



Company: Immersion Consulting, LLC
Contract Number: GS-00F-267CA
Contract Period: August 25, 2015 – August 24, 2020
Business Size: Small/Small Business
Point of Contact/Authorized Negotiator:
Dan Smalley
443-458-5729 x87
Dan@immersioninc.com

CUSTOMER INFORMATION:

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

SIN	Recovery	SIN Description
C520-11	C520-11RC	Accounting
C520-12	C520-12RC	Budgeting
C520-13	C520-13RC	Complementary Financial Management Services
C874-1	C874-1RC	Integrated Consulting Services
C874-7	C874-7RC	Integrated Business Program Support Services

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. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.

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. If hourly rates are not applicable, indicate “Not applicable” for this item. SEE LABOR CATEGORY DESCRIPTIONS BELOW.

LABOR CATEGORY DESCRIPTION AND RATES

Senior Management Consultant

Job Duties:

Developing program management plans. Manage costs and trends. Business Process management. Prepare papers, minutes or briefings. Experience in DOD and Program Management. Provide technical, cost and functional requirements sufficient for system and workflow Enhancement. Develop and evaluate system change proposals for impact on transportation and finance business process-related policies and procedures. Participate as members of various integrated project management teams. Provide input and analysis for enhancements to future enhancement and workflow changes. Prioritize workflow and system



enhancements and change proposals based on what has the greatest effect across the entire organization.

Education/Experience: Masters Degree and 10 years of professional experience

Management Consultant

Job Duties:

Fielding Coordination Lead- Identifying needs, preparation of site-specific schedules. Business Process Design. Preparation and delivery of briefing charts. Facilitate meetings leading and supporting meetings on business and administrative processes, help desk procedures, requirements and other such planning activities. Write status and situation reports, lessons learned, site-specific Concept of Operations, documentation of fielding procedures, and other required documentation. Develop and maintain site Fielding Guide customized into a site fielding plan for each site. Conduct Advanced User and Advanced Application Information sessions. Coordinate finance and HR information with assimilation into Defense Travel System. Participate as members of various Project management teams . Provide Support to a Service/Agency/Command site in preliminary implementation, organization phasing, and schedule integration with mission activities. Support the Commander and key staff by explaining implementation actions, timing, sequencing, and workloads to facilitate creation of an implementation concept compatible with site mission requirements. Prepare implementation plans and procedures, to include coordination and actions needed to integrate Certifying Officer requirements, CTO support, at sites using Large Command Wide Systems. Assist with plan execution, finalizing routing lists, budgets, dry run execution, using training. Establish a Tier II Help Desk Capability for the site. Develop procedures for call recording and problem solving, resources and references, frequently asked questions, (FAQs) for problem solving, staffing, and staff qualification.

Education/Experience: Bachelors Degree Required and 5 years of Professional Experience

Associate Management Consultant

Job Duties:

Logistical planning and coordination of transition of sites to Defense Travel System. Assist in writing status and situation reports, lessons learned, site-specific concept of Operations, documentation of fielding procedures, and other required documentation. Assist in site fielding guided and plan development. Assist in defining organizational and routing list naming sequences, defining groups, and completing person sheets. Assisting information organization, template development support and data entry support. Application Administration Augmentation. Help Desk Augmentation. Provide Input and analysis for future enhancements of DTS workflow. Assist in Business process Analysis.

Education/Experience: Bachelor's Degree and 3 years Professional Experience

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Analyst

Typical Job Duties:

Assist in planning and coordination of training site requirements. Assist in writing status and situation reports, lessons learned, site-specific Concept of Operations, documentation of fielding procedures, and other required documentation. Assist in site fielding plan development. Assist in defining organizational and routing list naming sequences, defining groups, and completing person sheets. Assist information organization and template development support and data entry support. DTA Augmentation. Help Desk Augmentation. Provide input for future DTS changes to enhance work flow and change proposals

Education/Experience: Associates Degree or 7 years of professional or active military experience required

Assistant Analyst

Typical Job Duties:

Assist in writing status and situation reports, lessons learned, documentation of fielding plan development. Assist in defining organizational and routing list naming sequences, defining groups, and completing personnel files. Assist in information organization and data entry support. Application Administration Augmentation. Help Desk Augmentation

Education/Experience: Associates Degree or 5 years of professional or active military experience required

Senior Manager 2

Minimum/General Experience: Has a minimum of 15 years program management

experience. Oversees daily operation of program schedule and team. Has experience as a senior manager. Recognized as an authority on one or more business improvement areas to include business process engineering, change management, financial management, and program management. Provides strategic program level skills and perspective to integrate business enterprise systems and related processes.

Duties and Responsibilities: Responsible for overall performance of the task order such as formulating work breakdown schedule, assigning contract resources, and reviewing costs, budget and performance. Communicates directly with senior client personnel.

Minimum Education/ Experience: Masters degree

Program Manager 2

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Minimum/General Experience: Has a minimum of 10 years program management experience. Oversees daily operation of project schedules and team. Has experience as a senior manager. Recognized as an authority on one or more business improvement areas to include business process engineering, manpower optimization, change management, financial management, and program management. Possesses skills that align strategic policy to everyday practice and operations to translate into specific projects and tasks.

Duties and Responsibilities: Responsible for key component or overall performance of the task order such as formulating work breakdown schedule, assigning contract resources, and reviewing costs, budget and performance. Develops and maintains key client relationships to deliver integrated solutions leveraging collective working group knowledge, experience and best practices. Provides strategic perspective of business systems functional analysis, current operating environment and translates to actionable items to execute project objectives.

Minimum Education: Masters degree

Program Manager 1

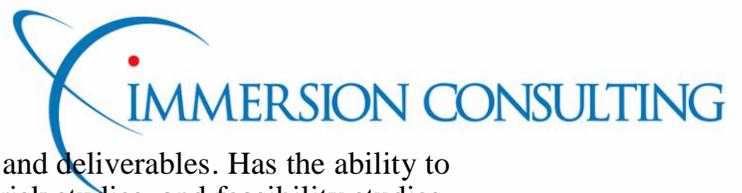
Minimum/General Experience: Has a minimum of 8 years program management experience. Oversees daily operation of program schedule and team. Recognized as an authority on one or more business improvement areas to include business process engineering, change management, financial management, program management. Possesses skills that align strategic policy to everyday practice and operations to translate into specific projects and tasks.

Duties and Responsibilities: Responsible for key component or overall performance of the task order such as formulating work breakdown schedule, assigning contract resources, and reviewing costs, budget and performance. Develops and maintains key client relationships to develop integrated solutions leveraging collective working group knowledge, experience and best practices. Provides strategic perspective of business systems functional analysis, current operating environment and translates to actionable items to execute project objectives.

Minimum Education: Masters degree

Senior Program Consultant 2

Minimum/General Experience: Has a minimum of 10 years management experience across a wide variety of business functional areas. Responsible for applying business improvement and change management principles to transformation and process improvement projects. Possesses management and communication skills that align client and team components. Leads the design,



development and execution of client solutions and deliverables. Has the ability to conduct economic and business case analysis, risk studies, and feasibility studies.

Duties and Responsibilities: Assists in developing and executing the project activities and objectives. Develops creative solutions that maximizes client resources and integrated with evolving business processes. Manage team, tasks, requirements and junior staff to ensure on time completion of deliverables. Develops and delivers training and implementation.

Minimum Education: Bachelors degree

Senior Program Consultant 1

Minimum/General Experience: Has a minimum of 8 years management experience

across a wide variety of business functional areas. Responsible for applying business improvement and change management principles to transformation and process improvement projects. Possesses management and communication skills that align client and team components. Leads the design, development and execution of client solutions and deliverables. Has the ability to conduct economic and business case analysis, risk studies, and feasibility studies.

Duties and Responsibilities: Assists in developing and executing the project activities and objectives. Develops creative solutions that maximizes client resources and integrated with evolving business processes. Manage team, tasks, requirements and junior staff to ensure on time completion of deliverables. Develops and delivers training and implementation.

Minimum Education: Bachelors degree

Program Consultant 2

Minimum/General Experience: Has a minimum of 6 years management experience

across a wide variety of business functional areas. Responsible for applying business improvement and change management principles to transformation and process improvement projects. Leads team components and provides direction to the design, development and execution of client solutions and deliverables. Possesses well developed communication and analytical skills/methods.

Duties and Responsibilities: Conduct research/analysis and interface with the client to understand key business drivers. Present and develop data to identify challenges, issues, momentum and motivators that will shape client solutions. Supervise team, tasks, requirements and junior staff to ensure on time completion of deliverables. Serves as a functional specialist within the areas of program reporting, process analysis, benchmarking, and organizational and operational issues.

Minimum Education: Bachelors degree

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Program Consultant 1

Minimum/General Experience: Has a minimum of 4 years management experience across a wide variety of business functional areas. Responsible for applying business improvement and change management principles to transformation and process improvement projects. Align client and team components and lead the design, development and execution of client solutions and deliverables. Possesses well developed communication and analytical skills/methods.

Duties and Responsibilities: Assists in developing and executing the project activities and objectives. Develops creative solutions that maximizes client resources and integrated with evolving business processes. Manage team, tasks, requirements and junior staff to ensure on time completion of deliverables. Develops and delivers training and implementation.

Minimum Education: Bachelors degree

Senior Program Analyst 2

Minimum/General Experience: At least 6 years experience in various functional areas. Has skills and expertise to provide advanced level analysis, reporting and recommendations that contribute to the development of client deliverables.

Duties and Responsibilities: Performs tasks that support completion of project deliverables. Conduct analysis to gather information on performance, methods, operating procedures and schedules. Tasks may also include training and supporting daily operational activities. Presents findings and status to team members and client. Leverages advanced operational/system knowledge to deliver relevant deliverables.

Minimum Education: Bachelors degree

Senior Program Analyst 1

Minimum/General Experience: Overview: At least 5 years experience in various functional areas. Has skills and expertise to provide advanced level analysis, reporting and recommendations that contribute to the development of client deliverables.

Duties and Responsibilities: Performs tasks that support completion of project deliverables. Conduct analysis to gather information on performance, methods, operating procedures and schedules. Tasks may also include training and supporting daily operational activities. Presents findings and status to team members and client. Leverages advanced operational/system knowledge to deliver relevant deliverables.

Minimum Education/ Experience: Bachelors degree

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Program Analyst 2

Minimum/General Experience: At least 4 years experience in various functional areas. Has skills and expertise to provide advanced level analysis, reporting and recommendations that contribute to the development of client deliverables. Familiarity with client reporting systems and processes.

Duties and Responsibilities: Performs tasks that support completion of project deliverables. Conduct analysis to gather information on performance, methods, operating procedures and schedules. Tasks may also include training and supporting daily operational activities. Presents findings and status to team members and client. Ensures adequacy, accuracy and quality of relevant deliverables.

Minimum Education/ Experience: Bachelors degree

Program Analyst 1

Minimum/General Experience: At least 3 years experience in various functional areas. Has skills and expertise to provide analysis, reporting and recommendations that contribute to the development of client deliverables. Familiarity with client reporting systems and processes.

Duties and Responsibilities: Performs tasks that support completion of project deliverables. Conduct analysis to gather information on performance, methods, operating procedures and schedules. Tasks may also include training and supporting daily operational activities. Presents findings and status to team members and client. Ensures adequacy, accuracy and quality of relevant deliverables.

Minimum Education/ Experience: Bachelors degree

Subject Matter Expert

Minimum/General Experience: A minimum of 10 years subject matter expert (SME) experience in supported area. Possess deep knowledge of enterprise system processes, related policy and federal regulations and client strategic objectives to develop, improve and sustain integrated business solutions. Experience communicating and collaborating with multi-service and multi-agency stakeholders across broad functional areas and capabilities.

Duties and Responsibilities: Provides in-depth subject matter expertise that contributes to the development of client deliverables. Performs tasks that require the use of specialists and/or Program Consultants who will provide expert support in the area(s) specified by the customer. Applicable functional areas may include business process engineering, financial management integration and enterprise resource planning.

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Minimum Education/ Experience: Bachelors degree

Financial Manager 3

Labor Category Description: Performs tasks that support the client's strategic operations, objectives, and priorities to perform enterprise wide financial management and accounting activities that may include the budget cycle. Acts as a liaison to the client and leads teams of Financial Analysts and Financial Consultants. Duties include; planning and managing the work of project teams; designing financial policies and processes, managing improper payments and recovery efforts; working with client executives to review financial strategies and business objectives. Must be able to grasp interrelationships between financial management requirements and automated solutions, considering the current system environment and the potential integration of added systems.

Experience: 15 years financial management or related area of experience, including 7 years of increasing responsibility in assignment supervision and management.

Education: B.A. or B.S. in business, accounting, finance or related experience. Master Degree, or specialized certification to include CPA, CGFM, CDFM, or other equivalent.

Financial Manager 2

Labor Category Description: Performs tasks that support the client's strategic operations, objectives, and priorities to perform enterprise wide financial management and accounting activities that may include the budget cycle. Acts as a liaison to the client and leads teams of Financial Analysts and Financial Consultants. Duties include; planning and managing the work of project teams; designing financial policies and processes, managing improper payments and recovery efforts; working with client executives to review financial strategies and business objectives. Must be able to grasp interrelationships between financial management requirements and automated solutions, considering the current system environment and the potential integration of added systems.

Experience: 10 years financial management or related area of experience, including 5 years of increasing responsibility in assignment supervision and management.

Education: B.A. or B.S. in business, accounting, finance or related experience. Master Degree, or specialized certification to include CPA, CGFM, CDFM, or other equivalent.

Financial Manager 1

Labor Category Description: Performs tasks that support the client's strategic operations, objectives, and priorities to perform enterprise wide financial management and accounting activities that may include the budget cycle. Acts as a liaison to the client and leads teams of Financial Analysts and Financial Consultants. Duties include; planning and managing the work of project teams; designing financial policies and processes, managing improper payments and

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recovery efforts; working with client executives to review financial strategies and business objectives. Must be able to grasp interrelationships between financial management requirements and automated solutions, considering the current system environment and the potential integration of added systems.

Experience: 8 years information technology or related area of experience, including 4 years of increasing responsibility in assignment supervision and management.

Education: B.A. or B.S. in business, accounting, finance or related experience. Master Degree, or specialized certification to include CPA, CGFM, CDFM, or other equivalent.

Financial Consultant 4

Labor Category Description: Performs tasks and activities assigned by Financial Managers and may lead teams of Analysts. Directs the gathering of user requirements and translating them into workable automated solutions. Duties may include designing financial and business management processes and capabilities, performing budgeting and accounting activities; defining financial and business solution requirements; analyzing improper payments; conducting business solution testing and deployment, developing work plans; performing value analysis, and providing financial and business functional responsibilities to support projects.

Experience: 8 years financial management or related area of experience.

Education: B.A. or B.S. in business, accounting, finance or related experience.

Financial Consultant 3

Labor Category Description: Performs tasks and activities assigned by Financial Managers and may lead teams of Analysts. Directs the gathering of user requirements and translating them into workable automated solutions. Duties may include designing financial and business management processes and capabilities, performing budgeting and accounting activities; defining financial and business solution requirements; analyzing improper payments; conducting business solution testing and deployment, developing work plans; performing value analysis, and providing financial and business functional responsibilities to support projects.

Experience: 7 years financial management or related area of experience.

Education: B.A. or B.S. in business, accounting, finance or related experience.

Financial Consultant 2

Labor Category Description: Performs tasks and activities assigned by Financial Managers and may lead teams of Analysts. Directs the gathering of user requirements and translating them into workable automated solutions. Duties may include designing financial and business management processes and capabilities, performing budgeting and accounting activities; defining financial and business solution requirements; analyzing improper payments; conducting business solution



testing and deployment, developing work plans; performing value analysis, and providing financial and business functional responsibilities to support projects.

Experience: 6 years information technology or related area of experience.

Education: B.A. or B.S. in business, accounting, finance or related experience.

Financial Consultant 1

Labor Category Description: Performs tasks and activities assigned by Financial Managers and may lead teams of Analysts. Directs the gathering of user requirements and translating them into workable automated solutions. Duties may include designing financial and business management processes and capabilities, performing budgeting and accounting activities; defining financial and business solution requirements; analyzing improper payments; conducting business solution testing and deployment, developing work plans; performing value analysis, and providing financial and business functional responsibilities to support projects.

Experience: 5 years information technology or related area of experience.

Education: B.A. or B.S. in business, accounting, finance or related experience.

Financial Analyst 3

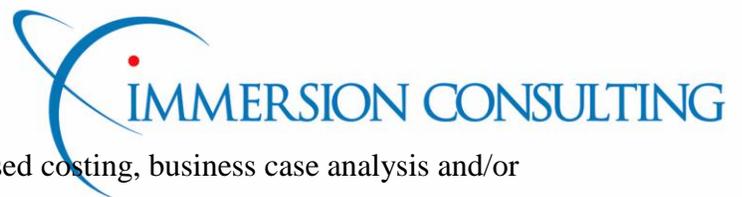
Labor Category Description: Performs tasks and activities assigned by Financial Consultants and Financial Managers. Duties may include; documenting business process flows, testing internal controls, providing budgeting and accounting support; documenting requirements for business and financial management solutions; designing and testing functional components of business and financial management systems; developing project documentation according to program specifications; providing technical support to financial management improvement and efficiency, and completing tasks related to budgeting, accounting and financial management. Familiar with government financial management, activity based costing, business case analysis and/or outsourcing requirements.

Experience: 4 years of financial management, and/or accounting.

Education: B.A. or B.S. in business, accounting, finance or related experience.

Financial Analyst 2

Labor Category Description: Performs tasks and activities assigned by Financial Consultants and Financial Managers. Duties may include; documenting business process flows, testing internal controls, providing budgeting and accounting support; documenting requirements for business and financial management solutions; designing and testing functional components of business and financial management systems; developing project documentation according to program specifications; providing technical support to financial management improvement and efficiency, and completing tasks related to budgeting, accounting and financial management. Familiar with



government financial management, activity based costing, business case analysis and/or outsourcing requirements.

Experience: 3 years of financial management, and/or accounting.

Education: B.A. or B.S. in business, accounting, finance or related experience.

Financial Analyst 1

Labor Category Description: Performs tasks and activities assigned by Financial Consultants and Financial Managers. Serves as a team member who's duties may include; documenting business process flows, testing internal controls, providing budgeting and accounting support; documenting requirements for business and financial management solutions; designing and testing functional components of business and financial management systems; developing project documentation according to program specifications; providing technical support to financial management improvement and efficiency, and completing tasks related to budgeting, accounting and financial management. Familiar with government financial management, activity based costing, business case analysis and/or outsourcing requirements.

Experience: 2 years of financial management, and/or accounting.

Education: B.A. or B.S. in business, accounting, finance or related experience.

Business Analyst

Labor Category Description: Serve as a junior member of a group of analysts supporting integrated business, cost estimating and financial management processes of government financial activities. Possess a basic understanding of business operations. Under supervision, able to assess processes and procedures for compliance with government standards and financial management principles. May be familiar with government financial management, activity based costing, business case analysis and/or outsourcing requirements.

Experience: Up to 1 year in a business environment

Education: AA in business, accounting, finance or related experience.

EDUCATION Equivalents and Substitutions

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Degree Substitution	OR Degree & EXPERIENCE: Substitution	OR Related EXPERIENCE:
Associates	2 years	2 years
Bachelors	Associates + 2 years	4 years
Masters	Bachelors + 2 years	6 years

- 2. **Maximum Order:** \$1,000,000.00
- 3. **Minimum Order:** \$100.00
- 4. **Geographic Coverage (delivery Area):** Domestic and Overseas
- 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). See Attachment.
- 7. **Quantity discounts:** None Offered
- 8. **Prompt payment terms:** Net 30 days
- 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 not accept over \$2,500
- 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), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

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. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor’s website or other location.) The EIT standards can be found at: www.Section508.gov/.

25. Data Universal Numbering System (DUNS) number: 145563586

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26. Notification regarding registration in Central Contractor Registration (CCR) database: Registered

27. Final Pricing:

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

Item	SIN	Awarded Labor Category	Site	8/25/2015 to 8/24/2016 Year 1	8/25/2016 to 8/24/2017 Year 2	8/25/2017 to 8/24/2018 Year 3	8/25/2018 to 8/24/2019 Year 4	8/25/2019 to 8/24/2020 Year 5
1	C874-1	Senior Management Consultant	Both	\$135.77	\$138.49	\$141.26	\$144.08	\$146.96
2	C874-1	Management Consultant	Both	\$105.93	\$108.05	\$110.21	\$112.42	\$114.66
3	C874-1	Associate Management Consultant	Both	\$79.24	\$80.82	\$82.44	\$84.09	\$85.77
4	C874-1	Analyst	Both	\$65.82	\$67.14	\$68.48	\$69.85	\$71.25
5	C874-1	Assistant Analyst	Both	\$54.82	\$55.92	\$57.04	\$58.18	\$59.34
6	C874-7	Senior Manager 2	Both	\$151.62	\$154.65	\$157.74	\$160.90	\$164.12
7	C874-7	Program Manager 2	Both	\$131.82	\$134.45	\$137.14	\$139.89	\$142.68
8	C874-7	Program Manager 1	Both	\$115.71	\$118.02	\$120.38	\$122.79	\$125.25
9	C874-7	Senior Program Consultant 2	Both	\$102.87	\$104.93	\$107.03	\$109.17	\$111.35
10	C874-7	Senior Program Consultant 1	Both	\$91.77	\$93.60	\$95.48	\$97.39	\$99.33
11	C874-7	Program Consultant 2	Both	\$87.68	\$89.43	\$91.22	\$93.05	\$94.91
12	C874-7	Program Consultant 1	Both	\$76.56	\$78.09	\$79.65	\$81.24	\$82.87
13	C874-7	Senior Program Analyst 2	Both	\$71.16	\$72.58	\$74.04	\$75.52	\$77.03
14	C874-7	Senior Program Analyst 1	Both	\$64.84	\$66.13	\$67.46	\$68.80	\$70.18
15	C874-7	Program Analyst 2	Both	\$60.08	\$61.28	\$62.51	\$63.76	\$65.03
16	C874-7	Program analyst 1	Both	\$51.88	\$52.92	\$53.97	\$55.05	\$56.16
17	C874-7	Subject Matter Expert	Both	\$97.75	\$99.71	\$101.70	\$103.74	\$105.81
18	C520-11, C520-12, C520-13	Financial Manager 3	Both	\$151.92	\$154.95	\$158.05	\$161.21	\$164.44
19	C520-11, C520-12, C520-13	Financial Manager 2	Both	\$129.67	\$132.27	\$134.91	\$137.61	\$140.36
20	C520-11, C520-12, C520-13	Financial Manager 1	Both	\$124.69	\$127.18	\$129.72	\$132.32	\$134.96
21	C520-11, C520-12, C520-13	Financial Consultant 4	Both	\$119.70	\$122.09	\$124.53	\$127.02	\$129.56
22	C520-11, C520-12, C520-13	Financial Consultant 3	Both	\$111.35	\$113.58	\$115.85	\$118.16	\$120.53
23	C520-11, C520-12, C520-13	Financial Consultant 2	Both	\$104.74	\$106.83	\$108.97	\$111.15	\$113.37
24	C520-11, C520-12, C520-13	Financial Consultant 1	Both	\$99.75	\$101.74	\$103.78	\$105.85	\$107.97
25	C520-11, C520-12, C520-13	Financial Analyst 3	Both	\$96.76	\$98.69	\$100.66	\$102.68	\$104.73
26	C520-11, C520-12, C520-13	Financial Analyst 2	Both	\$88.78	\$90.55	\$92.36	\$94.21	\$96.09
27	C520-11, C520-12, C520-13	Financial Analyst 1	Both	\$68.41	\$69.78	\$71.17	\$72.59	\$74.05
28	C520-11, C520-12, C520-13	Business Analyst	Both	\$51.87	\$52.91	\$53.96	\$55.04	\$56.14



Service Contract Act: The Service Contract Act (SCA) is applicable to this contract as it applies to the entire Consolidated Schedule and all services provided. While no specific labor categories have been identified as being subject to SCA 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 SCA eligible labor categories. If and / or when the contractor adds SCA labor categories / employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.