure that mutually desired goals and schedules are achieved.

Key aspects of Cardno GS' approach include:

- ◆ Identifying the nature and extent of contamination using a risk-based approach to remediation;
- ◆ Employing multidisciplinary teams including qualified support contractors (drillers, excavators, laboratories, and surveyors);
- ◆ Providing quality assurance and quality control of each aspect of the investigative process;
- ◆ Evaluating remedial alternatives with the ultimate goal of minimizing unacceptable risk to the public and the environment;
- ◆ Preparing a ROD for the preferred remedial alternative when significant levels of contamination and unacceptable risk(s) have been identified.

Remedial Design

Once the remedial alternative(s) for a site have been identified and evaluated, and the preferred alternative(s) selected, the process of preparing the remedial design is initiated. Often some of this work will have been performed during the feasibility study.

Design phase activities include:

- ◆ Analyzing the information obtained during the previous investigative phases to ensuring that the chosen design is both effective and comprehensive;
- ◆ Evaluating remedial design strategies that involve basic removal actions, where contaminated sources and/or associated plume areas are excavated or extracted and taken off site to be treated and disposed of at licensed facilities;
- ◆ Employing in situ and/or ex situ treatment technologies, when on site conditions and the type of contamination so dictate;
- ◆ Providing various containment technologies, where the cost or logistical challenges indicate that removal or treatment are not feasible or to minimize continued migration during in situ remediation;
- ◆ Developing technical/engineering plans, specifications, cost estimates, and schedules for implementing the selected remedial actions.

Remedial Actions

Following the completion and approval of the remedial design(s), the remedial action phase of the site cleanup and closure process is implemented. This work is more construction-related and requires the specific expertise of construction managers working closely with the design engineers to ensure that the design plan and specifications are adhered to and that any requirements for design modifications based on unforeseen field conditions are identified and incorporated. Field teams for this work combine the expertise of engineers (environmental, civil, and mechanical), geologists/hydrogeologists, and technicians to prepare the project sites, implement the remedial designs or construct the remedial systems, and, finally, optimize the efficiency of their operation.

Long-Term Monitoring and System Performance Evaluation

During the site remediation process, long-term monitoring (LTM) serves several critical functions. At the later stages of remedial investigation/feasibility study, when the field investigation has been completed but no ROD has been finalized, LTM can be used to confirm contamination migration potential as an important element of determining the appropriate remedial action. Once remediation of a site is underway, even if natural attenuation is the chosen alternative, data obtained during the LTM program can be used to assess the effectiveness of the remedial approach(es) and to evaluate system performance. Often the initial projections of the amount of time necessary to remediate a site are based on pilot studies. However, during full-scale remediation, operational parameters and associated removal rates can change. LTM can be very useful to not only optimize the system but to demonstrate its overall effectiveness. Given the operational costs for remediation systems, periodic performance evaluations are important for both technical and budgetary assessments.

Operation and Maintenance of Remediation Systems

Once the remediation systems have been installed and optimized, the task of keeping them operational is critical to meeting regulatory compliance requirements and achieving long-term contaminant reduction rates. This O&M involves these major elements:

- ◆ Routine maintenance that includes normal day-to-day technical oversight, adjustment, and cleaning; and
- ◆ Periodic maintenance where major system teardown, cleaning, and part replacement are undertaken.

An important aspect of O&M is the integration with LTM. When the monitoring data indicate that compliance requirements or contaminant reduction goals are not being met, trouble-shooting of the system can identify performance shortcomings. By taking a systematic approach and evaluating each element of the operation as well as the dynamics of the contaminant source area, not only can regulatory compliance be achieved but system performance can be increased to meet remediation goals ahead of schedule.

Mission Oriented Business Services

Cardno offers consultation, facilitation, survey, program integration, and project management services designed to support federal agencies' mission oriented business integrated efforts. Cardno's support under the MOBIS contract provides innovative solutions focused on improving the performance of federal agencies. Cardno GS offers services under the following six Special Item Numbers (SINs).

SIN 541611: Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services

These services include:

- ◆ Process and Productivity Improvement Mapping
- ◆ Sustainability Planning
- ◆ Performance Measures and Indicators Development
- ◆ Program Audits and Evaluations
- ◆ Environmental Compliance Assessments
- ◆ Facility Condition Assessments
- ◆ Strategic, Business, and Action Planning
- ◆ Master Planning
- ◆ DD 1391 Documentation
- ◆ Data Management
- ◆ Property Decontamination
- ◆ Decommissioning Plans
- ◆ Infrastructure Acquisition and Disposal Strategies
- ◆ Develop Survey Content
- ◆ Conduct Needs Analysis
- ◆ Quantitative and Qualitative Data Analysis
- ◆ Web-Based Survey Instruments
- ◆ Life-Cycle Cost Analysis
- ◆ Environmental, Energy, and Real Property Audits
- ◆ Data Collection and Report Writing
- ◆ All Phases of Meeting Facilitation and Support
- ◆ Inspections and Audits
- ◆ Training, including Learning Management Systems and Web-Based Training
- ◆ IT Support
- ◆ Web Page Generation and Maintenance
- ◆ Community Outreach and Community Relations
- ◆ Facility Management

SIN 611430: Professional and Management Development Training

E-Learning Services

Cardno GS delivers e-learning solutions that improve human performance and productivity. Based on your organizational goals, we apply sound instructional design principles to create the training experience you need. Our products and services include e-learning courseware development, instructional design, student tracking systems, and custom learning management system development and procurement.

- ◆ Learning Management Systems
 - Comprehensive Training Management
 - Criteria-Based Training
 - Certification
 - Self-Registration
 - Administrative Reports
 - Section 508 Compliance
- ◆ Instructional Design
 - Needs Assessments
 - Return On Investment-Based Planning
 - Learning Theory-Based Design
 - Subject Matter Experts
 - Graphic Design
 - Support Materials
 - Multilingual Capabilities
- ◆ Custom Interactive Courseware
 - Multiple Development Platforms (Flash, AJAX, XML)
 - Multiple Delivery Methods
- ◆ Web-Based Training
- ◆ Computer-Based Training
 - SCORM and Section 508 Compliance
- ◆ Training Technologies
 - Interactive Games
 - Custom Animations
 - Simulation Development
 - Custom Database Applications
- ◆ On-Site Instruction
- ◆ Blended Learning

Instructor-Led Training Services

Cardno GS's instructor-led training services provide cost-effective classroom training across a wide range of subjects. We offer interactive on-site instruction, support services, and multimedia training aids to facilitate effective classroom learning.

Professional Engineering Services

Cardno GS provides professional engineering services to a wide variety of Government customers in many areas, from construction to environmental. Our experienced professionals have the ability to quickly assess your job requirements and program goals and to develop appropriate plans that provide the best technical services at the best value.

SIN 541330ENG: Engineering Services

Cardno GS provides evaluation and interpretation of the programmatic and project-level objectives to develop strategies that reflect mission goals. We have experience on new and functioning programs to establish realistic, achievable goals without compromising program performance.

From complex weapons systems to hazardous material supply chain management to implementing lean six sigma and strategic sourcing, our logistics expertise has taken our customers to the next level. To meet client objectives, we implement innovative techniques in diverse areas such as in engineering management, inventory management/spares provisioning, and business process management.

Cardno GS provides planning, budgetary, and program/project management and control assistance for various programs and individual projects. We are experienced in acquisition and implementation of engineered technology systems to suit all program elements. We also provide quality programs and compliance support to individual projects and individual site's within the client's program.

SIN 541715: Engineering Research and Development and Strategic Planning

Our technical expertise allows for policy and procedural review of engineering systems to develop technical enhancements that increase project efficiencies and improve program execution.

Cardno GS has a wide array of experience in system design, engineering and integration. The technical enhancements we provide result in more efficient systems that meet or exceed program goals. Some examples include:

- ◆ Analyzed and recommended operational changes to improve system reliability and testing protocols for chemical oxidation and biological treatment systems.
- ◆ Designed, constructed and installed two prototype engineered water treatment systems for detailed feasibility evaluation.
- ◆ Completed simulations of potential operations and optimization strategies for investigative/ characterization/monitoring and water treatment systems.

SIN 541380: Testing Laboratories

Cardno GS has designed, implemented, and evaluated test plans for system re-engineering, system start up, and long-term operation of engineered systems. We also have the capability to evaluate and ensure appropriate quality systems are implemented throughout the customer's program.

Information Technology Professional Services

Cardno GS routinely provides a suite of Information Technology Professional Services. We have designed and developed web-based application databases to accommodate specialized data collection, tracking and reporting.

SIN 54151S: Information Technology Professional Services

Information Technology Services Include:

- ◆ Data Modeling and Analysis
- ◆ Application Engineering
- ◆ PDA, RFID and Remote Sensor Implementation
- ◆ Infrastructure Management including Application Hosting and Network Management
- ◆ Program Management
- ◆ Business Practice and Process Reengineering (BPR)
- ◆ Report Automation
- ◆ Business Process Outsourcing

Supported Technologies Include:

- | | | |
|----------------------|--------------------|-------------------|
| ◆ Flash/Actionscript | ◆ ASP.NET | ◆ MS EXCEL |
| ◆ Ajax/SOAP | ◆ VB.NET | ◆ MS ACCESS |
| ◆ Javascript | ◆ XML | ◆ ORACLE |
| ◆ CSS | ◆ HTML/DHTML | ◆ ORACLE LITE |
| ◆ Client/Server | ◆ ADO.NET | ◆ ODBC |
| ◆ Discover | ◆ PHP | ◆ Crystal Reports |
| ◆ EESOH-MIS | ◆ MySQL/SQL Server | |

Programming Services Include:

- ◆ Principal programming support, new function implementation, and user trouble shooting.
- ◆ Planning, development and fielding of approved future tracking system software.
- ◆ Technical, developmental, and programming support for ACCESS and other database programs.
- ◆ Develop databases capable of accepting electronic data from various points of generation (i.e. analytical laboratory), then tailor the data for the preparation of multiple reports such as trend analyses and for current and anticipated electronic deliverable format (EDF) files.

World Wide Web Services Include:

- ◆ Programming functionality into user interface.
- ◆ Integration of new display, content, and outside system interface tools.
- ◆ Develop compatibility between various web-based database application programs (i.e. PHP and MySQL) and host servers.
- ◆ Develop database access procedures.

Local Area Network Capabilities

- ◆ Installation, setup, and configuration of new PC-type computer systems.
- ◆ Updating, trouble shooting, and changing configurations on existing PC systems.
- ◆ Assisting the system administrator with normal system maintenance, updates, troubleshooting, etc. as required as well as incidental assistance to software users at other remote locations.
- ◆ Functioning as backup system administrator for the primary system administrator.

General IT Administrative Support

- ◆ Provide support for the technical editing, graphical preparation, and reproduction of database and other management materials.

PRICE LIST

SINS: 541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM.

Labor Categories and Rates:

Awarded SIN(s)	Labor Category Title	Year 6 (7/6/20 – 7/5/21)	Year 2 (7/6/21 – 7/5/22)	Year 3 (7/6/22 – 7/5/23)	Year 4 (7/6/23 – 7/5/24)	Year 5 (7/6/24 – 7/5/25)
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Principal	\$246.21	\$251.75	\$257.41	\$263.20	\$269.12
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Senior Program Manager	\$238.68	\$244.05	\$249.54	\$255.16	\$260.90
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Program Manager	\$191.15	\$195.45	\$199.85	\$204.35	\$208.95
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Project Manager	\$188.55	\$192.80	\$197.13	\$201.57	\$206.11
541330ENG, 541370GIS, 541380, 541420, 541620, 541715, 562112, 562910REM, 611512, OLM	Senior Engineer	\$164.81	\$168.51	\$172.31	\$176.18	\$180.15
541330ENG, 541370GIS, 541380, 541420, 541620, 541715, 562112, 562910REM, 611512, OLM	Staff Engineer	\$125.65	\$128.48	\$131.37	\$134.33	\$137.35
541330ENG, 541370GIS, 541380, 541420, 541620, 541715, 562112, 562910REM, 611512, OLM	Junior Engineer	\$103.71	\$106.04	\$108.43	\$110.87	\$113.36
541330ENG, 541370GIS, 541380, 541420, 541620, 541715, 562112, 562910REM, 611512, OLM	Entry Engineer	\$80.93	\$82.75	\$84.61	\$86.51	\$88.46
541330ENG, 541370GIS, 541380, 541420, 541620, 541715, 562112, 562910REM, 611512, OLM	Senior Planner	\$167.56	\$171.33	\$175.18	\$179.12	\$183.15
541330ENG, 541370GIS, 541380, 541420, 541620, 541715, 562112, 562910REM, 611512, OLM	Staff Planner	\$125.72	\$128.55	\$131.44	\$134.40	\$137.43
541330ENG, 541370GIS, 541380, 541420, 541620, 541715, 562112, 562910REM, 611512, OLM	Junior Planner	\$83.78	\$85.66	\$87.59	\$89.56	\$91.58
541330ENG, 541370GIS, 541380, 541420, 541620, 541715, 562112, 562910REM, 611512, OLM	Senior Scientist	\$164.81	\$168.51	\$172.31	\$176.18	\$180.15
541330ENG, 541370GIS, 541380, 541420, 541620, 541715, 562112, 562910REM, 611512, OLM	Staff Scientist	\$104.75	\$107.10	\$109.51	\$111.98	\$114.50
541330ENG, 541370GIS, 541380, 541420, 541620, 541715, 562112, 562910REM, 611512, OLM	Junior Scientist	\$79.26	\$81.05	\$82.87	\$84.74	\$86.64

Professional, Environmental and MOBIS Services

Awarded SIN(s)	Labor Category Title	Year 6 (7/6/20 – 7/5/21)	Year 2 (7/6/21 – 7/5/22)	Year 3 (7/6/22 – 7/5/23)	Year 4 (7/6/23 – 7/5/24)	Year 5 (7/6/24 – 7/5/25)
541330ENG, 541370GIS, 541380, 541420, 541620, 541715, 562112, 562910REM, 611512, OLM	Entry Scientist	\$52.13	\$53.30	\$54.50	\$55.73	\$56.98
541611, 611430	Senior Consultant	\$159.52	\$163.11	\$166.78	\$170.53	\$174.36
541611, 611430	Staff Consultant	\$120.91	\$123.63	\$126.41	\$129.25	\$132.16
541611, 611430	Junior Consultant	\$85.95	\$87.89	\$89.87	\$91.89	\$93.96
541611, 611430	Senior Management Analyst	\$151.48	\$154.88	\$158.37	\$161.93	\$165.58
541611, 611430	Staff Analyst	\$113.58	\$116.14	\$118.75	\$121.42	\$124.15
541611, 611430	Junior Analyst	\$71.02	\$72.62	\$74.25	\$75.93	\$77.63
541330ENG, 541370GIS, 541380, 541420, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Technical Editor/ Publications Specialist	\$68.09	\$69.62	\$71.19	\$72.79	\$74.43
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Senior Contracts Manager	\$156.92	\$160.45	\$164.06	\$167.75	\$171.53
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Contracts Administrator	\$89.78	\$91.80	\$93.87	\$95.98	\$98.14
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Clerical	\$47.14	\$48.20	\$49.29	\$50.40	\$51.53
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Public Affairs Specialist	\$73.44	\$75.09	\$76.78	\$78.51	\$80.28
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Supervising Technician	\$66.27	\$67.76	\$69.28	\$70.84	\$72.44
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Senior Technician	\$59.44	\$60.77	\$62.14	\$63.54	\$64.97
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Staff Technician	\$58.13	\$59.43	\$60.77	\$62.14	\$63.54
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Junior Technician	\$56.49	\$57.76	\$59.06	\$60.39	\$61.75
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Entry Technician	\$51.03	\$52.18	\$53.36	\$54.56	\$55.78
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620,	Senior Programmer	\$143.07	\$146.29	\$149.58	\$152.95	\$156.39

Professional, Environmental and MOBIS Services

Awarded SIN(s)	Labor Category Title	Year 6 (7/6/20 – 7/5/21)	Year 2 (7/6/21 – 7/5/22)	Year 3 (7/6/22 – 7/5/23)	Year 4 (7/6/23 – 7/5/24)	Year 5 (7/6/24 – 7/5/25)
541715, 562112, 562910REM, 611430, 611512, OLM						
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Staff Programmer	\$120.91	\$123.63	\$126.41	\$129.25	\$132.16
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Junior Programmer	\$86.63	\$88.58	\$90.57	\$92.61	\$94.69
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Senior Database Analyst	\$125.44	\$128.26	\$131.15	\$134.10	\$137.12
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Staff Multi-Media Developer	\$104.31	\$106.66	\$109.06	\$111.51	\$114.02
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Junior Multi-Media Developer	\$91.58	\$93.64	\$95.74	\$97.90	\$100.10
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Environmental Specialist	\$74.00	\$75.67	\$77.37	\$79.11	\$80.89
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Senior GIS/CAD Administrator	\$120.91	\$123.63	\$126.41	\$129.25	\$132.16
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Staff GIS/CAD Administrator	\$95.72	\$97.87	\$100.07	\$102.33	\$104.63
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Senior Instructional Designer	\$102.00	\$104.30	\$106.64	\$109.04	\$111.49
541330ENG, 541370GIS, 541380, 541420, 54151S, 541611, 541620, 541715, 562112, 562910REM, 611430, 611512, OLM	Entry Instructional Designer	\$70.19	\$71.77	\$73.38	\$75.03	\$76.72

Note: In accordance with Cardno GS' DCAA approved audited rates, G&A is applied to travel and ODCs and material handling is applied to subcontractor costs. The rates shown above include the Industrial Funding Fee (IFF) of .75%.

Service Contract Labor Standards (SCLS) Matrix

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

Cardno GS, Inc. certifies the GSA awarded rate meets or exceeds the minimum wage rate as identified in Wage Determination 2013-4303, currently incorporated into the Multiple Award

Schedule (MAS) Solicitation for the SCLS non-exempt labor categories identified in the matrix below.

SCLS Eligible Labor Category	SCLS Equivalent Code Title	Wage Determination No
Clerical	01311 - Secretary I	2015-4303
Technical Editor/Publications Specialist	30462 Technical Writer II	2015-4303
Entry Technician	30081 Engineering Technician I	2015-4303
Junior Technician	30082 Engineering Technician II	2015-4303
Staff Technician	30083 Engineering Technician III	2015-4303
Senior Technician	30084 Engineering Technician IV	2015-4303
Supervising Technician	30085 Engineering Technician V	2015-4303
Staff GIS/CAD Administrator	30063 Drafter/Cad Operator III	2015-4303
Senior GIS/CAD Administrator	30064 Drafter/Cad Operator IV	2015-4303

DESCRIPTION OF LABOR CATEGORIES

Labor Category	Minimum Education	Minimum Experience	Description
Principal	Bachelors	15 years in their area of expertise and Principal within company	Technical expert with specialized expertise in their respective field, which includes, but is not limited to: Architecture, Archeology, Biology, Chemistry, Cultural Resources, Geology, Geophysics, Hydrogeology, Industrial Hygiene, Natural Resources, Risk Assessment, Oceanography, Chemical Engineering, Environmental Engineering, Electrical Engineering, Geotechnical Engineering, Mechanical Engineering, Environmental Planning, Master Planning, Land Use Planning, Socioeconomics. Provide technical direction and support for project execution for projects involving highly technical or uniquely specialized areas of expertise. May provide expert witness testimony.
Senior Program Manager	Bachelors	15 years in their area of expertise	Professional in a senior management position with oversight responsibilities for large-scale Programs. This position is ultimately responsible for higher level programmatic issues, for providing management and oversight for one or more projects, and responsibilities include quality assurance, adherence to overall contract terms, staff qualifications, and staffing availability at the task order level. This individual is responsible for team composition, management and team deliverables.
Program Manager	Bachelors	10 years in their area of expertise	Professional in a senior management position with oversight responsibilities for mid- to small-range Programs. This position is ultimately responsible for providing management and oversight for one or more projects, and responsibilities include quality assurance, adherence to overall contract terms, staff qualifications, and staffing availability at the task order level. This individual is responsible for team composition, management and team deliverables.
Project Manager	Bachelors	8 years in their area of expertise	Professional responsible for managing a specific task order and serving as the primary contact for the Contracting Officer's Representative (COR), the proponent (if other than the COR) and any involved units or agencies outside the COR. This individual is responsible for meeting overall project objectives such as: technical requirements, adherence to regulations, schedule, and preparation and submission of deliverables.
Senior Engineer	Bachelors	10 years in their area of expertise	Management of project tasks in support of Project Managers and other team members. Leads project team in establishing project plans, monitors performance according to plan, and provides technical review/oversight specific to discipline. Responsible for performing complex or non-routine technical tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project. Specialty to include, but not limited to: Chemical Engineering, Environmental Engineering, Electrical Engineering, Geotechnical Engineering, or Mechanical

Labor Category	Minimum Education	Minimum Experience	Description
			Engineering, or other engineering discipline. May provide expert witness testimony. Provides technical presentations at project and public meetings.
Staff Engineer	Bachelors	5 years in their area of expertise	Technical professional with background in engineering (as listed in Senior Engineer description), capable of independent work. Provides support and analysis for their specific field to the Senior Engineer and/or the Project Manager. Designs and implements project plans and reports. Conducts field activities, supervises subcontractors, and may function as a field team leader. Perform technical tasks such as calculations, layouts, evaluation of data, and preparation of portions of a design or report under the direction of a senior professional. Staff personnel may supervise the work of Junior or Entry personnel.
Junior Engineer	Bachelors	2 years in their area of expertise	Technical professional with background in engineering. Provides support and analysis on specific tasks as part of the project team under supervision of the Project Manager, Senior and/or Staff personnel. Conducts field activities and supervises subcontractors. Junior level personnel perform routine tasks such as preparing graphical or tabular presentations of data, simple data interpretation, preparation of supporting material, etc. Junior personnel may supervise the work of Entry personnel.
Entry Engineer	Bachelors	0	Technical professional with background in engineering. Provides support and analysis on specific tasks as part of the project team under supervision of the Project Manager, Senior, Staff and/or Junior personnel. Conducts field activities under the supervision of Junior or Staff Engineer or Scientist. Entry level personnel perform routine tasks such as preparing graphical or tabular presentations of data, simple data interpretation, preparation of supporting material, etc.
Senior Planner	Bachelors	10 years in their area of expertise	Provides management of project tasks in support of Project Managers and other team members. Leads project team in establishing project plans, monitors performance according to plan, and provides technical review/oversight specific to discipline. Responsible for performing complex or non-routine technical and/or planning related tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project. May provide expert witness testimony. Provides technical presentations at project and public meetings. Specialty to include, but not limited to: Environmental Planning, Master Planning, Land Use Planning, Socioeconomics, or other similar discipline.
Staff Planner	Bachelors.	5 years in their area of expertise	Technical professional with background in planning (as listed in Senior Planner description), capable of independent work. Provides support and analysis for their specific field to the Senior Planner and/or the Project Manager. Designs and implements project plans and reports. Conducts field

Labor Category	Minimum Education	Minimum Experience	Description
			activities, supervises subcontractors, and may function as a field team leader. Perform technical tasks such as calculations, layouts, evaluation of data, and preparation of portions of a design or report under the direction of a senior professional. Staff personnel may supervise the work of Junior personnel.
Junior Planner	Bachelors	2 years in their area of expertise	Technical professional with background in planning. Provides support and analysis on specific tasks as part of the project team under supervision of the Project Manager, Senior and/or Staff personnel. Conducts field activities and supervises subcontractors. Junior level personnel perform routine tasks such as preparing graphical or tabular presentations of data, simple data interpretation, preparation of supporting material, etc.
Senior Scientist	Bachelors	10 years in their area of expertise	Management of project tasks in support of Project Managers and other team members. Leads project team in establishing project plans, monitors performance according to plan, and provides technical review/oversight specific to discipline. Responsible for performing complex or non-routine technical tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project. May provide expert witness testimony. Provides technical presentations at project and public meetings. Specialty to include, but not limited to: Architecture, Archeology, Biology, Chemistry, Cultural Resources, Geology, Geophysics, Hydrogeology, Industrial Hygiene, Natural Resources, Risk Assessment, Oceanography, or other scientific discipline.
Staff Scientist	Bachelors	5 years in their area of expertise	Technical professional with background in science (as listed in Senior Scientist description), capable of independent work. Provides support and analysis for their specific field to the Senior Scientist and/or the Project Manager. Designs and implements project plans and reports. Conducts field activities, supervises subcontractors, and may function as a field team leader. Perform technical tasks such as calculations, layouts, evaluation of data, and preparation of portions of a design or report under the direction of a senior professional. Staff personnel may supervise the work of Junior or Entry personnel.
Junior Scientist	Bachelors	2 years in their area of expertise	Technical professional with background in science. Provides support and analysis on specific tasks as part of the project team under supervision of Project Manager, Senior and/or Staff personnel. Conducts field activities and supervises subcontractors. Junior level personnel perform routine tasks such as preparing graphical or tabular presentations of data, simple data interpretation, preparation of supporting material, etc. Junior personnel may supervise the work of Entry personnel.

Labor Category	Minimum Education	Minimum Experience	Description
Entry Scientist	Bachelors	0	Technical professional with background in science. Provides support and analysis on specific tasks as part of the project team under supervision of the Project Manager, Senior, Staff and/or Junior personnel. Conducts field activities under the supervision of Junior or Staff Engineer or Scientist. Entry level personnel perform routine tasks such as preparing graphical or tabular presentations of data, simple data interpretation, preparation of supporting material, etc.
Senior Consultant	Bachelors	10 years in their area of expertise	Management of project tasks in support of Project Managers and other team members. Leads project team in establishing project plans and provides technical review/oversight specific to discipline. Responsible for performing complex or non-routine technical tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project. Provides technical presentations at project and public meetings.
Staff Consultant	Bachelors	5 years in their area of expertise	Technical professional capable of independent work. Provides support and analysis for their specific field to the Senior Consultant and/or the Project Manager. Designs and implements project plans and reports. Conducts field activities, supervises subcontractors, and may function as a field team leader. Perform technical tasks such as calculations, layouts, evaluation of data, and preparation of portions of a design or report under the direction of a Senior Consultant. Staff personnel may supervise the work of Junior personnel.
Junior Consultant	Bachelors	2 years in their area of expertise	Technical professional to provide support and analysis on specific tasks as part of the project team under supervision of the Project Manager, Senior and/or Staff personnel. Conducts field activities and supervises subcontractors. Junior level personnel perform routine tasks such as preparing graphical or tabular presentations of data, simple data interpretation, preparation of supporting material, etc.
Senior Management Analyst	Bachelors	10 years in their area of expertise	Analyzes management and business processes for the client. Leads project team in establishing project plans and provides technical review/oversight specific to discipline. Responsible for performing complex or non-routine technical tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project. Provides technical presentations at project and public meetings.
Staff Analyst	Bachelors	5 years in their area of expertise	Technical professional capable of independent work. Provides support and analysis for their specific field to the Senior Analyst and/or the Project Manager. Designs and implements project plans and reports. Conducts field activities, supervises subcontractors, and may function as a field team leader. Perform technical tasks such as calculations, layouts, evaluation of data, and preparation of portions of a design or report under the direction of a Senior

Labor Category	Minimum Education	Minimum Experience	Description
			Analyst. Staff personnel may supervise the work of Junior personnel.
Junior Analyst	Bachelors	2 years in their area of expertise	Technical professional to provide support and analysis on specific tasks as part of the project team under supervision of the Project Manager, Senior and/or Staff personnel. Conducts field activities and supervises subcontractors. Junior level personnel perform routine tasks such as preparing graphical or tabular presentations of data, simple data interpretation, preparation of supporting material, etc.
Technical Editor/ Publications Specialist	Bachelors	2 years in their area of expertise	Supports individual Project Managers on document review and production. Proofreads and edits technical reports, prepares figures, illustrations, report covers.
Senior Contracts Manager	Bachelors	10 years in their area of expertise	Responsible for monitoring compliance with and administration of contractual terms and conditions. Oversees and coordinates development of contract reports. Rewrites or amends as necessary.
Contracts Administrator	Bachelors	5 years in their area of expertise	Aids in the management of contractual provisions and the administration of contracts, under the supervision of the Senior Contracts Manager.
Clerical	High School Diploma	2 years in their area of expertise	Responsible for performing daily office tasks such as filing, recording, maintaining records, copying, mailing, word processing, data entry, and other similar duties using computer or office equipment.
Public Affairs Specialist	Associates	2 years in their area of expertise	Prepares and disseminates information through community forums, newspapers, periodicals, and other forms of media.
Supervising Technician	High School	8 years a related field	Technician responsible for a team or teams of field technicians that are involved in, but not limited to: large scale environmental monitoring operations, hazardous materials/waste operations or extensive environmental remediation systems. Reports to a Project Manager and leads the planning, implementation and maintenance of deliverable products and services.
Senior Technician	High School	6 years a related field	Technician responsible for leading field operations under the supervision of Supervising Technician or Scientist/Engineer. Leads field tests or sampling to monitor and analyze the environment. Operates and maintains pollution control or environmental remediation systems and downloads operational data from equipment. Reports to a Supervising Technician and/or Project Manager and assists in the planning, implementation and maintenance of deliverable products and services.
Staff Technician	High School Diploma	3 years a related field	Technician responsible for assisting field operations under the supervision of Supervising Technician or Scientist/Engineer. Capable of independent work. Assists field tests or sampling to monitor and analyze the environment. Operates and maintains pollution control or environmental remediation systems and downloads operational data from equipment. Assists in the

Professional, Environmental and MOBIS Services

Labor Category	Minimum Education	Minimum Experience	Description
			implementation and maintenance of deliverable products and services.
Junior Technician	High School Diploma	1 year a related field	Technician responsible for performing basic field operations under the supervision of Supervising or Senior/Staff Technician or Scientist/Engineer. Assists field tests or sampling to monitor and analyze the environment. Operates and maintains pollution control or environmental remediation systems and downloads operational data from equipment. Assists in the planning, implementation and maintenance of deliverable products and services.
Entry Technician	High School Diploma	0	Technician responsible for performing basic field operations under the direct supervision of Supervising or Senior/Staff Technician or Scientist/Engineer. Assists field tests or sampling to monitor and analyze the environment. Assists in the planning, implementation and maintenance of deliverable products and services.
Senior Programmer	Associates	7 years in their area of expertise	Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. Supervises and directs work of Staff and Junior Programmers.
Staff Programmer	Associates	5 years in their area of expertise	Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. Can work independently.
Junior Programmer	Associates	2 years in their area of expertise	Modifies programming systems including encoding, testing, debugging and documenting programs. Works under the direction of Senior or Staff Programmer.
Senior Database Analyst	Associates	7 years in their area of expertise	Reviews, evaluates, designs, implements and maintains database[s]. Responsible for providing database development, updates, and support including training. Provides capabilities to transfer data to web-based repositories. Supervises and directs work of Staff and Junior Database Analysts.
Staff Multi-Media Developer	Associates	5 years in their area of expertise	Gathers and prepares necessary media elements (video, pictures, graphics, music, narration, and sound effects), using graphic design techniques and software programs to produce appropriate user interfaces. Can work independently.
Junior Multi-Media Developer	Associates	2 years in their area of expertise	Gathers and prepares necessary media elements (video, pictures, graphics, music, narration, and sound effects), using graphic design techniques and software programs to produce appropriate user interfaces. Works under the direction of Senior or Staff Multi-Media Developer.
Environmental Specialist	High School	10 years of experience in a related field	Conducts required environmental tests, analysis and observations. Evaluates results and makes recommendations as necessary for maintaining compliance with regulatory agencies.
Senior GIS/CAD Administrator	Associates	6 years in their area of expertise	Utilizes Geographic Information System (GIS) and Computer Aided Design techniques to provide visual displays of drawings and or maps. Capable of utilizing GIS

Labor Category	Minimum Education	Minimum Experience	Description
			software to analyze and interpret geospatial information; prepares custom applications, maps, and reports for desktop and web-based environments. Directs work of Staff GIS/CAD Administrator.
Staff GIS/CAD Administrator	Associates	0 years in their area of expertise	Utilizes Geographic Information System (GIS) and Computer Aided Design techniques to provide visual displays of drawings and or maps. Capable of utilizing GIS software to analyze and interpret geospatial information; prepares custom applications, maps, and reports for desktop and web-based environments Can work independently.
Senior Instructional Designer	Associates	11 years in their area of expertise	Responsible for developing course designs and delivery plans utilizing the appropriate method and media that will deliver learning objectives to targeted audiences. Supervises work of Staff, Junior and Entry Instructional Designers.
Entry Instructional Designer	Associates	2	Responsible for implementing course designs and delivery plans utilizing the appropriate method and media that will deliver learning objectives to targeted audiences under the supervision of the Project Manager or Senior or Staff Instructional Designer.