GSA
Federal Supply Schedule

Authorized Federal Supply Schedule Price List

"Prices Shown Herein are Net (discount deducted)"

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

SCHEDULE 69
INSTRUCTOR LED TRAINING, COURSE DEVELOPMENT & TEST ADMINISTRATION
SINS 27-400, 27-500

FSC Class: 6930
Contract Number: GS-02F-0011L
Contract Period: Nov. 28, 2005 through Nov. 27, 2010
Contractor:

CARLEY
CORPORATION

12600 Challenger Pkwy, Suite 200
Orlando, FL 32826 - 2700
Phone: 407-894-5575, Ext. 269
Fax: 407-895-3865
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Website: www.carleycorp.com

Business Size: Woman Owned Small Business

FOREWORD

At Carley Corporation, we provide custom-designed learning solutions to improve human performance, including technical skills and leadership training. Our learning solutions encompass:

- development of *e*-learning and instructor led training,
- instructor led presentation/facilitation of custom and off-the-shelf courses, and
- test administration.

Since we specialize in providing custom learning solutions, the scope of our efforts are defined in the individual delivery orders that will be issued against this GSA contract. These delivery orders will be priced using the labor rates provided herein. Those efforts associated with the development of new courseware and the administration of tests will be priced under SIN 27-500. Those efforts associated with instructor led presentation/ facilitation of new and off-the-shelf courses will be priced under SIN 27-400. The labor rates for SINs 27-400 and 27-500 are one and the same.

This document has been divided into four sections. They are:

SECTION 1 - COMPANY OVERVIEW.....Page 3
SECTION 2 - ORDERING PROCESS OVERVIEW.....Page 5
SECTION 3 - CUSTOMER INFORMATION.....Page 8
SECTION 4 – LABOR CATEGORIES FOR SINS 27-400 & 27-500:.....Page 12

SECTION 1 - COMPANY OVERVIEW

Carley Corporation's only business is the design, development, and implementation of custom learning solutions. This is where our strengths as a company shine. Our solutions include web-based training, CD-ROMs, video teletraining, instructor led training, and performance support systems. We can provide a piece of the solution, or we can design, develop, and implement a turnkey solution.

Small Business Status: Carley Corporation is a woman-owned small business. Our sales average over the last 3 years is $6.4M dollars and we have approximately 100 employees. We are qualified for NAICS 611710 (Educational Support Services) as well as all other codes pertaining to education and training.

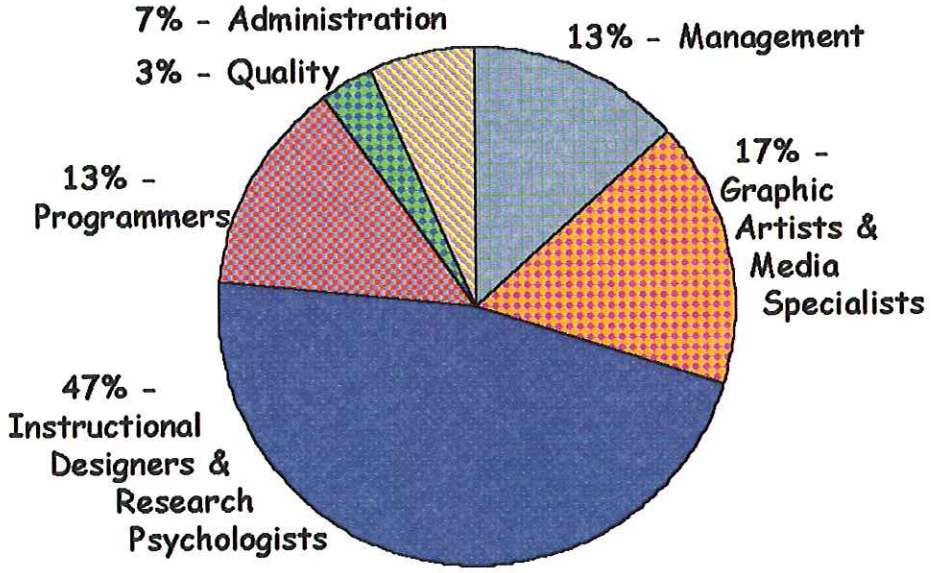
Experience & Past Performance: Carley Corporation has been providing custom learning solutions for over 15 years. We address the needs of leadership and technical skills training and overall performance improvement. Carley Corporation's training products have ranged from simple instructor-led training materials for the classroom to complex, highly interactive multimedia computer-based training using a CD-ROM or Intra/Internet access. Our products have won numerous awards for their creativity, sound instructional design, and thorough feedback and testing mechanisms. We have created courseware in virtually every subject area including technical skills training, procedural training, training on processes, training on behavioral skills such as management, leadership and decision making, and training on content (knowledge based information). Over 17,000 hours of quality custom curriculum have been developed for our clients that include:

Army Communications-Electronics Command (CECOM)
Army Training and Doctrine Command (TRADOC)
Asian Pacific Economic Cooperation (APEC)
Centers for Medicaid and Medicare Services (CMS)
Defense Systems Management College (DSMC)
Federal Emergency Management Agency (FEMA)
Marine Corps College of Continuing Education (USMC CCE)
National Aeronautics and Space Administration (NASA)
Naval Air Technical Training Center (NATTC)
Naval Air Warfare Center, Training Systems Division (NAVAIR Orlando TSD)
Naval Education & Training Professional Development and Technology Center (NETPDTC)
Navy Surface Warfare Officers School (SWOS)
Office of Personnel Management (OPM)
The National Fire Academy (NFA)
The Ohio State University (OSU)
U.S. Agency for International Development (USAID)
United Kingdom Department for Work and Pensions (DWP)
United Nations (UN)

Carley has executed some of the largest, most sophisticated curriculum development projects in all of government and industry. For example, we completed the initial implementation of a large-scale training program for the U.S. Agency for International Development (USAID) in their effort to re-engineer their entire organization. We instituted a training website that is being

accessed by USAID employees from 80 different countries worldwide. We are currently converting literally thousands of hours of instructor-led naval aviation maintenance training to web-based multimedia courseware. Visit our website (www.carleycorp.com) for this and other projects.

Labor Distribution: Carley Corporation has a staff of approximately 80 in various disciplines to support the development of training materials. We have a full complement of personnel, degreed up to the doctorate level, who design and develop CD-ROM, web-based, instructor-led, and VTT courseware. The professional staff consists of instructional designers, research psychologists, graphic artists, media specialists, programmers, and instructors/facilitators. They are supported by an experienced management team, contracts personnel, and administrative staff.



Carley Corporation Labor Distribution

Facilities: We have the physical resources to perform large-scale curriculum development efforts. Carley Corporation occupies the entire 2nd floor in a corporate office building located in Orlando, FL, totaling approximately 17,000 sq. ft. Our employees are provided with Pentium based workstations that are connected to a three server, 10BaseT Ethernet local area network. Our Media Department operates state-of-the-art Pentium class graphics rendering stations to handle high-volume 3D modeling and simulation scenarios.

Our software inventory includes all the leading-edge courseware development tools. We also operate a fully integrated digital/analog video production studio featuring FireWire technology. This studio allows us to complete the full range of postproduction activities to include recording and editing audio and video, rendering, special effects, CD-ROM duplication, and output to virtually any media. We also have several digital cameras we use to capture and record our own video and still images.

Finally, we have a computer lab with virtually every configuration of computer system where we test the latest tools and applications. We have beta-tested many leading edge software tools. We also dry-run our software products in every possible environment to make sure they work 100% error free on multiple platforms.

SECTION 2 - ORDERING PROCESS OVERVIEW

This section provides an overview of the General Services Administration's (GSA's) Federal Supply Service (FSS) ordering process. FSS offers flexible and easy procedures to allow you to purchase our commercial training services and products at the best possible rates.

Since the agency that you report to has specific contracting procedures, your contracting officer will determine how he/she will place a delivery order against our Federal Supply Schedule. Your agency's contracting procedures for ordering against Federal Supply Schedules are based upon Federal Acquisition Regulation, (FAR) 8.4. Under FAR 8.4, the general steps for ordering Carley Corporation's training services and products are:

- *Orders Under the $2,500 Micropurchase Threshold* – The order can be placed directly with Carley Corporation.
- *Orders Over the $2,500 Micropurchase Threshold* - Ordering agencies, with one exception[1], must solicit proposals from at least three FSS contractors and then make a "Best Value" winning contractor determination, based upon the proposals submitted. Approved FSS contractors may be found through GSA Advantage!™.

  Typically, orders exceeding the micropurchase threshold are processed at Carley Corporation in the following manner:

  1. The ordering agency communicates work requirements to Carley Corporation through a formal delivery order request for quote (RFQ). At a minimum the RFQ will include a performance-based statement of the work to be performed, location of work, delivery schedule, applicable standards, and any special requirements (i.e., security clearances, travel, special knowledge, etc.). The RFQ will also include directions for proposal preparation and the "Best Value" evaluation criteria that the contractor's proposal will be evaluated by. RFQs may require oral presentations to speed up the procurement process. RFQs may be sent via regular mail, facsimile, or email to Carley at the ordering address listed in Section 3 of this document or electronically through GSA Advantage!™.
  2. Carley Corporation reviews the RFQ, including the work requirements, and prepares a proposal in accordance with RFQ directions, detailing a technical and management approach, addressing the "Best Value" evaluation factors, and providing a price quote. The price quote is based upon the negotiated labor rates included in Section 4 of this document. The price quote will in most cases be firm-fixed price, but in some cases it could be used to establish a ceiling price. A ceiling price is established for those efforts where the ordering agency makes a determination that it is not possible to estimate accurately the extent or duration of the work and associated cost with any degree of confidence. When such a determination is made, a time-and-materials proposal is requested.
  3. The ordering agency reviews Carley Corporation's proposal along with at least two other FSS contractors and makes a determination of "Best Value". "Best Value" selection takes into account other factors besides lowest price, for example: past

[1] There may be a few instances when an ordering agency can place a sole source order under the authority of FAR 6.302 even though the micropurchase threshold has been exceeded. Sole source orders occur because the supplies/services can only be obtained from one source due to unique procurement requirements.

performance, technical and management approach, and special features of the product/service.

4. If Carley Corporation is selected, the ordering agency's contracting officer issues a delivery order directly to Carley Corporation. The order will include our GSA Schedule contract number (GS-02F-0011L).

- *Orders Over the Maximum Order Threshold* – The same procedures for orders over $2,500 are followed, but additional competing FSS contractors are normally added. After proposal review and due to the size of the order, the ordering agency will most likely seek price reductions from all competing FSS contractors that are within the best value range. The agency will then place an order with the FSS contractor offering the best overall value.

Blanket Purchase Agreements (BPAs):

A Blanket Purchase Agreement (BPA) is yet another way to streamline your ordering process. BPAs are "accounts" that can be set up with Carley Corporation to satisfy recurring needs for services/products. Carley may provide additional labor rate discounts depending upon potential volume of business that may be generated by the BPA. Quantity discounts apply regardless of the size of the individual order under the BPA. BPAs provide these discounts while eliminating the need for writing numerous delivery orders.

All BPAs will contain the following information:

- Description of the item covered
- Listing of individual(s) authorized to purchase under the BPA
- Any agreed upon price reductions

Contractor Team Arrangements:

Contractor Team Arrangements are another excellent source of quality service. Team Arrangements are created when two or more FSS contractors join together to provide a solution to your needs. Carley forms these arrangements, when the result produces the best solution for your agency's requirement. Each contractor abides by the terms of its individual FSS contract, but one contractor can be designated by the team as "Team Leader". The order for services/products can be addressed to the Team Leader who is responsible for coordinating the various tasks/products among the team members. The delivery order should include the appropriate contract number(s), a list of services/products to be provided and the agreed upon pricing.

For more details about the FSS ordering process, BPAs, and Contractor Team Arrangements go to http://gsa.gov/schedules and click on "For Customers - Ordering from Schedules". Then click on "Ordering Information" (Carley is a training services provider) or any of the other topics of interest listed on the web page. If the information needed cannot be obtained from this website, please contact our GSA Contracting Specialist, Ms. Arlene Rieara, phone: (212) 264-2238/email: arlene-rieara@gsa.gov or Contracting Officer, Mr. Tony Zaza, phone: (212) 264-3548/email: tony.zaza@gsa.gov. They will gladly help.

GSA Advantage!™:

GSA Advantage!™ & e-Buy are the FSS's electronic on-line ordering system for you, as a Federal employee, to buy products/services under our Federal Supply Schedule. GSA Advantage!™ enables you to:

- Find qualified FSS contractors
- Search for product specific information
- Perform price reviews/comparisons as stated in FAR 8.404
- Place orders directly on-line
- Procure with a Government Purchase Card

To access GSA Advantage!™ visit http://www.gsaAdvantage.gov and click on the GSA Advantage!™ link. Also check out the GSA Advantage!™ e-Buy link at http://www.ebuy.gsa.gov.

SECTION 3 - CUSTOMER INFORMATION

The following provides ordering agencies with the necessary information for the placement of orders against our Federal Supply Schedule. The information is provided is in accordance with the format called out in Federal Supply Service Clause I-FSS-600.

1. ITEMS AWARDED:

SIN 27-400: Instructor Led Training

SIN 27-500: Course Development & Test Administration

2. MAXIMUM ORDER:

$1,000,000 for all SINs offered.

3. MINIMUM ORDER:

$100 for all SINs offered.

4. GEOGRAPIC COVERAGE:

Carley Corporation provides domestic and overseas delivery.

5. POINT(S) OF PRODUCTION:

Orlando, Florida, USA 32826

6. DISCOUNT FROM LIST PRICES:

Dollar Volume:	A discount may be given on all labor rates provided herein if the cost of the services to be performed on any one order exceeds $500,000. The amount of discount will be negotiated with the ordering agency and based upon the dollar size of the delivery order.
On-site in Government Facility:	Up to a 30% discount will be given on all hourly labor rates provided herein if the services are performed on-site in a Government facility when the office space, and/or furniture, and/or equipment are provided at no charge to the Contractor by the Government. Actual discount will be negotiated with the ordering agency and will be based upon the delivery order statement of work.

7. QUANTITY DISCOUNTS:

A discount may be given on all labor rates provided herein if multiple awards are received from the same ordering agency during a one-year period. The amount of discount will be negotiated with the ordering agency and will be based upon the number of awards made.

8. PROMPT PAYMENT TERMS:

Net 30 Days.

9. ACCEPTANCE OF GOVERNMENT PURCHASE CARDS ABOVE AND BELOW THE MICROPURCHASE THRESHOLD:

Government Purchase Cards are accepted at all levels.

10. FOREIGN ITEMS:

Not applicable.

11a. TIME OF DELIVERY:

As negotiated with ordering agency.

11b. EXPEDITED DELIVERY:

As negotiated with ordering agency.

11c. OVERNIGHT AND SECOND DAY DELIVERY:

As negotiated with ordering agency.

11d. URGENT REQUIREMENTS:

As negotiated with ordering agency.

12. F.O.B. POINT(S)

Destination.

13. ORDERING ADDRESS(ES):

Orders may be placed with Carley Corporation via mail, facsimile, or email. The following provides point of contact information.

Carley Corporation
12600 Challenger Parkway, Suite 200

Orlando, FL 32826-2700

Attn: Douglas K. Tyson, Director of Contracts/General Counsel

Phone: (407) 894-5575 Ext. 269
Fax: (407) 895-3865
Email: dtyson@carleycorp.com

14. PAYMENT ADDRESS(ES):

Carley Corporation
12600 Challenger Parkway, Suite 200

Orlando, FL 32826-2700

Attn: Douglas K. Tyson, Director of Contracts/General Counsel

Phone: (407) 894-5575 Ext. 269
Fax: (407) 895-3865
Email: dtyson@carleycorp.com

15. WARRANTY PROVISION:

All custom training products developed under this contract are warranted for a period of 6 months as opposed to our normal 90-day commercial warranty.

Six-Month Government Warranty: Seller warrants to Buyer, its successors, and customers that all items furnished will be free from defects in material and workmanship for a period of six (6) months after delivery to Buyer (or for such longer period as specified on the face of this order or extended by Seller in any warranty to any other customer for similar terms during the term of this order). Seller also warrants that all items will conform to applicable specifications, specified performance requirements, samples and other descriptions furnished or specified by Buyer, will be merchantable, suitable for the intended purposes and free from all other defects, including defects in design, to the extent such items are not of a detailed design furnished by Buyer.

In the event Seller is required to replace or correct any component of any item as a result of breach of the foregoing warranty, the running of the warranty period for the item of which the defective component is a part shall be suspended from the date Seller receives notice of the breach of warranty until the date the component is replaced or corrected, and this warranty shall apply to such replacement or corrected items furnished for the unexpired portion of the warranty period.

Buyer's approval of Seller's samples or first articles shall not be construed as a waiver by the Buyer of any requirement of the specifications, specified performance requirements, and/or other referenced descriptions applicable hereto or of any express or implied warranty. Seller shall provide to Buyer data and reports applicable to any correction or replacement under this warranty (including revision and updating of all affected data called for under this order) and Seller shall bear the cost therefor. The Seller hereby acknowledges that Seller has represented and this order has been entered into on the basis that Seller has reviewed and accepted the specified performance requirement(s) as set forth in this order and that Seller assumes all risks and full responsibility for meeting said specified performance requirement(s).

Accordingly, notwithstanding any conflict or inconsistency which hereafter may be found between achievement of the specified performance requirements and Seller's proposal for the item(s) being purchased herein, the Seller herein warrants that the item(s) to be delivered or performed hereunder will meet or exceed the specified performance requirements of this order. The above warranty is valid only if the defective item is not the result of unauthorized modification, vandalism, negligence, accident, abnormal use, or incorrect installation (unless installed by the Seller).

16. EXPORT PACKAGING CHARGES:

None.

17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE:

None.

18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR:

Not applicable.

19. TERMS AND CONDITIONS OF REPAIR PARTS:

Not applicable.

20. TERMS AND CONDITIONS OF INSTALLATION:

Not applicable.

20a. TERMS AND CONDITIONS OF ANY OTHER SERVICES:

- The labor rates included in Section 4 herein will be used as a basis to price those efforts defined in the individual delivery orders awarded under this Federal Supply Schedule.
- The labor rates include the .75% (three quarters of one percent) GSA Industrial Funding Fee (IFF) in accordance with Industrial Funding Fee Clause 552.238-76.
- Carley Corporation agrees that price adjustments, including price increases and price decreases, will be addressed in accordance with the Economic Price Adjustment Clause 552.216-70.
- The labor rates included herein represent our best price offered to any customer acquiring the same items regardless of quantity or terms and conditions. Carley Corporation agrees that any reduction in pricing or improvement in discounts or terms and conditions to the Federal Government (or any other customers) for other contract(s) will trigger to this contract an equal price reduction/discount or terms and conditions improvement in accordance with Price Reductions Clause 552.238-75.
- Carley Corporation agrees to abide by Price Adjustment Clause 552.215-72.
- Carley Corporation guarantees that all personnel performing the individual delivery orders will meet the labor category minimum qualifications for education, experience, and expertise identified on the herein price list.

- Other Direct Costs (ODC), including materials and subcontract costs, procured in support of the individual delivery orders will include the .75% IFF, material handling fee (G&A) plus profit. The markup will be negotiated with ordering agency.
- In accordance with Order Limitations Clause 52.216-19, Carley Corporation is not obligated to honor any order for a combination of items under this contract in excess of $1,000,000.
- Any travel required in the performance of a delivery order will be reimbursed by the ordering agency. Carley Corporation travel will be in accordance with the Federal Travel Regulations, as applicable. Established Federal Government per diem rates will apply to Carley Corporation's travel. The fully burdened travel cost will not include profit nor the .75% IFF.
- Carley Corporation is a woman-owned small business, qualified under NAICS 611710 (Educational Support Services) as well as all other codes pertaining to education and training. In accordance with Federal Acquisition Regulations System CHAPTER 5--General Services Administration Part 552, as a small business, we are exempt from having to submit a Small Business Subcontracting Plan.

21. LIST OF SERVICE AND DISTRIBUTION POINTS:

Not applicable.

22. LIST OF PARTICIPATING DEALERS:

Not applicable.

23. PREVENTIVE MAINTENANCE:

Not applicable.

24. YEAR 2000 (Y2K) COMPLIANT:

Carley Corporation certifies that all of its products are Y2K compliant.

25. ENVIRONMENTAL ATTRIBUTES:

Not applicable.

26. DATA UNIVERSAL NUMBER SYSTEM (DUNS) NUMBER:

62-657-9684

27. CENTRAL CONTRACTOR REGISTRATION (CCR):

Carley Corporation is registered in the CCR database.

28. SECTION 508 COMPLIANCE:

Section 508 compliance information for the supplies and services provided in this contract are available in Electronic and Information Technology (EIT) at the Contractor's website: www.carleycorp.com. The EIT standard can be found at: www.Section508.gov/.

SECTION 4 – LABOR CATEGORIES FOR SINS 27-400 & 27-500:

Labor Category Name	*Per Hour Labor Rate*	*Labor Category Description & Education/Experience Requirements*
Program Manager	**$97.73**	Provide overall management and leadership to the contract. Responsible for overall performance and management of the contract including: development and enforcement of policies and procedures, execution of or delegation of responsibility for all program personnel actions to include hiring, lay-off, and dismissal, assuring corporate compliance with all Governmental regulations and policies, supervision of subordinate managers, establishing, measuring, and maintaining contract goals, performance objectives and work standards, assessing the performance of subordinates and establishing the objectives and criteria for promotions, raises and advancements, resolution of complaints and grievances, assurance of compliance with corporate EEO objectives. Determines techniques, methodologies, and standards to be employed in the conduct of company business and interfaces with customer on programmatic issues. BS/BA in related field. MS/MA preferred. Minimum of 10 years progressively responsible experience in providing training related consulting services. Minimum of 5 years exp. required in program management, directing the efforts of teams in multi-media courseware design and development.
Project Manager	**$79.81**	Serves as the contract project manager for individual delivery orders. Responsible for the day-to-day management (personnel, technical, cost and schedule performance) of all work performed under the assigned delivery order. Allocates assigned resources for the performance of the task/delivery order. Evaluate performance within assigned area of responsibility. Responsible for the complete satisfaction of all work defined by the statement of work for the assigned delivery order. May perform the functions of the Program Manager during brief absences. BA/BS in related field, MS/MA preferred; 10+ years related experience; 5+ years direct multimedia exp.; 5+ years directly related managerial experience.
Senior Instructional Designer	**$71.36**	Labor Category includes Instructional Technologists and Research Psychologists. Conduct analyses, and develop curriculum and associated products in multiple formats. Lead other Instructional Designers and provide technical direction as required. Determine instructional strategies to be used, and ensure curriculum developed follows sound ISD methodology. Develop tests, storyboards, authored files, and other courseware components. Ph.D. preferred. MA/MS in related field; 10+ years related experience; 5+ years direct multimedia experience; 5+ years directly related managerial experience – or- BA/BS in related field; 15+ years related experience; 10+years direct multimedia

Labor Category Name	Per Hour Labor Rate	Labor Category Description & Education/Experience Requirements
		experience; 5+ years directly related managerial exp.
Advanced Instructional Designer	**$66.14**	Labor Category includes Instructional Technologists and Research Psychologists. Conduct analyses, and develop curriculum and associated products to include CD-ROM, on-line learning, web-based instruction, tests, and databases. MA/MS & 3+ years direct multimedia experience; 3+ years supervisory experience or BA/BS 5+ years direct multimedia experience; 1+ year directly related supervisory experience
Instructional Designer	**$51.71**	Labor Category includes Instructional Technologists and Research Psychologists. Conduct analyses, and develop curriculum and associated products in multiple formats. Assemble course materials into their final form using CBT authoring systems. MA/MS & 1+ year direct multimedia experience –or- BA/BS & 2+ years direct multimedia experience –or- at least 5 years experience in the technical field relating to the curriculum being developed.
Senior Media Specialist	**$65.82**	Develop associated media products needed to support courseware products. Could include graphics, animation, audio, digital video, still images, etc. Conduct field production and post production to produce video elements of a curriculum development program. Provide on-site support for setting up and running audio and video teleconferences. MA/MS & 5+ years related experience; 3+ years direct multimedia experience; 3+ years related supervisory experience –or- BA/BS & 7+ years related experience; 4+ years direct multimedia experience; 3+ years directly related supervisory exp. –or- AA/AS & 10+ years related experience; 4+ years direct multimedia experience; 6+ years related supervisory experience.
Advanced Media Specialist	**$53.40**	Develop associated media products needed to support courseware products. Could include graphics, animation, audio, digital video, still images, etc. Conduct field production and post production to produce video elements of a curriculum development program. Provide on-site support for setting up and running audio and video teleconferences. MA/MS & 2+ years related experience; 1+ years direct multimedia experience –or- BA/BS & 5+ years related experience; 2+ years direct multimedia experience –or- AA/AS & 7+ related experience; 4+ years direct multimedia experience.
Media Specialist	**$43.90**	Develop associated media products needed to support courseware products. Could include graphics, animation, audio, digital video, still images, etc. Conduct field production and post production to produce video elements of a curriculum development program. MA/MS –or- BA/BS & 2+ years related experience –or- AA/AS & 4+ related experience.

Labor Category Name	*Per Hour Labor Rate*	*Labor Category Description & Education/Experience Requirements*
Network Administrator	**$66.00**	Oversees the daily activities associated with the configuration, maintenance and administration of computer networks and associated facilities. Responsible for installation, configuration, optimization and maintenance of all network software applications and hardware components. Responsible for maintaining currency with licensing for all components and applications installed on the network. Certification as a Network Administrator by an appropriate professional (e.g., Microsoft, Novell) or academic institution. Requires 5+ years related work experience.
Senior Programmer	**$86.47**	Program elements of the instructional materials that will be used in a digital format. Could include computer-based instruction, websites, web-based instruction, databases, training management software, PowerPoint files, and other electronic aids. Responsible for preparing custom code using languages such as Javascript, Java, Perl and C++, and authoring languages such as Dreamweaver, Toolbook II and Authorware. Responsible for creating e-learning plug-in components such as Macromedia Flash. Provide on-site support when installing e-learning products. Develop hardware and software architectures and Implementation Plans for audio and video teleconferencing. Utilize software to create synchronous learning environments. MA/MS & 5+ years related experience; 3+ years direct multimedia experience –or- BA/BS & 7+ years related experience; 4+ years direct multimedia experience; -or- AA/AS & 10+ years related experience; 4+ years direct multimedia experience.
Advanced Programmer	**$65.40**	Program elements of the instructional materials that will be used in a digital format. Could include PowerPoint files, computer-based instruction, websites, web-based instruction, databases, training management software, and other electronic aids. Responsible for preparing custom code using languages such as Javascript, Java, Perl and C++, and authoring languages such as Dreamweaver, Toolbook II and Authorware. Responsible for creating e-learning plug-in components such as Macromedia Flash. Provide on-site support when installing e-learning products. Utilize software to create synchronous learning environments. MA/MS & 2+ years related experience; 1+ years direct multimedia exp. –or- BA/BS & 5+ years related exp.; 2+ years direct multimedia experience –or AA/AS & 7+ related exp.; 4+ years direct multimedia experience.
Programmer	**$58.86**	Program elements of the instructional materials that will be used in a digital format. Could include PowerPoint files, computer-based instruction, web-based instruction, databases, training management software, and other electronic aids. Responsible for preparing custom code using languages such as JavaScript, Java, Perl and C++, and authoring languages such as Dreamweaver, Toolbook II and Authorware.

Labor Category Name	*Per Hour Labor Rate*	*Labor Category Description & Education/Experience Requirements*
		Responsible for creating e-learning plug-in components such as Macromedia Flash. MA/MS –or- BA/BS & 2+ years related experience –or- AA/AS & 4+ related experience
Technical Writer	**$47.63**	Prepares technical documents such as manuals, procedures and specifications. Originates procedures, format and schedules for major technical publications. Responsible for quality, graphics, coverage, format and style. AA in related field –or- equivalent experience; 5+ years writing experience.
Senior Subject Matter Expert/ Instructor - Facilitator	**$129.36**	Provide technical and background expertise in the custom curriculum subject matter. Considered an expert in this field. May perform as a Senior Instructor/Facilitator and Test Administrator. Ph.D. preferred. MA/MS in related field; 10+ years related experience.
Subject Matter Expert/ Instructor - Facilitator	**$81.80**	Provide technical and background expertise in the custom curriculum subject matter. At least 5 years experience in the technical field that is the subject of the curriculum.
Quality Assurance Engineer	**$51.96**	Ensures all products developed and services rendered by the company and its subcontractors are of the highest quality and are in full compliance with contracted requirements. MA/MS & 1+ year direct quality assurance experience in the training field –or- BA/BS & 2+ years quality assurance experience in the training field –or- at least 5 years experience quality assurance experience in the training field.