



**General Services Administration
Federal Supply Services
Authorized Federal Supply
Schedule Price List**

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<http://www.gsaadvantage.gov>*

**Multiple Award Schedule (MAS)
Large Category B - Facilities**

Contract No: GS-06F-0022R
Contract Period: 12/7/2019 - 12/6/2024

**IAP World Services
7315 North Atlantic Avenue
Cape Canaveral, FL 32920
Phone #: (321) 784-7398
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Business Size: Other Than Small Business
Updated through mod #PA-0042 **dated** 1/19/21

*For more information on ordering from Federal Supply Schedules
go to the GSA Schedules Page at GSA.gov.*

TABLE OF CONTENTS

TABLE OF CONTENTS 2

CUSTOMER INFORMATION..... 4

HOURLY EXEMPT RATES FOR SERVICES (NN-SCA)..... 6

HOURLY NON- EXEMPT RATES FOR SERVICES (SCA - STRAIGHT TIME)..... 7

HOURLY NON- EXEMPT RATES FOR SERVICES (SCA – OVER TIME) 8

AWARDED LABOR CATEGORY DESCRIPTIONS 9

 Labor Category: Architect..... 10

 Labor Category: Arborist..... 10

 Labor Category: Contracts Manager..... 10

 Labor Category: Custodial Supervisor..... 10

 Labor Category: Electrical Supervisor..... 10

 Labor Category: Engineer, Civil..... 11

 Labor Category: Engineer, Electrical..... 11

 Labor Category: Engineer, Mechanical 11

 Labor Category: ES&H Manager..... 11

 Labor Category: Facilities Manager..... 12

 Labor Category: Finance Manager..... 12

 Labor Category: HR Manager (100 or more emps)..... 12

 Labor Category: IT Manager 12

 Labor Category: Logistics Manager..... 13

 Labor Category: Mechanical Supervisor 13

 Labor Category: Planner Estimator..... 13

 Labor Category: Program Manager (\$1- \$5 Million)..... 13

 Labor Category: Program Manager (\$5 - \$10 Million)..... 14

 Labor Category: Program Manager (\$10 - \$25 Million)..... 14

 Labor Category: Program Manager (\$25 - \$50 Million)..... 14

 Labor Category: Program Manager (more than \$50 Million)..... 14

 Labor Category: Purchasing Assistant 14

 Labor Category: Quality Control Inspector 15

 Labor Category: Quality Control Manager..... 15

 Labor Category: Quality Control Supervisor 15

 Labor Category: Roads & Grounds Supervisor 15

Labor Category: Safety Manager	15
Labor Category: Structural Supervisor	16
Labor Category: Subcontracts Administrator	16
Labor Category: Supply Manager	16
Labor Category: Utilities (Public Works) Manager	16
Labor Category: Work Control Supervisor	16
Labor Category: Facilities Engineer	17
Labor Category: Contracts Administrator	17
Labor Category: Program Manager - PMO	17
Labor Category: Facilities Engineer - PMO	17
Labor Category: Contracts Administrator - PMO	17
Labor Category: ES&H Manager - PMO	18
Labor Category: Logistics Manager - PMO	18
Labor Category: Planner/Estimator (Scheduler III) - PMO	18

CUSTOMER INFORMATION

1a. Table of Awarded Special Item Numbers (SINs):	
SIN	DESCRIPTION
SIN 561210FAC	Complete Facilities Maintenance and Management
SIN 561730	Grounds Maintenance
SIN OLM	Order Level Materials (OLM)
1b. Lowest Priced Model Number and Lowest Price:	See approved GSA Pricing.
2. Maximum Order:	SIN 561210FAC - \$1,000,000 SIN 561730 - \$1,000,000 SIN OLM - \$250,000
3. Minimum Order:	\$100
4. Geographic Coverage:	Domestic and Overseas
5. Point(s) of Production:	IAP World Services, Inc. Attn: Joe Kohlbrand /GSA Orders 7315 North Atlantic Avenue Cape Canaveral, FL 32920
6. Discount from List Price:	Prices shown are NET Prices, Basic Discounts have been deducted.
7. Quantity Discounts:	None
8. Prompt Payment Terms:	Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
9. Foreign Items:	None
10a. Time of Delivery:	Items available for expedited delivery are noted in this price list. As negotiated on the task order level.
10b. Expedited Delivery:	As negotiated on the task order level.
0c. Overnight and 2-Day Delivery:	As negotiated on the task order level.
10d. Urgent Requirement:	As negotiated on the task order level.
11. F.O.B. Point(s):	Destination
12a. Ordering Address:	IAP World Services Attn: Joe Kohlbrand /GSA Orders 7315 North Atlantic Avenue Cape Canaveral, FL 32920
12b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3.	
13. Payment Address:	IAP World Services, Inc Attn: Accounts Receivable 7315 North Atlantic Avenue Cape Canaveral, FL 32920
14. Warranty Provision:	Not Applicable
15. Export Packing Charges:	Not Applicable
16. Terms and conditions of rental, maintenance, and repair (if applicable):	Not Applicable
17. Terms and conditions of installation (if applicable):	Not Applicable
18a. Terms and conditions of repair parts indicating date of parts, price lists and any discounts from list prices:	Not Applicable
18b. Terms and conditions for any other services (if applicable)	Not Applicable
19. List of service and distribution points (if applicable):	Not Applicable

20. List of participating dealers (if applicable):	Not Applicable
21. Preventative maintenance (if applicable)	Not Applicable
22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants.):	Not Applicable
22b. Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov/ :	Contact Contract Administrator for more information.
23. Data Universal Number System (DUNS) Number:	010816486
24. IAP World Services is registered in the System for Award Management (SAM) Database.	

HOURLY EXEMPT RATES FOR SERVICES (NN-SCA)						
SIN 561210FAC; SIN 561730						
Exempt (non-SCA) Labor Categories		Year 16	Year 17	Year 18	Year 19	Year 20
		12/06/19- 12/07/20	12/07/20- 12/06/21	12/06/21- 12/07/22	12/07/22- 12/06/23	12/06/23- 12/07/24
(a)	Architect	\$55.34	\$56.56	\$57.80	\$59.07	\$60.37
(a)	Arborist	\$36.96	\$37.77	\$38.60	\$39.45	\$40.32
(a)	Contracts Manager	\$99.32	\$101.50	\$103.74	\$106.02	\$108.35
(a)	Custodial Supervisor	\$41.10	\$42.01	\$42.93	\$43.88	\$44.84
(a)	Electrical Supervisor	\$71.91	\$73.49	\$75.11	\$76.76	\$78.45
(a)	Engineer, Civil	\$59.04	\$60.34	\$61.67	\$63.02	\$64.41
(a)	Engineer, Electrical	\$69.49	\$71.01	\$72.58	\$74.17	\$75.81
(a)	Engineer, Mechanical	\$67.86	\$69.35	\$70.88	\$72.44	\$74.03
(a)	ES&H Manager	\$97.89	\$100.04	\$102.24	\$104.49	\$106.79
(a)	Facilities Manager	\$89.80	\$91.78	\$93.80	\$95.86	\$97.97
(a)	Finance Manager	\$95.55	\$97.65	\$99.80	\$101.99	\$104.24
(a)	HR Manager (100 or more emps)	\$85.04	\$86.91	\$88.82	\$90.78	\$92.77
(a)	IT Manager	\$81.92	\$83.73	\$85.57	\$87.45	\$89.37
(a)	Logistics Manager	\$66.81	\$68.28	\$69.78	\$71.32	\$72.88
(a)	Mechanical Supervisor	\$58.91	\$60.20	\$61.53	\$62.88	\$64.27
(a)	Planner Estimator	\$55.25	\$56.46	\$57.71	\$58.98	\$60.27
(a)	Program Manager (\$1- \$5 Million)	\$95.17	\$97.26	\$99.40	\$101.59	\$103.82
(a)	Program Manager (\$5 - \$10 Million)	\$98.20	\$100.36	\$102.57	\$104.83	\$107.14
(a)	Program Manager (\$10 - \$25 Million)	\$112.38	\$114.85	\$117.38	\$119.96	\$122.60
(a)	Program Manager (\$25 - \$50 Million)	\$127.20	\$130.00	\$132.86	\$135.78	\$138.77
(a)	Program Manager (more than \$50 Million)	\$150.45	\$153.76	\$157.14	\$160.60	\$164.13
(a)	Purchasing Assistant	\$57.47	\$58.73	\$60.02	\$61.34	\$62.69
(a)	Quality Control Inspector	\$46.13	\$47.15	\$48.19	\$49.25	\$50.33
(a)	Quality Control Manager	\$88.27	\$90.21	\$92.20	\$94.23	\$96.30
(a)	Quality Control Supervisor	\$71.55	\$73.12	\$74.73	\$76.38	\$78.06
(a)	Roads & Grounds Supervisor	\$61.47	\$62.83	\$64.21	\$65.62	\$67.06
(a)	Safety Manager	\$72.92	\$74.52	\$76.16	\$77.84	\$79.55
(a)	Structural Supervisor	\$49.71	\$50.80	\$51.92	\$53.06	\$54.23
(a)	Subcontracts Administrator	\$60.25	\$61.57	\$62.93	\$64.31	\$65.73
(a)	Supply Manager	\$66.84	\$68.31	\$69.81	\$71.35	\$72.92
(a)	Utilities (Public Works) Manager	\$68.55	\$70.05	\$71.59	\$73.17	\$74.78
(a)	Work Control Supervisor	\$53.18	\$54.35	\$55.55	\$56.77	\$58.02
(a)	Facilities Engineer	\$63.86	\$65.27	\$66.71	\$68.17	\$69.67
(a)	Contracts Administrator	\$55.38	\$56.60	\$57.85	\$59.12	\$60.42
	Program Manager - PMO	\$102.23	\$104.48	\$106.78	\$109.13	\$111.53
	Facilities Engineer - PMO	\$61.80	\$63.16	\$64.55	\$65.97	\$67.42
	Contracts Administrator - PMO	\$53.33	\$54.50	\$55.70	\$56.93	\$58.18
	ES&H Manager - PMO	\$61.08	\$62.43	\$63.80	\$65.21	\$66.64
	Logistics Manager - PMO	\$62.58	\$63.95	\$65.36	\$66.80	\$68.27
	Planner/Estimator (Scheduler III) - PMO	\$41.38	\$42.29	\$43.22	\$44.17	\$45.14

Note (a): These labor categories must be bid in conjunction with GSA Program Management labor categories, identified as "PMO".

GSA Program Management Office (PMO) labor categories are required for each task in relation to task requirements.

The specific expertise is aligned to customer requirements for support that is not otherwise directly defined in a task order.

HOURLY NON- EXEMPT RATES FOR SERVICES (SCA - STRAIGHT TIME)					
SIN 561210FAC; SIN 561730					
Non-Exempt (SCA) Labor Categories – Straight-Time Rates	Year 16	Year 17	Year 18	Year 19	Year 20
	12/06/19- 12/07/20	12/07/20- 12/06/21	12/06/21- 12/07/22	12/07/22- 12/06/23	12/06/23- 12/07/24
	ST Hourly Rate				
Production Control Clerk**	\$54.84	\$56.05	\$57.28	\$58.54	\$59.83
Service Order Dispatcher**	\$51.40	\$52.53	\$53.68	\$54.86	\$56.07
Computer Programmer I (1)**	\$54.97	\$56.18	\$57.42	\$58.68	\$59.97
Material Coordinator**	\$54.84	\$56.05	\$57.28	\$58.54	\$59.83
Material Expediter**	\$54.84	\$56.05	\$57.28	\$58.54	\$59.83
Material Handling Laborer**	\$36.61	\$37.41	\$38.24	\$39.08	\$39.94
Carpenter, Maintenance**	\$67.79	\$69.28	\$70.80	\$72.36	\$73.95
Electrician, Maintenance**	\$82.05	\$83.85	\$85.70	\$87.58	\$89.51
Electronics Technician, Maintenance I**	\$59.06	\$60.36	\$61.69	\$63.05	\$64.43
Electronics Technician, Maintenance II**	\$65.21	\$66.65	\$68.11	\$69.61	\$71.14
Electronics Technician, Maintenance III**	\$68.38	\$69.89	\$71.42	\$73.00	\$74.60
Fire Alarm System Mechanic**	\$55.25	\$56.46	\$57.71	\$58.98	\$60.27
Heating, Refrigeration and Air Conditioning Mechanic**	\$61.74	\$63.10	\$64.49	\$65.90	\$67.35
Plumber, Maintenance**	\$66.38	\$67.84	\$69.33	\$70.86	\$72.42
Boiler Tender**	\$77.57	\$79.28	\$81.02	\$82.80	\$84.62
Drafter/CAD Operator II**	\$56.40	\$57.65	\$58.91	\$60.21	\$61.53
Engineering Technician III**	\$49.17	\$50.25	\$51.36	\$52.49	\$53.64

HOURLY NON- EXEMPT RATES FOR SERVICES (SCA – OVER TIME)					
SIN 561210FAC; SIN 561730					
Non-Exempt (SCLS) Labor Categories – Over-Time Rates	Year 11	Year 12	Year 13	Year 14	Year 15
	12/07/14- 12/06/15	12/07/15- 12/06/16	12/07/16- 12/06/17	12/07/17- 12/06/18	12/07/18- 12/06/19
	OT Hourly Rate				
Production Control Clerk**	\$66.77	\$68.24	\$69.74	\$71.27	\$72.84
Service Order Dispatcher**	\$62.03	\$63.39	\$64.78	\$66.21	\$67.67
Computer Programmer I (1)**	\$66.95	\$68.42	\$69.93	\$71.47	\$73.04
Material Coordinator**	\$66.77	\$68.24	\$69.74	\$71.27	\$72.84
Material Expediter**	\$66.77	\$68.24	\$69.74	\$71.27	\$72.84
Material Handling Laborer**	\$43.45	\$44.40	\$45.38	\$46.38	\$47.40
Carpenter, Maintenance**	\$84.60	\$86.46	\$88.36	\$90.31	\$92.30
Electrician, Maintenance**	\$109.08	\$111.48	\$113.93	\$116.44	\$119.00
Electronics Technician, Maintenance I**	\$72.57	\$74.17	\$75.80	\$77.47	\$79.17
Electronics Technician, Maintenance II**	\$85.17	\$87.05	\$88.96	\$90.92	\$92.92
Electronics Technician, Maintenance III**	\$89.78	\$91.76	\$93.78	\$95.84	\$97.95
Fire Alarm System Mechanic**	\$70.62	\$72.17	\$73.76	\$75.38	\$77.04
Heating, Refrigeration and Air Conditioning Mechanic**	\$76.25	\$77.93	\$79.64	\$81.40	\$83.19
Plumber, Maintenance**	\$86.62	\$88.53	\$90.48	\$92.47	\$94.50
Boiler Tender**	\$98.06	\$100.22	\$102.42	\$104.68	\$106.98
Drafter/CAD Operator II**	\$72.37	\$73.96	\$75.59	\$77.25	\$78.95
Engineering Technician III**	\$61.80	\$63.16	\$64.55	\$65.97	\$67.42

AWARDED LABOR CATEGORY DESCRIPTIONS

The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (**) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/ SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).

SCA Matrix			
SCA Eligible Contract Labor Category	SCA Equivalent Code Title		WD Number
Production Control Clerk	01270	Production Control Clerk	05-2059
Service Order Dispatcher	01320	Service Order Dispatcher	05-2059
Computer Programmer I (1)	14071	Computer Programmer I (see 1)	05-2059
Material Coordinator	21030	Material Coordinator	05-2059
Material Expediter	21040	Material Expediter	05-2059
Material Handling Laborer	21050	Material Handling Laborer	05-2059
Carpenter, Maintenance	23130	Carpenter, Maintenance	05-2059
Electrician, Maintenance	23160	Electrician, Maintenance	05-2059
Electronics Technician, Maintenance I	23181	Electronics Technician Maintenance I	05-2059
Electronics Technician, Maintenance II	23182	Electronics Technician Maintenance II	05-2059
Electronics Technician, Maintenance III	23183	Electronics Technician Maintenance III	05-2059
Fire Alarm System Mechanic	23290	Fire Alarm System Mechanic	05-2059
Heating, Refrigeration and Air Conditioning Mechanic	23410	Heating, Ventilation And Air Conditioning Mechanic	05-2059
Plumber, Maintenance	23810	Plumber, Maintenance	05-2059
Boiler Tender	25010	Boiler Tender	05-2059
Drafter/CAD Operator II	30062	Drafter/CAD Operator II	05-2059
Engineering Technician III	30083	Engineering Technician III	05-2059

Wage Determination notes:

The occupations which have numbered footnotes in parentheses receive the following:

- (1) **COMPUTER EMPLOYEES:** Under the SCA at section 8(b), this wage determination *does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 CFR Part 541*. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely *qualify as exempt computer professionals*, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees.

For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- 1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications.
- 2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications.
- 3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- 4) A combination of the aforementioned duties, the performance of which requires the same level of skills.

(Reference: 29 CFR 541.400).

Labor Category: Architect

Description: Responsible for architectural engineering services including complete design assistance, inspections, determination of Structural loads, material/selection, equipment selection, beam sizing and routing, interior services design and fire protection systems. Performs a variety of complex tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to the program.

Minimum Education and Years of Experience: Bachelor's Degree and 2 Years of Experience.

Labor Category: Arborist

Description: Plans and executes small scale landscaping operations and maintains grounds and landscape of household, business, and other properties, works with assistant in preparing and grading terrain, applying fertilizers, seeding and laying sod, and transplanting shrubs and plants, and cultivates them, using gardening implements and power operated equipment. Plants new and repairs established lawns, using seed mixtures and fertilizer recommended for particular soil type and lawn location, locates and plants shrubs, trees, and flowers recommended for particular landscape effect or those selected by customer. Other duties include: Mow and time lawns using hand or power mower; Trim shrubs and cultivate gardens; Spray trees and shrubs and apply supplemental liquid and dry nutrients to lawn, trees and shrubs; Pick up leaves, paper, and/or litter utilizing rakes, brooms, or hand; Dig trenches and install drain tiles; Repair concrete and asphalt walks and driveways.

Minimum Education and Years of Experience: Bachelor's Degree and 2 Years of Experience.

Labor Category: Contracts Manager

Description: Responsible for overseeing activities related to the development, procurement, compliance, evaluation, and renewal of contracts. Responsible for managing administrative services contracts including lease agreements, request for proposals (RFP s) and contract renewal administration. Identify, negotiate, and implement contracts and agreements which promote system goals and objectives with respect to cost, quality, and service indicators. Evaluation and reporting of contract performance and maintenance of contract records/files. Oversees reviews of contractors to determine compliance with applicable statutes, rules, and contractual requirements. Prepares administrative reports to executive management regarding contract action. Provides consultation and technical assistance to contractors on contract issues. Consults and communicates, individually and collectively, with contractors, community stakeholders, and state and local agencies involved in the service delivery system to identify needs, resolve problems, and monitor and discuss effectiveness of programs and services. Participates in meetings

Minimum Education: Bachelor's Degree in related field or 9 years of experience may be substituted.

Minimum Education and Years of Experience: Bachelor's Degree and 5 Years of Experience.

Labor Category: Custodial Supervisor

Description: The Custodial Supervisor shall designate a lead technician who is responsible for meeting Contractor's work requirements, including scheduling of personnel, work supervision, and quality control. The Custodial Supervisor will supervise the general cleaning, furniture maintenance including upholstered cleaning, maintenance and be familiar with applicable fire prevention, ground safety, smoking, and security standards. The Custodial Supervisor will ensure monthly cleaning/housekeeping items are completed. The Custodial will ensure all facilities are serviced according to information provided by the protocol staff.

Minimum Education and Years of Experience: Bachelor's Degree and 3 Years of Experience.

Labor Category: Electrical Supervisor

Description: The Electrical Supervisor provides service, maintenance and repair for all electrical systems in accordance with the manufacture's recommendations, manufacture's technical manuals, IEEE standards or any other applicable

industry standards. Provides operation, maintenance, and repair services for interior building electrical distribution from the service entrance equipment to the point of use, to include but not limited to switchgear, circuit breaker electrical distribution panels and sub-panels, backup generators, automatic transfer switches, load banks, disconnects, light fixtures, receptacles, switches raceways, and conductors. Performs testing of all electrical system components as required by the manufacturer's recommendations, Institute of Electrical and Electronics Engineers (IEEE) standards, International Electrical Testing Association (NETA), or other applicable industry standards.

Minimum Education and Years of Experience: Bachelor's Degree and 3 Years of Experience.

Labor Category: Engineer, Civil

Description: Conducts engineering analysis of utility systems, transportation networks, and other infrastructure for master plans and environmental planning documents. Independently performs technical analysis and engineering studies to develop solutions for projects in accordance with applicable Federal, State and Local codes and standards. Independently prepares, specifications, engineering analyses, reports, design descriptions, and other technical documents. Evaluates suppliers and materials to ensure compliance to authorized design documentation. Prepares purchase requisitions, specifications and other related procurement documentation. Coordinates assigned work with other technical personnel.

Minimum Education and Years of Experience: Bachelor's Degree and 8 Years of Experience.

Labor Category: Engineer, Electrical

Description: The Electrical Engineer shall have knowledge of principles of engineering, planning, project programming, and ability to interpret plans and drawings. It is required that the EE shall be a registered professional engineer. Responsible for technical writing, electric project development, investigative services and quality control. Shall assist in preparing conceptual studies and sketches that indicate pertinent design features, material, equipment and specifications. Shall assist in the developing cost estimates, drawings, statements of work, bills of materials, time schedules, and submittal registers as required.

Minimum Education and Years of Experience: Bachelor's Degree and 2 Years of Experience.

Labor Category: Engineer, Mechanical

Description: Responsible for mechanical engineering services including complete design assistance, inspections, determination of HVAC loads, pump sizing/selection, equipment selection, duct sizing and routing, interior plumbing design and fire protection systems. Systems design, analysis, installation and integration with a major emphasis on improving system performance to generate savings in energy, operations, and maintenance costs. Specifies system components to ensure conformance with engineering design and performance specifications. May perform diagnostics and troubleshoots problems as required to resolve system issues and to provide technical information as required. Works with a team of technicians, engineers, drafters and surveyors to ensure customer satisfaction and timely project completion.

Minimum Education and Years of Experience: Bachelor's Degree and 2 Years of Experience.

Labor Category: ES&H Manager

Description: Develops and implements environmental safety and health policies. Establishes and directs environmental safety and health programs encompassing all facets of safety planning, monitoring, reporting and analyzing related data. Performs investigations of accidents and incidents independently and in coordination with other agencies as required. Ensures compliance with company, industry and governmental agency and other applicable safety and environmental standards and regulations. Knowledge of ADEM, OSHA, DOSH, EPA, DOT and other federal, local and state environmental regulatory agency laws, standards and guidance material.

Management and interpersonal skills.

Minimum Education and Years of Experience: Bachelor's Degree and 5 Years of Experience.

Labor Category: Facilities Manager

Description: Plan, direct, and coordinate, through staff of skilled, semiskilled, and unskilled trade personnel, activities concerned with the operation, repair, maintenance, and construction of facilities, equipment, buildings, and grounds to minimize interruption and improve efficiency. Plan such matters as design and development of plant facilities, formulation of operating rules, regulations, and procedures. Assign workers to duties such as maintenance, repair, or renovation and may obtain bids for additional work from outside contractors. Plans and administers building department budget. Compile records of labor and material cost for operating building and issue cost reports to owners or management. Review reports of expenditures for previous fiscal year and proposed improvements to facilities in order to prepare budget estimates for upcoming fiscal year. Purchase building and maintenance supplies, machinery, equipment, and furniture. May direct contracted projects to ensure adherence to specifications. May be responsible for procurement of utilities or operations of utility systems. May negotiate for acquisition of property for development or lease of buildings and facilities.

Minimum Education and Years of Experience: Bachelor's Degree and 5 Years of Experience.

Labor Category: Finance Manager

Description: Performs specific tasks related to rate development, including identifying cost centers and their related expenses, and calculating recovery rates (e.g., recharge, indirect cost); prepares related reports. Provides technical assistance in the design of cost accounting or reporting systems and related forms and documents. Assists with the provision of advisory services to departments with respect to updating billing rates and interpreting cost accounting data; recommends alternative solutions to cost accounting problems. Performs specialized financial or cost analyses (e.g., cash-flow analysis, "what-if" analysis); prepares related reports (e.g., pro-forma financial statements). Assists in reviews of financial and internal controls to determine whether such controls are adequate to meet management objectives and ensure the safeguarding of assets; recommends and implements security and system control procedures.

Minimum Education and Years of Experience: Bachelor's Degree and 5 Years of Experience.

Labor Category: HR Manager (100 or more emps)

Description: Human Resources Manager will be responsible for performing a variety of HR functions such as Employee Relations, succession planning, talent management, labor relations, employment, compensation, benefits, EEO and/or training and development. This HR opportunity will require previous experience in the human resources field to include Union experience, along with recruiting skills in this challenging labor market.

Along with responsibilities in Employee Relations support to managers and functional team members, you will administer employment policies and practices, searching and/or investigating team member concerns and making recommendations that effectively promote positive Employee Relations to ensure compliance with federal and state employment laws and HR Policies and Business Procedures as well as negotiate and administer labor agreements. Additionally, this role is responsible for the Project recruiting function, affirmative action and the administration of benefits and compensation.

Minimum Education and Years of Experience: Bachelor's Degree and 5 Years of Experience.

Labor Category: IT Manager

Description: Functional Responsibilities: Provides enterprise-level technical guidance and consultation to technical teams. Serves as the main interface and point of contact with client program management personnel on all enterprise level issues. Manages and administers all program management and technical efforts. Implements policies and procedures in order to implement and execute operational, technical, management, maintenance, and administrative support efforts. Maintain visibility into all enterprise level efforts in order to monitor and report progress. Executes and

manages acquisition and employment for all existing and future programs. Manages and controls financial and administrative aspects of the program or project with respect to contract requirements.

Minimum Education and Years of Experience: Bachelor's Degree and 5 Years of Experience.

Labor Category: Logistics Manager

Description: Coordinate the day-to-day operation of all aspects of logistics (i.e., identification of vendors, procurement, Material Requirements List, distribution, inventory control, fulfillment, etc.). Develop business relationships with suppliers and customers. Works with Procurement to identify and vet local and OCONUS vendors. Conduct inventory audits to monitor site inventory levels. Organize and arrange storage and transportation of parts and equipment from vendors and to the customer. Investigates and responds to inquiries regarding distribution and shipping. Review order forms for proper coding, material/equipment descriptions, quantities requested, and authorized approvals; prepare purchase orders; verify accuracy of incoming and outgoing shipments and orders; provide Proof of Delivery (POD) maintain records of materials in inventory and on order; and update information on the system to maintain records. Support the development of policies, guidelines, and procedures to ensure quality, shrinkage, and cost control. Review the success of logistical functions and identify areas for improvement. Develop alternate plans to meet the delivery requirements in the event the primary sourcing or transport system is not available. Maintain appropriate records and prepare daily, weekly, monthly, and annual reports. Coordinate logistics activities with internal/external customers.

Minimum Education and Years of Experience: Bachelor's Degree and 5 Years of Experience.

Labor Category: Mechanical Supervisor

Description: Provide a Wide-range of on-call, scheduled preventive maintenance, installation and repair services on HVAC equipment and systems, temperature controls, and energy management systems. Provide proactive preventative maintenance to maintain optimal mechanical system operations to attain desired comfort, safety and operating cost efficiencies.

Minimum Education and Years of Experience: Bachelor's Degree and 2 Years of Experience.

Labor Category: Planner Estimator

Description: Estimate labor and material costs based on request for proposal (RFP) data submitted by customers. Analyze specifications, including sketches, blueprints, bills of material, or sample layouts, and calculate production costs using labor and material pricing schedules and historical data. Collect cost data from functional representatives, subcontractors, and vendors. Compute cost estimates of raw materials or subcontracted work and labor. Prepare and maintain historical cost data. Create cost models for cost estimating elements. Prepare cost reports and presents findings to management, contract personnel, customer representatives, price auditors, vendors, and subcontractors. Create master schedule to establish sequence and lead time of each operation to meet completion dates based on operational milestones. conditions. Prepare production reports.

Minimum Education and Years of Experience: Bachelor's Degree and 2 Years of Experience.

Labor Category: Program Manager (\$1- \$5 Million)

Description: Program Manager provides management, administrative and technical interface with Government personnel in the day-to-day accomplishment of support services. Coordinates with personnel to develop necessary documents with respect to project. Provides customer with responsive, flexible management support on issues relating to personnel, coordination, logistics, maintenance, performance, project management, quality control and evaluation issues. Manages and oversees all aspects of project to ensure it is completed on-time and within budget. Overall responsibility for managing scope, cost, schedule, internal staffing and outside vendors, and contractual deliverables.

Minimum Education and Years of Experience: Bachelor's Degree and 4 Years of Experience.

Labor Category: Program Manager (\$5 - \$10 Million)

Description: Program Manager provides management, administrative and technical interface with Government personnel in the day-to-day accomplishment of support services. Coordinates with personnel to develop necessary documents with respect to project. Provides customer with responsive, flexible management support on issues relating to personnel, coordination, logistics, maintenance, performance, project management, quality control and evaluation issues. Manages and oversees all aspects of project to ensure it is completed on-time and within budget. Overall responsibility for managing scope, cost, schedule, internal staffing and outside vendors, and contractual deliverables.

Minimum Education and Years of Experience: Bachelor's Degree and 4 Years of Experience.

Labor Category: Program Manager (\$10 - \$25 Million)

Description: Program Manager provides management, administrative and technical interface with Government personnel in the day-to-day accomplishment of support services. Coordinates with personnel to develop necessary documents with respect to project. Provides customer with responsive, flexible management support on issues relating to personnel, coordination, logistics, maintenance, performance, project management, quality control and evaluation issues. Manages and oversees all aspects of project to ensure it is completed on-time and within budget. Overall responsibility for managing scope, cost, schedule, internal staffing and outside vendors, and contractual deliverables.

Minimum Education and Years of Experience: Bachelor's Degree and 5 Years of Experience.

Labor Category: Program Manager (\$25 - \$50 Million)

Description: Program Manager provides management, administrative and technical interface with Government personnel in the day-to-day accomplishment of support services. Coordinates with personnel to develop necessary documents with respect to project. Provides customer with responsive, flexible management support on issues relating to personnel coordination, logistics, maintenance, performance, project management, quality control and evaluation issues. Manages and oversees all aspects of project to ensure it is completed on-time and within budget. Overall responsibility for managing scope, cost, schedule, internal staffing and outside vendors, and contractual deliverables.

Minimum Education and Years of Experience: Bachelor's Degree and 5 Years of Experience.

Labor Category: Program Manager (more than \$50 Million)

Description: Program Manager provides management, administrative and technical interface with Government personnel in the day-to-day accomplishment of support services. Coordinates with personnel to develop necessary documents with respect to project. Provides customer with responsive, flexible management support on issues relating to personnel, coordination, logistics, maintenance, performance, project management, quality control and evaluation issues. Manages and oversees all aspects of project to ensure it is completed on-time and within budget. Overall responsibility for managing scope, cost, schedule, internal staffing and outside vendors, and contractual deliverables.

Minimum Education and Years of Experience: Bachelor's Degree and 7 Years of Experience.

Labor Category: Purchasing Assistant

Description: Purchasing Assistant is expected to communicate with all functional areas of business including finance, accounting, and project operations to facilitate accurate procurement actions. Will communicate with vendors on a daily basis to ensure items, services, materials, supplies, equipment and/or supplies ordered are shipped and delivered on schedule. Maintains procurement files and records in accordance with company policies/procedures, prime contract requirements, FAR/DFAR.

Minimum Education and Years of Experience: High School Diploma and 3 Years of Experience.

Labor Category: Quality Control Inspector

Description: Monitor and analyze the installation, maintenance, modification, and operation of equipment, systems, and associated record keeping. Independently monitor and inspects equipment and systems to determine that existing conditions are in accordance with established specification. Monitors and inspects subcontractors for contract compliance and quality of performance. Record the results of inspections or surveillance conducted, and prepare reports describing discrepancies and recommendations for corrective action. Analyze equipment failure to determine if repair/spare parts are adequate to meet repair needs, and to provide recommendations for corrective action to preclude similar recurrent failures. Instruct operating elements in quality standards and requirements.

Minimum Education and Years of Experience: High School Diploma and 1 Year of Experience.

Labor Category: Quality Control Manager

Description: Maintains quality assurance practices and procedures and ensures that software is in accordance with approved QA practices and procedures. Addresses QA policies and issues, and reports on quality-related issues and problems. Makes recommendations for procedural changes when necessary to ensure software releases meet quality standards. Reviews applications and documentation to ensure all information system products and services meet minimum company and/or client standards and end-user requirements. Analyzes methods of operation and participates in decision making with management and staff in early planning and implementation stages. Tests and validates computer software programs and end-user interface layout.

Minimum Education and Years of Experience: Bachelor's Degree and 5 Years of Experience.

Labor Category: Quality Control Supervisor

Description: Quality Control Supervisor creates and implements quality control and safety plans to ensure compliance with contract specifications. Quality Control Supervisor supervises the work of the Quality Control Specialist(s) and Manager. Provides research and analysis tasks as assigned. Conducts data surveys and audits, collects, analyzes and summarizes data. Contributes to reports and assists more senior staff members as required. Create, maintain and issue quarterly performance reports. Audit, solicit and provide reporting on Project Management key performance indicators. Create and maintain project policies and directives in the project operations manual. Function as systems administrators of internet- based project tracking system, project websites and job cost accounting system. Respond to internal and external customer inquiries concerning performance reports and project tracking system data. Assist project management executives in the implementation of and monitoring the adherence to project administrative practices and policies.

Minimum Education and Years of Experience: Bachelor's Degree and 3 Years of Experience.

Labor Category: Roads & Grounds Supervisor

Description: Manage work crew. Responsible for quality and productivity of work crew. Instructs work crew to ensure proper techniques are being used. Communicates with Owners or Construction supervisor. Must be able to properly identify plants. Must be able to lift 50lbs. Demonstrates dependability and efficient work practices. Must have valid driver's license with excellent driving record.

Minimum Education and Years of Experience: High School Diploma and 2 Years of Experience.

Labor Category: Safety Manager

Description: Performs as Site SSHO responsible for environmental and safety and health programs and policy implementation at Project location. Provides a broad range of technical expertise for Safety and Environmental Programs. Responsible for the complex technical work in a wide range of related disciplines to achieve compliance with federal, state, local and customer ES&H regulatory requirements. Monitors, administers, evaluates, and coordinates

company ES&H programs to provide a safe work environment for all personnel. Identifies hazardous workplace conditions, eliminates hazards and protects personnel by guarding, revising work procedures, and/or requiring use of protective equipment. Provides safety compliance and safe work practices training as needed/required. Investigates, prepares, and forwards all reports on injuries, near misses and vehicle incidents. Participates in and capture Safety Leading Indicators; provides monthly performance reports to HQ ES&H.

Minimum Education and Years of Experience: Bachelor's Degree and 4 Years of Experience.

Labor Category: Structural Supervisor

Description: Structural Supervisor provides engineering services in support of the design, construction, operation, and lifecycle maintenance and contributes to major facility improvements, renovations. Provides support and civil/structural knowledge for facilities planning, programming, design, construction, and equipment installation for required Project facilities and infrastructure. Performs all aspects of engineering analysis and design for projects from concept stages through final design, and construction management including knowledge of applicable codes and industry standards. Works closely on construction plans with clients, architects, and other Professionals.

Minimum Education and Years of Experience: Bachelor's Degree and 2 Years of Experience.

Labor Category: Subcontracts Administrator

Description: The Subcontract Administrator will conduct contract negotiation and administration of routine contracts or subcontracts. Conduct contract negotiation and administration of routine contracts and subcontracts. Analyze estimates of service, material, equipment and production costs. Review performance requirements ensuring contract is in accordance with legal requirements. Issue contract and financial program documents. Prepare Bid packages.

Minimum Education and Years of Experience: Bachelor's Degree and 3 Years of Experience.

Labor Category: Supply Manager

Description: The Supply Manager plans and coordinates the ordering and distribution of products, parts and accessories. Typical duties include: Ensure adequate and timely distribution to attain maximum sales potential consistent with good inventory control. Develop and implement customer service functions, physical distribution warehousing, production and traffic strategies. Establish and execute policies, programs and procedures to support market delivery requirements. Manage the ongoing distribution functions and appropriate interfaces.

Minimum Education and Years of Experience: Bachelor's Degree and 2 Years of Experience.

Labor Category: Utilities (Public Works) Manager

Description: Provide managerial, technical, and administrative direction for facilities maintenance, repair, service orders, alternation and construction, air conditioning and refrigeration plants maintenance, electrical repair, emergency services, plumbing, sewage waste plants and systems maintenance, as well as water plants and systems maintenance. Ensure that buildings and structures, including installed equipment and systems, are available and fully functional/operational to the user when needed. Achieve optimum level of maintenance/repair of buildings, structures and utilities. Ensure emergency and service works are completed within the established time frames. Ensure that all facilities projects follow the definition of work categories, cost limits and approval authority. Direct maintenance activities on utility systems to provide continuous supply of heat, steam, electric power, gas or air as required for operations.

Minimum Education and Years of Experience: Bachelor's Degree and 5 Years of Experience.

Labor Category: Work Control Supervisor

Description: Establishes processes and procedures for standardizing data entry and ensures they are followed and/or

modified as necessary. Supports the operations of the base maintenance contract and oversees the daily operation of the work. Overseas control department and facilitates the departmental workflow to ensure compliance with contract requirements, including the effective, efficient, and economical operation of all activities. Minimum Years of experience.

Minimum Education and Years of Experience: High School Diploma required, Bachelor's Degree and 2 Years of Experience.

Labor Category: Facilities Engineer

Description: The Facilities Engineer provides engineering services in support of the design, construction, operation, and lifecycle maintenance and contributes to major facility improvements, renovations, and the construction of new facilities. Performs all aspects of engineer analysis and design for projects from concept stages through final design and construction management, including knowledge of applicable codes and industry standards.

Minimum Education and Years of Experience: Bachelor's Degree and 3 Years of Experience.

Labor Category: Contracts Administrator

Description: Contracts Administrator is responsible for negotiating, administering and closeout of prime government and commercial agreements. The Contract Administrator will work closely with internal Business Support Functions (BSF), Program Teams, and external customers (DCAA, DCMA, and Contracting Representatives) to identify risks, ensure contract deliverables are submitted timely and accurately, maintain contract files compliant with appropriate with company policy and procedures, laws and regulations.

Minimum Education and Years of Experience: Bachelor's Degree and 2 Years of Experience.

Labor Category: Program Manager - PMO

Description: Program Manager provides management, administrative and technical interface with Government personnel in the day-to-day accomplishment of support services. Coordinates with personnel to develop necessary documents with respect to project. Provides customer with responsive, flexible management support on issues relating to personnel, coordination, logistics, maintenance, performance, project management, quality control and evaluation issues. Manages and oversees all aspects of project to ensure it is completed on-time and within budget. Overall responsibility for managing scope, cost, schedule, internal staffing and outside vendors, and contractual deliverables.

Minimum Education and Years of Experience: Bachelor's Degree and 4 Years of Experience.

Labor Category: Facilities Engineer - PMO

Description: Facilities Engineer provides engineering services in support of design, construction. Operation and lifecycle maintenance contributes to major facility improvements and renovations. In addition, the Facilities Engineer provides support and civil/structural knowledge for facilities planning, programming, design, construction, and equipment installation for required project facilities and infrastructure.

Minimum Education and Years of Experience: Bachelor's Degree and 4 Years of Experience.

Labor Category: Contracts Administrator - PMO

Description: Responsible for the administration of Company contracts in accordance with Company Policies and Procedures, and applicable Federal Regulations. Review and resolve issues affecting Company compliance and ensure satisfaction of legal requirements, company and customer objectives. Advise management of contractual rights and obligations and provide interpretation of terms and conditions. Provide contractual support in proposal development, contract negotiation and administration, including modifications, extensions, written and oral communication with client, and the termination or close-out of standard and nonstandard contracts. Assist and advise in proposal preparation

activities, conduct contract negotiations, develop and maintain positive working relationships with government counterparts while ensuring proper and timely contract performance, in accordance with company policies, legal requirements, and customer specifications. Work with program, contract management, and Finance to examine performance requirements, cost estimates, delivery schedules, as well as material, equipment, or production costs, to offer recommendations, develop action items, and to serve as the liaison with the government in resolving issues and managing expectations.

Minimum Education and Years of Experience: Bachelor's Degree and 2 Years of Experience.

Labor Category: ES&H Manager - PMO

Description: Develops and implements environmental safety and health policies. Establishes and directs environmental safety and health programs encompassing all facets of safety planning, monitoring, reporting and analyzing related data. Performs investigations of accidents and incidents independently and in coordination with other agencies as required. Ensures compliance with company, industry and governmental agency and other applicable safety and environmental standards and regulations. Knowledge of ADEM, OSHA, DOSH, EPA, DOT and other federal, local and state environmental regulatory agency laws, standards and guidance material.

Management and interpersonal skills.

Minimum Education and Years of Experience: Bachelor's Degree and 2 Years of Experience.

Labor Category: Logistics Manager - PMO

Description: Responsible for ensuring that customer support requirements and objectives are achieved within budgets and schedules. Continuous improvement of standard logistics processes and other necessary processes such as database development, and preventative maintenance systems. Support product, data interchange systems, demand management and related functions. Integrate learning from customers, competitors, operating entities, distribution, transportation, customer service, industry groups and professional training to continuously improve competitive position. Plan logistics strategies and establishes standard logistics processes and tools. Monitor contract logistics activities for compliance with standard processes. Identify logistics issues and participates in developing solutions such as re-allocation of resources or modifying manufacturing or supply chain processes. Participate in progress planning and review sessions to discuss costs, schedule, and technical performance. Contribute to contract negotiations and contract modifications.

Minimum Education and Years of Experience: High School Diploma and 2 Years of Experience.

Labor Category: Planner/Estimator (Scheduler III) - PMO

Description: Plan and prepare production schedules for business unit or organization. Create cost estimates for labor and materials. Prepare time and labor projections for work schedules and projects. Review data to determine material and labor requirements; and prepare itemized lists. Prepare resource estimates used for management purposes such as planning, organizing and scheduling work, selecting vendors or subcontractors and determining cost effectiveness.

Minimum Education and Years of Experience: Bachelor's Degree and 2 Years of Experience.