

GENERAL SERVICES ADMINISTRATION  
FEDERAL SUPPLY SERVICE  
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICELIST

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**Human Resources & EEO Services**  
**FSC Group 738X**  
**Administrative Services Acquisition Division (2FYA)**

**Accenture National Security Services LLC**  
**11951 Freedom Drive**  
**Reston, VA 20190**  
**703-947-2841**  
**704-348-4793 Fax**

Contract Number: GS-02F-0170N  
Base Contract Period: 29 July 2003 to 27 July 2008  
Option Period 1: 28 July 2008 to 27 July 2013  
Business Size: Large

For more information on ordering from Federal Supply Schedules click on:  
<http://www.gsa.gov/Portal/gsa/ep/channelView.do?pageTypeId=8199&channelPage=%2Fep%2Fchannel%2FgsaOverview.jsp&channelId=-13463>

## Ordering Information

1. Awarded Special Item Numbers (SIN): 595-21 General Support Services Planning, Recruitment and Internal Placement, Position Classification, Personnel Actions, Training, Employee Relations, and Outplacement, SIN 595-22 HR Private Shared Service Centers Core Requirements - Benefits Management, Personnel Action Processing, Compensation Management, SIN 595-26 HR Private Shared Service Centers Non-Core Requirements - Compensation Management, HR Development, HR Strategy, Organization And Position Management, Performance Management, Staff Acquisition, Employee Relations, Labor Relations And Separations Management, SIN 595-27 Pre-Employment Screening.
2. Maximum order: \$1 million
3. Minimum order: \$100 or lowest cost of service
4. Geographic coverage (delivery area): 48 contiguous states and Washington DC
5. Point(s) of production (city, country, and State or foreign country): N/A
6. Discount from list prices or statement of net price: Net prices are shown in the price list. Basic discounts have already been deducted.
7. Quantity discounts: Included in price lists
8. Prompt payment terms: N/A
- 9a. Notification that Government purchase cards are accepted below the micro-purchase threshold: Government purchase cards will be accepted below the micro-purchase threshold.
- 9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold: Government purchase cards will not be accepted above the micro-purchase threshold.
10. Foreign items: N/A
- 11a. Time of delivery: Will adhere to delivery schedule as specified by the purchase order
- 11b. Expedited Delivery: Contact contractor for time of delivery
- 11c. Overnight and 2-day delivery: N/A
- 11d. Urgent Requirements: N/A
12. F.o.b. points: N/A
13. Ordering Address: Accenture National Security Services  
11951 Freedom Drive  
Reston, VA 20190  
Attn: Daryl L. Wieland  
OR  
Fax to 704-348-4793
14. Payment Address: Accenture National Security Services  
P.O. Box 70629  
Chicago, IL 60673
15. Warranty provision: N/A
16. Export packing charges: N/A
17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level): Government purchase cards will not be accepted above the micro-purchase threshold.
18. Terms and conditions of rental, maintenance, and repair: N/A

19. Terms and conditions of installation: N/A
20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices: N/A
21. List of service and distribution points: N/A
22. List of participating dealers: N/A
23. Preventative maintenance: N/A
24. Year 2000 (Y2K) compliant: N/A
25. Environmental attributes, e.g. recycled content, energy efficiency, and /or reduced pollutants: N/A
26. Data Universal Number System (DUNS) number: 13-972-7148
27. Notification regarding registration in Central Contractor Registration (CCR) Database: Accenture National Security Services has registered in the CCR under CAGE code: 1ZD18

## SIN 595-21 and 595-27 Labor Category Descriptions

### Partner 2

**General Experience.** Partner (2)s possess at least 12 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Partner (2)s have overall accountability for business solution programs. Partner (2)s are responsible for product delivery and financial management of client engagements. A Partner (2) performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. Partner (2)s also are recognized experts in the areas of business process redesign, technical architecture, organizational change or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.

**Minimum Education:** Bachelor s Degree

### Partner 1

**General Experience.** Partner (1)s possess at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Partner (1)s have overall accountability for business solution programs. Partner (1)s are responsible for product delivery and financial management of client engagements. A Partner (1) performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. Partner (1)s also are recognized experts in the areas of business process redesign, technical architecture, organizational change or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.

**Minimum Education:** Bachelor s Degree

### Associate Partner 6

**General Experience.** Associate Partner (6)s possess at least 15 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Associate Partner (6)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (6)s perform such duties as:

- Set overall policy direction for client engagements

- Communicate with Partner (1) and Partner (2)s and client executive management to ensure critical issues are addressed

- Provide expert guidance to projects in industry and functional areas

- Act as senior client liaison

- Oversee contract and financial management of one or more client engagements.

**Minimum Education:** Bachelor s Degree

#### Associate Partner 5

**General Experience.** Associate Partner (5)s possess at least 14 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Associate Partner (5)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (5)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Partner (1) and Partner (2)s and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

**Minimum Education:** Bachelor s Degree

#### Associate Partner 4

**General Experience.** Associate Partner (4)s possess at least 13 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Associate Partner (4)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (4)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

**Minimum Education:** Bachelor s Degree

#### Associate Partner 3

**General Experience.** Associate Partner (3)s possess at least 12 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Associate Partner (3)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (3)s perform such duties as:

Set overall policy direction for client engagements

Communicate with Partner and client executive management to ensure critical issues are addressed

Provide expert guidance to projects in industry and functional areas

Act as senior client liaison

Oversee contract and financial management of one or more client engagements.

**Minimum Education:** Bachelor s Degree

#### Associate Partner 2

**General Experience.** Associate Partner (2)s possess at least 11 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Associate Partner (2)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (2)s perform such duties as:

Set overall policy direction for client engagements

Communicate with Partner and client executive management to ensure critical issues are addressed

Provide expert guidance to projects in industry and functional areas

Act as senior client liaison

Oversee contract and financial management of one or more client engagements.

**Minimum Education:** Bachelor s Degree

#### Associate Partner 1

**General Experience.** Associate Partner (1)s possess at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Associate Partner (1)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (1)s perform such duties as:

Set overall policy direction for client engagements

Communicate with Partner and client executive management to ensure critical issues are addressed

Provide expert guidance to projects in industry and functional areas

Act as senior client liaison

Oversee contract and financial management of one or more client engagements.

**Minimum Education:** Bachelor s Degree

### Program Manager 3

**General Experience.** Program Manager (3)s at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Program Manager (3)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture National Security Services projects. Program Manager (3)s provide subject matter expertise in industry, process or technology areas. A Program Manager (3) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams

- Design and implement new organization structures

- Conceptual design and development of training curricula

- Work with client executives to facilitate organizational change programs and realize business goals

- Lead clients through streamlining, reengineering and transforming business processes

- Ensure consistency of quality across multiple projects

- Manage client contracts.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

### Program Manager 2

**General Experience.** Program Manager (2)s at least 9 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Program Manager (2)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture National Security Services projects. Program Manager (2)s provide subject matter expertise in industry, process or technology areas. A Program Manager (2) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams

- Design and implement new organization structures

- Conceptual design and development of training curricula

- Work with client executives to facilitate organizational change programs and realize business goals

- Lead clients through streamlining, reengineering and transforming business processes

- Ensure consistency of quality across multiple projects

- Manage client contracts.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### Program Manager 1

**General Experience.** Program Manager (1)s at least 8 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Program Manager (1)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture National Security Services projects. Program Managers provide subject matter expertise in industry, process or technology areas. A Program Manager (1) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams

- Design and implement new organization structures

- Conceptual design and development of training curricula

- Work with client executives to facilitate organizational change programs and realize business goals

- Lead clients through streamlining, reengineering and transforming business processes

- Ensure consistency of quality across multiple projects

- Manage client contracts.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### Project Manager 7

**General Experience.** Project Manager (7)s possess at least 12 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Project Manager (7)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture National Security Services projects. Project Manager (7)s provide subject matter expertise in HR processes or technology areas. A Project Manager (7) is qualified to perform such tasks as:

- Design and implement new organization structures

- Conceptual design and development of training curricula

- Assist an organization translate its vision and strategy into core human resource and business processes

- Lead clients through streamlining, reengineering and transforming business processes

- Develop and execute project budgets.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### Project Manager 6

**General Experience.** Project Manager (6)s possess at least 11 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Project Manager (6)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture National Security Services projects. Project Manager (6)s provide subject matter expertise in HR processes or technology areas. A Project Manager (6) is qualified to perform such tasks as:

- Design and implement new organization structures

- Conceptual design and development of training curricula

- Assist an organization translate its vision and strategy into core human resource and business processes

- Lead clients through streamlining, reengineering and transforming business processes

- Develop and execute project budgets.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### Project Manager 5

**General Experience.** Project Manager (5)s possess at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Project Manager (5)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture National Security Services projects. Project Manager (5)s provide subject matter expertise in HR processes or technology areas. A Project Manager (5) is qualified to perform such tasks as:

- Design and implement new organization structures

- Conceptual design and development of training curricula

- Assist an organization translate its vision and strategy into core human resource and business processes

- Lead clients through streamlining, reengineering and transforming business processes

- Develop and execute project budgets.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### Project Manager 4

**General Experience.** Project Manager (4)s possess at least 9 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Project Manager (4)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture National Security Services projects. Project Manager (4)s provide subject matter expertise in HR processes or technology areas. A Project Manager (4) is qualified to perform such tasks as:

Design and implement new organization structures  
Conceptual design and development of training curricula  
Assist an organization translate its vision and strategy into core human resource and business processes  
Lead clients through streamlining, reengineering and transforming business processes  
Develop and execute project budgets.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

### Project Manager 3

**General Experience.** Project Manager (3)s possess at least 8 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Project Manager (3)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture National Security Services projects. Project Manager (3)s provide subject matter expertise in HR processes or technology areas. A Project Manager (3) is qualified to perform such tasks as:

Design and implement new organization structures  
Conceptual design and development of training curricula  
Assist an organization translate its vision and strategy into core human resource and business processes  
Lead clients through streamlining, reengineering and transforming business processes  
Develop and execute project budgets.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

### Project Manager 2

**General Experience.** Project Manager (2)s possess at least 7 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Project Manager (2)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture National Security Services projects. Project Manager (2)s provide subject matter expertise in HR processes or technology areas. A Project Manager (2) is qualified to perform such tasks as:

Design and implement new organization structures  
Conceptual design and development of training curricula  
Assist an organization translate its vision and strategy into core human resource and business processes  
Lead clients through streamlining, reengineering and transforming business processes  
Develop and execute project budgets.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### Project Manager 1

**General Experience.** Project Manager (1)s possess at least 6 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Project Manager (1)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture National Security Services projects. Project Manager (1)s provide subject matter expertise in HR processes or technology areas. A Project Manager (1) is qualified to perform such tasks as:

- Design and implement new organization structures

- Conceptual design and development of training curricula

- Assist an organization translate its vision and strategy into core human resource and business processes

- Lead clients through streamlining, reengineering and transforming business processes

- Develop and execute project budgets.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### HR Senior Specialist 6

**General Experience.** HR Senior Specialist (6)s possess at least 7 years of experience in Human Resource business processes.

**Functional Responsibility.** HR Senior Specialist (6)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture National Security Services projects, HR Senior Specialist (6)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (6) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)

- Provide assistance on employee records

- Process personnel transactions

- Prepare human resource reports

- Provide daily supervision and direction to staff

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### HR Senior Specialist 5

**General Experience.** HR Senior Specialist (5)s possess at least 6 years of experience in Human Resource business processes.

**Functional Responsibility.** HR Senior Specialist (5)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture National Security Services projects, HR Senior Specialist (5)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (5) is qualified to perform tasks such as:

Input data into Human Resource Information Systems (HRIS)

Provide assistance on employee records

Process personnel transactions

Prepare human resource reports

Provide daily supervision and direction to staff

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### HR Senior Specialist 4

**General Experience.** HR Senior Specialist (4)s possess at least 5 years of experience in Human Resource business processes.

**Functional Responsibility.** HR Senior Specialist (4)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture National Security Services projects, HR Senior Specialist (4)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (4) is qualified to perform tasks such as:

Input data into Human Resource Information Systems (HRIS)

Provide assistance on employee records

Process personnel transactions

Prepare human resource reports

Provide daily supervision and direction to staff

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### HR Senior Specialist 3

**General Experience.** HR Senior Specialist (3)s possess at least 4 years of experience in Human Resource business processes.

**Functional Responsibility.** HR Senior Specialist (3)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture National Security Services projects,

HR Senior Specialist (3)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (3) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### HR Senior Specialist 2

**General Experience.** HR Senior Specialist (2)s possess at least 3 years of experience in Human Resource business processes or training development and administration..

**Functional Responsibility.** HR Senior Specialist (2)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture National Security Services projects, HR Senior Specialist (2)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (2) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### HR Senior Specialist 1

**General Experience.** HR Senior Specialist (1)s possess at least 2 years of experience in Human Resource business processes.

**Functional Responsibility.** HR Senior Specialist (1)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture National Security Services projects, HR Senior Specialist (1)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (1) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records

- Process personnel transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

**Minimum Education:** Bachelor s Degree or 3 years related experience.

### HR Specialist 3

**General Experience.** HR Specialist (3)s possess at least 3 years experience in Human Resource business processes.

**Functional Responsibility.** HR Specialist (3)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource and training processes. On Accenture National Security Services projects, HR Specialist (3)s provide HR process services. A HR Specialist (3) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel transactions
- Prepare human resource reports

**Minimum Education:** Bachelor s Degree or 3 years related experience.

### HR Specialist 2

**General Experience.** HR Specialist (2)s possess at least 2 years experience in Human Resource business processes.

**Functional Responsibility.** HR Specialist (2)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource processes. On Accenture National Security Services projects, HR Specialist (2)s provide HR process services. A HR Specialist (2) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel transactions
- Prepare human resource reports

**Minimum Education:** Bachelor s Degree or 3 years related experience.

### HR Specialist 1

**General Experience.** HR Specialist (1)s possess at least 1 year of experience in Human Resource business processes.

**Functional Responsibility.** HR Specialist (1)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource processes. On Accenture National Security Services projects, HR Specialist (1)s provide HR processing services. A HR Specialist (1) is qualified to perform tasks such as:

Input data into Human Resource Information Systems (HRIS)

Provide assistance on employee records

Process personnel transactions

Prepare human resource reports

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### HR Assistant 2

**General Experience.** HR Assistant (2)s possess at least 6 months of experience in Human Resource business processes.

**Functional Responsibility.** HR Assistant (2)s apply their skills to administer human resource processes. On Accenture National Security Services projects, HR Assistant (2)s provide HR data entry services. An HR Assistant (2) is qualified to perform tasks such as:

Input data into Human Resource Information Systems (HRIS)

Provide assistance on employee records

Process personnel transactions

Prepare human resource reports

**Minimum Education:** Associate s Degree or 2 years related experience.

#### HR Assistant 1

**General Experience.** HR Assistant (1)s possess less than 6 months of experience in Human Resource business processes.

**Functional Responsibility.** HR Assistant (1)s apply their skills to administer human resource processes. On Accenture National Security Services projects, HR Assistant (1)s provide HR data entry services. An HR Assistant (1) is qualified to perform tasks such as:

Input data into Human Resource Information Systems (HRIS)

Provide assistance on employee records

Process personnel transactions

Prepare human resource reports

**Minimum Education:** Associate s Degree or 2 years related experience.

## Training Senior Specialist 6

**General Experience.** Training Senior Specialist (6)s possess at least 7 years of experience in Human Resource business processes or training development and administration..

**Functional Responsibility.** Training Senior Specialist (6)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture National Security Services projects, Training Senior Specialist (6)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (6) is qualified to perform tasks such as:

- Conduct the research necessary to develop and revise training courses

- Prepare appropriate training catalogs

- Develop all instructor materials including course outline, background material, and training aids

- Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

- Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

- Provide daily supervision and direction to staff

**Minimum Education:** Bachelor s Degree or 3 years related experience.

## Training Senior Specialist 5

**General Experience.** Training Senior Specialist (5)s possess at least 6 years of experience in Human Resource business processes or training development and administration..

**Functional Responsibility.** Training Senior Specialist (5)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture National Security Services projects, Training Senior Specialist (5)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (5) is qualified to perform tasks such as:

- Conduct the research necessary to develop and revise training courses

- Prepare appropriate training catalogs

- Develop all instructor materials including course outline, background material, and training aids

- Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

- Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

- Provide daily supervision and direction to staff

**Minimum Education:** Bachelor s Degree or 3 years related experience.

## Training Senior Specialist 4

**General Experience.** Training Senior Specialist (4)s possess at least 5 years of experience in Human Resource business processes or training development and administration..

**Functional Responsibility.** Training Senior Specialist (4)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture National Security Services projects, Training Senior Specialist (4)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (4) is qualified to perform tasks such as:

- Conduct the research necessary to develop and revise training courses

- Prepare appropriate training catalogs

- Develop all instructor materials including course outline, background material, and training aids

- Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

- Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

- Provide daily supervision and direction to staff

**Minimum Education:** Bachelor s Degree or 3 years related experience.

## Training Senior Specialist 3

**General Experience.** Training Senior Specialist (3)s possess at least 4 years of experience in Human Resource business processes or training development and administration..

**Functional Responsibility.** Training Senior Specialist (3)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture National Security Services projects, Training Senior Specialist (3)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (3) is qualified to perform tasks such as:

- Conduct the research necessary to develop and revise training courses

- Prepare appropriate training catalogs

- Develop all instructor materials including course outline, background material, and training aids

- Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

- Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

- Provide daily supervision and direction to staff

**Minimum Education:** Bachelor s Degree or 3 years related experience.

## Training Senior Specialist 2

**General Experience.** Training Senior Specialist (2)s possess at least 3 years of experience in Human Resource business processes or training development and administration..

**Functional Responsibility.** Training Senior Specialist (2)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture National Security Services projects, Training Senior Specialist (2)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (2) is qualified to perform tasks such as:

- Conduct the research necessary to develop and revise training courses

- Prepare appropriate training catalogs

- Develop all instructor materials including course outline, background material, and training aids

- Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

- Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

- Provide daily supervision and direction to staff

**Minimum Education:** Bachelor s Degree or 3 years related experience.

## Training Senior Specialist 1

**General Experience.** Training Senior Specialist (1)s possess at least 2 years of experience in Human Resource business processes or training development and administration..

**Functional Responsibility.** Training Senior Specialist (1)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture National Security Services projects, Training Senior Specialist (1)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (1) is qualified to perform tasks such as:

- Conduct the research necessary to develop and revise training courses

- Prepare appropriate training catalogs

- Develop all instructor materials including course outline, background material, and training aids

- Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

- Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

- Provide daily supervision and direction to staff

**Minimum Education:** Bachelor s Degree or 3 years related experience.

### Training Specialist 3

**General Experience.** Training Specialist (3)s possess at least 3 years experience in Human Resource business processes or training development and administration.

**Functional Responsibility.** Training Specialist (3)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. A Training Specialist (3) is qualified to perform tasks such as:

Conduct the research necessary to develop and revise training courses

Prepare appropriate training catalogs

Develop all instructor materials including course outline, background material, and training aids

Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

**Minimum Education:** Bachelor s Degree or 3 years related experience.

### Training Specialist 2

**General Experience.** Training Specialist (2)s possess at least 2 years experience in Human Resource business processes or training development and administration.

**Functional Responsibility.** Training Specialist (2)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. A Training Specialist (2) is qualified to perform tasks such as:

Conduct the research necessary to develop and revise training courses

Prepare appropriate training catalogs

Develop all instructor materials including course outline, background material, and training aids

Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

**Minimum Education:** Bachelor s Degree or 3 years related experience.

### Training Specialist 1

**General Experience.** Training Specialist (1)s possess at least 1 year of experience in Human Resource business processes or training development and administration.

**Functional Responsibility.** Training Specialist (1)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. A Training Specialist (1) is qualified to perform tasks such as:

Conduct the research necessary to develop and revise training courses

Prepare appropriate training catalogs

Develop all instructor materials including course outline, background material, and training aids

Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### Training Assistant 2

**General Experience.** Training Assistant (2)s possess at least 6 months of experience in training development and administration.

**Functional Responsibility.** Training Assistant (2)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture National Security Services projects, Training Assistant (2)s provide training development services. A Training Assistant (2) is qualified to perform tasks such as:

Assist in conducting the research necessary to develop and revise training courses

Prepare appropriate training catalogs

Provide assistance in developing all instructor materials including course outline, background material, and training aids

Provide assistance in developing all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

**Minimum Education:** Associate s Degree or 2 years related experience.

#### Training Assistant 1

**General Experience.** Training Assistant (1)s possess less than 6 months of experience in Human Resource business processes or training development and administration.

**Functional Responsibility.** Training Assistant (1)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture National Security Services projects, Training Assistant (1)s provide training development services. A Training Assistant (1) is qualified to perform tasks such as:

Assist in conducting the research necessary to develop and revise training courses

Prepare appropriate training catalogs

Provide assistance in developing all instructor materials including course outline, background material, and training aids

Provide assistance in developing all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms

**Minimum Education:** Associate s Degree or 2 years related experience.

#### Client Financial Management Associate Partner

**General Experience.** Client Financial Management Associate Partners possess at least 10 years of experience in the administrative and financial management of client engagements.

**Functional Responsibility.** Client Financial Management Associate Partners oversee the administrative and financial management of client engagements. A Client Financial Management Associate Partner is qualified to perform such tasks as:

Provide expert counsel to Client Financial Management teams in the areas of work management activities, financial management, human resources management, contract management and facilities management for one or more client engagements

Conduct Client Financial Management reviews and recommend specific improvement strategies

Recognize internal and external trends, and adjust Client Financial Management strategies accordingly

Oversee the management of one or more Client Financial Management teams.

**Minimum Education:** Bachelor s Degree.

#### Client Financial Management Senior Manager

**General Experience.** Client Financial Management Senior Managers possess at least 7 years of experience in the administrative and financial management of client engagements.

**Functional Responsibility.** Client Financial Management Senior Managers support project personnel in the administrative and financial management of client engagements. A Client Financial Management Senior Manager is qualified to perform such tasks as:

Develop standards for and manage work management activities, financial management, human resources management, contract management and facilities management for one or more client engagements

Provide quality management review for engagements

Develop best practices for Client Financial Management

Manage one or more Client Financial Management teams.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### Client Financial Management Manager

**General Experience.** Client Financial Management Managers possess at least 5 years of experience in the administrative and financial management of client engagements.

**Functional Responsibility.** Client Financial Management professionals support project personnel in the administrative and financial management of client engagements. A Client Financial Management Manager is qualified to perform such tasks as:

- Ensure contractual compliance for an engagement
- Establish and monitor key performance indicators and engagement metrics
- Establish facilities management process and responsibilities
- Develop an engagement s quality plan
- Manage the Client Financial Management team.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### Client Financial Management Specialist 2

**General Experience.** Client Financial Management Specialist (2)s possess at least 4 years of experience in the administrative and financial management of client engagements.

**Functional Responsibility.** Client Financial Management Specialist (2)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Specialist (2) is qualified to perform such tasks as:

- Set up and coordinate an engagement s work management processes, tools and reporting structure
- Set up and coordinate an engagement s financial accounting process
- Establish and manage human resources management processes for an engagement
- Support the development of an engagement s quality plan, procedures and metrics
- Supervise Client Financial Management analysts and assistants.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### Client Financial Management Specialist 1

**General Experience.** Client Financial Management Specialist (1)s possess at least 3 years of experience in the administrative and financial management of client engagements.

**Functional Responsibility.** Client Financial Management Specialist (1)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Specialist (1) is qualified to perform such tasks as:

- Set up and coordinate an engagement s work management processes, tools and reporting structure
- Set up and coordinate an engagement s financial accounting process
- Establish and manage human resources management processes for an engagement
- Support the development of an engagement s quality plan, procedures and metrics

Supervise Client Financial Management analysts and assistants.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### Client Financial Management Analyst 2

**General Experience.** Client Financial Management Analyst (2)s possess at least 2 years of experience in the administrative and financial management of client engagements.

**Functional Responsibility.** Client Financial Management Analyst (2)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Analyst (2) is qualified to perform such tasks as:

- Prepare engagement reporting, trend analysis, costing and forecasting

- Prepare Accenture billings based upon contractual requirements

- Perform and monitor an engagement s internal financial accounting processes

- Perform and monitor an engagement s human resources and facilities management activities

- Track and monitor quality management checkpoints and metrics.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### Client Financial Management Analyst 1

**General Experience.** Client Financial Management Analyst (1)s possess up to 1 year of experience in the administrative and financial management of client engagements.

**Functional Responsibility.** Client Financial Management Analyst (1)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Analyst (1) is qualified to perform such tasks as:

- Prepare engagement reporting, trend analysis, costing and forecasting

- Prepare Accenture billings based upon contractual requirements

- Perform and monitor an engagement s internal financial accounting processes

- Perform and monitor an engagement s human resources and facilities management activities

- Track and monitor quality management checkpoints and metrics.

**Minimum Education:** Bachelor s Degree or 3 years related experience.

#### Client Financial Management Assistant

**General Experience.** Client Financial Management Assistants possess up to 1 year of experience in the administrative and financial management of client engagements.

**Functional Responsibility.** Client Financial Management Assistants support project personnel in the administrative and financial management of client engagements. A Client Financial Management Assistant is qualified to perform such tasks as:

Assist in maintaining and reconciling an engagement's work management records

Assist in financial tracking and reporting

Assist in an engagement's human resources management activities, such as performance evaluation tracking and team member scheduling

Assist in facilities management for an engagement.

**Minimum Education:** High School Diploma.

#### Executive Assistant

**General Experience.** Executive Assistant (2)s possess 1 to 5 years of administrative experience.

**Functional Responsibility.** Executive Assistants provide administrative support to project managers, associate partners and partners on client engagements. Executive Assistant (2)s perform tasks such as:

Liaise with executive's clients

Transcribe dictation from tape, voicemail, etc.

Manage and coordinate calendars for one or more executives

Arrange all aspects of on-site and off-site group meetings

Prepare advanced graphics and other complex documents, such as tables and presentations.

**Minimum Education:** High School Diploma.

## Price List for orders less than \$1 million

SIN: 595-21 and 595-27					
Labor Category	Option Yr 1- July 28,2008- July 27, 2009	Option Yr 2- July 28,2009- July 27, 2010	Option Yr 3- July 28,2010- July 27, 2011	Option Yr 4- July 28,2011- July 27, 2012	Option Yr 5- July 28,2012- July 27, 2013
Partner 2	\$ 451.60	\$ 461.08	\$ 470.76	\$ 480.65	\$ 490.74
Partner 1	\$ 415.08	\$ 423.80	\$ 432.70	\$ 441.79	\$ 451.07
Associate Partner 6	\$ 378.58	\$ 386.53	\$ 394.65	\$ 402.94	\$ 411.40
Associate Partner 5	\$ 348.35	\$ 355.67	\$ 363.14	\$ 370.77	\$ 378.56
Associate Partner 4	\$ 318.15	\$ 324.83	\$ 331.65	\$ 338.61	\$ 345.72
Associate Partner 3	\$ 287.92	\$ 293.97	\$ 300.14	\$ 306.44	\$ 312.88
Associate Partner 2	\$ 257.32	\$ 262.72	\$ 268.24	\$ 273.87	\$ 279.62
Associate Partner 1	\$ 233.39	\$ 238.29	\$ 243.29	\$ 248.40	\$ 253.62
Program Manager 3	\$ 195.82	\$ 199.93	\$ 204.13	\$ 208.42	\$ 212.80
Program Manager 2	\$ 177.22	\$ 180.94	\$ 184.74	\$ 188.62	\$ 192.58
Program Manager 1	\$ 158.58	\$ 161.91	\$ 165.31	\$ 168.78	\$ 172.32
Project Manager 7	\$ 192.52	\$ 196.56	\$ 200.69	\$ 204.90	\$ 209.20
Project Manager 6	\$ 180.32	\$ 184.11	\$ 187.98	\$ 191.93	\$ 195.96
Project Manager 5	\$ 168.14	\$ 171.67	\$ 175.28	\$ 178.96	\$ 182.72
Project Manager 4	\$ 155.94	\$ 159.21	\$ 162.55	\$ 165.96	\$ 169.45
Project Manager 3	\$ 143.75	\$ 146.77	\$ 149.85	\$ 153.00	\$ 156.21
Project Manager 2	\$ 131.57	\$ 134.33	\$ 137.15	\$ 140.03	\$ 142.97
Project Manager 1	\$ 119.23	\$ 121.73	\$ 124.29	\$ 126.90	\$ 129.56
HR Senior Specialist 6	\$ 98.01	\$ 100.07	\$ 102.17	\$ 104.32	\$ 106.51
HR Senior Specialist 5	\$ 94.42	\$ 96.40	\$ 98.42	\$ 100.49	\$ 102.60
HR Senior Specialist 4	\$ 86.22	\$ 88.03	\$ 89.88	\$ 91.77	\$ 93.70
HR Senior Specialist 3	\$ 80.30	\$ 81.99	\$ 83.71	\$ 85.47	\$ 87.26
HR Senior Specialist 2	\$ 77.89	\$ 79.53	\$ 81.20	\$ 82.91	\$ 84.65
HR Senior Specialist 1	\$ 62.97	\$ 64.29	\$ 65.64	\$ 67.02	\$ 68.43
HR Specialist 3	\$ 67.12	\$ 68.53	\$ 69.97	\$ 71.44	\$ 72.94
HR Specialist 2	\$ 62.25	\$ 63.56	\$ 64.89	\$ 66.25	\$ 67.64
HR Specialist 1	\$ 60.17	\$ 61.43	\$ 62.72	\$ 64.04	\$ 65.38
HR Assistant 2	\$ 50.48	\$ 51.54	\$ 52.62	\$ 53.73	\$ 54.86
HR Assistant 1	\$ 49.73	\$ 50.77	\$ 51.84	\$ 52.93	\$ 54.04
Training Senior Specialist 6	\$ 98.01	\$ 100.07	\$ 102.17	\$ 104.32	\$ 106.51
Training Senior Specialist 5	\$ 94.42	\$ 96.40	\$ 98.42	\$ 100.49	\$ 102.60
Training Senior Specialist 4	\$ 86.22	\$ 88.03	\$ 89.88	\$ 91.77	\$ 93.70
Training Senior Specialist 3	\$ 80.30	\$ 81.99	\$ 83.71	\$ 85.47	\$ 87.26
Training Senior Specialist 2	\$ 77.89	\$ 79.53	\$ 81.20	\$ 82.91	\$ 84.65
Training Senior Specialist 1	\$ 62.97	\$ 64.29	\$ 65.64	\$ 67.02	\$ 68.43
Training Specialist 3	\$ 67.12	\$ 68.53	\$ 69.97	\$ 71.44	\$ 72.94
Training Specialist 2	\$ 62.25	\$ 63.56	\$ 64.89	\$ 66.25	\$ 67.64
Training Specialist 1	\$ 60.17	\$ 61.43	\$ 62.72	\$ 64.04	\$ 65.38
Training Assistant 2	\$ 50.48	\$ 51.54	\$ 52.62	\$ 53.73	\$ 54.86
Training Assistant 1	\$ 49.73	\$ 50.77	\$ 51.84	\$ 52.93	\$ 54.04
Client Financial Management Associate Partner	\$ 317.00	\$ 327.57	\$ 351.66	\$ 365.72	\$ 380.35
Client Financial Management Senior Manager	\$ 225.66	\$ 233.19	\$ 250.34	\$ 260.35	\$ 270.76
Client Financial Management Manager	\$ 152.94	\$ 158.04	\$ 169.66	\$ 176.45	\$ 183.51
Client Financial Management Specialist 2	\$ 108.27	\$ 111.88	\$ 120.10	\$ 124.90	\$ 129.90
Client Financial Management Specialist 1	\$ 99.43	\$ 102.75	\$ 110.31	\$ 114.72	\$ 119.30
Client Financial Management Analyst 2	\$ 91.19	\$ 94.23	\$ 101.16	\$ 105.21	\$ 109.42
Client Financial Management Analyst 1	\$ 80.71	\$ 83.40	\$ 89.54	\$ 93.12	\$ 96.84
Client Financial Management Assistant	\$ 57.00	\$ 58.90	\$ 63.23	\$ 65.76	\$ 68.39
Executive Assistant	\$ 74.26	\$ 76.74	\$ 82.38	\$ 85.67	\$ 89.10

## Price list for orders between \$1million and \$10 million

SIN: 595-21 and 595-27					
Labor Category	Option Yr 1- July 28,2008- July 27, 2009	Option Yr 2- July 28,2009- July 27, 2010	Option Yr 3- July 28,2010- July 27, 2011	Option Yr 4- July 28,2011- July 27, 2012	Option Yr 5- July 28,2012- July 27, 2013
Partner 2	\$ 447.50	\$ 456.90	\$ 466.49	\$ 476.29	\$ 486.29
Partner 1	\$ 411.31	\$ 419.95	\$ 428.77	\$ 437.77	\$ 446.96
Associate Partner 6	\$ 375.14	\$ 383.02	\$ 391.06	\$ 399.27	\$ 407.65
Associate Partner 5	\$ 345.19	\$ 352.44	\$ 359.84	\$ 367.40	\$ 375.12
Associate Partner 4	\$ 315.25	\$ 321.87	\$ 328.63	\$ 335.53	\$ 342.58
Associate Partner 3	\$ 285.30	\$ 291.29	\$ 297.41	\$ 303.66	\$ 310.04
Associate Partner 2	\$ 254.98	\$ 260.33	\$ 265.80	\$ 271.38	\$ 277.08
Associate Partner 1	\$ 231.27	\$ 236.13	\$ 241.09	\$ 246.15	\$ 251.32
Program Manager 3	\$ 194.04	\$ 198.11	\$ 202.27	\$ 206.52	\$ 210.86
Program Manager 2	\$ 175.61	\$ 179.30	\$ 183.07	\$ 186.91	\$ 190.84
Program Manager 1	\$ 157.14	\$ 160.44	\$ 163.81	\$ 167.25	\$ 170.76
Project Manager 7	\$ 190.77	\$ 194.78	\$ 198.87	\$ 203.05	\$ 207.31
Project Manager 6	\$ 178.68	\$ 182.43	\$ 186.26	\$ 190.17	\$ 194.16
Project Manager 5	\$ 166.61	\$ 170.11	\$ 173.68	\$ 177.33	\$ 181.05
Project Manager 4	\$ 154.53	\$ 157.78	\$ 161.09	\$ 164.47	\$ 167.92
Project Manager 3	\$ 142.44	\$ 145.43	\$ 148.48	\$ 151.60	\$ 154.78
Project Manager 2	\$ 130.37	\$ 133.11	\$ 135.91	\$ 138.76	\$ 141.67
Project Manager 1	\$ 118.14	\$ 120.62	\$ 123.15	\$ 125.74	\$ 128.38
HR Senior Specialist 6	\$ 97.12	\$ 99.16	\$ 101.24	\$ 103.37	\$ 105.54
HR Senior Specialist 5	\$ 93.56	\$ 95.52	\$ 97.53	\$ 99.58	\$ 101.67
HR Senior Specialist 4	\$ 85.44	\$ 87.23	\$ 89.06	\$ 90.93	\$ 92.84
HR Senior Specialist 3	\$ 79.57	\$ 81.24	\$ 82.95	\$ 84.69	\$ 86.47
HR Senior Specialist 2	\$ 77.18	\$ 78.80	\$ 80.45	\$ 82.14	\$ 83.86
HR Senior Specialist 1	\$ 62.39	\$ 63.70	\$ 65.04	\$ 66.41	\$ 67.80
HR Specialist 3	\$ 66.51	\$ 67.91	\$ 69.34	\$ 70.80	\$ 72.29
HR Specialist 2	\$ 61.69	\$ 62.99	\$ 64.31	\$ 65.66	\$ 67.04
HR Specialist 1	\$ 59.62	\$ 60.87	\$ 62.15	\$ 63.46	\$ 64.79
HR Assistant 2	\$ 50.02	\$ 51.07	\$ 52.14	\$ 53.23	\$ 54.35
HR Assistant 1	\$ 49.28	\$ 50.31	\$ 51.37	\$ 52.45	\$ 53.55
Training Senior Specialist 6	\$ 97.12	\$ 99.16	\$ 101.24	\$ 103.37	\$ 105.54
Training Senior Specialist 5	\$ 93.56	\$ 95.52	\$ 97.53	\$ 99.58	\$ 101.67
Training Senior Specialist 4	\$ 85.44	\$ 87.23	\$ 89.06	\$ 90.93	\$ 92.84
Training Senior Specialist 3	\$ 79.57	\$ 81.24	\$ 82.95	\$ 84.69	\$ 86.47
Training Senior Specialist 2	\$ 77.18	\$ 78.80	\$ 80.45	\$ 82.14	\$ 83.86
Training Senior Specialist 1	\$ 62.39	\$ 63.70	\$ 65.04	\$ 66.41	\$ 67.80
Training Specialist 3	\$ 66.51	\$ 67.91	\$ 69.34	\$ 70.80	\$ 72.29
Training Specialist 2	\$ 61.69	\$ 62.99	\$ 64.31	\$ 65.66	\$ 67.04
Training Specialist 1	\$ 59.62	\$ 60.87	\$ 62.15	\$ 63.46	\$ 64.79
Training Assistant 2	\$ 50.02	\$ 51.07	\$ 52.14	\$ 53.23	\$ 54.35
Training Assistant 1	\$ 49.28	\$ 50.31	\$ 51.37	\$ 52.45	\$ 53.55
Client Financial Management Associate Partner	\$ 317.00	\$ 327.57	\$ 351.66	\$ 365.72	\$ 380.35
Client Financial Management Senior Manager	\$ 225.66	\$ 233.19	\$ 250.34	\$ 260.35	\$ 270.76
Client Financial Management Manager	\$ 152.94	\$ 158.04	\$ 169.66	\$ 176.45	\$ 183.51
Client Financial Management Specialist 2	\$ 108.27	\$ 111.88	\$ 120.10	\$ 124.90	\$ 129.90
Client Financial Management Specialist 1	\$ 99.43	\$ 102.75	\$ 110.31	\$ 114.72	\$ 119.30
Client Financial Management Analyst 2	\$ 91.19	\$ 94.23	\$ 101.16	\$ 105.21	\$ 109.42
Client Financial Management Analyst 1	\$ 80.71	\$ 83.40	\$ 89.54	\$ 93.12	\$ 96.84
Client Financial Management Assistant	\$ 57.00	\$ 58.90	\$ 63.23	\$ 65.76	\$ 68.39
Executive Assistant	\$ 74.26	\$ 76.74	\$ 82.38	\$ 85.67	\$ 89.10

## Price list for orders greater than \$10 million

SIN: 595-21 and 595-27					
Labor Category	Option Yr 1- July 28,2008- July 27, 2009	Option Yr 2- July 28,2009- July 27, 2010	Option Yr 3- July 28,2010- July 27, 2011	Option Yr 4- July 28,2011- July 27, 2012	Option Yr 5- July 28,2012- July 27, 2013
Partner 2	\$ 443.39	\$ 452.70	\$ 462.21	\$ 471.92	\$ 481.83
Partner 1	\$ 407.54	\$ 416.10	\$ 424.84	\$ 433.76	\$ 442.87
Associate Partner 6	\$ 371.70	\$ 379.51	\$ 387.48	\$ 395.62	\$ 403.93
Associate Partner 5	\$ 342.02	\$ 349.20	\$ 356.53	\$ 364.02	\$ 371.66
Associate Partner 4	\$ 312.36	\$ 318.92	\$ 325.62	\$ 332.46	\$ 339.44
Associate Partner 3	\$ 282.69	\$ 288.63	\$ 294.69	\$ 300.88	\$ 307.20
Associate Partner 2	\$ 252.64	\$ 257.95	\$ 263.37	\$ 268.90	\$ 274.55
Associate Partner 1	\$ 229.15	\$ 233.96	\$ 238.87	\$ 243.89	\$ 249.01
Program Manager 3	\$ 192.26	\$ 196.30	\$ 200.42	\$ 204.63	\$ 208.93
Program Manager 2	\$ 174.00	\$ 177.65	\$ 181.38	\$ 185.19	\$ 189.08
Program Manager 1	\$ 155.70	\$ 158.97	\$ 162.31	\$ 165.72	\$ 169.20
Project Manager 7	\$ 189.02	\$ 192.99	\$ 197.04	\$ 201.18	\$ 205.40
Project Manager 6	\$ 177.04	\$ 180.76	\$ 184.56	\$ 188.44	\$ 192.40
Project Manager 5	\$ 165.08	\$ 168.55	\$ 172.09	\$ 175.70	\$ 179.39
Project Manager 4	\$ 153.11	\$ 156.33	\$ 159.61	\$ 162.96	\$ 166.38
Project Manager 3	\$ 141.13	\$ 144.09	\$ 147.12	\$ 150.21	\$ 153.36
Project Manager 2	\$ 129.17	\$ 131.88	\$ 134.65	\$ 137.48	\$ 140.37
Project Manager 1	\$ 117.06	\$ 119.52	\$ 122.03	\$ 124.59	\$ 127.21
HR Senior Specialist 6	\$ 96.22	\$ 98.24	\$ 100.30	\$ 102.41	\$ 104.56
HR Senior Specialist 5	\$ 92.71	\$ 94.66	\$ 96.65	\$ 98.68	\$ 100.75
HR Senior Specialist 4	\$ 84.65	\$ 86.43	\$ 88.25	\$ 90.10	\$ 91.99
HR Senior Specialist 3	\$ 78.84	\$ 80.50	\$ 82.19	\$ 83.92	\$ 85.68
HR Senior Specialist 2	\$ 76.48	\$ 78.09	\$ 79.73	\$ 81.40	\$ 83.11
HR Senior Specialist 1	\$ 61.82	\$ 63.12	\$ 64.45	\$ 65.80	\$ 67.18
HR Specialist 3	\$ 65.90	\$ 67.28	\$ 68.69	\$ 70.13	\$ 71.60
HR Specialist 2	\$ 61.12	\$ 62.40	\$ 63.71	\$ 65.05	\$ 66.42
HR Specialist 1	\$ 59.07	\$ 60.31	\$ 61.58	\$ 62.87	\$ 64.19
HR Assistant 2	\$ 49.57	\$ 50.61	\$ 51.67	\$ 52.76	\$ 53.87
HR Assistant 1	\$ 48.83	\$ 49.86	\$ 50.91	\$ 51.98	\$ 53.07
Training Senior Specialist 6	\$ 96.22	\$ 98.24	\$ 100.30	\$ 102.41	\$ 104.56
Training Senior Specialist 5	\$ 92.71	\$ 94.66	\$ 96.65	\$ 98.68	\$ 100.75
Training Senior Specialist 4	\$ 84.65	\$ 86.43	\$ 88.25	\$ 90.10	\$ 91.99
Training Senior Specialist 3	\$ 78.84	\$ 80.50	\$ 82.19	\$ 83.92	\$ 85.68
Training Senior Specialist 2	\$ 76.48	\$ 78.09	\$ 79.73	\$ 81.40	\$ 83.11
Training Senior Specialist 1	\$ 61.82	\$ 63.12	\$ 64.45	\$ 65.80	\$ 67.18
Training Specialist 3	\$ 65.90	\$ 67.28	\$ 68.69	\$ 70.13	\$ 71.60
Training Specialist 2	\$ 61.12	\$ 62.40	\$ 63.71	\$ 65.05	\$ 66.42
Training Specialist 1	\$ 59.07	\$ 60.31	\$ 61.58	\$ 62.87	\$ 64.19
Training Assistant 2	\$ 49.57	\$ 50.61	\$ 51.67	\$ 52.76	\$ 53.87
Training Assistant 1	\$ 48.83	\$ 49.86	\$ 50.91	\$ 51.98	\$ 53.07
Client Financial Management Associate Partner	\$ 317.00	\$ 327.57	\$ 351.66	\$ 365.72	\$ 380.35
Client Financial Management Senior Manager	\$ 225.66	\$ 233.19	\$ 250.34	\$ 260.35	\$ 270.76
Client Financial Management Manager	\$ 152.94	\$ 158.04	\$ 169.66	\$ 176.45	\$ 183.51
Client Financial Management Specialist 2	\$ 108.27	\$ 111.88	\$ 120.10	\$ 124.90	\$ 129.90
Client Financial Management Specialist 1	\$ 99.43	\$ 102.75	\$ 110.31	\$ 114.72	\$ 119.30
Client Financial Management Analyst 2	\$ 91.19	\$ 94.23	\$ 101.16	\$ 105.21	\$ 109.42
Client Financial Management Analyst 1	\$ 80.71	\$ 83.40	\$ 89.54	\$ 93.12	\$ 96.84
Client Financial Management Assistant	\$ 57.00	\$ 58.90	\$ 63.23	\$ 65.76	\$ 68.39
Executive Assistant	\$ 74.26	\$ 76.74	\$ 82.38	\$ 85.67	\$ 89.10

## **Human Resources Line of Business Private Shared Service Center SIN 595-22 and 595-26**

### **Overview – Accenture’s Certified Human Resources Line Of Business Services**

Accenture is certified to provide systems services across the complete range of core and non-core Human Resources (Human Capital Management) Line Of Business functions. Accenture’s Human Resources Services platform includes PeopleSoft for Personnel Action Processing and Benefits Management. For Compensation Management, federal agencies may choose to use Accenture’s Federal Payroll and Time and Attendance solution, provided under arrangement with ADP, or an interface to the agency’s ePayroll provider. Accenture also offers Implementation Services to support the transition of agencies to Accenture’s shared service center approach.

Additionally, Accenture offers leading edge solutions to meet non-core technology requirements, such as Performance Management, Succession Planning, Position Management, and Human Resources Development.

The software is hosted in a secure environment which has achieved federal certification and accreditation. Accenture provides software provisioning, hosting and application management services.

Accenture’s Human Resources Service model is flexible. Agencies may choose to use the hosted systems themselves, or to also acquire processing support in addition to the hosted systems. Employee self-service features, workflow, and notifications are included in the core systems offerings, along with training and help desk support.

Our Pricelist assumes the provision of a complete, standard set of solutions and services. Individual federal agencies will identify the solutions and services that best fit their needs, and Accenture will tailor the offering and provide agency-specific task responses.

Non-core pricing is presented as licensing for software solutions and hosting, along with professional services offered on a per-hour basis for human capital support. Accenture will work with agencies to develop total task services that are appropriate to the scope of the desired solution.

Federal agencies interested in Accenture’s Human Resources Line Of Business Private Sector Shared Service Centers offering should contact Accenture for more information, or issue a request for quotation under the General Services Administration 738X Schedule to obtain a response tailored to the agency’s specific requirements.

## SIN 595-22 and 595-26 Labor Category Descriptions

### Partner 2

**General Experience.** A Partner 2 possesses at least 12 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Partner (2)s have overall accountability for business solution programs. Partner (2)s are responsible for product delivery and financial management of client engagements. A Partner (2) performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. Partner (2)s also are recognized experts in the areas of business process redesign, technical architecture, organizational change or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.

**Minimum Education:** Bachelor's Degree

### Partner 1

**General Experience.** A Partner 1 possesses at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Partner (1)s have overall accountability for business solution programs. Partner (1)s are responsible for product delivery and financial management of client engagements. A Partner (1) performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. Partner (1)s also are recognized experts in the areas of business process redesign, technical architecture, organizational change or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.

**Minimum Education:** Bachelor's Degree

### Associate Partner 6

**General Experience.** Associate Partner (6)s possess at least 15 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Associate Partner (6)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (6)s perform such duties as:

- Set overall policy direction for client engagements

- Communicate with Partner (1) and Partner (2)s and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

*Minimum Education:* Bachelor's Degree

#### **Associate Partner 5**

*General Experience.* Associate Partner (5)s possess at least 14 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

*Functional Responsibility.* Associate Partner (5)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (5)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Partner (1) and Partner (2)s and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

*Minimum Education:* Bachelor's Degree

#### **Associate Partner 4**

*General Experience.* Associate Partner (4)s possess at least 13 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

*Functional Responsibility.* Associate Partner (4)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (4)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

*Minimum Education:* Bachelor's Degree

### **Associate Partner 3**

*General Experience.* Associate Partner (3)s possess at least 12 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

*Functional Responsibility.* Associate Partner (3)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (3)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

*Minimum Education:* Bachelor's Degree

### **Associate Partner 2**

*General Experience.* Associate Partner (2)s possess at least 11 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

*Functional Responsibility.* Associate Partner (2)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (2)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

*Minimum Education:* Bachelor's Degree

### **Associate Partner 1**

*General Experience.* Associate Partner (1)s possess at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

*Functional Responsibility.* Associate Partner (1)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (1)s perform such duties as:

- Set overall policy direction for client engagements

- Communicate with Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

*Minimum Education:* Bachelor's Degree

### **Program Manager 3**

*General Experience.* Program Manager (3)s at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

*Functional Responsibility.* Program Manager (3)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture National Security Services projects. Program Manager (3)s provide subject matter expertise in industry, process or technology areas. A Program Manager (3) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Work with client executives to facilitate organizational change programs and realize business goals
- Lead clients through streamlining, reengineering and transforming business processes
- Ensure consistency of quality across multiple projects
- Manage client contracts.

*Minimum Education:* Bachelor's Degree or 3 years related experience.

### **Program Manager 2**

*General Experience.* Program Manager (2)s at least 9 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

*Functional Responsibility.* Program Manager (2)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture National Security Services projects. Program Manager (2)s provide subject matter expertise in industry, process or technology areas. A Program Manager (2) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Work with client executives to facilitate organizational change programs and realize business goals
- Lead clients through streamlining, reengineering and transforming business processes

- Ensure consistency of quality across multiple projects
- Manage client contracts.

*Minimum Education:* Bachelor's Degree or 3 years related experience.

## **Program Manager 1**

*General Experience.* Program Manager (1)s at least 8 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

*Functional Responsibility.* Program Manager (1)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture National Security Services projects. Program Managers provide subject matter expertise in industry, process or technology areas. A Program Manager (1) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Work with client executives to facilitate organizational change programs and realize business goals
- Lead clients through streamlining, reengineering and transforming business processes
- Ensure consistency of quality across multiple projects
- Manage client contracts.

*Minimum Education:* Bachelor's Degree or 3 years related experience.

## **Project Manager 7**

*General Experience.* Project Manager (7)s possess at least 12 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

*Functional Responsibility.* Project Manager (7)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture National Security Services projects. Project Manager (7)s provide subject matter expertise in HR processes or technology areas. A Project Manager (7) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

*Minimum Education:* Bachelor's Degree or 3 years related experience.

## **Project Manager 6**

**General Experience.** Project Manager (6)s possess at least 11 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Project Manager (6)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture National Security Services projects. Project Manager (6)s provide subject matter expertise in HR processes or technology areas. A Project Manager (6) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

## **Project Manager 5**

**General Experience.** Project Manager (5)s possess at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Project Manager (5)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture National Security Services projects. Project Manager (5)s provide subject matter expertise in HR processes or technology areas. A Project Manager (5) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

## **Project Manager 4**

**General Experience.** Project Manager (4)s possess at least 9 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Project Manager (4)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture National Security Services projects. Project Manager (4)s provide subject matter expertise in HR processes or technology areas. A Project Manager (4) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

*Minimum Education:* Bachelor's Degree or 3 years related experience.

### **Project Manager 3**

*General Experience.* Project Manager (3)s possess at least 8 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

*Functional Responsibility.* Project Manager (3)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture National Security Services projects. Project Manager (3)s provide subject matter expertise in HR processes or technology areas. A Project Manager (3) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

*Minimum Education:* Bachelor's Degree or 3 years related experience.

### **Project Manager 2**

*General Experience.* Project Manager (2)s possess at least 7 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

*Functional Responsibility.* Project Manager (2)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture National Security Services projects. Project Manager (2)s provide subject matter expertise in HR processes or technology areas. A Project Manager (2) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

*Minimum Education:* Bachelor's Degree or 3 years related experience.

### **Project Manager 1**

**General Experience.** Project Manager (1)s possess at least 6 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

**Functional Responsibility.** Project Manager (1)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture National Security Services projects. Project Manager (1)s provide subject matter expertise in HR processes or technology areas. A Project Manager (1) is qualified to perform such tasks as:

- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

## **HR Senior Specialist 6**

**General Experience.** HR Senior Specialist (6)s possess at least 7 years of experience in Human Resource business processes.

**Functional Responsibility.** HR Senior Specialist (6)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture National Security Services projects, HR Senior Specialist (6)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (6) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

**Minimum Education:** Bachelor's Degree or 3 years related experience.

## HR Senior Specialist 5

*General Experience.* HR Senior Specialist (5)s possess at least 6 years of experience in Human Resource business processes.

*Functional Responsibility.* HR Senior Specialist (5)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture National Security Services projects, HR Senior Specialist (5)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (5) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

*Minimum Education:* Bachelor's Degree or 3 years related experience.

## HR Senior Specialist 4

*General Experience.* HR Senior Specialist (4)s possess at least 5 years of experience in Human Resource business processes.

*Functional Responsibility.* HR Senior Specialist (4)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture National Security Services projects, HR Senior Specialist (4)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (4) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

*Minimum Education:* Bachelor's Degree or 3 years related experience.

## HR Senior Specialist 3

*General Experience.* HR Senior Specialist (3)s possess at least 4 years of experience in Human Resource business processes.

*Functional Responsibility.* HR Senior Specialist (3)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture National Security Services projects, HR Senior Specialist (3)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (3) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

*Minimum Education:* Bachelor's Degree or 3 years related experience.

## **HR Senior Advisor 2**

*General Experience:* HR Senior Advisor (2)'s possess at least 10 years of experience in federal HR.

*Functional Responsibility:* HR Senior Advisor (2)'s use their federal HR expertise to provide input for complex HR situations, monitor quality and compliance of federal HR operations, assist in the formulation and validation of standard operating procedures, and provide functional support for training efforts.

*Minimum Education:* Bachelor's Degree or equivalent experience

## **HR Senior Advisor 1**

*General Experience:* HR Senior Advisor (1)'s possess at least 8 years of experience in federal HR.

*Functional Responsibility:* HR Senior Advisor (1)'s use their federal HR expertise to provide input for complex HR situations, monitor quality and compliance of federal HR operations, assist in the formulation and validation of standard operating procedures, and support training efforts.

*Minimum Education:* Bachelor's Degree or equivalent experience

## **HR Senior Specialist 2**

*General Experience.* HR Senior Specialist (2)s possess at least 3 years of experience in Human Resource business processes or training development and administration..

*Functional Responsibility.* HR Senior Specialist (2)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture National Security Services projects, HR Senior Specialist (2)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (2) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

*Minimum Education:* Bachelor's Degree or 3 years related experience.

## HR Senior Specialist 1

*General Experience.* HR Senior Specialist (1)s possess at least 2 years of experience in Human Resource business processes.

*Functional Responsibility.* HR Senior Specialist (1)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture National Security Services projects, HR Senior Specialist (1)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (1) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports
- Provide daily supervision and direction to staff

*Minimum Education:* Bachelor's Degree or 3 years related experience.

## HR Specialist 3

*General Experience.* HR Specialist (3)s possess at least 3 years experience in Human Resource business processes.

*Functional Responsibility.* HR Specialist (3)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource and training processes. On Accenture National Security Services projects, HR Specialist (3)s provide HR process services. A HR Specialist (3) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports

*Minimum Education:* Bachelor's Degree or 3 years related experience.

## HR Specialist 2

**General Experience.** HR Specialist (2)s possess at least 2 years experience in Human Resource business processes.

**Functional Responsibility.** HR Specialist (2)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource processes. On Accenture National Security Services projects, HR Specialist (2)s provide HR process services. A HR Specialist (2) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports

**Minimum Education:** Bachelor's Degree or 3 years related experience.

## HR Specialist 1

**General Experience.** HR Specialist (1)s possess at least 1 year of experience in Human Resource business processes.

**Functional Responsibility.** HR Specialist (1)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource processes. On Accenture National Security Services projects, HR Specialist (1)s provide HR processing services. A HR Specialist (1) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports

**Minimum Education:** Bachelor's Degree or 3 years related experience.

## HR Assistant 2

**General Experience.** HR Assistant (2)s possess at least 6 months of experience in Human Resource business processes.

**Functional Responsibility.** HR Assistant (2)s apply their skills to administer human resource processes. On Accenture National Security Services projects, HR Assistant (2)s provide HR data entry services. An HR Assistant (2) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports

**Minimum Education:** Associate's Degree or 2 years related experience.

## HR Assistant 1

*General Experience.* HR Assistant (1)s possess less than 6 months of experience in Human Resource business processes.

*Functional Responsibility.* HR Assistant (1)s apply their skills to administer human resource processes. On Accenture National Security Services projects, HR Assistant (1)s provide HR data entry services. An HR Assistant (1) is qualified to perform tasks such as:

- Input data into Human Resource Information Systems (HRIS)
- Provide assistance on employee records
- Process personnel, benefits and payroll transactions
- Prepare human resource reports

*Minimum Education:* Associate's Degree or 2 years related experience.

## HR Clerk 3

*General Experience:* HR Clerk (3)s have at least 2 years of experience in clerical roles.

*Functional Responsibility:* HR Clerk (3)s provide basic clerical support to HR projects. An HR Clerk (3) is qualified to perform such tasks as:

- Sorting, filing, and retrieving personnel documents
- Sorting, collecting, and distributing correspondence, including mail, faxes, and packages
- Performing basic data entry tasks related to HR servicing

*Minimum Education:* High-school diploma or equivalent

## HR Clerk 2

*General Experience:* HR Clerk (2)s have at least 1 year of experience in clerical roles.

*Functional Responsibility:* HR Clerk (2)s provide basic clerical support to HR projects. An HR Clerk (2) is qualified to perform such tasks as:

- Sorting, filing, and retrieving personnel documents
- Sorting, collecting, and distributing correspondence, including mail, faxes, and packages
- Performing basic data entry tasks related to HR servicing

*Minimum Education:* High-school diploma or equivalent

## HR Clerk 1

*General Experience:* HR Clerk (1)s have less than 1 year or no experience in clerical roles.

*Functional Responsibility:* HR Clerk (1)s provide basic clerical support to HR projects. An HR Clerk (1) is qualified to perform such tasks as:

- Sorting, filing, and retrieving personnel documents
- Sorting, collecting, and distributing correspondence, including mail, faxes, and packages

- Performing basic data entry tasks related to HR servicing  
*Minimum Education:* High-school diploma or equivalent

## **Client Financial Management Associate Partner**

*General Experience.* Client Financial Management Associate Partners possess at least 10 years of experience in the administrative and financial management of client engagements.

*Functional Responsibility.* Client Financial Management Associate Partners oversee the administrative and financial management of client engagements. A Client Financial Management Associate Partner is qualified to perform such tasks as:

- Provide expert counsel to Client Financial Management teams in the areas of work management activities, financial management, human resources management, contract management and facilities management for one or more client engagements
- Conduct Client Financial Management reviews and recommend specific improvement strategies
- Recognize internal and external trends, and adjust Client Financial Management strategies accordingly
- Oversee the management of one or more Client Financial Management teams.

*Minimum Education:* Bachelor's Degree.

## **Client Financial Management Senior Manager**

*General Experience.* Client Financial Management Senior Managers possess at least 7 years of experience in the administrative and financial management of client engagements.

*Functional Responsibility.* Client Financial Management Senior Managers support project personnel in the administrative and financial management of client engagements. A Client Financial Management Senior Manager is qualified to perform such tasks as:

- Develop standards for and manage work management activities, financial management, human resources management, contract management and facilities management for one or more client engagements
- Provide quality management review for engagements
- Develop best practices for Client Financial Management
- Manage one or more Client Financial Management teams.

*Minimum Education:* Bachelor's Degree or 3 years related experience.

## **Client Financial Management Manager**

*General Experience.* Client Financial Management Managers possess at least 5 years of experience in the administrative and financial management of client engagements.

*Functional Responsibility.* Client Financial Management professionals support project personnel in the administrative and financial management of client engagements. A Client Financial Management Manager is qualified to perform such tasks as:

- Ensure contractual compliance for an engagement
- Establish and monitor key performance indicators and engagement metrics
- Establish facilities management process and responsibilities

- Develop an engagement s quality plan
- Manage the Client Financial Management team.

*Minimum Education:* Bachelor's Degree or 3 years related experience.

## **Client Financial Management Specialist 2**

*General Experience.* Client Financial Management Specialist (2)s possess at least 4 years of experience in the administrative and financial management of client engagements.

*Functional Responsibility.* Client Financial Management Specialist (2)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Specialist (2) is qualified to perform such tasks as:

- Set up and coordinate an engagement s work management processes, tools and reporting structure
- Set up and coordinate an engagement s financial accounting process
- Establish and manage human resources management processes for an engagement
- Support the development of an engagement s quality plan, procedures and metrics
- Supervise Client Financial Management analysts and assistants.

*Minimum Education:* Bachelor's Degree or 3 years related experience.

## **Client Financial Management Specialist 1**

*General Experience.* Client Financial Management Specialist (1)s possess at least 3 years of experience in the administrative and financial management of client engagements.

*Functional Responsibility.* Client Financial Management Specialist (1)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Specialist (1) is qualified to perform such tasks as:

- Set up and coordinate an engagement s work management processes, tools and reporting structure
- Set up and coordinate an engagement s financial accounting process
- Establish and manage human resources management processes for an engagement
- Support the development of an engagement s quality plan, procedures and metrics
- Supervise Client Financial Management analysts and assistants.

*Minimum Education:* Bachelor's Degree or 3 years related experience.

## **Client Financial Management Analyst 2**

*General Experience.* Client Financial Management Analyst (2)s possess at least 2 years of experience in the administrative and financial management of client engagements.

*Functional Responsibility.* Client Financial Management Analyst (2)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Analyst (2) is qualified to perform such tasks as:

- Prepare engagement reporting, trend analysis, costing and forecasting
- Prepare Accenture billings based upon contractual requirements
- Perform and monitor an engagement s internal financial accounting processes

- Perform and monitor an engagement s human resources and facilities management activities
- Track and monitor quality management checkpoints and metrics.

*Minimum Education:* Bachelor's Degree or 3 years related experience.

### **Client Financial Management Analyst 1**

*General Experience.* Client Financial Management Analyst (1)s possess up to 1 year of experience in the administrative and financial management of client engagements.

*Functional Responsibility.* Client Financial Management Analyst (1)s support project personnel in the administrative and financial management of client engagements. A Client Financial Management Analyst (1) is qualified to perform such tasks as:

- Prepare engagement reporting, trend analysis, costing and forecasting
- Prepare Accenture billings based upon contractual requirements
- Perform and monitor an engagement s internal financial accounting processes
- Perform and monitor an engagement s human resources and facilities management activities
- Track and monitor quality management checkpoints and metrics.

*Minimum Education:* Bachelor's Degree or 3 years related experience.

### **Business Integration Partner**

*General Experience.* Business Integration Partners possess at least 12 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

*Functional Responsibility.* A Business Integration Partner has overall accountability for business solution programs. Business Integration Partners are responsible for product delivery and financial management of client engagements. A Business Integration Partner performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. Business Integration Partners also are recognized experts in the areas of business process redesign, technical architecture, organizational change or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.

*Minimum Education:* Bachelor's Degree

### **Business Integration Associate Partner 4**

*General Experience.* Business Integration Associate Partner (4)s possess at least 13 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

*Functional Responsibility.* Business Integration Associate Partner (4)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Business Integration Associate Partner (4)s perform such duties as:

- Set overall policy direction for client engagements

- Communicate with Business Integration Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

**Minimum Education:** Bachelor's Degree

### **Business Integration Associate Partner 3**

**General Experience.** Business Integration Associate Partner (3)s possess at least 12 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Associate Partner (3)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Business Integration Associate Partner (3)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Business Integration Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

**Minimum Education:** Bachelor's Degree

### **Business Integration Associate Partner 2**

**General Experience.** Business Integration Associate Partner (2)s possess at least 11 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Associate Partner (2)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Business Integration Associate Partner (2)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Business Integration Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

**Minimum Education:** Bachelor's Degree

## **Business Integration Associate Partner 1**

**General Experience.** Business Integration Associate Partner (1)s possess at least 10 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Associate Partner (1)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Business Integration Associate Partner (1)s perform such duties as:

- Set overall policy direction for client engagements
- Communicate with Business Integration Partner and client executive management to ensure critical issues are addressed
- Provide expert guidance to projects in industry and functional areas
- Act as senior client liaison
- Oversee contract and financial management of one or more client engagements.

**Minimum Education:** Bachelor's Degree

## **Business Integration Senior Manager 3**

**General Experience.** Business Integration Senior Manager (3)s at least 10 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Senior Manager (3)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Business Integration Senior Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Senior Manager (3) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Work with client executives to facilitate organizational change programs and realize business goals
- Lead clients through streamlining, reengineering and transforming business processes
- Ensure consistency of quality across multiple projects
- Manage client contracts.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

## **Business Integration Senior Manager 2**

**General Experience.** Business Integration Senior Manager (2)s at least 9 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Senior Manager (2)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Business Integration Senior Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Senior Manager (2) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Work with client executives to facilitate organizational change programs and realize business goals
- Lead clients through streamlining, reengineering and transforming business processes
- Ensure consistency of quality across multiple projects
- Manage client contracts.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

## **Business Integration Senior Manager 1**

**General Experience.** Business Integration Senior Manager (1)s at least 8 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Senior Manager (1)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Business Integration Senior Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Senior Manager (1) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Work with client executives to facilitate organizational change programs and realize business goals
- Lead clients through streamlining, reengineering and transforming business processes
- Ensure consistency of quality across multiple projects
- Manage client contracts.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

## Business Integration Manager 4

**General Experience.** Business Integration Manager (4)s possess at least 8 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Manager (4)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Business Integration Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Manager (4) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

## Business Integration Manager 3

**General Experience.** Business Integration Manager (3)s possess at least 7 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Manager (3)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Business Integration Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Manager (3) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

## Business Integration Manager 2

**General Experience.** Business Integration Manager (2)s possess at least 6 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Manager (2)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Business Integration

Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Manager (2) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

### **Business Integration Manager 1**

**General Experience.** Business Integration Manager (1)s possess at least 5 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Manager (1)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Business Integration Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Manager (1) is qualified to perform such tasks as:

- Plan and manage the work of information systems project teams
- Design and implement new organization structures
- Conceptual design and development of training curricula
- Assist an organization translate its vision and strategy into core human resource and business processes
- Lead clients through streamlining, reengineering and transforming business processes
- Develop and execute project budgets.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

### **Business Integration Consultant 4**

**General Experience.** Business Integration Consultant (4)s possess at least 5 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Consultant (4)s apply their advanced skills and experience in systems development, detailed knowledge of business processes, technical background and supervisory skills to implement business solutions. On Accenture projects, Business Integration Consultants provide direction to project teams and interact with clients at the supervisory level. A Business Integration Consultant (4) is qualified to perform tasks such as:

- Develop functional and technical information system designs.
- Supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula
- Lead business process redesign teams in the development of new business process architectures.
- Design training programs for information systems users

- Participate in quality reviews to ensure work complies with specified standards
- Develop team workplans
- Perform workflow analyses
- Design and manage databases
- Define information systems requirements
- Assist in project budget preparation.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

### **Business Integration Consultant 3**

**General Experience.** Business Integration Consultant (3)s possess at least 4 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Consultant (3)s apply their advanced skills and experience in systems development, detailed knowledge of business processes, technical background and supervisory skills to implement business solutions. On Accenture projects, Business Integration Consultants provide direction to project teams and interact with clients at the supervisory level. A Business Integration Consultant (3) is qualified to perform tasks such as:

- Develop functional and technical information system designs.
- Supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula
- Lead business process redesign teams in the development of new business process architectures.
- Design training programs for information systems users
- Participate in quality reviews to ensure work complies with specified standards
- Develop team workplans
- Perform workflow analyses
- Design and manage databases
- Define information systems requirements
- Assist in project budget preparation.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

### **Business Integration Consultant 2**

**General Experience.** Business Integration Consultant (2)s possess at least 3 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Consultant (2)s apply their advanced skills and experience in systems development, detailed knowledge of business processes, technical background and supervisory skills to implement business solutions. On Accenture projects, Business Integration Consultants provide direction to project teams and interact with clients at the supervisory level. A Business Integration Consultant (2) is qualified to perform tasks such as:

- Develop functional and technical information system designs.
- Supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula
- Lead business process redesign teams in the development of new business process

architectures.

- Design training programs for information systems users
- Participate in quality reviews to ensure work complies with specified standards
- Develop team workplans
- Perform workflow analyses
- Design and manage databases
- Define information systems requirements
- Assist in project budget preparation.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

### **Business Integration Consultant 1**

**General Experience.** Business Integration Consultant (1)s possess at least 2 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Consultant (1)s apply their advanced skills and experience in systems development, detailed knowledge of business processes, technical background and supervisory skills to implement business solutions. On Accenture projects, Business Integration Consultants provide direction to project teams and interact with clients at the supervisory level. A Business Integration Consultant (1) is qualified to perform tasks such as:

- Develop functional and technical information system designs.
- Supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula
- Lead business process redesign teams in the development of new business process architectures.
- Design training programs for information systems users
- Participate in quality reviews to ensure work complies with specified standards
- Develop team workplans
- Perform workflow analyses
- Design and manage databases
- Define information systems requirements
- Assist in project budget preparation.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

### **Business Integration Analyst 4**

**General Experience.** Business Integration Analysts (4)s possess at least 2 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Analyst (4)s apply their strong analytical and technical skills to assist in implementing business solutions. Business Integration Analysts are directed to exercise core skills on projects, or they may direct small teams. A Business Integration Analyst (4) is qualified to perform tasks such as:

- Document an organization's current business process flows
- Design, code and test functional components of information systems according to project specifications

- Identify and document functional requirements for information systems
- Develop project documentation and user training materials according to program specifications
- Conduct user training sessions
- Prepare communications plans
- Produce database extracts
- Provide technical support to software development teams
- Perform program management support tasks, such as status reporting and workplan maintenance.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

### **Business Integration Analyst 3**

**General Experience.** Business Integration Analysts (3)s possess 1 to 2 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Analyst (3)s apply their strong analytical and technical skills to assist in implementing business solutions. Business Integration Analysts are directed to exercise core skills on projects, or they may direct small teams. A Business Integration Analyst (3) is qualified to perform tasks such as:

- Document an organization's current business process flows
- Design, code and test functional components of information systems according to project specifications
- Identify and document functional requirements for information systems
- Develop project documentation and user training materials according to program specifications
- Conduct user training sessions
- Prepare communications plans
- Produce database extracts
- Provide technical support to software development teams
- Perform program management support tasks, such as status reporting and workplan maintenance.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

## Business Integration Analyst 2

**General Experience.** Business Integration Analysts (2)s possess at least 1 year of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.

**Functional Responsibility.** Business Integration Analyst (2)s apply their strong analytical and technical skills to assist in implementing business solutions. Business Integration Analysts are directed to exercise core skills on projects, or they may direct small teams. A Business Integration Analyst (2) is qualified to perform tasks such as:

- Document an organization's current business process flows
- Design, code and test functional components of information systems according to project specifications
- Identify and document functional requirements for information systems
- Develop project documentation and user training materials according to program specifications
- Conduct user training sessions
- Prepare communications plans
- Produce database extracts
- Provide technical support to software development teams
- Perform program management support tasks, such as status reporting and workplan maintenance.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

## Business Integration Analyst 1

**General Experience.** Business Integration Analysts (1)s have been trained in systems development and/or training methodologies and may possess a security clearance.

**Functional Responsibility.** Business Integration Analyst (1)s apply their strong analytical and technical skills to assist in implementing business solutions. Business Integration Analysts are directed to exercise core skills on projects, or they may direct small teams. A Business Integration Analyst (1) is qualified to perform tasks such as:

- Document an organization's current business process flows
- Design, code and test functional components of information systems according to project specifications
- Identify and document functional requirements for information systems
- Develop project documentation and user training materials according to program specifications
- Conduct user training sessions
- Prepare communications plans
- Produce database extracts
- Provide technical support to software development teams
- Perform program management support tasks, such as status reporting and workplan maintenance.

**Minimum Education:** Bachelor's Degree or 3 years related experience.

**SIN 595-22 HR PRIVATE SHARED SERVICE CENTERS—CORE REQUIREMENTS**  
**Benefits Management, Personnel Action Processing, Compensation Management**

*Pricelist for Special Item Number 595-22 is effective 20 December 2007*

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
<b>HUMAN RESOURCES SERVICES: Benefits Management, Personnel Action Processing and Compensation Management</b>			
<b>Core HR Solutions - Software Provisioning, Hosting and Application Management</b>			
<b>Year 1 - First Year of Service Provisioning</b>			
	Application Usage, Application Management and Hosting for: <b>PeopleSoft HCM/HRMS &amp; PeopleSoft Self Service HR Data Warehouse &amp; Analytics Service Request System eOrientation System</b>		
595-22	1 - 10,000 Employees	\$156.46	Per Employee / Per Year
595-22	10,001 - 25,000 Employees	\$161.96	Per Employee / Per Year
595-22	25,001 - 50,000 Employees	\$167.47	Per Employee / Per Year
595-22	50,001 - 100,000 Employees	\$118.99	Per Employee / Per Year
<b>Year 2+ - Second Year and Subsequent Years of Service Provisioning</b>			
	Application License, Application Management and Hosting for: <b>PeopleSoft HCM/HRMS &amp; PeopleSoft Self Service HR Data Warehouse &amp; Analytics Service Request System eOrientation System</b>		
595-22	1 - 10,000 Employees	\$143.94	Per Employee / Per Year
595-22	10,001 - 25,000 Employees	\$149.68	Per Employee / Per Year

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
595-22	25,001 - 50,000 Employees	\$155.42	Per Employee / Per Year
595-22	50,001 - 100,000 Employees	\$104.62	Per Employee / Per Year

<b>Core HR Processing Services</b>			
595-22	<b>Core HR Services</b> Includes Personnel Action Processing, Benefits Processing, Records Management and Employee Call Center. Does not include Implementation Services which are ordered separately (see explanation).	\$712.71	Per Employee / Per Year

<b>Core Payroll Processing Services</b>			
	<b>Core Payroll Services</b> Includes Hosting Technology and Infrastructure, Managed Payroll Services, Payroll Call Center. Does not include Implementation Services, which are ordered separately (see explanation).		
595-22	1,000 - 1,999 employees	\$346.53	Per Employee / Per Year
595-22	2,000 - 4,999 employees	\$277.06	Per Employee / Per Year
595-22	5,000 - 14,999 employees	\$255.22	Per Employee / Per Year
595-22	15,000 - 24,999 employees	\$236.80	Per Employee / Per Year
595-22	25,000 - 34,999 employees	\$224.54	Per Employee / Per Year
595-22	35,000 - 49,999 employees	\$216.08	Per Employee / Per Year
595-22	50,000 - 74,999 employees	\$202.98	Per Employee / Per Year
595-22	75,000 - 100,000 employees	\$194.29	Per Employee / Per Year
	<b>Managed Time and Labor Services</b> Includes Core, Professional, and Accruals Modules, Hosting and Call Center. Does not include Implementation Services, which are ordered separately (see explanation).		
595-22	1,000 - 1,999 employees	\$73.14	Per Employee / Per Year
595-22	2,000 - 4,999 employees	\$73.14	Per Employee / Per Year
595-22	5,000 - 14,999 employees	\$69.82	Per Employee / Per Year

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
595-22	15,000 - 24,999 employees	\$63.17	Per Employee / Per Year
595-22	25,000 - 34,999 employees	\$59.85	Per Employee / Per Year
595-22	35,000 - 49,999 employees	\$56.52	Per Employee / Per Year
595-22	50,000 - 74,999 employees	\$56.52	Per Employee / Per Year
595-22	75,000 - 100,000 employees	\$53.20	Per Employee / Per Year

<b>Implementation Services</b>			
595-22	<b>Implementation Services</b> Includes Design, Configuration, Data Migration, Interface and Reports Development and Testing	Price quoted under Each Task Order	Per Quote

<b>Human Resources Services / Human Capital Management Services Professional Services</b>			
	The following categories of core Human Capital Services are offered as professional services on a per-hour basis: <b>Benefits Management</b> <b>Personnel Action Processing</b> <b>Records Management</b> <b>Compensation Management</b>	- - -	-
595-22	HR Clerk 1	\$35.37	Per Hour
595-22	HR Clerk 2	\$45.51	Per Hour
595-22	HR Clerk 3	\$55.46	Per Hour
595-22	HR Assistant 1	\$62.82	Per Hour
595-22	HR Assistant 2	\$66.90	Per Hour
595-22	HR Specialist 1	\$75.05	Per Hour
595-22	HR Specialist 2	\$83.18	Per Hour
595-22	HR Specialist 3	\$95.40	Per Hour
595-22	HR Senior Specialist 1	\$77.95	Per Hour
595-22	HR Senior Specialist 2	\$86.28	Per Hour
595-22	HR Senior Specialist 3	\$90.45	Per Hour
595-22	HR Senior Specialist 4	\$98.78	Per Hour
595-22	HR Senior Specialist 5	\$111.28	Per Hour
595-22	HR Senior Specialist 6	\$131.05	Per Hour
595-22	HR Senior Advisor 1	\$150.11	Per Hour
595-22	HR Senior Advisor 2	\$180.98	Per Hour

<b>SIN</b>	<b>DESCRIPTION</b>	<b>GSA CATALOG PRICE</b>	<b>UNIT</b>
595-22	Project Manager 1	\$123.08	Per Hour
595-22	Project Manager 2	\$144.47	Per Hour
595-22	Project Manager 3	\$152.87	Per Hour
595-22	Project Manager 4	\$165.45	Per Hour
595-22	Project Manager 5	\$178.04	Per Hour
595-22	Project Manager 6	\$190.97	Per Hour
595-22	Project Manager 7	\$216.23	Per Hour
595-22	Program Manager 1	\$182.36	Per Hour
595-22	Program Manager 2	\$224.70	Per Hour
595-22	Program Manager 3	\$288.19	Per Hour
595-22	Associate Partner 1	\$243.97	Per Hour
595-22	Associate Partner 2	\$280.18	Per Hour
595-22	Associate Partner 3	\$307.35	Per Hour
595-22	Associate Partner 4	\$348.11	Per Hour
595-22	Associate Partner 5	\$417.78	Per Hour
595-22	Associate Partner 6	\$487.26	Per Hour
595-22	Partner 1	\$357.45	Per Hour
595-22	Partner 2	\$487.26	Per Hour
595-22	Client Financial Management Analyst 1	\$94.00	Per Hour
595-22	Client Financial Management Analyst 2	\$104.41	Per Hour
595-22	Client Financial Management Specialist 1	\$122.20	Per Hour
595-22	Client Financial Management Specialist 2	\$163.47	Per Hour
595-22	Client Financial Management Manager	\$205.87	Per Hour
595-22	Client Financial Management Senior Manager	\$282.00	Per Hour
595-22	Client Financial Management Associate Partner	\$389.90	Per Hour
595-22	Business Integration Analyst 1	\$86.40	Per Hour
595-22	Business Integration Analyst 2	\$86.40	Per Hour
595-22	Business Integration Analyst 3	\$98.83	Per Hour
595-22	Business Integration Analyst 4	\$105.05	Per Hour
595-22	Business Integration Consultant 1	\$98.83	Per Hour
595-22	Business Integration Consultant 2	\$111.23	Per Hour
595-22	Business Integration Consultant 3	\$129.87	Per Hour
595-22	Business Integration Consultant 4	\$153.50	Per Hour
595-22	Business Integration Manager 1	\$171.23	Per Hour

<b>SIN</b>	<b>DESCRIPTION</b>	<b>GSA CATALOG PRICE</b>	<b>UNIT</b>
595-22	Business Integration Manager 2	\$190.21	Per Hour
595-22	Business Integration Manager 3	\$202.88	Per Hour
595-22	Business Integration Manager 4	\$215.52	Per Hour
595-22	Business Integration Senior Manager 1	\$234.50	Per Hour
595-22	Business Integration Senior Manager 2	\$259.80	Per Hour
595-22	Business Integration Senior Manager 3	\$304.03	Per Hour
595-22	Business Integration Associate Partner 1	\$356.85	Per Hour
595-22	Business Integration Associate Partner 2	\$408.40	Per Hour
595-22	Business Integration Associate Partner 3	\$437.30	Per Hour
595-22	Business Integration Partner	\$500.43	Per Hour

**Notes:**

1. The prices above include the General Services Administration's Industrial Funding Fee (IFF).
2. Unit prices for each contract year period will be escalated by 4.3% per year.
3. Pricing assumes use of a shared software instance but unique database for agencies smaller than 50,000 employees.
4. For all services, agencies larger than 100,000 employees require a unique pricing arrangement.
5. For payroll services, agencies smaller than 1,000 employees require a unique pricing arrangement.
6. The prices offered represent post-implementation, on-going operating state. The prices for client-specific implementation (i.e. design, configuration, data migration, interface and reports development, testing) are not included in this price.
7. Assumes a one-year, post-migration service commitment.

**SIN 595-26 HR PRIVATE SHARED SERVICE CENTERS—NON-CORE REQUIREMENTS**  
**Compensation Management, HR Development, HR Strategy, Organization and Position Management, Performance Management, Staff Acquisition, Employee Relations, Labor Relations and Separations Management**

*Pricelist for Special Item Number 595-26 is effective 20 December 2007*

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
<b>HUMAN RESOURCES SERVICES: Compensation Management, HR Development, HR Strategy, Organization and Position Management, Performance Management, Staff Acquisition, Employee Relations, Labor Relations and Separations Management</b>			
<b><i>Non-Core Solutions - Software Provisioning, Hosting and Application Management</i></b>			
<b>PeopleSoft HCM (First Year)</b>			
595-26	Recruitment	\$10.26	Per Employee / Per Year
595-26	Absence Management	\$21.48	Per Employee / Per Year
595-26	Time and Labor	\$24.69	Per Employee / Per Year
595-26	Directory Interface	\$3.50	Per Employee / Per Year
595-26	ePerformance	\$10.26	Per Employee / Per Year
595-26	Workforce Planning	\$4.00	Per Employee / Per Year
595-26	Workforce Scorecard	\$11.02	Per Employee / Per Year
<b>PeopleSoft HCM (Year 2+)</b>			
595-26	Recruitment	\$3.14	Per Employee / Per Year
595-26	Absence Mgmt	\$6.44	Per Employee / Per Year
595-26	Time and Labor	\$9.57	Per Employee / Per Year
595-26	Directory Interface	\$1.92	Per Employee / Per Year
595-26	ePerformance	\$3.14	Per Employee / Per Year
595-26	Workforce Planning	\$1.62	Per Employee / Per Year
595-26	Workforce Scorecard	\$2.63	Per Employee / Per Year

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
	<b>SEE-K from Trivium (Annual Subscription Per Employee)</b>		
595-26	1 - 10,000 employees	\$35.49	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$27.88	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$22.95	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$18.82	Per Employee / Per Year
	<b>Plateau LMS (Annual Subscription Per Employee)</b>		
595-26	1 - 10,000 employees	\$34.10	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$23.63	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$18.53	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$16.11	Per Employee / Per Year
	<b>Plateau Offline (Per Employee)</b>		
595-26	Multi-year Agreement (First Year)	\$2.21	Per Employee / Per Year
595-26	Multi-year Agreement (Year 2+)	\$0.33	Per Employee / Per Year
	<b>Plateau Performance - Career and Developmental Planning</b>		
595-26	Annual Subscription Per Employee	\$3.32	Per Employee / Per Year
	<b>Plateau Performance - Multi-Rater and 360-degree Assessments</b>		
595-26	Annual Subscription Per Employee	\$3.32	Per Employee / Per Year
	<b>Plateau Performance - Goals Alignment</b>		
595-26	Annual Subscription Per Employee	\$3.32	Per Employee / Per Year
	<b>Plateau Performance - Performance Appraisals</b>		
595-26	Annual Subscription Per Employee	\$3.32	Per Employee / Per Year
	<b>Plateau Performance - Succession Planning</b>		
595-26	Annual Subscription Per Employee	\$3.32	Per Employee / Per Year
	<b>Plateau Compensation</b>		
595-26	Annual Subscription Per Administrator	\$99.74	Per Administrator / Per Year

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
<b>Monster Quickhire (Annual Subscription Per Employee)</b>			
595-26	1 - 10,000 employees	\$63.38	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$46.99	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$46.99	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$36.75	Per Employee / Per Year
<b>Monster Quickhire (One-Time Set-up Per Agency)</b>			
595-26	One-Time Setup: 1 - 10,000 employees	\$34,300.00	Per Agency
595-26	One-Time Setup: 10,001 - 25,000 employees	\$49,000.00	Per Agency
595-26	One-Time Setup: 25,001 - 50,000 employees	\$49,000.00	Per Agency
595-26	One-Time Setup: 50,001 - 100,000 employees	\$78,400.00	Per Agency
<b>FRB Web Annual (Subscription Per Employee)</b>			
595-26	1 - 10,000 employees	\$21.65	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$16.55	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$13.23	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$10.81	Per Employee / Per Year
595-26	One-Time Setup Cost	\$7,178.00	Per Agency
<b>GoalOwner (Annual Subscription Per Employee)</b>			
595-26	1 - 10,000 employees	\$104.18	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$100.52	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$96.84	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$91.93	Per Employee / Per Year
<b>Saba</b>			
<b>Saba Learning Suite - Multi-Year Agreement Per Employee (First Year)</b>			
595-26	1 - 10,000 employees	\$55.43	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$44.96	Per Employee / Per Year

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
595-26	25,001 - 50,000 employees	\$39.86	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$36.10	Per Employee / Per Year
595-26	Saba Certification Management (optional - requires Learning Suite)	\$4.99	Per Employee / Per Year
595-26	Saba Offline Access (optional - requires Learning Suite)	\$1.99	Per Employee / Per Year
<b>Saba Learning Suite - Multi-year Agreement Per Employee (Year 2+)</b>			
595-26	1 - 10,000 employees	\$31.81	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$20.89	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$15.57	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$11.65	Per Employee / Per Year
595-26	Saba Certification Management (optional - requires Learning Suite)	\$0.86	Per Employee / Per Year
595-26	Saba Offline Access (optional - requires Learning Suite)	\$0.34	Per Employee / Per Year
<b>Saba Content Management - Flat Fee</b>			
595-26	Saba Content Management, 5 administrators (Year 1)	\$54,858.38	Per Year
595-26	Saba Content Management, 5 administrators (Year 2+)	\$9,536.21	Per Year
<b>Saba Per Administrator</b>			
595-26	Saba Content Management (Year 1)	\$4,987.13	Per Administrator
595-26	Saba Content Management (Year 2+)	\$866.93	Per Administrator
<b>Saba Performance Suite - Multi-year Agreement Per Employee (First Year)</b>			
595-26	1 - 10,000 employees	\$53.05	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$45.27	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$41.06	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$37.74	Per Employee / Per Year
595-26	Performance Reviews (optional)	\$4.99	Per Employee / Per Year
<b>Saba Performance Suite - Multi-year Agreement Per Employee (Year 2+)</b>			
595-26	1 - 10,000 employees	\$27.56	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$19.45	Per Employee / Per Year

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
595-26	25,001 - 50,000 employees	\$15.06	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$11.60	Per Employee / Per Year
595-26	Performance Reviews (optional)	\$0.86	Per Employee / Per Year
<b>Saba Talent Suite - Multi-year Agreement Per Employee (First Year)</b>			
595-26	1 - 10,000 employees	\$40.99	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$33.21	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$29.00	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$25.68	Per Employee / Per Year
<b>Saba Talent Suite – Multi-year Agreement Per Employee (Year 2+)</b>			
595-26	1 - 10,000 employees	\$25.41	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$17.30	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$12.91	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$9.45	Per Employee / Per Year
<b>Saba Centra for Symposium - Multi-year Agreement (First Year)</b>			
595-26	Centra 7 Base Server License for Symposium – Centra Live server supporting up to 500 simultaneous Symposium users per server.	\$286,982.14	Per Year
595-26	Symposium Concurrent Use License- Multi-year Agreement per concurrent use.	\$2,021.45	Per Year
<b>Saba Centra for Symposium - Multi-year Agreement (Year 2+)</b>			
595-26	Centra 7 Base Server License for Symposium – Centra Live server supporting up to 500 simultaneous Symposium users per server.	\$271,580.65	Per Year
595-26	Symposium Concurrent Use License- Multi-year Agreement per concurrent use.	\$351.39	Per Year
<b>EODonline - Multi-year Agreement Per Employee (First Year)</b>			
595-26	1 - 10,000 employees	\$28.21	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$23.11	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$19.79	Per Employee / Per Year

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
595-26	50,001 - 100,000 employees	\$15.04	Per Employee / Per Year
<b>EODonline - Multi-year Agreement Per Employee (Year 2+)</b>			
595-26	1 - 10,000 employees	\$19.73	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$14.40	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$10.95	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$8.43	Per Employee / Per Year
<b>Kronos</b>			
<b>Kronos webTA - Multi-year Agreement Per Employee (First Year)</b>			
595-26	1 - 10,000 employees	\$59.35	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$53.35	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$48.25	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$44.94	Per Employee / Per Year
<b>Kronos webTA Multi-year Agreement Per Employee (Year 2+)</b>			
595-26	1 - 10,000 employees	\$28.34	Per Employee / Per Year
595-26	10,001 - 25,000 employees	\$22.34	Per Employee / Per Year
595-26	25,001 - 50,000 employees	\$17.24	Per Employee / Per Year
595-26	50,001 - 100,000 employees	\$13.93	Per Employee / Per Year
<b>Kronos Activites Add-on to WebTA</b>			
595-26	Multi-year Agreement (First Year)	\$7.66	Per Employee / Per Year
595-26	Multi-year Agreement (Year 2+)	\$1.45	Per Employee / Per Year
<b>Kronos Smart Add-on to WebTA</b>			
595-26	Multi-year Agreement (First Year)	\$14.10	Per Employee / Per Year
595-26	Multi-year Agreement (Year 2+)	\$2.83	Per Employee / Per Year

SIN	DESCRIPTION	GSA CATALOG PRICE	UNIT
	<b>Kronos Mobile Activites Add-on to WebTA</b>		
595-26	Multi-year Agreement (First Year)	\$41.87	Per Employee / Per Year
595-26	Multi-year Agreement (Year 2+)	\$8.37	Per Employee / Per Year

<b>Implementation Services</b>			
595-26	<b>Implementation Services</b> Includes Design, Configuration, Data Migration, Interface and Reports Development and Testing	Price quoted under Each Task Order	Per Quote

<b>Non-Core Human Capital Services (Professional Services)</b>			
	<p>The following categories of non-core Human Capital Services are offered as professional services on a per-hour basis:</p> <ul style="list-style-type: none"> <li><b>Recruiting and Staffing</b></li> <li><b>Change Management</b></li> <li><b>Employee Communications/Outreach</b></li> <li><b>Human Capital Strategy</b></li> <li><b>Position Classification and Management</b></li> <li><b>Talent Management</b></li> <li><b>Learning Management</b></li> <li><b>Performance Management</b></li> <li><b>Compensation Management</b></li> <li><b>Leadership Development</b></li> <li><b>Succession Planning</b></li> <li><b>Executive Services</b></li> <li><b>Employee Relations</b></li> <li><b>Labor Relations</b></li> <li><b>Separations Management</b></li> </ul>		
595-26	HR Clerk 1	\$35.37	Per Hour
595-26	HR Clerk 2	\$45.51	Per Hour
595-26	HR Clerk 3	\$55.46	Per Hour
595-26	HR Assistant 1	\$62.82	Per Hour
595-26	HR Assistant 2	\$66.90	Per Hour
595-26	HR Specialist 1	\$75.05	Per Hour
595-26	HR Specialist 2	\$83.18	Per Hour
595-26	HR Specialist 3	\$95.40	Per Hour
595-26	HR Senior Specialist 1	\$77.95	Per Hour
595-26	HR Senior Specialist 2	\$86.28	Per Hour
595-26	HR Senior Specialist 3	\$90.45	Per Hour
595-26	HR Senior Specialist 4	\$98.78	Per Hour
595-26	HR Senior Specialist 5	\$111.28	Per Hour
595-26	HR Senior Specialist 6	\$131.05	Per Hour

<b>SIN</b>	<b>DESCRIPTION</b>	<b>GSA CATALOG PRICE</b>	<b>UNIT</b>
595-26	HR Senior Advisor 1	\$150.11	Per Hour
595-26	HR Senior Advisor 2	\$180.98	Per Hour
595-26	Project Manager 1	\$123.08	Per Hour
595-26	Project Manager 2	\$144.47	Per Hour
595-26	Project Manager 3	\$152.87	Per Hour
595-26	Project Manager 4	\$165.45	Per Hour
595-26	Project Manager 5	\$178.04	Per Hour
595-26	Project Manager 6	\$190.97	Per Hour
595-26	Project Manager 7	\$216.23	Per Hour
595-26	Program Manager 1	\$182.36	Per Hour
595-26	Program Manager 2	\$224.70	Per Hour
595-26	Program Manager 3	\$288.19	Per Hour
595-26	Associate Partner 1	\$243.97	Per Hour
595-26	Associate Partner 2	\$280.18	Per Hour
595-26	Associate Partner 3	\$307.35	Per Hour
595-26	Associate Partner 4	\$348.11	Per Hour
595-26	Associate Partner 5	\$417.78	Per Hour
595-26	Associate Partner 6	\$487.26	Per Hour
595-26	Partner 1	\$357.45	Per Hour
595-26	Partner 2	\$487.26	Per Hour
595-26	Client Financial Management Analyst 1	\$94.00	Per Hour
595-26	Client Financial Management Analyst 2	\$104.41	Per Hour
595-26	Client Financial Management Specialist 1	\$122.20	Per Hour
595-26	Client Financial Management Specialist 2	\$163.47	Per Hour
595-26	Client Financial Management Manager	\$205.87	Per Hour
595-26	Client Financial Management Senior Manager	\$282.00	Per Hour
595-26	Client Financial Management Associate Partner	\$389.90	Per Hour
595-26	Business Integration Analyst 1	\$86.40	Per Hour
595-26	Business Integration Analyst 2	\$86.40	Per Hour
595-26	Business Integration Analyst 3	\$98.83	Per Hour
595-26	Business Integration Analyst 4	\$105.05	Per Hour
595-26	Business Integration Consultant 1	\$98.83	Per Hour
595-26	Business Integration Consultant 2	\$111.23	Per Hour
595-26	Business Integration Consultant 3	\$129.87	Per Hour
595-26	Business Integration Consultant 4	\$153.50	Per Hour
595-26	Business Integration Manager 1	\$171.23	Per Hour
595-26	Business Integration Manager 2	\$190.21	Per Hour
595-26	Business Integration Manager 3	\$202.88	Per Hour
595-26	Business Integration Manager 4	\$215.52	Per Hour
595-26	Business Integration Senior Manager 1	\$234.50	Per Hour
595-26	Business Integration Senior Manager 2	\$259.80	Per Hour

<b>SIN</b>	<b>DESCRIPTION</b>	<b>GSA CATALOG PRICE</b>	<b>UNIT</b>
<b>595-26</b>	Business Integration Senior Manager 3	\$304.03	Per Hour
<b>595-26</b>	Business Integration Associate Partner 1	\$356.85	Per Hour
<b>595-26</b>	Business Integration Associate Partner 2	\$408.40	Per Hour
<b>595-26</b>	Business Integration Associate Partner 3	\$437.30	Per Hour
<b>595-26</b>	Business Integration Partner	\$500.43	Per Hour