GENERAL SERVICES ADMINISTRATION

Federal Supply Service
Authorized Federal Supply Schedule Price List

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

MULTIPLE AWARD SCHEDULE
Federal Supply Groups: Professional Services and Information Technology

Contract Number: GS-00F-290CA

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at www.gsa.gov

Contract Period: September 8, 2015 to September 7, 2025
GSA Pricelist Current Through – Mod #PS-0026 – Signed on March 10, 2022

Contractor Corporate: Ernst & Young LLP
1 Manhattan West
New York, NY 10001-2177

Contract Admin/Ordering: Ernst & Young LLP
1775 Tysons Blvd.
Tysons, VA 22102

Business Size: Large Business

In accordance with 13 C.F.R. 121.404, the Contractor is ineligible to participate in any RFQ that is set aside for small business where the subject contract’s awarded size status for the preponderance NAICS designated in the RFQ is “other than small”.

Telephone: (703) 747-0049
FAX Number: (855) 204 7160
Web Site: www.ey.com
E-mail: david.lewandoski@ey.com
Contract Administration: David Lewandoski
CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Numbers:

<table>
<thead>
<tr>
<th>SIN</th>
<th>Recovery</th>
<th>SIN Description</th>
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<tbody>
<tr>
<td>522310</td>
<td>522310RC</td>
<td>Financial Advising, Loan Servicing and Asset Management Services</td>
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<tr>
<td>531210</td>
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<td>Financial Asset Resolution Services</td>
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<td>541211</td>
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<td>Auditing Services</td>
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<td>Budget and Financial Management Services</td>
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<td>541611</td>
<td>541611RC</td>
<td>Management and Financial Consulting, Acquisition and Grants</td>
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<td></td>
<td>Management Support, and Business Program and Project Management</td>
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<td></td>
<td></td>
<td>Services</td>
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<td>541690</td>
<td>541690RC</td>
<td>Technical Consulting Services</td>
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<tr>
<td>54151S*</td>
<td>54151SRC</td>
<td>Information Technology Professional Services</td>
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<td>54151HEAL*</td>
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<td>Health Information Technology Services</td>
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<tr>
<td>54151HACS*</td>
<td>54151HACS</td>
<td>Highly Adaptive Cybersecurity Services (HACS)</td>
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<tr>
<td>OLM**</td>
<td>OLMRC</td>
<td>Order Level Materials (OLM)</td>
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*These SINs are subject to Cooperative Purchasing.  
**This SIN is only subject to Cooperative Purchasing when the OLMs are in support of the Information Technology SINs awarded under this contract.

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. N/A – Not offering products.

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. Hourly rates provided on Page 4.

2. Maximum Order: $1,000,000.00 for SINs 522310, 531210, 541211, 541219, 541611, and 541690; $500,000 for SINs 54151S, 54151HEAL, and 54151HACS; and $250,000 for SIN OLM

3. Minimum Order: $100.00

4. Geographic Coverage (delivery Area): Domestic and Overseas

5. Point(s) of production: Various EY duty stations or ordering agency offices


7. Quantity Discounts: 2% at $1 Million for all Information Technology SINs

8. Prompt payment terms: Net 30 Days (Information Ordering Offices: for Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.)

9. Foreign items (list items by country of origin): None

10a. Time of Delivery (Contractor insert number of days): Specified on the Task Order
10b. 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

10c. 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

10d. 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

11. F.O.B Point: Destination

12a. Ordering Address: 1775 Tysons Blvd Tysons, VA 22102

12b. Ordering procedures: For supplies and services, the ordering procedures and information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. Payment address: Ernst & Young US LLP
   Lockbox #1867, PO Box 8500
   Philadelphia, PA 19178-1867

14. Warranty provision: Contractor’s standard commercial warranty.

15. Export Packing Charges (if applicable): N/A

16. Terms and conditions of rental, maintenance, and repair (if applicable): N/A

17. Terms and conditions of installation (if applicable): N/A

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A

18b. Terms and conditions for any other services (if applicable): N/A

19. List of service and distribution points (if applicable): N/A

20. List of participating dealers (if applicable): N/A

21. Preventive maintenance (if applicable): N/A

22a. Special attributes, such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): N/A

22b. 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/

23. Unique Entity Identifier (UEI) number: ECMYFHIVMLIVM7

24. Notification regarding registration in System for Award Management (SAM) database: Registered
**Ernst & Young LLP**  
**Contract Number: GS-00F-290CA**

### Awarded GSA Rates

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<th>Labor Category</th>
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<th>Year 9</th>
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</table>
Labor Category Descriptions

SIN 522310 – Summary of Labor Categories – Financial Advising, Loan Servicing and Asset Management Services

1. Partner/Principal/ Executive Director (PPED) [SIN 522310]

General Experience and Functional Responsibility: A Financial Advising, Loan Servicing and Asset Management Services PPED supports program management, enterprise systems or related engagements. Experience typically includes: executive level relationships, management and direction on client engagements, project definition and business analysis, creation of competitive strategies, and integration of global solutions. Responsible for project estimation and resource planning efforts and resolving project issues, such as technical compatibility, client expectations, and timing. Identifies themes capable of being developed into new accounting strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives. Manages resources; is a key sponsor of firm initiatives and leads development of new business enterprises through technical innovations. Serves as the liaison with client representatives. Coordinates multiple projects and teams and assists clients with achieving desired program results. Serves as the client's engagement executive for specific project areas and is responsible for client communications related to technical concerns. Responsible for formulating work standards, creating strategic project objectives, and managing client issues and feedback. Supervises designated resources and enforces quality control practices for the project. Responsible for project reviews and overall contract progress and performance. Reviews high-level deliverables and integrates service quality processes throughout the engagement.

Additionally, this LCAT may also serve as a Subject Matter Resource (SMR) that provides specific technical experience that is required for task order delivery.

Specialized Experience: Experience typically includes, but may not be limited to, one or more of the following areas: asset marketability, equity monitoring, originations, and addressing any other considerations regarding the acquisition, management and/or resolution of an asset; assisting agencies in servicing, monitoring and maintaining loan assets such as establishing loan databases, remittance processing, processing loan cancellations and consolidations, billing services, and servicing troubled loans which may include borrower negotiations, restructuring, foreclosure and supervision of the sale of the collateral and workout agreements.

Minimum Education: Holds a bachelor’s degree and may possess industry certification(s).

Minimum Experience: This position requires a minimum of ten (10) years of experience.

Certification(s): May also hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)

2. Senior Manager (SM) [SIN 522310]

General Experience and Functional Responsibility: A Financial Advising, Loan Servicing and Asset Management Services Senior Manager focuses on program delivery, technical integration, and solution delivery. Drives strategy and planning changes at the executive levels, and provides oversight of key project enablers and management of project resources. Responsible for managing the program team and daily operations of project development, or serves in a role as an experienced technical executive. Assesses program feasibility with designed solution. Advises partners, principals and/or executive directors of all major developments. Reviews work products and oversees the drafting of reports and project deliverables. Other responsibilities include: communication with client and project managers, management of multiple projects across various commercial and
public sector clients, management of program activities, and serving as a key point of contact with client executives. Responsible for program delivery and identifies needs for new tools. Responsible for managing project solutions, delegating appropriate resources, and helping to integrate service quality standards across projects and deliverables.

Additionally, this LCAT may also serve as a Subject Matter Resource (SMR) that provides specific technical experience that is required for task order delivery.

**Specialized Experience:** Experience typically includes, but may not be limited to, one or more of the following areas: asset marketability, equity monitoring, originations, and addressing any other considerations regarding the acquisition, management and/or resolution of an asset; assisting agencies in servicing, monitoring and maintaining loan assets such as establishing loan databases, remittance processing, processing loan cancellations and consolidations, billing services, and servicing troubled loans which may include borrower negotiations, restructuring, foreclosure and supervision of the sale of the collateral and workout agreements.

**Minimum Education:** Holds a bachelor’s degree and may possess an industry certification.

**Minimum Experience:** This position requires a minimum of eight (8) years of experience.

**Certification(s):** May also hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)

3. **Manager (M) [SIN 522310]**

**General Experience and Functional Responsibility:** A Financial Advising, Loan Servicing and Asset Management Services Manager devises or modifies procedures to solve complex problems, provides guidance and experience on solution implementation, engages resources and may serve as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that the solution meets business needs. Provides structure to project working groups and analyzes and understands current issues and conflicts. Recommends proper techniques and tools for team improvement. Leads and manages team meetings and facilitates understanding of the specific engagement the project working group is supporting. Serves in the role of project team leader over assigned support areas, occasionally filling the position of project team lead and instructing, directing, and monitoring the work of other project staff, or serves in a role of an experienced technical manager. Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices. Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions. Communicates client expectations to project team and escalates appropriate issues to senior-level project staff. Provides structure for project working groups and teams to maintain focus and productivity. Works closely with group members to enhance team building, communication, interpersonal relations, meetings and decision making.

Additionally, this LCAT may also serve as a Subject Matter Resource (SMR) that provides specific technical experience that is required for task order delivery.

**Specialized Experience:** Experience typically includes, but may not be limited to, one or more of the following areas: asset marketability, equity monitoring, originations, and addressing any other considerations regarding the acquisition, management and/or resolution of an asset; assisting agencies in servicing, monitoring and maintaining loan assets such as establishing loan databases, remittance processing, processing loan cancellations and consolidations, billing services, and servicing troubled loans which may include borrower negotiations, restructuring, foreclosure and supervision of the sale of the collateral and workout agreements.

**Minimum Education:** Holds a bachelor’s degree and may possess an industry certification.

**Minimum Experience:** This position requires a minimum of four (4) years of experience.
Certification(s): May also hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)

4. Senior (S) [SIN 522310]

General Experience and Functional Responsibility: A Financial Advising, Loan Servicing and Asset Management Services Senior possesses a fundamental understanding of project implementation and operations management best practices. Leads and supports tasks, including deliverable development, on project engagements. Maintains familiarity with client issues, assists with design issues, leads client teams, provides analysis of project data, and assists with the development of appropriate deliverables. Uses firm tools and supports the overall objectives and goals of the program objectives. Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members. Provides senior-level analytical and program support and is focused on providing high performance work. Serves as a senior-level analytical correspondent within the engagement team. Contributes to work plan development, reaching engagement milestones, and may lead specific project tasks. Applies business modeling, process modeling, and business design techniques. Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables. Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to a Manager. Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions.

Specialized Experience: Experience typically includes, but may not be limited to, one or more of the following areas: asset marketability, equity monitoring, originations, and addressing any other considerations regarding the acquisition, management and/or resolution of an asset; assisting agencies in servicing, monitoring and maintaining loan assets such as establishing loan databases, remittance processing, processing loan cancellations and consolidations, billing services, and servicing troubled loans which may include borrower negotiations, restructuring, foreclosure and supervision of the sale of the collateral and workout agreements.

Minimum Education: Holds a bachelor’s degree and may possess an industry certification.

Minimum Experience: This position has a minimum of two (2) years of experience.

Certification(s): May also hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)

5. Staff (SF) [SIN 522310]

General Experience and Functional Responsibility: A Financial Advising, Loan Servicing and Asset Management Services Staff provides analysis and defining business needs, applying methodologies, support of program management, and development of project deliverables. Supports activities in project areas. Assists with the completion of work plan activities, analyzes relevant data and information, and institutes and supports business solutions. Provides analytical and program support. Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements. Serves as an analytical resource on the engagement team. Conducts relevant research, distills data, and creates reports. Actively engages consulting tools and methodologies to meet project objectives and complete program management activities. Supports quality assurance practices and the completion and accuracy of system documentation.

Specialized Experience: Experience typically includes, but may not be limited to, one or more of the following areas: asset marketability, equity monitoring, originations, and addressing any other considerations regarding the acquisition, management and/or resolution of an asset; assisting agencies in servicing, monitoring and maintaining loan assets such as establishing loan databases, remittance processing, processing loan cancellations and consolidations, billing services, and servicing troubled loans which may include borrower negotiations, restructuring, foreclosure and supervision of the sale of the collateral and workout agreements.

Minimum Education: Holds a bachelor’s degree and may possess an industry certification.
Minimum Experience: This position requires zero (0) years of experience.

Certification(s): May also hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) or Project Management Professional (PMP)
1. **Partner/Principal/ Executive Director (PPED) [SIN 531210]**

**General Experience and Functional Responsibility:** A Financial Asset Resolution Services PPED supports program management, enterprise systems or related engagements. Experience typically includes: executive level relationships, management and direction on client engagements, project definition and business analysis, creation of competitive strategies, and integration of global solutions. Responsible for project estimation and resource planning efforts and resolving project issues, such as technical compatibility, client expectations, and timing. Identifies themes capable of being developed into new accounting strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives. Manages resources; is a key sponsor of firm initiatives and leads development of new business enterprises through technical innovations. Serves as the liaison with client representatives. Coordinates multiple projects and teams and assists clients with achieving desired program results. Serves as the client's engagement executive for specific project areas and is responsible for client communications related to communicating technical concerns. Responsible for formulating work standards, creating strategic project objectives, and managing client issues and feedback. Supervises designated resources and enforces quality control practices for the project. Responsible for project reviews and overall contract progress and performance. Reviews high-level deliverables and integrates service quality processes throughout the engagement.

Additionally, this LCAT may also serve as a Subject Matter Resource (SMR) that provides specific technical experience that is required for task order delivery.

**Specialized Experience:** Experience typically includes, but may not be limited to, one or more of the following areas: asset valuation / pricing; portfolio stratification; restructuring and disposition strategies; asset sale or other disposition; marketing; budget and credit reform analyses.

**Minimum Education:** Holds a bachelor’s degree and may possess industry certification(s).

**Minimum Experience:** This position requires a minimum of ten (10) years of experience.

2. **Senior Manager (SM) [SIN 531210]**

**General Experience and Functional Responsibility:** A Financial Asset Resolution Services Senior Manager focuses on program delivery, technical integration, and solution delivery. Drives strategy and planning changes at the executive levels, provides oversight of key project enablers, and management of project resources. Responsible for managing the program team and daily operations of project development or serves in a role as an experienced technical executive. Assesses program feasibility with designed solution. Advises partners, principals and/or executive directors of all major developments. Reviews work products and oversees the drafting of reports and project deliverables. Other responsibilities include: communication with client and project managers, management of multiple projects across various commercial and public sector clients, management of program activities, and serving as a key point of contact with client executives. Responsible for program delivery and identifies needs for new tools. Responsible for managing project solutions, delegating appropriate resources, and helping to integrate service quality standards across projects and deliverables.

Additionally, this LCAT may also serve as a Subject Matter Resource (SMR) that provides specific technical experience that is required for task order delivery.

**Specialized Experience:** Experience typically includes, but may not be limited to, one or more of the following areas: asset valuation / pricing; portfolio stratification; restructuring and disposition strategies; asset sale or other disposition; marketing; budget and credit reform analyses.

**Minimum Education:** Holds a bachelor’s degree and may possess an industry certification.
Minimum Experience: This position requires a minimum of eight (8) years of experience.

3. Manager (M) [SIN 531210]

General Experience and Functional Responsibility: A Financial Asset Resolution Services Manager devises or modifies procedures to solve complex problems, provides guidance and experience on solution implementation, engages resources and may serve as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that solution meets business needs. Provides structure to project working groups and analyzes and understands current issues and conflicts. Recommends proper techniques and tools for team improvement. Leads and manages team meetings and facilitates understanding of the specific engagement the project working group is supporting. Serves in the role of project team leader over assigned support areas, occasionally filling the position of project team lead and instructing, directing, and monitoring the work of other project staff, or serves in a role of an experienced technical manager. Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices. Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions. Communicates client expectations to project team and escalates appropriate issues to senior-level project staff. Provides structure for project working groups and teams to maintain focus and productivity. Works closely with group members to enhance team building, communication, interpersonal relations, meetings and decision making.

Additionally, this LCAT may also serve as a Subject Matter Resource (SMR) that provides specific technical experience that is required for task order delivery.

Specialized Experience: Experience typically includes, but may not be limited to, one or more of the following areas: asset valuation / pricing; portfolio stratification; restructuring and disposition strategies; asset sale or other disposition; marketing; budget and credit reform analyses.

Minimum Education: Holds a bachelor’s degree and may possess an industry certification.

Minimum Experience: This position requires a minimum of four (4) years of experience.

4. Senior (S) [SIN 531210]

General Experience and Functional Responsibility: A Financial Asset Resolution Services Senior possesses a fundamental understanding of project implementation and operations management best practices. Leads and supports tasks, including deliverable development, on project engagements. Maintains familiarity with client issues, assists with design issues, leads client teams, provides analysis of project data, and assists with the development of appropriate deliverables. Uses firm tools and supports the overall objectives and goals of the program objectives. Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members. Provides senior-level analytical and program support and is focused on providing high performance work. Serves as a senior-level analytical correspondent within the engagement team. Contributes to work plan development, reaching engagement milestones, and may lead specific project tasks. Applies business modeling, process modeling, and business design techniques. Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables. Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to a Manager. Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions.

Specialized Experience: Experience typically includes, but may not be limited to, one or more of the following areas: asset valuation / pricing; portfolio stratification; restructuring and disposition strategies; asset sale or other disposition; marketing; budget and credit reform analyses.

Minimum Education: Holds a bachelor’s degree and may possess an industry certification.
Minimum Experience: This position has a minimum of two (2) years of experience.

5. **Staff (SF) [SIN 531210]**

**General Experience and Functional Responsibility:** A Financial Asset Resolution Services Staff provides analysis and defining business needs, applying methodologies, support of program management, and development of project deliverables. Supports activities in project areas. Assists with the completion of work plan activities, analyzes relevant data and information, and institutes and supports business solutions. Provides analytical and program support. Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements. Serves as an analytical resource on the engagement team. Conducts relevant research, distills data, and creates reports. Actively engages consulting tools and methodologies to meet project objectives and complete program management activities. Supports quality assurance practices and the completion and accuracy of system documentation.

**Specialized Experience:** Experience typically includes, but may not be limited to, one or more of the following areas: asset valuation / pricing; portfolio stratification; restructuring and disposition strategies; asset sale or other disposition; marketing; budget and credit reform analyses.

**Minimum Education:** Holds a bachelor’s degree and may possess an industry certification.

**Minimum Experience:** This position requires zero (0) years of experience.
1. Partner/Principal/ Executive Director (PPED) [SIN 541211]

**General Experience and Functional Responsibility:** An Auditing Services PPED supports program management, enterprise systems or related engagements. Experience typically includes: executive level relationships, management and direction on client engagements, project definition and business analysis, creation of competitive strategies, and integration of global solutions. Responsible for project estimation and resource planning efforts and resolving project issues, such as technical compatibility, client expectations, and timing. Identifies themes capable of being developed into new accounting strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives. Manages resources; is a key sponsor of firm initiatives and leads development of new business enterprises through technical innovations. Serves as the liaison with client representatives. Coordinates multiple projects and teams and assists clients with achieving desired program results. Serves as the client's engagement executive for specific project areas and is responsible for client communications related to communicating technical concerns. Responsible for formulating work standards, creating strategic project objectives, and managing client issues and feedback. Supervises designated resources and enforces quality control practices for the project. Responsible for project reviews and overall contract progress and performance. Reviews high-level deliverables and integrates service quality processes throughout the engagement.

Additionally, this LCAT may also serve as a Subject Matter Resource (SMR) that provides specific technical experience that is required for task order delivery.

**Specialized Experience:** Experience typically includes, but may not be limited to, one or more of the following areas: audits (financial, performance, recovery, transportation and contract audits); standards (Generally Accepted Government Auditing Standards (GAGAS) and non-GAGAS); compliance assessments (financial statements, financial information, and internal controls); organizational performance improvement (accounting system design, financial statement preparation, budget development and accounting advisory services).

**Minimum Education:** Holds a bachelor’s degree and may possess industry certification(s).

**Minimum Experience:** This position requires a minimum of ten (10) years of experience.

**Certification(s):** May also hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)

2. Senior Manager (SM) [SIN 541211]

**General Experience and Functional Responsibility:** An Auditing Services Senior Manager focuses on program delivery, technical integration, and solution delivery. Drives strategy and planning changes at the executive levels, provides oversight of key project enablers, and management of project resources. Responsible for managing the program team and daily operations of project development or serves in a role as an experienced technical executive. Assesses program feasibility with designed solution. Advises partners, principals and/or executive directors of all major developments. Reviews work products and oversees the drafting of reports and project deliverables. Other responsibilities include: communication with client and project managers, management of multiple projects across various commercial and public sector clients, management of program activities, and serving as a key point of contact with client executives. Responsible for program delivery and identifies needs for new tools. Responsible for managing project solutions, delegating appropriate resources, and helping to integrate service quality standards across projects and deliverables.

Additionally, this LCAT may also serve as a Subject Matter Resource (SMR) that provides specific technical experience that is required for task order delivery.
Specialized Experience: Experience typically includes, but may not be limited to, one or more of the following areas: audits (financial, performance, recovery, transportation and contract audits); standards (Generally Accepted Government Auditing Standards (GAGAS) and non-GAGAS); compliance assessments (financial statements, financial information, and internal controls); organizational performance improvement (accounting system design, financial statement preparation, budget development and accounting advisory services).

Minimum Education: Holds a bachelor’s degree and may possess an industry certification.

Minimum Experience: This position requires a minimum of eight (8) years of experience.

Certification(s): May also hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)

3. Manager (M) [SIN 541211]

General Experience and Functional Responsibility: An Auditing Services Manager devises or modifies procedures to solve complex problems, provides guidance and experience on solution implementation, engages resources and may serve as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that solution meets business needs. Provides structure to project working groups and analyzes and understands current issues and conflicts. Recommends proper techniques and tools for team improvement. Leads and manages team meetings and facilitates understanding of the specific engagement the project working group is supporting. Serves in the role of project team leader over assigned support areas, occasionally filling the position of project team lead and instructing, directing, and monitoring the work of other project staff, or serves in a role of an experienced technical manager. Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices. Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions. Communicates client expectations to project team and escalates appropriate issues to senior-level project staff. Provides structure for project working groups and teams to maintain focus and productivity. Works closely with group members to enhance team building, communication, interpersonal relations, meetings and decision making.

Additionally, this LCAT may also serve as a Subject Matter Resource (SMR) that provides specific technical experience that is required for task order delivery.

Specialized Experience: Experience typically includes, but may not be limited to, one or more of the following areas: audits (financial, performance, recovery, transportation and contract audits); standards (Generally Accepted Government Auditing Standards (GAGAS) and non-GAGAS); compliance assessments (financial statements, financial information, and internal controls); organizational performance improvement (accounting system design, financial statement preparation, budget development and accounting advisory services).

Minimum Education: Holds a bachelor’s degree and may possess an industry certification.

Minimum Experience: This position requires a minimum of four (4) years of experience.

Certification(s): May also hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)

4. Senior (S) [SIN 541211]

General Experience and Functional Responsibility: An Auditing Services Senior possesses a fundamental understanding of project implementation and operations management leading practices. Leads and supports tasks, including deliverable development, on project engagements. Maintains familiarity with client issues, assists with design issues, leads client teams, provides analysis of project data, and assists with the development of appropriate
deliverables. Uses firm tools and supports the overall objectives and goals of the program objectives. Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members. Provides senior-level analytical and program support and is focused on providing high performance work. Contributes to work plan development, reaching engagement milestones, and may lead specific project tasks. Applies business modeling, process modeling, and business design techniques. Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables. Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to a Manager. Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions.

**Specialized Experience:** Experience typically includes, but may not be limited to, one or more of the following areas: audits (financial, performance, recovery, transportation and contract audits); standards (Generally Accepted Government Auditing Standards (GAGAS) and non-GAGAS); compliance assessments (financial statements, financial information, and internal controls); organizational performance improvement (accounting system design, financial statement preparation, budget development and accounting advisory services).

**Minimum Education:** Holds a bachelor’s degree and may possess an industry certification.

**Minimum Experience:** This position has a minimum of two (2) years of experience.

**Certification(s):** May also hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)

5. **Staff (SF) [SIN 541211]**

**General Experience and Functional Responsibility:** An Auditing Services Staff provides analysis and defining business needs, applying methodologies, support of program management, and development of project deliverables. Supports activities in project areas. Assists with the completion of work plan activities, analyzes relevant data and information, and institutes and supports business solutions. Provides analytical and program support. Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements. Serves as an analytical resource on the engagement team. Conducts relevant research, distills data, and creates reports. Actively engages consulting tools and methodologies to meet project objectives and complete program management activities. Supports quality assurance practices and the completion and accuracy of system documentation.

**Specialized Experience:** Experience typically includes, but may not be limited to, one or more of the following areas: audits (financial, performance, recovery, transportation and contract audits); standards (Generally Accepted Government Auditing Standards (GAGAS) and non-GAGAS); compliance assessments (financial statements, financial information, and internal controls); organizational performance improvement (accounting system design, financial statement preparation, budget development and accounting advisory services).

**Minimum Education:** Holds a bachelor’s degree and may possess an industry certification.

**Minimum Experience:** This position requires zero (0) years of experience.

**Certification(s):** May also hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) or Project Management Professional (PMP)
1. **Partner/Principal/ Executive Director (PPED) [SIN 541219]**

**General Experience and Functional Responsibility:** A Budget and Financial Management Services PPED supports program management, enterprise systems or related engagements. Experience typically includes: executive level relationships, management and direction on client engagements, project definition and business analysis, creation of competitive strategies, and integration of global solutions. Responsible for project estimation and resource planning efforts and resolving project issues, such as technical compatibility, client expectations, and timing. Identifies themes capable of being developed into new accounting strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives. Manages resources; is a key sponsor of firm initiatives and leads development of new business enterprises through technical innovations. Serves as the liaison with client representatives. Coordinates multiple projects and teams and assists clients with achieving desired program results. Serves as the client's engagement executive for specific project areas and is responsible for client communications related to technical concerns. Responsible for formulating work standards, creating strategic project objectives, and managing client issues and feedback. Supervises designated resources and enforces quality control practices for the project. Responsible for project reviews and overall contract progress and performance. Reviews high-level deliverables and integrates service quality processes throughout the engagement.

Additionally, this LCAT may also serve as a Subject Matter Resource (SMR) that provides specific technical experience that is required for task order delivery.

**Specialized Experience:** Experience typically includes, but may not be limited to, one or more of the following areas: accounting, budgeting, and complementary financial services such as: transaction analysis, transaction processing, data analysis and summarization, technical assistance in devising new or revised accounting policies and procedures, classifying accounting transactions, special studies to improve accounting operations, assessment and improvement of budget formulation and execution processes, special reviews to resolve budget formulation or budget execution issues, and technical assistance to improve budget preparation or execution processes.

**Minimum Education:** Holds a bachelor’s degree and may possess industry certification(s).

**Minimum Experience:** This position requires a minimum of ten (10) years of experience.

**Certification(s):** May hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)

2. **Senior Manager (SM) [SIN 541219]**

**General Experience and Functional Responsibility:** A Budget and Financial Management Services Senior Manager focuses on program delivery, technical integration, and solution delivery. Drives strategy and planning changes at the executive levels, and provides oversight of key project enablers and management of project resources. Responsible for managing the program team and daily operations of project development, or serves in a role as an experienced technical executive. Assesses program feasibility with designed solution. Advises partners, principals and/or executive directors of all major developments. Reviews work products and oversees the drafting of reports and project deliverables. Other responsibilities include: communication with client and project managers, management of multiple projects across various commercial and public sector clients, management of program activities, and serving as a key point of contact with client executives. Responsible for program delivery and identifies needs for new tools. Responsible for managing project solutions, delegating appropriate resources, and helping to integrate service quality standards across projects and deliverables.

Additionally, this LCAT may also serve as a Subject Matter Resource (SMR) that provides specific technical experience that is required for task order delivery.
**Specialized Experience:** Experience typically includes, but may not be limited to, one or more of the following areas: accounting, budgeting, and complementary financial services such as: transaction analysis, transaction processing, data analysis and summarization, technical assistance in devising new or revised accounting policies and procedures, classifying accounting transactions, special studies to improve accounting operations, assessment and improvement of budget formulation and execution processes, special reviews to resolve budget formulation or budget execution issues, and technical assistance to improve budget preparation or execution processes.

**Minimum Education:** Holds a bachelor’s degree and may possess an industry certification.

**Minimum Experience:** This position requires a minimum of eight (8) years of experience.

**Certification(s):** May hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)

3. **Manager (M) [SIN 541219]**

**General Experience and Functional Responsibility:** A Budget and Financial Management Services Manager devises or modifies procedures to solve complex problems, provides guidance and experience on solution implementation, engages resources and may serve as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that the solution meets business needs. Provides structure to project working groups and analyzes and understands current issues and conflicts. Recommends proper techniques and tools for team improvement. Leads and manages team meetings and facilitates understanding of the specific engagement the project working group is supporting. Serves in the role of project team leader over assigned support areas, occasionally filling the position of project team lead and instructing, directing, and monitoring the work of other project staff, or serves in a role of an experienced technical manager. Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices. Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions. Communicates client expectations to project team and escalates appropriate issues to senior-level project staff. Provides structure for project working groups and teams to maintain focus and productivity. Works closely with group members to enhance team building, communication, interpersonal relations, meetings and decision making.

Additionally, this LCAT may also serve as a Subject Matter Resource (SMR) that provides specific technical experience that is required for task order delivery.

**Specialized Experience:** Experience typically includes, but may not be limited to, one or more of the following areas: accounting, budgeting, and complementary financial services such as: transaction analysis, transaction processing, data analysis and summarization, technical assistance in devising new or revised accounting policies and procedures, classifying accounting transactions, special studies to improve accounting operations, assessment and improvement of budget formulation and execution processes, special reviews to resolve budget formulation or budget execution issues, and technical assistance to improve budget preparation or execution processes.

**Minimum Education:** Holds a bachelor’s degree and may possess an industry certification.

**Minimum Experience:** This position requires a minimum of four (4) years of experience.

**Certification(s):** May hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)
4. **Senior (S) [SIN 541219]**

**General Experience and Functional Responsibility:** A Budget and Financial Management Services Senior possesses a fundamental understanding of project implementation and operations management best practices. Leads and supports tasks, including deliverable development, on project engagements. Maintains familiarity with client issues, assists with design issues, leads client teams, provides analysis of project data, and assists with the development of appropriate deliverables. Uses firm tools and supports the overall objectives and goals of the program objectives. Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members. Provides senior-level analytical and program support and is focused on providing high performance work. Serves as a senior-level analytical correspondent within the engagement team. Contributes to work plan development, reaching engagement milestones, and may lead specific project tasks. Applies business modeling, process modeling, and business design techniques. Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables. Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to a Manager. Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions.

**Specialized Experience:** Experience typically includes, but may not be limited to, one or more of the following areas: accounting, budgeting, and complementary financial services such as: transaction analysis, transaction processing, data analysis and summarization, technical assistance in devising new or revised accounting policies and procedures, classifying accounting transactions, special studies to improve accounting operations, assessment and improvement of budget formulation and execution processes, special reviews to resolve budget formulation or budget execution issues, and technical assistance to improve budget preparation or execution processes.

**Minimum Education:** Holds a bachelor’s degree and may possess an industry certification.

**Minimum Experience:** This position has a minimum of two (2) years of experience.

**Certification(s):** May hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)

5. **Staff (SF) [SIN 541219]**

**General Experience and Functional Responsibility:** A Budget and Financial Management Services Staff provides analysis and defining business needs, applying methodologies, support of program management, and development of project deliverables. Supports activities in project areas. Assists with the completion of work plan activities, analyzes relevant data and information, and institutes and supports business solutions. Provides analytical and program support. Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements. Serves as an analytical resource on the engagement team. Conducts relevant research, distills data, and creates reports. Actively engages consulting tools and methodologies to meet project objectives and complete program management activities. Supports quality assurance practices and the completion and accuracy of system documentation.

**Specialized Experience:** Experience typically includes, but may not be limited to, one or more of the following areas: accounting, budgeting, and complementary financial services such as: transaction analysis, transaction processing, data analysis and summarization, technical assistance in devising new or revised accounting policies and procedures, classifying accounting transactions, special studies to improve accounting operations, assessment and improvement of budget formulation and execution processes, special reviews to resolve budget formulation or budget execution issues, and technical assistance to improve budget preparation or execution processes.

**Minimum Education:** Holds a bachelor’s degree and may possess an industry certification.
Minimum Experience: This position requires zero (0) years of experience.

Certification(s): May hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)
1. Partner/Principal/ Executive Director (PPED) [SIN 541611 and 541690]

General Experience and Functional Responsibility: A Management, Financial or Technical Consulting PPED supports program management, enterprise systems, process improvement, strategy, or related engagements. Experience typically includes: ability to interact effectively with executive level leaders, management and direction on client engagements, project definition and business analysis, development of strategies and operating models, and integration of global solutions. Responsible for project estimation and resource planning efforts and resolving project issues, such as technical compatibility, client expectations, and timing. Identifies themes capable of being developed into new methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives. Manages resources; is a key sponsor of firm initiatives and leads development of new business enterprises through technical and process innovations. Serves as the liaison with senior client representatives. Coordinates multiple projects and teams and assists clients with achieving desired program results. Serves as the client's engagement executive for specific project areas and is responsible for client communications related to key issues or concerns. Responsible for formulating work standards, creating strategic project objectives, and managing client issues and feedback. Supervises designated resources and enforces quality control practices for the project. Responsible for project reviews and overall contract progress and performance. Reviews deliverables and integrates service quality processes throughout the engagement.

Additionally, this LCAT may also serve as a Subject Matter Resource (SMR) that provides specific technical experience that is required for task order delivery.

Specialized Experience: Experience typically includes, but may not be limited to, one or more of the following areas: strategic and organizational planning, business process improvement; acquisition and grants management support; facilitation, surveys, assessment and improvement of financial management systems; financial reporting and analysis; feasibility analysis; requirements determination; policy interpretation and support, process analysis and/or development; research studies; program analysis; portfolio validation and related support services; strategic financial planning; financial policy formulation and development; special cost studies; actuarial services; economic and regulatory analysis; benchmarking and program metrics; and program and project management.

Minimum Education: Holds a bachelor’s degree and may possess industry certification(s).

Minimum Experience: This position requires a minimum of ten (10) years of experience.

Certification(s): May also hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM); and Project Management Professional (PMP)

2. Senior Manager (SM) [SIN 541611 and 541690]

General Experience and Functional Responsibility: A Management, Financial or Technical Consulting Senior Manager focuses on program delivery, technical integration, and solution delivery. Drives strategy and planning changes, provides oversight of key project enablers, and manages project resources. Responsible for managing the program team and daily operations of project development or serves in a role as an experienced technical executive. Assesses program feasibility with designed solution. Advises partners, principals and/or executive directors of all major developments. Reviews work products and oversees the drafting of reports and project deliverables. Other responsibilities include: communication with client and project managers, management of multiple projects across various commercial and public sector clients, management of program activities, and serving as a key point of contact with client executives. Responsible for program delivery and identifies needs for new approaches, processes, and/or tools. Responsible for managing project solutions, delegating appropriate resources, and helping
to integrate service quality standards across projects and deliverables.

Additionally, this LCAT may also serve as a Subject Matter Resource (SMR) that provides specific technical experience that is required for task order delivery.

Specialized Experience: Experience typically includes, but may not be limited to, one or more of the following areas: strategic and organizational planning; business process improvement; acquisition and grants management support; facilitation; surveys; assessment and improvement of financial management systems; financial reporting and analysis; feasibility analysis; requirements determination; policy interpretation and support; process analysis and/or development; research studies; program analysis; portfolio validation and related support services; strategic financial planning; financial policy formulation and development; special cost studies; actuarial services; economic and regulatory analysis; benchmarking and program metrics; and program and project management.

Minimum Education: Holds a bachelor’s degree and may possess an industry certification.

Minimum Experience: This position requires a minimum of eight (8) years of experience.

Certification(s): May also hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)

3. Manager (M) [SIN 541611 and 541690]

General Experience and Functional Responsibility: A Management, Financial or Technical Consulting Manager devises or modifies procedures to solve complex problems, provides guidance and experience on solution implementation, engages resources and may serve as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that solutions meet business needs. Provides structure to project working groups, and assists with analyzing and understanding current issues and conflicts. Recommends proper techniques and tools for team improvement. Leads and manages team meetings and facilitates understanding of the specific engagement the project working group is supporting. Serves in the role of project team leader over assigned support areas, occasionally filling the position of project team lead and instructing, directing, and monitoring the work of other project staff, or serves in a role of an experienced technical manager. Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices. Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions. Communicates client expectations to project team and escalates appropriate issues to senior-level project staff. Provides structure for project working groups and teams to maintain focus and productivity. Works closely with group members to enhance team building, communication, interpersonal relations, meetings and decision making.

Additionally, this LCAT may also serve as a Subject Matter Resource (SMR) that provides specific technical experience that is required for task order delivery.

Specialized Experience: Experience typically includes, but may not be limited to, one or more of the following areas: strategic and organizational planning; business process improvement; acquisition and grants management support; facilitation; surveys; assessment and improvement of financial management systems; financial reporting and analysis; feasibility analysis; requirements determination; policy interpretation and support; process analysis and/or development; research studies; program analysis; portfolio validation and related support services; strategic financial planning; financial policy formulation and development; special cost studies; actuarial services; economic and regulatory analysis; benchmarking and program metrics; and program and project management.

Minimum Education: Holds a bachelor’s degree and may possess an industry certification.

Minimum Experience: This position requires a minimum of four (4) years of experience.
Certification(s): May also hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)

4. Senior Advisor (SA) [SIN 541611 and 541690]

General Experience and Functional Responsibility: A Management, Financial or Technical Consulting Senior Advisor possesses a fundamental understanding of project implementation and operations management best practices. Leads and supports tasks, including deliverable development, on project engagements. Maintains familiarity with client issues, assists with design issues, leads client teams, provides analysis of project data, and assists with the development of appropriate deliverables. Uses firm tools and supports the overall objectives and goals of the program objectives. Demonstrates skills by performing status reports, verifying work plan completeness, and communicating with team members. Provides senior-level analytical and program support and is focused on providing high performance work. Serves as a senior-level analytical correspondent within the engagement team. Contributes to work plan development, reaching engagement milestones, and may lead specific project tasks. Applies business modeling, process modeling, and business design techniques. Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables. Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to a Manager. Performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions.

Specialized Experience: Experience typically includes, but may not be limited to, one or more of the following areas: strategic and organizational planning; business process improvement; acquisition and grants management support; facilitation; surveys; assessment and improvement of financial management systems; financial reporting and analysis; feasibility analysis; requirements determination; policy interpretation and support, process analysis and/or development; research studies; program analysis; portfolio validation and related support services; strategic financial planning; financial policy formulation and development; special cost studies; actuarial services; economic and regulatory analysis; benchmarking and program metrics; and program and project management.

Minimum Education: Holds a bachelor’s degree and may possess an industry certification.
Minimum Experience: This position has a minimum of two (2) years of experience.

Certification(s): May also hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)

5. Advisor (A) [SIN 541611 and 541690]

General Experience and Functional Responsibility: A Management, Financial or Technical Consulting Advisor provides analysis and defining business needs, applying methodologies, support of program management, and development of project deliverables. Supports activities in project areas. Assists with the completion of work plan activities, analyzes relevant data and information, and institutes and supports business solutions. Provides analytical and program support. Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements. Serves as an analytical resource on the engagement team. Conducts relevant research, distilling data, and creating reports. Actively engages consulting tools and methodologies to meet project objectives and complete program management activities. Supports quality assurance practices and the completion and accuracy of system documentation.

Specialized Experience: Experience typically includes, but may not be limited to, one or more of the following areas: strategic and organizational planning; business process improvement; acquisition and grants management support; facilitation; surveys; assessment and improvement of financial management systems; financial reporting and analysis; feasibility analysis; requirements determination; policy interpretation and support, process analysis and/or development; research studies; program analysis; portfolio validation and related support services; strategic financial planning; financial policy formulation and development; special cost studies; actuarial services; economic and regulatory analysis; benchmarking and program metrics; and program and project management.
Minimum Education: Holds a bachelor’s degree and may possess an industry certification.

Minimum Experience: This position requires zero (0) years of experience.

Certification(s): May also hold: Certified Public Accountant (CPA); Certified Government Financial Manager (CGFM); Certified Defense Financial Manager (CDFM) and Project Management Professional (PMP)
SIN 54151S – Summary of Labor Categories – Information Technology Professional Services

1. IT Partner/Principal (PP) [SIN 54151S]

**General Experience and Functional Responsibility:** Executive level management supporting information technology, program management, enterprise systems or related technology advisory engagements. Experience typically includes: executive level relationships, management and direction on client engagements, experience in project definition and IT systems and technology analysis, creation of competitive strategies, and integration of global technical solutions. A PP is proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing. A PP identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives. A PP manages resources; is a key sponsor of firm initiatives and leads developments in new business enterprises through technical innovations. A PP is the contractor's liaison and point of contact with client representatives. Other experience includes coordinating multiple projects and teams and assisting clients in achieving desired program results. Serves as the client's engagement partner for specific project areas and assumes responsibility for client communications related to communicating technical concerns. Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback. Assumes accountability for supervising designated resources and enforcing quality control practices for each project. Maintains responsibility for project reviews and overall contract progress and performance. Reviews high-level deliverables as well as ensuring that service quality processes are integrated throughout the engagement. Ability to acquire U.S. Security Clearance preferred but not required.

**Minimum Education:** Holds a four-year (4) degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

**Minimum Experience:** This position requires a minimum of twelve (12) years of experience.

2. IT Executive Director (ED) [SIN 54151S]

**General Experience and Functional Responsibility:** Executive level management supporting information technology, program management, enterprise systems or related technology advisory engagements. Experience typically includes: executive level relationships, management and direction on client engagements, experience in project definition and IT systems and technology analysis, creation of competitive strategies, and integration of global technical solutions. An ED is proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing. An ED identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives. Has the ability to drive IT strategy and planning changes at the executive levels, provides oversight of key information technology enablers, and management of project resources. Assesses program feasibility with designed solution. Advises partners and principals of all major developments. Reviews work products and oversees the drafting of reports and IT deliverables. Other responsibilities include: communication with client and project managers, management of multiple projects across various commercial and public sector clients, management of program activities, and serving as a key point of contact with client executives. Ability to acquire U.S. Security Clearance preferred but not required.

**Minimum Education:** Holds a four-year (4) degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

**Minimum Experience:** This position requires a minimum of ten (10) years of experience.
3. **IT Senior Manager -2 (SM-2) [SIN 54151S]**

**General Experience and Functional Responsibility:** Experience typically includes being an engagement manager on projects supporting one of the following areas: information technology, program management, enterprise systems or related technology advisory engagements. Possesses engagement experience in program scope and approach. Focuses on program delivery, technical integration, and solution delivery. Has the ability to drive IT strategy and planning changes at the executive levels, provides oversight of key information technology enablers, and management of project resources. Maintains responsibility for managing the program team and daily operations of project development or serves in a role as a highly experienced technical expert. Assesses program feasibility with designed solution. Advises partners, principals and/or executive directors of all major developments. Reviews work products and oversees the drafting of reports and IT deliverables. Other responsibilities include: communication with client and project managers, management of multiple projects across various commercial and public sector clients, management of program activities, and serving as a key point of contact with client executives. Assumes responsibility for program delivery and oversight of key technical enablers on projects and identifies needs for new tools. Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure service quality standards are met across projects and deliverables. Ability to acquire U.S. Security Clearance preferred but not required.

**Minimum Education:** Holds a four-year (4) degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

**Minimum Experience:** This position requires a minimum of eight (8) years of experience.

4. **IT Senior Manager -1 (SM-1) [SIN 54151S]**

**General Experience and Functional Responsibility:** Experience typically includes being an engagement manager on projects supporting one of the following areas: information technology, program management, enterprise systems or related technology advisory engagements. Possesses engagement experience in program scope and approach. Focuses on program delivery, technical integration, and solution delivery. Has the ability to drive IT strategy and planning changes at the executive levels, provides oversight of key information technology enablers, and management of project resources. Maintains responsibility for managing the program team and daily operations of project development or serves in a role as a highly experienced technical expert. Assesses program feasibility with designed solution. Advises partners, principals and/or executive directors of all major developments. Reviews work products and oversees the drafting of reports and IT deliverables. Other responsibilities include: communication with client and project managers, management of multiple projects across various commercial and public sector clients, management of program activities, and serving as a key point of contact with client executives. Assumes responsibility for program delivery and oversight of key technical enablers on projects and identifies needs for new tools. Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure service quality standards are met across projects and deliverables. Ability to acquire U.S. Security Clearance preferred but not required.

**Minimum Education:** Holds a four-year (4) degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

**Minimum Experience:** This position requires a minimum of six (6) years of experience.

5. **IT Manager (M) [SIN 54151S]**

**General Experience and Functional Responsibility:** Experience typically includes: management and direction on client engagements including, but not limited to, technology strategy, architecture, and service management; IT security; systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure/network design and management; and cloud services (e.g., software, platform,
infrastructure as a service). Possesses competencies in multiple IT technologies, business processes, or combination of both. Extensive knowledge of and experience in one of the following: system development and implementation, development of engagement work plans, deployment of program criterion, and related activities. An IT Manager devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs. Experience providing structure to IT working groups and analyzing and understanding current issues and conflicts. Ability to recommend right techniques/tools for team improvement. Experience with leading and managing team meetings, and a deep understanding of the specific engagement the IT working group is supporting. Other experience includes: implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements. Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other IT staff, or serves in a role of an experienced technical expert. Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices. Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions. Communicates client expectations to project team and escalates appropriate issues to senior-level project staff. Provides structure for IT working groups and teams to maintain focus and productivity. Works closely with group members to enhance team building, communication, interpersonal relations, meetings, and decision making. Maintains technical knowledge within industry and service line. Ability to acquire U.S. Security Clearance preferred but not required.

**Minimum Education:** Holds a four-year degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

**Minimum Experience:** This position requires a minimum of four (4) years of experience.

6. **IT Senior Staff (S) [SIN 54151S]**

**General Experience and Functional Responsibility:** Experience typically includes program management support of one of the following areas: information technology, program management, enterprise systems or related technology advisory engagements. An IT S generally possesses a fundamental understanding of IT implementation and operations management best practices. Leads and supports tasks, including deliverable development, on IT engagements related, but not limited to: technology strategy, architecture and service management; IT security; systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure/network design and management; and cloud services (e.g., software, platform, infrastructure as a service). Familiarity with client issues, assists with design issues, leads client teams, provides analysis of project data, and assists with the development of appropriate deliverables. Proficient in the use of firm tools and supports the overall objectives and goals of the program objectives. Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members. Provides senior-level analytical and program support, and is focused on providing high performance work. Serves as a senior-level analytical correspondent within the engagement team. Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks. Applies business modeling, process modeling, and business design techniques. Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables. Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to IT Manager. This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions. The ability to acquire U.S. Security Clearance preferred but not required.

**Minimum Education:** Holds a four-year degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

**Minimum Experience:** This position has a minimum of two (2) years of consulting and/or directly industry relevant experience.
7. **IT Staff (SF) [SIN 54151S]**

**General Experience and Functional Responsibility:** Background or experience may include one of the following: proficiency in analysis and defining business needs, applying methodologies, support of program management, exposure to client issues, and development of project deliverables. Ability to support activities in technology strategy, architecture and service management; IT security; systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure/network design and management; and cloud services (e.g. software, platform, infrastructure as a service). Assists with the completion of work plan activities, analyzes relevant data and information, and institutes and supports business solutions. Provides analytical and program support. Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements. Serves as a key analytical resource on the engagement team. Assumes responsibility for conducting relevant research, distilling data, and creating reports. Actively engages consulting tools and methodologies to meet project objectives and complete program management activities. Maintains responsibility for quality assurance practices and the completion and accuracy of system documentation. The ability to acquire U.S. Security Clearance preferred but not required.

**Minimum Education:** Holds a two-year associate degree from an accredited college and/or IT industry certification.

**Minimum Experience:** This position requires zero (0) years of experience.
1. **Health IT Partner/Principal (PP) [SIN 54151HEAL]**

**General Experience and Functional Responsibility:** Executive level management supporting information technology, program management, enterprise systems or related technology advisory engagements. Experience typically includes: executive level relationships, management and direction on client engagements, experience in project definition and IT systems and technology analysis, creation of competitive strategies, and integration of global technical solutions. A PP is proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing. A PP identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives. A PP manages resources; is a key sponsor of firm initiatives, and leads developments in new business enterprises through technical innovations. A PP is the contractor's liaison and point of contact with client representatives. Other experience includes coordinating multiple projects and teams, and assisting clients in achieving desired program results. Serves as the client's engagement partner for specific project areas and assumes responsibility for client communications related to communicating technical concerns. Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback. Assumes accountability for supervising designated resources and enforcing quality control practices for each project. Maintains responsibility for project reviews and overall contract progress and performance. Reviews high-level deliverables as well as ensuring that service quality processes are integrated throughout the engagement. Ability to acquire U.S. Security Clearance preferred but not required.

**Specialized Experience:** Has prior experience providing technical and managerial direction for problem definition, analysis, requirements development and implementation for complex systems in the Health IT subject matter area. Interfaces with high-level government officials, to include Chief Medical Officers (CMOs), Chief Executive Officers (CEOs), Chief Information Officers (CIOs), Information Systems Security Officers (ISSOs), and Senior Executive Service (SES) equivalents. Advises on organization-wide system improvements, optimization or maintenance efforts in the following areas: connected health, electronic health records, health information exchanges, health analytics, personal health information management, innovative health IT solutions, health informatics, emerging health IT research, and other health IT services. Provides highly technical specialized guidance on health care and human services solutions.

**Minimum Education:** Holds a four-year (4) degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

**Minimum Experience:** This position requires a minimum of twelve (12) years of experience.

2. **Health IT Executive Director (ED) [SIN 54151HEAL]**

**General Experience and Functional Responsibility:** Executive level management supporting information technology, program management, enterprise systems or related technology advisory engagements. Experience typically includes: executive level relationships, management and direction on client engagements, experience in project definition and IT systems and technology analysis, creation of competitive strategies, and integration of global technical solutions. An ED is proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing. An ED identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives. Has the ability to drive IT strategy and planning changes at the executive levels, provides oversight of key information technology enablers, and management of project resources. Assesses program feasibility with designed solution. Advises partners and principals of all major developments. Reviews work products and oversees the drafting of reports and IT deliverables. Other responsibilities include: communication with client and project managers, management of multiple projects across various commercial and
public sector clients, management of program activities, and serving as a key point of contact with client executives. Ability to acquire U.S. Security Clearance preferred but not required.

**Specialized Experience:** Has prior experience as a manager of engagements for the private sector, the Federal Government, or in another specialized area delivering health services, technology services, and/or IT solutions. Advises and consults with partners on all significant developments for IT engagements to include, for example, but not limited to health IT strategy, transformation, controls, and analytics.

**Minimum Education:** Holds a four-year (4) degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

**Minimum Experience:** This position requires a minimum of ten (10) years of experience.

3. **Health IT Senior Manager -2 (SM-2) [SIN 54151HEAL]**

**General Experience and Functional Responsibility:** Experience typically includes being an engagement manager on projects supporting one of the following areas: information technology, program management, enterprise systems or related technology advisory engagements. Possesses engagement experience in program scope and approach. Focuses on program delivery, technical integration, and solution delivery. Has the ability to drive IT strategy and planning changes at the executive levels, provides oversight of key information technology enablers, and management of project resources. Maintains responsibility for managing the program team and daily operations of project development or serves in a role as a highly experienced technical expert. Assesses program feasibility with designed solution. Advises partners, principals and/or executive directors of all major developments. Reviews work products and oversees the drafting of reports and IT deliverables. Other responsibilities include: communication with client and project managers, management of multiple projects across various commercial and public sector clients, management of program activities, and serving as a key point of contact with client executives. Assumes responsibility for program delivery and oversight of key technical enablers on projects and identifies needs for new tools. Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure service quality standards are met across projects and deliverables. Ability to acquire U.S. Security Clearance preferred but not required.

**Specialized Experience:** Has prior experience as a manager of engagements for the private sector, the Federal Government, or in another specialized area delivering health services, technology services, and/or IT solutions. Advises and consults with partners on all significant developments for IT engagements to include, for example, but not limited to health IT strategy, transformation, controls, and analytics.

**Minimum Education:** Holds a four-year (4) degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

**Minimum Experience:** This position requires a minimum of eight (8) years of experience.

4. **Health IT Senior Manager -1 (SM-1) [SIN 54151HEAL]**

**General Experience and Functional Responsibility:** Experience typically includes being an engagement manager on projects supporting one of the following areas: information technology, program management, enterprise systems or related technology advisory engagements. Possesses engagement experience in program scope and approach. Focuses on program delivery, technical integration, and solution delivery. Has the ability to drive IT strategy and planning changes at the executive levels, provides oversight of key information technology enablers, and management of project resources. Maintains responsibility for managing the program team and daily operations of project development or serves in a role as a highly experienced technical expert. Assesses program feasibility with designed solution. Advises partners, principals and/or executive directors of all major developments. Reviews work products and oversees the drafting of reports and IT deliverables. Other responsibilities include:
communication with client and project managers, management of multiple projects across various commercial and public sector clients, management of program activities, and serving as a key point of contact with client executives. Assumes responsibility for program delivery and oversight of key technical enablers on projects and identifies needs for new tools. Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure service quality standards are met across projects and deliverables. Ability to acquire U.S. Security Clearance preferred but not required.

**Specialized Experience:** Has prior experience as a manager of engagements for the private sector, the Federal Government, or in another specialized area delivering health services, technology services, and/or IT solutions. Advises and consults with partners on all significant developments for IT engagements to include, for example, but not limited to health IT strategy, transformation, controls, and analytics.

**Minimum Education:** Holds a four-year (4) degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

**Minimum Experience:** This position requires a minimum of six (6) years of experience.

### Health IT Manager (M) [SIN 54151HEAL]

**General Experience and Functional Responsibility:** Experience typically includes: management and direction on client engagements including, but not limited to, technology strategy, architecture, and service management; IT security; systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure/network design and management; and cloud services (e.g., software, platform, infrastructure as a service). Possesses competencies in multiple IT technologies, business processes, or combination of both. Extensive knowledge of and experience in one of the following: system development and implementation, development of engagement work plans, deployment of program criterion, and related activities. A Health IT Manager devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs. Experience providing structure to IT working groups and analyzing and understanding current issues and conflicts. Ability to recommend right techniques/tools for team improvement. Experience with leading and managing team meetings, and a deep understanding of the specific engagement the IT working group is supporting. Other experience includes: implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements. Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other IT staff, or serves in a role of an experienced technical expert. Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices. Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions. Communicates client expectations to project team and escalates appropriate issues to senior-level project staff. Provides structure for IT working groups and teams to maintain focus and productivity. Works closely with group members to enhance team building, communication, interpersonal relations, meetings, and decision making. Maintains technical knowledge within industry and service line. Ability to acquire U.S. Security Clearance preferred but not required.

**Specialized Experience:** Has prior experience as a workstream lead within engagements for the private sector, the Federal Government, or in another specialized area delivering health services, technology services, and/or IT solutions. Conducts engagement planning, supervises staff, reviews, and completes IT work, determines technical objectives, defines requirements and methodologies, and executes IT engagements to include, but not limited to, health IT strategy, transformation, controls, and analytics.

**Minimum Education:** Holds a four-year degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.
Minimum Experience: This position requires a minimum of four (4) years of experience.

6. Health IT Senior Staff (S) [SIN 54151HEAL]

General Experience and Functional Responsibility: Experience typically includes program management support of one of the following areas: information technology, program management, enterprise systems or related technology advisory engagements. An IT S generally possesses a fundamental understanding of IT implementation and operations management best practices. Leads and supports tasks, including deliverable development, on IT engagements related, but not limited to: technology strategy, architecture and service management; IT security; systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure/network design and management; and cloud services (e.g., software, platform, infrastructure as a service). Familiarity with client issues, assists with design issues, leads client teams, provides analysis of project data, and assists with the development of appropriate deliverables. Proficient in the use of firm tools and supports the overall objectives and goals of the program objectives. Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members. Provides senior-level analytical and program support, and is focused on providing high performance work. Serves as a senior-level analytical correspondent within the engagement team. Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks. Applies business modeling, process modeling, and business design techniques. Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables. Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to IT Manager. This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions. The ability to acquire U.S. Security Clearance preferred but not required.

Specialized Experience: Typically has prior experience as a team member within engagements for the private sector, the Federal Government, or in another specialized area delivering health services, technology services, and/or IT solutions. Completes more difficult and technical tasks in one or more health IT specialties to include, but not limited to, health IT strategy, transformation, controls, and analytics. Participates in the development of requirements and methodologies used to execute the health IT engagement as well as develops and reviews deliverables.

Minimum Education: Holds a four-year degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

Minimum Experience: This position has a minimum of two (2) years of consulting and/or directly industry relevant experience.

7. Health IT Staff (SF) [SIN 54151HEAL]

General Experience and Functional Responsibility: Background or experience may include one of the following: proficiency in analysis and defining business needs, applying methodologies, support of program management, exposure to client issues, and development of project deliverables. Ability to support activities in technology strategy, architecture and service management; IT security; systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure/network design and management; and cloud services (e.g., software, platform, infrastructure as a service). Assists with the completion of work plan activities, analyzes relevant data and information, and institutes and supports business solutions. Provides analytical and program support. Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements. Serves as a key analytical resource on the engagement team. Assumes responsibility for conducting relevant research, distilling data, and creating reports. Actively engages consulting tools and methodologies to meet project objectives and complete program management activities. Maintains responsibility for quality assurance practices and the completion and accuracy of system documentation. The ability to acquire U.S. Security Clearance preferred but not required.
Specialized Experience: May have prior experience performing specifically assigned health IT tasks in accordance with directions provided by senior staff, managers, senior managers, principals and partners. May also have experience in the use of technology for research, analysis or evaluation.

Minimum Education: Holds a two-year associate degree from an accredited college and/or IT industry certification.

Minimum Experience: This position requires zero (0) years of experience.
SIN 54151HACS – Summary of Labor Categories – Highly Adaptive Cyber Security Services

1. Cyber Security Partner/Principal (PP) [SIN 54151HACS]

**General Experience and Functional Responsibility:** Executive level management supporting information technology, program management, enterprise systems or related technology advisory engagements. Experience typically includes: executive level relationships, management and direction on client engagements, experience in project definition and IT systems and technology analysis, creation of competitive strategies, and integration of global technical solutions. A PP is proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing. A PP identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives. A PP manages resources; is a key sponsor of firm initiatives and leads developments in new business enterprises through technical innovations. A PP is the contractor's liaison and point of contact with client representatives. Other experience includes coordinating multiple projects and teams and assisting clients in achieving desired program results. Serves as the client's engagement partner for specific project areas and assumes responsibility for client communications related to communicating technical concerns. Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback. Assumes accountability for supervising designated resources and enforcing quality control practices for each project. Maintains responsibility for project reviews and overall contract progress and performance. Reviews high-level deliverables as well as ensuring that service quality processes are integrated throughout the engagement. Ability to acquire U.S. Security Clearance preferred but not required.

**Specialized Experience:** Has prior experience providing technical and managerial direction for solutions, sometimes acting in an executive client leadership role, such as the Chief Information Security Officer (CISO). Acts as point-of-interface for client-side executives. Advises on organization-wide Cyber Security improvements, optimization, or maintenance. May be a Subject Matter Expert (SME) in penetration testing, vulnerability assessment, malware, and hunting, and/or incident handling. PP also recommends innovative Cyber Security solutions, promotes emerging Cyber Security research, and provides other Cyber Security services. Provides highly technical specialized guidance on Cyber Security for Government Agencies.

**Minimum Education:** Holds a four-year (4) degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

**Minimum Experience:** This position requires a minimum of twelve (12) years of experience.

2. Cyber Security Executive Director (ED) [SIN 54151HACS]

**General Experience and Functional Responsibility:** Executive level management supporting information technology, program management, enterprise systems or related technology advisory engagements. Experience typically includes: executive level relationships, management and direction on client engagements, experience in project definition and IT systems and technology analysis, creation of competitive strategies, and integration of global technical solutions. An ED is proficient in project estimation and resource planning efforts and in resolving project issues, such as technical compatibility, client expectations, and timing. An ED identifies themes capable of being developed into new IT strategy methodology, helps to ensure overall soundness of analytical approach, and is able to suggest alternatives. Has the ability to drive IT strategy and planning changes at the executive levels, provides oversight of key information technology enablers, and management of project resources. Assesses program feasibility with designed solution. Advises partners and principals of all major developments. Reviews work products and oversees the drafting of reports and IT deliverables. Other responsibilities include: communication with client and project managers, management of multiple projects across various commercial and public sector clients, management of program activities, and serving as a key point of contact with client executives. Ability to acquire U.S. Security Clearance preferred but not required.
Specialized Experience: Has prior experience providing technical and managerial direction for solutions, sometimes acting in an executive client leadership role, such as the Chief Information Security Officer (CISO). Acts as point-of-interface for client-side executives. Advises on organization-wide Cyber Security improvements, optimization, or maintenance. May be a Subject Matter Expert (SME) in penetration testing, vulnerability assessment, malware, and hunting, and/or incident handling. ED also recommends innovative Cyber Security solutions, promotes emerging Cyber Security research, and provides other Cyber Security services. Provides highly technical specialized guidance on Cyber Security for Government Agencies. Provides highly technical specialized guidance on Cyber Security for Government Agencies.

Minimum Education: Holds a four-year (4) degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

Minimum Experience: This position requires a minimum of ten (10) years of experience.

3. Cyber Security Senior Manager -2 (SM-2) [SIN 54151HACS]

General Experience and Functional Responsibility: Experience typically includes being an engagement manager on projects supporting one of the following areas: information technology, program management, enterprise systems or related technology advisory engagements. Possesses engagement experience in program scope and approach. Focuses on program delivery, technical integration, and solution delivery. Has the ability to drive IT strategy and planning changes at the executive levels, provides oversight of key information technology enablers, and management of project resources. Maintains responsibility for managing the program team and daily operations of project development or serves in a role as a highly experienced technical expert. Assesses program feasibility with designed solution. Advises partners, principals and/or executive directors of all major developments. Reviews work products and oversees the drafting of reports and IT deliverables. Other responsibilities include: communication with client and project managers, management of multiple projects across various commercial and public sector clients, management of program activities, and serving as a key point of contact with client executives. Assumes responsibility for program delivery and oversight of key technical enablers on projects and identifies needs for new tools. Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure service quality standards are met across projects and deliverables. Ability to acquire U.S. Security Clearance preferred but not required.

Specialized Experience: An SM-2 is a highly experienced, Cyber Security practitioner with specialized training and experience. An SM-2 may act in an advisory role, providing guidance, business process models, or project approaches to follow, or may offer methods, tools, and techniques that improve client cyber defenses. An SM-2 may lead Cyber Security engagements that focus on malware / hunting, vulnerability assessment, incident handling or penetration testing. An SM-2 often has specialized credentials such as CISSP, CISA, or other Cyber Security industry credentials that document their experience and knowledge.

Minimum Education: Holds a four-year (4) degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

Minimum Experience: This position requires a minimum of eight (8) years of experience.

4. Cyber Security Senior Manager -1 (SM-1) [SIN 54151HACS]

General Experience and Functional Responsibility: Experience typically includes being an engagement manager on projects supporting one of the following areas: information technology, program management, enterprise systems or related technology advisory engagements. Possesses engagement experience in program scope and approach. Focuses on program delivery, technical integration, and solution delivery. Has the ability to drive IT strategy and planning changes at the executive levels, provides oversight of key information technology enablers,
and management of project resources. Maintains responsibility for managing the program team and daily operations of project development or serves in a role as a highly experienced technical expert. Assesses program feasibility with designed solution. Advises partners, principals and/or executive directors of all major developments. Reviews work products and oversees the drafting of reports and IT deliverables. Other responsibilities include: communication with client and project managers, management of multiple projects across various commercial and public sector clients, management of program activities, and serving as a key point of contact with client executives. Assumes responsibility for program delivery and oversight of key technical enablers on projects and identifies needs for new tools. Maintains responsibility for managing technical solutions, delegating appropriate resources, and helping to ensure service quality standards are met across projects and deliverables. Ability to acquire U.S. Security Clearance preferred but not required.

**Specialized Experience:** An SM-1 is a highly experienced, Cyber Security practitioner with specialized training and experience. An SM-1 may act in an advisory role, providing guidance, business process models, or project approaches to follow, or may offer methods, tools, and techniques that improve client cyber defenses. An SM-1 may lead Cyber Security engagements that focus on malware / hunting, vulnerability assessment, incident handling or penetration testing. An SM-1 often has specialized credentials such as CISSP, CISA, or other Cyber Security industry credentials that document their experience and knowledge.

**Minimum Education:** Holds a four-year (4) degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

**Minimum Experience:** This position requires a minimum of six (6) years of experience.

5. **Cyber Security Manager (M) [SIN 54151HACS]**

**General Experience and Functional Responsibility:** Experience typically includes: management and direction on client engagements including, but not limited to, technology strategy, architecture and service management; IT security; systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure/network design and management; and cloud services (e.g., software, platform, infrastructure as a service). Possesses competencies in multiple IT technologies, business processes, or combination of both. Extensive knowledge of and experience in one of the following: system development and implementation, development of engagement work plans, deployment of program criterion, and related activities. A Cyber Security Manager devises or modifies procedures to solve complex problems, provides guidance and experience on technical solution implementation, engages resources and/or serves as a team leader, performs analyses of client issues, interprets implications of design, and helps to ensure that software design meets business needs. Experience providing structure to IT working groups and analyzing and understanding current issues and conflicts. Ability to recommend right techniques/tools for team improvement. Experience with leading and managing team meetings, and a deep understanding of the specific engagement the IT working group is supporting. Other experience includes: implementing business process reengineering, developing financial models, orchestrating change management principles, and conducting performance measurements. Serves in the role of project team leader over assigned support areas, often filling the position of project team lead and instructing, directing, and monitoring the work of other IT staff, or serves in a role of an experienced technical expert. Conducts analysis of work plan completeness, prepares status reports, and supports quality control practices. Performs analyses of client issues, assesses appropriate alternatives, and recommends solutions. Communicates client expectations to project team and escalates appropriate issues to senior-level project staff. Provides structure for IT working groups and teams to maintain focus and productivity. Works closely with group members to enhance team building, communication, interpersonal relations, meetings, and decision making. Maintains technical knowledge within industry and service line. Ability to acquire U.S. Security Clearance preferred but not required.

**Specialized Experience:** A Cyber Security Manager has prior experience leading Cyber Security engagement work-streams that implement solutions. A Cyber Security Manager may be a Subject Matter Expert (SME) on a given tool, technique or method being used in an engagement. An M-1 may lead a team of penetration testers,
malware hunters, vulnerability assessors or incident responders. A Cyber Security Manager conducts engagement planning, supervises staff, reviews, and completes work products, determines objectives, and executes engagements. A Cyber Security Manager often has security credentials such as CISSP or CISA, or another security industry credential. They assess effectiveness of security defenses and/or improve those defenses for our clients.

**Minimum Education:** Holds a four-year degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications.

**Minimum Experience:** This position requires a minimum of four (4) years of experience.

6. **Cyber Security Senior Staff (S) [SIN 54151HACS]**

**General Experience and Functional Responsibility:** Experience typically includes program management support of one of the following areas: information technology, program management, enterprise systems or related technology advisory engagements. A Cyber Security Senior Staff generally possesses a fundamental understanding of IT implementation and operations management best practices. Leads and supports tasks, including deliverable development, on IT engagements related, but not limited to: technology strategy, architecture and service management; IT security; systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure/network design and management; and cloud services (e.g., software, platform, infrastructure as a service). Familiarity with client issues, assists with design issues, leads client teams, provides analysis of project data, and assists with the development of appropriate deliverables. Proficient in the use of firm tools and supports the overall objectives and goals of the program objectives. Demonstrates these skills by performing status reports, verifying work plan completeness, and communicating with team members. Provides senior-level analytical and program support, and is focused on providing high performance work. Serves as a senior-level analytical correspondent within the engagement team. Assumes responsibility for contributing to work plan development, reaching engagement milestones, and may lead specific project tasks. Applies business modeling, process modeling, and business design techniques. Conducts analysis of appropriate consulting tools to satisfy program requirements, and creates project deliverables. Formulates diagnoses through financial or statistical modeling, assesses appropriate alternatives, and offers conclusions to IT Manager. This position performs analyses and makes diagnoses, as well as defines symptoms and problems, and develops conclusions. The ability to acquire U.S. Security Clearance preferred but not required.

**Specialized Experience:** A Cyber Security Senior Staff has prior experience on other Cyber Security engagements with similar tools, techniques, and methods. A Cyber Security Senior Staff may handle the installation of tools; may work with other engagement members on the deliverables being produced; may have responsibility to conduct a portion of the engagement, such as penetration testing for a given application or network; and/or may conduct interviews to assess the status of a NIST 800-53 security control that is in scope. A Cyber Security Senior Staff completes more difficult tasks as a specialist in an engagement performing penetration testing, malware / hunting, vulnerability assessment, and/or incident response. A Cyber Security Senior Staff may have Cyber Security credentials such as CISSP or CISA, or may possess another security industry credential.

**Minimum Education:** Holds a four-year degree from an accredited college or university and may possess advanced degrees and/or IT industry certifications

**Minimum Experience:** This position has a minimum of two (2) years of consulting and/or directly industry relevant experience.

7. **Cyber Security Staff (SF) [SIN 54151HACS]**

**General Experience and Functional Responsibility:** Background or experience may include one of the following: proficiency in analysis and defining business needs, applying methodologies, support of program management, exposure to client issues, and development of project deliverables. Ability to support activities in technology
strategy, architecture, and service management; IT security; systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure/network design and management; and cloud services (e.g., software, platform, infrastructure as a service). Assists with the completion of work plan activities, analyzes relevant data and information, and institutes and supports business solutions. Provides analytical and program support. Completes assigned engagement tasks within the project scope and budget, while meeting deliverable requirements. Serves as a key analytical resource on the engagement team. Assumes responsibility for conducting relevant research, distilling data, and creating reports. Actively engages consulting tools and methodologies to meet project objectives and complete program management activities. Maintains responsibility for quality assurance practices and the completion and accuracy of system documentation. The ability to acquire U.S. Security Clearance preferred but not required.

**Specialized Experience:** An SF may have prior experience working on a Cyber Security engagement. An SF is expected to perform a portion of the duties during a penetration testing engagement, a vulnerability assessment, and/or a malware / hunting exercise. May also perform some of the duties during an incident handling event. An SF will typically have computer science skills and may assist in the installation and configuration of Cyber Security tools. May have auditing skills and perform some controls testing or participate in interviews with security control owners. May have testing skills and will be part of a penetration testing team. May apply organization and management disciplines in the case of incident handling. An SF prepares deliverables, which are reviewed by a Senior, Manager, and/or Senior Manager. An SF typically works under the guidance of a Manager or Senior, as part of a Cyber Security engagement team.

**Minimum Education:** Holds a two-year associate degree from an accredited college and/or IT industry certification.

**Minimum Experience:** This position requires zero (0) years of experience.
Education and Experience Equivalency Policy

Ernst & Young reserves the right to make the following substitutions in the education and/or experience requirements for any labor category:

1. One year of experience is the equivalent of one year of education.
2. One year of education is the equivalent of one year of experience.
3. A related certification is equivalent to two years of the experience or education requirement.

Service Contract Labor Standards

Service Contract Act Labor Standards (SCLS) are applicable to this contract. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and/or when the contractor adds SCLS labor categories/employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.
Use of or reference to the rate card or any information contained herein is limited to EY’s GPS Federal US48

Use of or reference to the rate card or any information contained herein by other EY BU must be approved in advance of such use or reference by Allison Johnson Director - Government Contracts Compliance Officer, Risk Management

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