Integrated Consulting Services

SMITH/Associates

1777 North East Loop 410, STE. 600
San Antonio, Texas 78217
Phone: (210) 270-7761
Fax: (210) 200-6272
www.smithcollaboration.com

WOMEN-OWNED SMALL BUSINESS

CONTRACT NUMBER: GS-10F-0144W
PERIOD COVERED BY CONTRACT: 3/26/2010-3/25/2020
PRICELIST CURRENT THROUGH MODIFICATION #PS-0025 DATED 02/21/2018

General Services Administration
Federal Supply Service

Point of Contact: Frank Muller/918-808-1060/FMuller@smithcollaboration.com

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!®, a menu-driven database system. The INTERNET address GSA Advantage!® is: GSAAdvantage.gov.”
# TABLE OF CONTENTS

About SMITH/Associates .......................................................................................................................... 1
1) Table of Awarded SIN's: ....................................................................................................................... 1
2) Maximum order: ..................................................................................................................................... 1
3) Minimum order: ....................................................................................................................................... 1
4) Geographic coverage (delivery area): .................................................................................................... 1
5) Point(s) of production (city, county, and State or foreign country): ...................................................... 1
6) Discount from list prices or statement of net price: .................................................................................. 1
7) Quantity discounts: ................................................................................................................................. 1
8) Prompt payment terms: ........................................................................................................................... 1
9) Notification that Government purchase cards are accepted at or below the micro-purchase threshold: ... 1
10) Foreign items (list items by country of origin): ...................................................................................... 2
11) Time of delivery: .................................................................................................................................... 2
12) F.O.B. point(s): ..................................................................................................................................... 2
13) Ordering address(es): ............................................................................................................................. 2
14) Payment Address(es): ............................................................................................................................ 2
15) Warranty provision: ................................................................................................................................ 2
16) Export packing charges, if applicable: .................................................................................................... 2
17) Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level): ........................................................................................................................................... 3
18) Terms and conditions of rental, maintenance, and repair (if applicable): ............................................ 3
19) Terms and conditions of installation (if applicable): ............................................................................... 3
20) Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): ..................................................................................................................................................... 3
21) List of service and distribution points (if applicable): .......................................................................... 3
22) List of participating dealers (if applicable): ............................................................................................ 3
23) Preventive maintenance (if applicable): ................................................................................................. 3
24) Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: ........................................... 3
25) Data Universal Number System (DUNS) number: .................................................................................. 3
26) Notification regarding registration in Central Contractor Registration (CCR) database: ............. 3
Attachment 1: Labor Category Description ................................................................................................. 4
Attachment 2: GSA Pricing ......................................................................................................................... 18
About SMITH/Associates

SMITH/Associates was founded in 1994 to help people and organizations work together better by building and strengthening relationships. SMITH/Associates is a small, woman-owned, San Antonio-based collaboration firm that provides partnering, facilitation, and a variety of other services to numerous governmental and private clients. SMITH/Associates is committed to working with our clients and the community to provide opportunities for creating solid working teams and sharing information.

With over 20 years of experience, we have developed a deep understanding of advisory and assistance services and cultivated an extensive global network. Combining this operational understanding with our small business sense of urgency, we offer strategic solutions as an extension of companies’ recruiting staff. Our recent success stands in large part on our ability to work well as a team player with clients and other companies, and to quickly find qualified personnel.

PARTNERING AND FACILITATION

SMITH/Associates views partnering as a facilitated management process designed to assist in meeting cost objectives, improving quality of products and services, and cultivating positive, long-term working relationships both within and outside of an organization.

Our staff provides a unique blend of extensive facilitation and training experience, relevant professional and technical expertise, and effective program design and delivery to complex, contentious, and high-profile situations. Examples of our partnering and facilitation services include:

- Facilitated development of multiparty communication strategies
- Project management tools
- Team building
- Process improvement
- Issue resolution

STAFFING SOLUTIONS

SMITH/Associates’ staffing solutions demonstrate our entrepreneurship and adaptability by staffing an array of positions to assist clients in managing changing programs and supplement existing workforce. We provide professionals who possess required technical and functional skills and who have natural talent and specific training in workplace collaboration. Clients choose SMITH/Associates' staffing services not only for our high-caliber consultants, but also to gain small, woman-owned business credit for the full range of support we provide.

SMITH/Associates offers a full range of staffing services that can be customized to match client needs, including:

- Managed subcontract staffing
- Confidential direct recruitment
- Contract-to-hire placement

For Government Agencies that need staffing support in the United States and overseas, SMITH/Associates provides:

- Quick, convenient access to capable professionals
- Specialized collaboration expertise
- Small business utilization credits

**Staff Augmentation**
We provide professionals who possess required technical and functional skills, subject matter expertise and collaborative backgrounds. Clients also gain small, woman-owned business credit for the full range of support we provide.

**Recruiting Services**
SMITH/Associates offers detailed technical expertise coupled with our associates’ collaborative talents differentiate our consultants from our competitors. Whether you need 1 or 100 positions filled, trust us to leverage our high-caliber recruiting network to source, screen, and select your ideal candidates.

Unlike temporary agencies, SMITH/Associates is a long term partner with responsive business processes and global outreach capabilities. We manage our employees, allowing clients to focus to achieving mission goals.

**PUBLIC OUTREACH**
Effective, proactive outreach requires recognizing both the technical and perceptual issues surrounding a subject and tailoring a simple, yet comprehensive message to a diverse audience. SMITH/Associates provides expertise in the communication process and expertise in the understanding of complex human relationships. Our experience with public outreach allows us to:
- Utilize strategic communications to plan and execute campaigns tailored to target audiences
- Understand strategic guidance to ensure military and civilian public affairs protocol and messaging is consistent
- Employ care, communication and crisis management approaches to risk communication, reducing community outrage
- Create materials and manage websites

Additionally, we conceptualize communications plans and implement strategies that achieve results. Our experts engage in and develop a variety of communications efforts for our clients including:
- Strategic Communications Planning
- Marketing
- Public Affairs
- Business Development
- Video Production
- Graphic Design
- Web Design
CUSTOMER INFORMATION

1) Table of Awarded SIN’s:

<table>
<thead>
<tr>
<th>SIN</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>C132 51</td>
<td>Information Technology Professional Services</td>
</tr>
<tr>
<td>874 1 &amp; 874 1RC</td>
<td>Integrated Consulting Services</td>
</tr>
<tr>
<td>874 6</td>
<td>Acquisition Management Support</td>
</tr>
<tr>
<td>874 7</td>
<td>Integrated Business Program Support Services</td>
</tr>
</tbody>
</table>

1b) Lowest priced model:
N/A

1c) Labor Categories:
See Attachment I

2) Maximum order:
$1,000,000

3) Minimum order:
$100

4) Geographic coverage (delivery area):
Continental US; Pacific US; and Europe

5) Point(s) of production (city, county, and State or foreign country):
SMITH/Associates
1777 North East Loop 410, STE. 600
San Antonio, TX, 78217

6) Discount from list prices or statement of net price:
All Prices herein are net (Discounts have been deducted)

7) Quantity discounts:
None

8) Prompt payment terms:
Net 30- Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions

9) Notification that Government purchase cards are accepted at or below the micro-purchase threshold:
SMITH/Associates will accept Government purchase cards up to the micro-purchase threshold

9b) Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:
SMITH/Associates will accept Government purchase cards above the micro-purchase threshold
10) Foreign items (list items by country of origin):
   None

11) Time of delivery:
   The Contractor shall deliver to destination within the number of calendar days after receipt of order (ARO), as set forth below:

   SMITH/Associates will adhere to the delivery schedule stipulated in each task order and/or task order amendment.

11b) Expedited Delivery:
   Please contact contractor

11c) Overnight and 2-day delivery:
   Please contact contractor

11d) Urgent Requirements:
   When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged, if time permits, to contact the Contractor for the purpose of obtaining accelerated delivery. The Contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering agency, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract

12) F.O.B. point(s):
   Destination

13) Ordering address(es):
   SMITH/Associates
   1777 North East Loop 410, STE. 600
   San Antonio, TX, 78217

13b) Ordering procedures:
   For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3

14) Payment Address(es):
   SMITH/Associates
   1777 North East Loop 410, STE. 600
   San Antonio, TX, 78217

15) Warranty provision:
   Contractor’s standard commercial warranty

16) Export packing charges, if applicable:
   N/A
17) Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):
   Please contact Contractor.

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

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

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

20b) Terms and conditions for any other services (if applicable):
   N/A

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

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

23) Preventive maintenance (if applicable):
   N/A

24) Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:
   N/A

24b) 508 Compliance:
   N/A

25) Data Universal Number System (DUNS) number:
   058316949

26) Notification regarding registration in System for Award Management (SAM) database:
   SMITH/Associates has registered with the SAM database.
Attachment 1: Labor Category Description

Task Order Manager

Minimum/General Experience: Has six (6) years experience in related technical and management discipline.

Functional Responsibilities: Works under general supervision of overall project manager or higher-level company management. Is responsible for the management of a specific task, or for a particular portion of a larger, more complex project. Is fully knowledgeable of all aspects of the technical areas involved in the assigned project. Performs studies, analyses, and tests on projects or tasks which involve conventional plans, investigations, analyses, etc. Receives overall instructions on specific assignment objectives, features, possible solutions, etc. Assistance is furnished on unusual problems and work is reviewed for application of sound professional judgment.

Minimum Education: Possesses a Bachelor's degree in business administration or other related technical or scientific discipline or equivalent work experience per final paragraph.

Senior Management Consultant

Minimum/General Experience: Will have twelve (12) years of progressive experience. Experience in managing two or more large Programs or concurrent management and multiple complex Projects, from inception to deployment. Includes demonstrated exception written and oral communication skills, including project plans, white papers, proposals and formal presentations. Must have demonstrated experience in managing all key project areas.

Functional Responsibilities: Serves as the Program manager of a large, multi-task effort, applying a wide spectrum of disciplines for planning, analysis, design, implementation and support of assigned tasks. Oversees development of analytical and computational techniques and methodology for problem solutions. Directs enterprise wide strategic systems planning, business information planning, business and analysis. Manages process and data modeling in support of the planning and analysis efforts using both manual and automated tools. As applicable, directs team in the application of reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports any changes or suggestions accordingly to the client and/or corporate Senior Management.

Minimum Education: Possesses a Master's degree in business administration for other related technical or scientific discipline or equivalent work experience per final paragraph.

Management Consultant

Minimum/General Experience: Will have ten (10) years progressive experience. Experience managing at least one major Program or multiple concurrent medium to large complex projects from inception to deployment. Includes demonstrated exceptional written and oral communication skills, including white papers and formal presentations. Must have
demonstrated experience in managing all key project areas. Demonstrated ability to work independently or under only general direction.

**Functional Responsibilities:** Serves as Project or Program manager of a large multi-task effort, applying a wide spectrum of disciplines for the planning, analysis, design, implementation and support of assigned tasks. Oversees development of analytical and computational techniques and methodology for problem solutions. Directs enterprise wise strategic systems planning, business information planning, business and analysis. Manages process and data modeling in support of the planning and analysis efforts using both manual and automated tools. As applicable, directs team in the application of reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports any changes or suggestions accordingly to Senior Program Manager.

**Minimum Education:** Possesses a Master’s degree in business administration for other related technical or scientific discipline or equivalent work experience per final paragraph.

---

**Principal Consultant II**

**Minimum/General Experience:** Candidate will have eight (8) years progressive experience. Will have both technical and management experience, from inception to deployment, of two or more large-scale complex projects. Includes demonstrated exceptional written and oral communication skills, including white papers and formal presentations. Must have demonstrated experience in execution of key project areas. Demonstrated ability to work independently or under general direction.

**Functional Responsibilities:** Serves as a Technical Project Lead or Manager across all major technical areas of the project, applying a wide spectrum of disciplines for the planning, analysis, design, implementation and support of assigned tasks. Develops analytical and computational techniques and methodology for problem solutions. Performs enterprise wide strategic systems planning, business information planning and analysis efforts using both manual and automated tools. As applicable, applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports any changes or suggestions accordingly to Program Manager.

**Minimum Education:** Possesses a Bachelor’s degree in business administration or other related technical or scientific discipline or equivalent work experience per final paragraph.

---

**Principal Consultant I**

**Minimum/General Experience:** Candidate will have six (6) years progressive experience. Will have both technical and management experience, from inception to deployment, or one or more large-scale complex Projects. Includes demonstrated exceptional written and oral communication skills. Must have demonstrated experience in execution of key project areas. Demonstrated ability to work independently or under general direction.
Functional Responsibilities: Serves as a Technical Task Lead or Manager in multiple project tasks, applying a wide spectrum of disciplines for the planning, analysis, design, implementation and support of assigned tasks. Develops analytical and computational techniques and methodology for problem solutions. Performs enterprise wide strategic systems planning, business information planning, business and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools. As applicable, applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports any changes or suggestions accordingly to Project/Program Manager.

Minimum Education: Possesses a Bachelor’s degree in business administration or other related technical or scientific discipline or equivalent work experience per final paragraph.

Consultant III

Minimum/General Experience: Will have five (5) years progressive experience. Specialized experience includes experience in one or more functional areas. Includes demonstrated exceptional written and oral communication skills. Must have demonstrated experience in execution of key project areas. Demonstrated ability to work independently or under only general direction.

Functional Responsibilities: Serves as Technical Specialist in one or more project tasks, applying a wide spectrum of disciplines for the planning, analysis, design, implementation, and support assigned tasks. Develops analytical and computational techniques and methodology for problem solutions. Performs enterprise wide strategic systems planning, business information planning, business and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools. As applicable, applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports and changes or suggestions accordingly to Senior Consultant or Project Manager.

Minimum Education: Possesses a Bachelor’s degree in business administration or other related technical or scientific discipline or equivalent work experience per final paragraph.

Consultant II

Minimum/General Experience: Will have four (4) years progressive experience. Specialized experience includes experience in one or more functional areas. Includes demonstrated exceptional written and oral communication skills. Must have demonstrated experience in execution of key project areas. Demonstrated ability to work independently or under only general direction.

Functional Responsibilities: Serves as Technical Specialist in one or more project tasks, applying a wide spectrum of disciplines for the planning, analysis, design, implementation, and support assigned tasks. Develops analytical and computational techniques and
methodology for problem solutions. Performs enterprise wide strategic systems planning, business information planning, business and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools. As applicable, applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports and changes or suggestions accordingly to Senior Consultant or Project Manager.

Minimum Education: Possesses a Bachelor’s degree in business administration or other related technical or scientific discipline or equivalent work experience per final paragraph.

Consultant I

Minimum/General Experience: Will have three (3) years progressive experience. Specialized experience includes experience in one or more functional areas. Includes demonstrated exceptional written and oral communication skills. Must have demonstrated experience in execution of key project areas. Demonstrated ability to work independently or under only general direction.

Functional Responsibilities: Serves as a part of a team of Technical Specialist in one or more project tasks, applying a wide spectrum of disciplines for the planning, analysis, design, implementation, and support assigned tasks. Assists in the development of analytical and computational techniques and methodology for problem solutions. Assists with process and data modeling in support of the planning and analysis efforts using both manual and automated tools. As applicable, applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports and changes or suggestions accordingly to Senior Consultant or Project Manager.

Minimum Education: Possesses a Bachelor’s degree in business administration or other related technical or scientific discipline or equivalent work experience per final paragraph.

Junior Consultant II

Minimum/General Experience: Has two (2) years experience within the general functional area and one (1) year of specialized experience working in the specified functional area. Applicable functional areas include systems engineering, acquisition management, business process reengineering, specialty engineering (e.g., systems safety, quality assurance, test and evaluation, human factors, reliability, maintainability, systems security, etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management.

Functional Responsibilities: Serves as part of a team of Technical Specialists performing routine assignments associated with the implementation of standard techniques, procedures and/or criteria as they apply to the technical or administrative discipline relating to the task. Using prescribed methods and information supplied, prepares draft inputs to program documentation as it relates to any of the support functions; reviews final draft documents for
conformity to requirements and completeness. Maintains management files; tracks preparation and delivery status of data deliverables. Attends meetings, working groups and briefings; reports issues and problems. Works under guidelines established by a supervisor; receives instructions on specific assignment objectives, features, possible solutions, etc. Work is reviewed for consistency and completeness.

**Minimum Education:** Possesses a Bachelor’s degree in business administration or other related technical or scientific discipline or equivalent work experience per final paragraph.

**Principal Subject Matter Expert**

**Minimum/General Experience:** In addition to general experience and knowledge of the particular area involved, must have twenty (20) years of progressive experience in the specific area to be supported.

**Functional Responsibilities:** This labor category exists for the use of specialists and/or consultants who will provide expert support in the area(s) specified by the customer. Acting in an expert consultant role, this position provides input and support to Sr. Management, Executive officials, technical consultants, and other designated staff. The SME is responsible for maintaining up-to-date expertise in a specific subject area in order to participate in evaluating projects, processes, and programs for consistency with defined objectives. Monitors objectives for consistency with contract requirements and makes recommendations with regard to the depth and breadth of the subject matter coverage.

**Minimum Education:** Possesses Master’s and Doctorate degree in a technical or scientific field related to the task. Certification as a registered professional engineer may be substituted for the doctorate degree requirement, or equivalent work experience per final paragraph.

**Senior Subject Matter Expert**

**Minimum/General Experience:** In addition to general experience and knowledge of the particular area involved, must have fifteen (15) years of progressive experience in the specific area to be supported.

**Functional Responsibilities:** This labor category exists for the use of specialists and/or consultants who will provide expert support in the area(s) specified by the customer. Acting in an expert consultant role, this position provides input and support to Sr. Management, Executive officials, technical consultants, and other designated staff. The SME is responsible for maintaining up-to-date expertise in a specific subject area in order to participate in evaluating projects, processes, and programs for consistency with defined objectives. Monitors objectives for consistency with contract requirements and makes recommendations with regard to the depth and breadth of the subject matter coverage.

**Minimum Education:** Possesses Bachelor’s and Master’s degree in a technical or scientific field related to the task. Certification as a registered professional engineer may be
substituted for the doctorate degree requirement, or equivalent work experience per final paragraph.

Subject Matter Expert III

Minimum/General Experience: In addition to general experience and knowledge of the particular area involved, must have thirteen (13) years of progressive experience in the specific area to be supported.

Functional Responsibilities: This labor category exists for the use of specialists and/or consultants who will provide expert support in the area(s) specified by the customer. Acting in an expert consultant role, this position provides input and support to Sr. Management, Executive officials, technical consultants, and other designated staff. The SME is responsible for maintaining up-to-date expertise in a specific subject area in order to participate in evaluating projects, processes, and programs for consistency with defined objectives. Monitors objectives for consistency with contract requirements and makes recommendations with regard to the depth and breadth of the subject matter coverage.

Minimum Education: Possesses Bachelor’s and Master’s degree in a technical or scientific field related to the task. Certification as a registered professional engineer may be substituted for the doctorate degree requirement, or equivalent work experience per final paragraph.

Subject Matter Expert II

Minimum/General Experience: In addition to general experience and knowledge of the particular area involved, must have twelve (12) years of progressive experience in the specific area to be supported.

Functional Responsibilities: This labor category exists for the use of specialists and/or consultants who will provide expert support in the area(s) specified by the customer. Acting in an expert consultant role, this position provides input and support to Sr. Management, Executive officials, technical consultants, and other designated staff. The SME is responsible for maintaining up-to-date expertise in a specific subject area in order to participate in evaluating projects, processes, and programs for consistency with defined objectives. Monitors objectives for consistency with contract requirements and makes recommendations with regard to the depth and breadth of the subject matter coverage. The use of this category must be approved by the customer on case-by-case basis.

Minimum Education: Possesses Bachelor’s and Master’s degree in a technical or scientific field related to the task. Certification as a registered professional engineer may be substituted for the doctorate degree requirement, or equivalent work experience per final paragraph.

Subject Matter Expert I
Minimum/General Experience: In addition to general experience and knowledge of the particular area involved, must have ten (10) years of progressive experience in the specific area to be supported.

Functional Responsibilities: This labor category exists for the use of specialists and/or consultants who will provide expert support in the area(s) specified by the customer. Acting in an expert consultant role, this position provides input and support to Sr. Management, Executive officials, technical consultants, and other designated staff. The SME is responsible for maintaining up-to-date expertise in a specific subject area in order to participate in evaluating projects, processes, and programs for consistency with defined objectives. Monitors objectives for consistency with contract requirements and makes recommendations with regard to the depth and breadth of the subject matter coverage. The use of this category must be approved by the customer on case-by-case basis.

Minimum Education: Possesses Bachelor’s degree in a technical or scientific field related to the task. Certification as a registered professional engineer may be substituted for the doctorate degree requirement, or equivalent work experience per final paragraph.

Principal Analyst

Minimum/General Experience: Has twelve (12) years progressive experience, selectively or in combination, within the general functional area and eight (8) years specialized experience directly related to the specific task area. Applicable functional areas include systems engineering, acquisition management, business process reengineering, specialty engineering (e.g., systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security, etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management.

Functional Responsibilities: Responsible for the management of a large, complex systems acquisition program/project or major functional areas. Possesses demonstrated advanced technical and managerial skills; fully knowledgeable and experienced in all aspects of a program or functional area. Plans, develops or supports programs/projects; establishes objectives and requirements; adapts and applies applicable technical, administrative, financial and business process and procedures; develops budgets; develops program/project standards and schedules; monitors outside resources; coordinates reviews works of assigned staff. Reviews/oversees preparation of all related documentation; conducts reviews, technical interchange meetings, etc. Works independently under general guideline or objectives and directly participates and coordinates with the highest echelons and authority on all aspects pertinent to the successful implementation of the program or functional area.

Minimum Education: Possesses a Bachelor’s or Master’s degree in related technical or business discipline or equivalent work experience in final paragraph.

Senior Analyst II
**Minimum/General Experience:** Has ten (10) years progressive experience, selectively or in combination, within the general functional area and six (6) years specialized experience directly related to the specified task area. Applicable functional areas include systems engineering, acquisition management, business process reengineering, specialty engineering (e.g., systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security, etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management.

**Functional Responsibilities:** Responsible for the management of a single systems acquisition program/project or a major functional area. Fully knowledgeable of all aspects of the program or programs under his/her management; establishes objectives and requirements; develops budgets; develops program/project standards and schedules; monitors outside resources. Has experience or extensive knowledge with the processes and procedures relative to the functional area. Coordinates, reviews and supervises work of assigned staff. Reviews/oversees preparation of all related documentation; conducts program reviews, meetings, etc. Works independently under general guidelines or objectives set by supervisor.

**Minimum Education:** Possesses a Bachelor’s or Master’s degree in related technical or business discipline or equivalent work experience in final paragraph.

---

**Senior Analyst I**

**Minimum/General Experience:** Has seven (7) years progressive experience, selectively or in combination, within the general functional area and four (4) years specialized experience directly related to the specified task area. Applicable functional areas include systems engineering, acquisition management, business process reengineering, specialty engineering (e.g., systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security, etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management.

**Functional Responsibilities:** Performs a broad range of tasks associated with the implementation of standard techniques, procedures and/or criteria as they apply to the technical or administrative aspects of the program or functional area. Uses own knowledge and information supplied relative to the technical or administrative aspects of the program to perform technical studies and analysis and prepare inputs to program documentation as it relates to that particular functional area; reviews final documents or data deliverables for completeness and conformity to requirements. Organizes and maintains management files and other data deliverable files. Participates in meetings, design reviews, briefings, etc. relating to the particular support function; identifies and reports on issues or related problems and potential risks; recommends risk mitigation actions. Works independently, under general guidelines set by supervisor; modifies and/or adapts techniques and standard approaches to solve moderately difficult problems encountered.
Minimum Education:  Possesses a Bachelor’s degree in related technical or business discipline or equivalent work experience in final paragraph.

Analyst II

Minimum/General Experience:  Has five (5) years progressive experience, selectively or in combination, within the general functional area and two (2) years specialized experience directly related to the specified task area.  Applicable functional areas include systems engineering, acquisition management, business process reengineering, specialty engineering (e.g., systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security, etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management.

Functional Responsibilities:  Performs routine assignments on a broad range of tasks associated with the implementation of standard techniques, procedures and/or criteria as they apply to the technical or administrative discipline relating to the task.  Using prescribed methods and information supplied, develops draft inputs to program documentation as it relates to any of the support functions; reviews final draft documents for conformity to requirements and completeness.  Organizes and maintains management files; tracks preparation and delivery status of data deliverables.  Attends meetings, design reviews, working groups and briefings; reports issues and problems; recommends solutions.  Works under general guidelines established by supervisor; receives overall instructions on specific assignment objectives, features, possible solutions, etc.  Assistance is furnished on unusual problems and work is reviewed for consistency and completeness.

Minimum Education:  Possesses a Bachelor’s degree in related technical or business discipline or equivalent work experience in final paragraph.

Analyst I

Minimum/General Experience:  Has three (3) years progressive experience, selectively or in combination, within the general functional area and two (2) years specialized experience directly related to the specified task area.  Applicable functional areas include systems engineering, acquisition management, business process reengineering, specialty engineering (e.g., systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security, etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management.

Functional Responsibilities:  Performs routine assignments on a broad range of tasks associated with the implementation of standard techniques, procedures and/or criteria as they apply to the technical or administrative aspects of the program or functional area.  Uses information supplied to perform technical studies and analysis and prepare inputs to program documentation as it relates to that particular functional area; reviews final documents or data deliverable for completeness and conformity requirements.  Maintains management files; tracks preparation and delivery status of data deliverables.  Attends
meetings, design reviews, working groups and briefings; reports issues and problems; recommends solutions. Works under general guidelines established by supervisor; modifies and/or adapts techniques and standard approaches to solve moderately difficult problems encountered.

**Minimum Education:** Possesses a Bachelor’s degree in related technical or business discipline or equivalent work experience in final paragraph.

**Junior Analyst II**

**Minimum/General Experience:** Has two (2) years progressive experience, selectively or in combination, within the general functional area and four (2) years specialized experience directly related to the specified task area. Applicable functional areas include systems engineering, acquisition management, business process reengineering, specialty engineering (e.g., systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security, etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management.

**Functional Responsibilities:** Performs routine assignments associated with the implementation of standard techniques, procedures and/or criteria as they apply to the technical or administrative discipline relating to the task. Using prescribed methods and information supplies, prepares draft inputs to program documentation as it relates to any of the support functions; reviews final draft documents for completeness and conformity requirements. Maintains management files; tracks preparation and delivery status of data deliverables. Attends meetings, design reviews, working groups and briefings; reports issues and problems; recommends solutions. Works under general guidelines established by the supervisor; receives instruction on specific assignment objectives, features, possible solutions, etc. Work is reviewed for consistency and completeness.

**Minimum Education:** Possesses a Bachelor’s degree in related technical or business discipline or equivalent work experience in final paragraph.

**Administrative Support Technician II**

**Minimum/General Experience:** Must have four (4) years experience working with technical, schedule, or cost information including indexing, cataloging, processing and abstracting cost, schedule, or technical information.

**Functional Responsibilities:** Capability to assist cost analysts/budget analyst/schedule analyst by collecting, organizing, and maintaining cost and cost related data. This includes carrying out literature and reference searches to extract and/or abstract pertinent information from source material in support of engineering or cost analysis activities. Ability to perform some computer assisted analysis of data.

**Minimum Education:** Possesses a Bachelor’s degree in related technical or business discipline or equivalent work experience in final paragraph.
Administrative Support Technician I

**Minimum/General Experience:** Must have two (2) years of administrative support experience. Knowledge of IBM compatible computers and knowledge of Microsoft Office.

**Functional Responsibilities:** Provide administrative support to staff. Responsibilities include filing, maintaining library, typing and preparation of correspondence, letters, and technical documentation such as working notes, briefings, monthly progress reports, and spreadsheets, etc.

**Minimum Education:** High School Diploma or equivalent work experience per final paragraph.

Senior IT Consultant/Programmer

**Minimum Experience:** 5 years of experience in the field or in a related area, concentrated on the application of Information Technology (IT) to Advisory and Assistance Services project delivery-- project management, program management, process consulting, change implementation or related areas.

**Functional Responsibilities:** The Senior IT consultant integrates Information Technology into the delivery of Advisory and Assistance Services and all of its constituent elements—including implementation of management structures, policies, organizational architecture, change management, and related areas. The Senior IT Consultant employs interdisciplinary and holistic engineering approach to ensure that proposed IT solutions are designed with components and systems that interact with, or operate in conjunction with each other and are integrated into the successful delivery of the overall project. The Senior IT Consultant's expertise will be utilized to evaluate vendor proposals and assist in determining the programs selected for further development. The Senior IT Consultant works to integrate the entire process focused on an approach that maximizes money, methods, materials and technology, across traditional programatics.

The Senior IT Consultant captures requirements using industry standard development frameworks and tools. Designs reports, forms and letters along with computer terminal screen displays to accomplish goals of user request. Reviews screens, reports, forms and letters designs with users. Converts project specifications, using industry standard tools, such as object-oriented tools and code generation, into sequence of detailed instructions and logical steps for coding into language process-able by computer, applying knowledge of computer programming techniques and computer languages. These activities are not conducted as free-standing IT projects, but rather in support of OOCORP project delivery, as required for C 132-51.

**Minimum Education:** Bachelor's - Graduation from an accredited four-year college or university with major course work in computer science, computer information systems, or management information systems.
IT Consultant

**Minimum Experience:** 2 years of experience in the field or in a related area, concentrated on the application of Information Technology (IT) to Advisory and Assistance Services project delivery--project management, program management, process consulting, change implementation or related areas.

**Functional Responsibilities:** At the direction of the Senior IT Consultant, the IT Consultant supports the integration of Information Technology into the delivery of Advisory and Assistance Services and all of its constituent elements—including implementation of management structures, policies, organizational architecture, change management, and related areas. This work may involve database management, the development of specific web applications, cloud applications, and tools utilized in the project tracking and delivery of Advisory and Assistance Services projects. The tasks may involve basic or intermediate level programming.

The IT consultant supports the conversion of project specifications, using industry standard tools, such as object-oriented tools and code generation, into sequence of detailed instructions and logical steps for coding into language process-able by computer, applying knowledge of computer programming techniques and computer languages. These activities are not conducted as free-standing IT projects, but rather in support of OOCORP project delivery, as required for C 132-51.

**Minimum Education:** Bachelor's - Graduation from an accredited four-year college or university with major course work in computer science, computer information systems, or management information systems.

Program Analyst (Acquisitions Support)

**Minimum Experience:** Three years experience in working with Federal acquisitions and/or contracting vehicles.

**Functional Responsibilities:** Under the direction of the Portfolio Acquisitions Manager, the Program Analyst (Acquisitions Support) Works with Government end users to identify current operating procedures and clarify program objectives as they affect the procurement of goods and services. Assists in defining software requirements and establishing standards for design and development. Consults with management and customers regarding strategies, plans and designs. Uses software development technologies to build, test, and maintain product modules, components, and subsystems.

Supports major systems development and source selection efforts from mission requirements to contract awards. Responsible for planning and implementing IT acquisition strategies, contracting plans, and source selection approaches. Provides working knowledge of diverse program management and acquisition processes, including preparation of RFPs for technology products and/or services. Supports the preparation of reports and briefings for source selection authorities. Documents source selection decisions to Government officials.
The Analyst I has training and/or experience in specific technologies, methodologies, or platforms required for the technical aspects of a client engagement. The Analyst I works independently to complete technical assignments and to provide support to the project team by managing technical tasks, problem solving, data gathering and solution testing.

**Minimum Education:** Bachelors Degree

**Portfolio Acquisitions Manager**

**Minimum Experience:** Five years of technical experience, one year of management experience. Three years of experience in Government acquisitions and the use of Government contracting vehicles is required. Knowledge of the Federal Acquisitions Regulation (FAR) is mandatory.

**Functional Responsibilities:** Supports major systems development and source selection efforts from mission requirements to contract awards. Responsible for planning and implementing IT acquisition strategies, contracting plans, and source selection approaches. Provides working knowledge of diverse program management and acquisition processes, including preparation of RFPs for technology products and/or services. Supports the preparation of reports and briefings for source selection authorities. Documents source selection decisions to Government officials.

**Minimum Education:** Bachelor’s Degree

**Program Manager**

**Minimum Experience:** See below under education. Significant experience in program management on complex or long-term support efforts. Project experiences may include managing diverse teams, including contributors from multiple disciplines and subcontractors and projects covering multiple sites. Knowledge of or experience with industry-recognized standards such as custom development methodologies, implementation lifecycles, Earned Value Management Systems (EVMS), and the SEI Capability Maturity Model (CMM)

**Functional Responsibilities:**
The Program Manager coordinates multiple tasks and projects, each of which is under the direction of a Project Manager. The Program manager ensures that projects are conducted on-time, within budget, and in accordance with program requirements. Defines contract-delivery schedule, budget, and resource requirements. Communicates project status to customer and, project team. Define, evaluate, and optimize organizational solution structures Capable of directing multiple disciplines (functional teams, technical resources, Quality Assurance, and Program Management

**Minimum Education:** Bachelor’s Degree in related area (business administration or management) with 6+ years experience.

**Project Manager**
Minimum Experience: Minimum five years of related technical experience. Minimum two years of supervisory experience.

Functional Responsibilities: Manages small projects or single tasks on large, complex projects. Directs completion of tasks within estimated timeframes and budget constraints. Schedules and assigns duties to subordinates and subcontractors and ensures assignments are competed as directed. Ensures compliance with contract requirements. May be a senior technical expert who provides advice, design, and development on complex technical tasks. Works independently without direct supervision. Expertise in planning, organizing, and prioritizing work, meeting deadlines, managing multiple tasks in a high-complex, dynamic environment, and maintaining fiscal responsibilities, is critical. Excellent interpersonal and communication skills are essential.

Minimum Education: Bachelor’s degree in Management, Public Administration, Computer Sciences or Engineering

Education versus Experience

Education Substituted for Experience: Formal education may substitute for experience. Each formal degree (i.e., Bachelors, Masters, or Ph.D.) may substitute for four (4) years of experience. Experience Substituted for Formal Education: Specialized experience may substitute for formal education. Four (4) years of experience may substitute for a Bachelor Degree. Bachelor’s Degree plus 2 years of additional general experience and 2 additional years of specific related experience with similar functional responsibilities may substitute for a Master’s Degree.
<table>
<thead>
<tr>
<th>SIN</th>
<th>Service</th>
<th>CONUS 2017</th>
<th>CONUS 2018</th>
<th>CONUS 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>874-1/RC</td>
<td>Task Order Manager</td>
<td>$68.06</td>
<td>$69.36</td>
<td>$70.67</td>
</tr>
<tr>
<td>874-1/RC</td>
<td>Senior Management Consultant</td>
<td>$123.11</td>
<td>$125.45</td>
<td>$127.83</td>
</tr>
<tr>
<td>874-1/RC</td>
<td>Management Consultant</td>
<td>$88.72</td>
<td>$90.41</td>
<td>$92.12</td>
</tr>
<tr>
<td>874-1/RC</td>
<td>Consultant III</td>
<td>$50.13</td>
<td>$51.08</td>
<td>$52.05</td>
</tr>
<tr>
<td>874-1/RC</td>
<td>Principal Consultant II</td>
<td>$80.31</td>
<td>$81.84</td>
<td>$83.40</td>
</tr>
<tr>
<td>874-1/RC</td>
<td>Principal Consultant I</td>
<td>$56.07</td>
<td>$57.13</td>
<td>$58.22</td>
</tr>
<tr>
<td>874-1/RC</td>
<td>Principal Subject Matter Expert I</td>
<td>$143.93</td>
<td>$146.66</td>
<td>$149.45</td>
</tr>
<tr>
<td>874-1/RC</td>
<td>Sr. Subject Matter Expert</td>
<td>$113.80</td>
<td>$115.97</td>
<td>$118.17</td>
</tr>
<tr>
<td>874-1/RC</td>
<td>Subject Matter Expert II</td>
<td>$102.23</td>
<td>$104.17</td>
<td>$106.15</td>
</tr>
<tr>
<td>874-1/RC</td>
<td>Subject Matter Expert I</td>
<td>$96.18</td>
<td>$98.00</td>
<td>$99.87</td>
</tr>
<tr>
<td>874-1/RC</td>
<td>Subject Matter Expert II</td>
<td>$87.43</td>
<td>$89.09</td>
<td>$90.78</td>
</tr>
<tr>
<td>874-1/RC</td>
<td>Principal Analyst</td>
<td>$169.50</td>
<td>$172.72</td>
<td>$176.01</td>
</tr>
<tr>
<td>874-1/RC</td>
<td>Senior Analyst II</td>
<td>$128.95</td>
<td>$131.40</td>
<td>$133.90</td>
</tr>
<tr>
<td>874-1/RC</td>
<td>Senior Analyst I</td>
<td>$73.56</td>
<td>$74.96</td>
<td>$76.38</td>
</tr>
<tr>
<td>874-1/RC</td>
<td>Analyst II</td>
<td>$50.10</td>
<td>$51.06</td>
<td>$52.03</td>
</tr>
<tr>
<td>874-1/RC</td>
<td>Administrative Support Tech II*</td>
<td>$40.43</td>
<td>$41.20</td>
<td>$41.98</td>
</tr>
<tr>
<td>874-1</td>
<td>Task Order Manager</td>
<td>$68.11</td>
<td>$69.40</td>
<td>$70.72</td>
</tr>
<tr>
<td>874-1</td>
<td>Senior Management Consultant</td>
<td>$129.10</td>
<td>$131.56</td>
<td>$134.06</td>
</tr>
<tr>
<td>874-1</td>
<td>Management Consultant</td>
<td>$89.77</td>
<td>$91.47</td>
<td>$93.21</td>
</tr>
<tr>
<td>874-1</td>
<td>Principal Consultant II</td>
<td>$80.37</td>
<td>$81.90</td>
<td>$83.46</td>
</tr>
<tr>
<td>874-1</td>
<td>Principal Consultant I</td>
<td>$53.40</td>
<td>$54.41</td>
<td>$55.45</td>
</tr>
<tr>
<td>874-1</td>
<td>Consultant III</td>
<td>$48.15</td>
<td>$49.06</td>
<td>$49.99</td>
</tr>
<tr>
<td>874-1</td>
<td>Consultant II</td>
<td>$42.69</td>
<td>$43.50</td>
<td>$44.33</td>
</tr>
<tr>
<td>874-1</td>
<td>Consultant I</td>
<td>$41.00</td>
<td>$41.78</td>
<td>$42.58</td>
</tr>
<tr>
<td>874-1</td>
<td>Junior Consultant II</td>
<td>$39.30</td>
<td>$40.05</td>
<td>$40.81</td>
</tr>
<tr>
<td>874-1</td>
<td>Principal Subject Matter Expert I</td>
<td>$153.40</td>
<td>$156.31</td>
<td>$159.28</td>
</tr>
<tr>
<td>874-1</td>
<td>Senior Subject Matter Expert</td>
<td>$118.12</td>
<td>$120.37</td>
<td>$122.66</td>
</tr>
<tr>
<td>874-1</td>
<td>Subject Matter Expert III</td>
<td>$104.67</td>
<td>$106.66</td>
<td>$108.68</td>
</tr>
<tr>
<td>874-1</td>
<td>Subject Matter Expert II</td>
<td>$97.88</td>
<td>$99.74</td>
<td>$101.63</td>
</tr>
<tr>
<td>874-1</td>
<td>Subject Matter Expert I</td>
<td>$89.85</td>
<td>$91.56</td>
<td>$93.30</td>
</tr>
<tr>
<td>874-1</td>
<td>Principal Analyst</td>
<td>$181.41</td>
<td>$184.86</td>
<td>$188.37</td>
</tr>
<tr>
<td>874-1</td>
<td>Senior Analyst II</td>
<td>$134.01</td>
<td>$136.56</td>
<td>$139.15</td>
</tr>
<tr>
<td>874-1</td>
<td>Senior Analyst I</td>
<td>$73.92</td>
<td>$75.32</td>
<td>$76.75</td>
</tr>
<tr>
<td>874-1</td>
<td>Analyst II</td>
<td>$45.87</td>
<td>$46.74</td>
<td>$47.63</td>
</tr>
<tr>
<td>874-1</td>
<td>Analyst I</td>
<td>$37.62</td>
<td>$38.34</td>
<td>$39.06</td>
</tr>
<tr>
<td>874-1</td>
<td>Junior Analyst II</td>
<td>$35.63</td>
<td>$36.31</td>
<td>$37.00</td>
</tr>
<tr>
<td>SIN</td>
<td>Service</td>
<td>GSA Net Rate 2017</td>
<td>GSA Net Rate 2018</td>
<td>GSA Net Rate 2019</td>
</tr>
<tr>
<td>-------</td>
<td>--------------------------------------</td>
<td>-------------------</td>
<td>-------------------</td>
<td>-------------------</td>
</tr>
<tr>
<td>874-1</td>
<td>Administrative Support Technician II</td>
<td>$38.26</td>
<td>$38.99</td>
<td>$39.73</td>
</tr>
<tr>
<td>874-1</td>
<td>Administrative Support Technician I</td>
<td>$28.46</td>
<td>$29.00</td>
<td>$29.55</td>
</tr>
</tbody>
</table>

**EUROPE**

<table>
<thead>
<tr>
<th>SIN</th>
<th>Service</th>
<th>GSA Net Rate 2017</th>
<th>GSA Net Rate 2018</th>
<th>GSA Net Rate 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>874-1</td>
<td>Task Order Manager</td>
<td>$127.31</td>
<td>$129.72</td>
<td>$132.19</td>
</tr>
<tr>
<td>874-1</td>
<td>Senior Management Consultant</td>
<td>$217.12</td>
<td>$221.25</td>
<td>$225.45</td>
</tr>
<tr>
<td>874-1</td>
<td>Management Consultant</td>
<td>$161.79</td>
<td>$164.87</td>
<td>$168.00</td>
</tr>
<tr>
<td>874-1</td>
<td>Principal Consultant II</td>
<td>$150.24</td>
<td>$153.10</td>
<td>$156.01</td>
</tr>
<tr>
<td>874-1</td>
<td>Principal Consultant I</td>
<td>$133.38</td>
<td>$135.91</td>
<td>$138.50</td>
</tr>
<tr>
<td>874-1</td>
<td>Consultant III</td>
<td>$97.12</td>
<td>$98.96</td>
<td>$100.84</td>
</tr>
<tr>
<td>874-1</td>
<td>Consultant II</td>
<td>$93.52</td>
<td>$95.30</td>
<td>$97.11</td>
</tr>
<tr>
<td>874-1</td>
<td>Consultant I</td>
<td>$89.04</td>
<td>$90.73</td>
<td>$92.46</td>
</tr>
<tr>
<td>874-1</td>
<td>Junior Consultant II</td>
<td>$88.65</td>
<td>$90.33</td>
<td>$92.05</td>
</tr>
<tr>
<td>874-1</td>
<td>Junior Consultant I</td>
<td>$86.71</td>
<td>$88.36</td>
<td>$90.03</td>
</tr>
<tr>
<td>874-1</td>
<td>Principal Subject Matter Expert</td>
<td>$247.45</td>
<td>$252.16</td>
<td>$256.95</td>
</tr>
<tr>
<td>874-1</td>
<td>Senior Subject Matter Expert</td>
<td>$200.86</td>
<td>$204.67</td>
<td>$208.56</td>
</tr>
<tr>
<td>874-1</td>
<td>Subject Matter Expert III</td>
<td>$182.56</td>
<td>$186.03</td>
<td>$189.57</td>
</tr>
<tr>
<td>874-1</td>
<td>Subject Matter Expert II</td>
<td>$172.81</td>
<td>$176.09</td>
<td>$179.44</td>
</tr>
<tr>
<td>874-1</td>
<td>Subject Matter Expert I</td>
<td>$158.88</td>
<td>$161.90</td>
<td>$164.97</td>
</tr>
<tr>
<td>874-1</td>
<td>Principal Analyst</td>
<td>$295.59</td>
<td>$301.21</td>
<td>$306.93</td>
</tr>
<tr>
<td>874-1</td>
<td>Senior Analyst II</td>
<td>$236.99</td>
<td>$241.49</td>
<td>$246.08</td>
</tr>
<tr>
<td>874-1</td>
<td>Senior Analyst I</td>
<td>$138.17</td>
<td>$140.79</td>
<td>$143.47</td>
</tr>
<tr>
<td>874-1</td>
<td>Analyst II</td>
<td>$100.49</td>
<td>$102.40</td>
<td>$104.34</td>
</tr>
<tr>
<td>874-1</td>
<td>Analyst I</td>
<td>$81.71</td>
<td>$83.26</td>
<td>$84.84</td>
</tr>
<tr>
<td>874-1</td>
<td>Junior Analyst II</td>
<td>$80.37</td>
<td>$81.90</td>
<td>$83.46</td>
</tr>
<tr>
<td>874-1</td>
<td>Administrative Support Technician II</td>
<td>$86.31</td>
<td>$87.95</td>
<td>$89.62</td>
</tr>
<tr>
<td>874-1</td>
<td>Administrative Support Technician I</td>
<td>$67.52</td>
<td>$68.80</td>
<td>$70.11</td>
</tr>
</tbody>
</table>

**WORLDWIDE**

<table>
<thead>
<tr>
<th>SIN</th>
<th>Service</th>
<th>GSA Net Rate 2017</th>
<th>GSA Net Rate 2018</th>
<th>GSA Net Rate 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>C132 51</td>
<td>Senior IT Consultant/Programmer</td>
<td>$86.05</td>
<td>$87.69</td>
<td>$89.35</td>
</tr>
<tr>
<td>C132 51</td>
<td>IT Consultant</td>
<td>$43.91</td>
<td>$44.74</td>
<td>$45.59</td>
</tr>
<tr>
<td>874 6</td>
<td>Program Analyst (Acquisitions Support)</td>
<td>$58.97</td>
<td>$60.09</td>
<td>$61.23</td>
</tr>
<tr>
<td>874 6</td>
<td>Portfolio Acquisitions Manager</td>
<td>$62.92</td>
<td>$64.12</td>
<td>$65.33</td>
</tr>
<tr>
<td>874 7</td>
<td>Program Manager</td>
<td>$70.78</td>
<td>$72.13</td>
<td>$73.50</td>
</tr>
<tr>
<td>874 7</td>
<td>Project Manager</td>
<td>$68.31</td>
<td>$69.61</td>
<td>$70.93</td>
</tr>
</tbody>
</table>

Prices are escalated at 1.9% per year.
The Service Contract Act (SCA) is applicable to this contract and includes SCA applicable labor categories. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the matrix. The prices offered are based on the preponderance of where work is performed and should work be performed in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

<table>
<thead>
<tr>
<th>SCA Eligible</th>
<th>SCA Equivalent Code - Title</th>
<th>Wage Determination</th>
</tr>
</thead>
<tbody>
<tr>
<td>*Administrative Support Tech II</td>
<td>01112 – General Clerk II</td>
<td>2005-2522 Revision 16</td>
</tr>
</tbody>
</table>