

**Federal Supply Schedule
Contract for Environmental Services**

Federal Supply Group: 899

Class: F999

Contract No. GS-10F-0202U

Contract Period: 4/15/13 to 4/14/18



**General Services Administration
Management Services Center
400 15th Street SW, Room 2757
Auburn, WA 98001-6599**

**PIKA International, Inc.
DUNS: 14-0067013
12723 Capricorn Drive, Suite 500
Stafford, Texas 77477**

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1.0 COMPANY INFORMATION

1.1 Corporate Headquarters

PIKA International, Inc.

12723 Capricorn Drive, Suite 500

Stafford, Texas 77477

Phone: (281) 340-5525

Toll-Free: 1-866-340-7452

Fax: (281) 340-5533

www.pikainc.com

1.2 Corporate History

PIKA International, Inc. (PIKA) is a Small Business and a multidisciplinary environmental engineering and remediation services firm with the capabilities to meet our clients' diverse needs. PIKA offers a broad spectrum of turnkey investigative and cleanup services with emphasis on munitions response, environmental services, demilitarization, radiological services, and construction management. With our full-time experts in the fields of munitions and explosives of concern (MEC), low-level radiological waste (LLRW), innovative technologies, and environmental programs (CERCLA/RCRA), PIKA is committed to building relationships with our clients that are proven to resolve their complex (and often combined) problems in these areas.

Through several major contracts with Federal clients, PIKA expanded our services to include the full range of MEC/Military Munitions Response Program (MMRP) projects, enhanced capabilities through innovative technologies, and establishment of all of the necessary systems and processes to expand with our business. PIKA's munitions response, environmental, demilitarization, radiological, and construction management services divisions coordinate carefully on multi-faceted projects. This unique capability gives PIKA a special niche in the Department of Defense (DoD), Nuclear Regulatory Commission (NRC), and Department of Homeland Security (DHS) communities. We have a full-time staff of munitions and radiological specialists available to service our clients' needs on a moment's notice, as well as Bureau of Alcohol, Tobacco, Firearms and Explosives (BATFE) and NRC licenses to transport, store, and handle a wide range of munitions and wastes, respectively.

We currently hold several Indefinite Delivery/Indefinite Quantity (ID/IQ) contracts with the U.S. Army Sustainment Command, Field Services Command, Tank-Automotive Armament Command (TACOM), and both the Baltimore and Tulsa Districts of the U.S. Army Corps of Engineers. In addition, we have several commercial contracts in place for our patent-pending Thermal Convection System (TCS) process to safely process structures and equipment rendering them safe to handle/demolish/recycle without the use of traditional environmentally invasive burning methods.



PIKA has grown successfully and intelligently based on our experienced management and enhanced by the knowledge of strategic teaming partners and mentors. Our professional staff of engineers and technicians provides efficient program and project management and innovative project execution. We at PIKA take great pride in working to partner with clients to solve problems, reduce costs, and meet schedules. We listen to our clients and respond to their needs, managing the client's expectations throughout the project. We are in great anticipation of continuing to meet our clients' needs through our GSA Schedule and other contract vehicles.



2.0 POINTS OF CONTACT

2.1 PIKA Primary

Donald Brenneman, Vice President of Federal Programs

Direct Line: (281) 325-6890

Email: dbrenneman@pikainc.com

2.2 PIKA Contracting

Michelle Burton, Contracts Manager/Corporate Affairs

Direct Line: (281) 325-6866

Email: mburton@pikainc.com

2.3 PIKA Alternate

Marcia Thompson, Proposal Coordinator

Direct Line: (281) 325-6892

Email: mthompson@pikainc.com

3.0 BASIC CONTRACT/SCHEDULE INFORMATION

PIKA's GSA Worldwide Federal Supply Schedule (FSS) No. 899 is a Multiple Award Schedule (MAS) or Indefinite Delivery/Indefinite Quantity (ID/IQ) type contract for Environmental Services as identified in this section. PIKA's fixed price schedule (found in **Section 4.1**) includes the hourly billing rate for specified positions under this FSS and **Section 4.2** includes the SCA Wage Rate categories applicable to this contract.

3.1 Basic Contract Data

3.1.1 Order Amounts

Maximum Order: \$1,000,000.00

Minimum Order: \$100.00

3.1.2 Geographic Coverage and Production

Geographic Coverage (Delivery Area): Domestic Only

Point(s) of Production: Same as Company Address

3.1.3 Payment Terms

Discount from List Prices or Statement of Net Price: Government Net Prices (discounts already deducted). See *Section 5.1*.

Quantity Discount: None Offered

Prompt Payment Terms: ½% in 15 Days, Net 30 Days

3.1.4 Government Purchase Cards

Notification that Government Purchase Cards are Accepted Up to the Micro-Purchase Threshold: Yes

Notification whether Government Purchase Cards are Accepted or Not Accepted above the Micro-Purchase Threshold: Will accept over \$2,500.00

3.1.5 Foreign Items

None

3.1.6 Delivery Terms

Time of Delivery: Specified on the Task Order

Expedited Delivery: Contact Contractor for information regarding expedited services.

Overnight and 2-Day Delivery: Contact Contractor for information regarding delivery times.

Urgent Requirements: Contact Contractor for information regarding urgent services.

3.1.7 F.O.B. Point(s)

Destination

3.1.8 Ordering Information

Address: PIKA International, Inc.
12723 Capricorn Drive, Suite 500
Stafford, Texas 77477

Procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

3.1.9 Payment Address

PIKA International, Inc.
12723 Capricorn Drive, Suite 500
Stafford, Texas 77477

3.1.10 Warranty

Contractor's standard commercial warranty applies.

3.1.11 Export Packing Charges

Not applicable.

3.1.12 Terms and Conditions of Government Purchase Card Acceptance

Contact Contractor for any thresholds above the micro-purchase level.

3.1.13 Rental, Maintenance, and Repair

Not applicable.

3.1.14 Installation

Not applicable.

3.1.15 Repair Parts

Not applicable.

3.1.16 Terms and Conditions for Any Other Services

Not applicable.

3.1.17 Service and Distribution Points

Not applicable.

3.1.18 Participating Dealers

Not applicable.

3.1.19 Preventive Maintenance

Not applicable.

3.1.20 *Environmental Attributes*

Not applicable.

3.1.21 *Data Universal Numbering System (DUNS) Number*

14-0067013

3.1.22 *Central Contractor Registration (CCR) Database*

Registered

3.2 **Scope of Services and Special Item Numbers (SINs)**

3.2.1 **899-1, 899-1 RC – Environmental Consulting Services**

Environmental Consulting Services include, but are not limited to:

- Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as Executive Order 13423) in areas of chemical, radiological, and/or hazardous materials;
- Environmental Assessment (EA) and Environmental Impact Statement (EIS) preparation under the National Environmental Policy Act (NEPA);
- Environmental program and project management; and
- Other environmentally related studies and/or consultations.

Compliance Services include, but are not limited to,

- Permitting.

Advisory Services include, but are not limited to:

- Ongoing advice and assistance with data and information in support of agency environmental programs involving areas such as Hazardous material spills; and
- Material safety data sheets (MSDS).

Waste Management Consulting Services include, but are not limited to:

- Providing guidance in support of waste-related data collection, feasibility studies and risk analyses;
- Resource Conservation and Recovery Act/Comprehensive Environmental Response Compensation and Liability Act (RCRA/CERCLA) site investigations;
- Hazardous and/or non-hazardous exposure assessments;
- Waste characterization and source reduction studies;
- Review and recommendation of waste tracking or handling systems;
- Waste management plans and/or surveys; and
- Waste minimization/pollution prevention initiatives.

Note: Services involving only the consulting portion of environmental remediation efforts are included under this SIN. Any actual remediation efforts are performed under SIN 899-8.

3.2.2 899-5, 899-5 RC – Materials and Waste Recycling and Disposal Services

Materials and Waste Recycling and Disposal Services include, but are not limited to:

- Management and oversight of Hazardous Material (HAZMAT) disposal operations;
- Management, oversight and recycling of universal waste (e.g., electronic equipment, batteries, cell phones, cathode ray tubes (CRTs), and compact fluorescent light bulbs (CFLs)); and
- Reuse assessments and inventory, destruction, inventory transfer and/or disposal after compliance with GSA Office of Personal Property Management requirements outlined in Federal Management Regulations 101-42, 102-36, and 102-37 (as applicable).

Examples of types of material waste services include, but are not limited to:

- Solid waste, industrial waste, mining waste, and oilfield waste (e.g., drill cuttings);
- Liquid waste (e.g., wastewater containing less than 1% solids);
- Excess inventory;
- Surplus inventory;
- Non-hazardous materials that pose no immediate threat to human health and the environment, excluding household waste (e.g., routine refuse collection and disposal);
- Hazardous materials and/or those that contain leachable toxic components;
- Plastics such as acrylic, nylon, high-density polyethylene (HDPE) and low-density polyethylene (LDPE);
- Confiscated materials; and
- Construction debris such as asphalt, drywall and/or metal.

Note: Services offered under this SIN shall NOT include any association with construction services and/or the transportation and/or disposal of “Special Waste” such as radioactive and medical waste, and/or the disposal of discarded, unwanted material (e.g., office paper, newspaper, food waste, and beverage containers, cardboard and packing materials).

3.2.3 899-8, 899-8 RC – Remediation and Reclamation Services

Remediation Services include, but are not limited to:

- Excavation, removal and disposal of hazardous waste;
- Site preparation, characterization, field investigation, conservation and closures;
- Wetland restoration;
- Emergency response clean up (ERC);
- Underground storage tank/above-ground storage tank (UST/AST) removal;
- Air monitoring;
- Soil vapor extraction;

- Stabilization/solidification, bio-venting, carbon absorption, reactive walls, containment, monitoring and/or reduction of hazardous waste sites, as well as unexploded ordnance removal; and
- Remediation-related laboratory testing (e.g., biological, chemical, physical, pollution and soil testing).

Reclamation Services include, but are not limited to:

- Land (e.g., creating new land from sea or riverbeds and/or restoring areas to a more natural state, such as after pollution, desertification, or salination have made it unusable); and
- Water and refrigerant reclamation.

Note: Services offered under this SIN shall NOT include any remediation/transportation/disposal of radioactive waste, asbestos removal and/or paint removal, construction and architect-engineer services as set forth in FAR Part 36 (including construction, alteration or repair of buildings, structures, or other real property). Disposal services performed under SIN must be ancillary to remediation services performed.

3.3 GSA Online Contract Terms and Conditions

The terms and conditions applicable to PIKA's GSA FSS are available online at: <http://www.GSAAdvantage.gov/>.



4.0 FSS RATE SCHEDULE AND SCA LABOR CATORIES

4.1 FSS Rate Schedule

Position Title	4/15/2013 to 4/14/2014	4/15/2014 to 4/14/2015	4/15/2015 to 4/14/2016	4/15/2016 to 4/14/2017	4/15/2017 to 4/14/2018
Corporate Sponsor	\$181.62	\$186.52	\$191.56	\$196.73	\$202.04
Corporate Health and Safety	\$101.36	\$104.10	\$106.91	\$109.79	\$112.76
Corp QA/QC - Munitions QA Mgr	\$92.60	\$95.10	\$97.67	\$100.30	\$103.01
Program Manager	\$139.01	\$142.76	\$146.62	\$150.58	\$154.64
Sr. Project Manager	\$106.22	\$109.09	\$112.03	\$115.06	\$118.16
Project Manager/Engineer	\$98.67	\$101.33	\$104.07	\$106.88	\$109.77
UXO Project Manager	\$119.49	\$122.72	\$126.03	\$129.43	\$132.93
Contracts Manager	\$98.92	\$101.59	\$104.33	\$107.15	\$110.04
Project Communication/PR Specialist	\$139.01	\$142.76	\$146.62	\$150.58	\$154.64
Project Control Specialist	\$68.87	\$70.73	\$72.64	\$74.60	\$76.61
Database Operator	\$64.85	\$66.60	\$68.40	\$70.25	\$72.14
CAD/GIS Operator	\$72.65	\$74.61	\$76.63	\$78.69	\$80.82
Project Administrator	\$65.10	\$66.86	\$68.66	\$70.52	\$72.42
Environmental Engineer	\$98.67	\$101.33	\$104.07	\$106.88	\$109.77
Environmental Technician **	\$65.55	\$67.32	\$69.14	\$71.00	\$72.92
Field Technician	\$54.02	\$55.48	\$56.98	\$58.51	\$60.09
Heavy Equipment Operator **	\$72.12	\$74.07	\$76.07	\$78.12	\$80.23
Light Equipment Operator	\$67.44	\$69.26	\$71.13	\$73.05	\$75.02
Sr. Geophysicist	\$72.65	\$74.61	\$76.63	\$78.69	\$80.82
Field Geophysicist	\$65.55	\$67.32	\$69.14	\$71.00	\$72.92
Sr. Waste Broker	\$138.73	\$142.48	\$146.32	\$150.27	\$154.33
Sr. UXO Supervisor	\$99.57	\$102.26	\$105.02	\$107.85	\$110.77
UXO Safety/QC	\$89.17	\$91.58	\$94.05	\$96.59	\$99.20
UXO Technician III **	\$86.33	\$88.66	\$91.05	\$93.51	\$96.04
UXO Technician II **	\$75.37	\$77.40	\$79.49	\$81.64	\$83.85
UXO Technician I **	\$61.22	\$62.87	\$64.57	\$66.31	\$68.10

**Indicates SCA eligible positions.

4.2 Service Contract Act (SCA) Labor Categories

The Service Contract Act (SCA) is applicable to this contract and it 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 SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide). Should PIKA perform in an area with lower SCA rates, resulting in lower wages being paid, the prices will be discounted accordingly.

The applicable service(s) include Hazardous Waste Pickup and Disposal Services (Material/Oil and Related Cleanup).

4.2.1 SCA Areas – Nationwide

Applicable in the continental U.S. and Hawaii Regions are defined as follows:

MIDWEST	Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin;
NORTHEAST	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont;
SOUTH	Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia;
WEST	Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

4.2.2 Labor Category/SCA Cross Reference Matrix

PIKA's Labor Categories	SCA Cross Reference	SCA Code	WD Number
Environmental Technician	Environmental Technician	30090	2005-2415
Field Technician	Environmental Technician	30090	2005-2415
Heavy Equipment Operator	Heavy Equipment Operator	23440	2005-2415
Light Equipment Operator	Tractor Operator	11270	2005-2415
UXO Safety/Quality Control	Unexploded Ordnance Safety Officer	30494	2005-2415
UXO Technician III	Unexploded Ordnance (UXO) Tech III	30493	2005-2415
UXO Technician II	Unexploded Ordnance (UXO) Tech II	30492	2005-2415
UXO Technician I	Unexploded Ordnance (UXO) Tech I	30491	2005-2415

5.0 LABOR CATEGORIES AND DESCRIPTIONS

PIKA provides the highest caliber staff in the industry today. We have stringent requirements for each of the positions under the GSA FSS and are able to staff these positions quickly virtually anywhere in the Continental United States (CONUS), as well as Outside CONUS.

Exhibit A of this document includes the Labor Categories and Descriptions for all positions included in our rate schedule.



**GSA Worldwide Federal Supply Schedule
Contract for Environmental Services
Contract No. GS-10F-0202U**

**EXHIBIT A:
Labor Categories and Descriptions**



Exhibit A-1: SIN 899-1 and 899-1 RC Labor Categories and Descriptions

Category Name/Title	Minimum Education	Minimum Years Experience	Minimum Years Specialized Experience	Business Field	Description
Corporate Sponsor/Principal Engineer	BA/BS + 20 years experience; Master's and 18 years experience, or Ph.D with 15 years experience	18 years	15 years in a Principal role	Environmental Remediation	Performs as a technical authority and consultant to senior management and the customer. Regularly applies extensive and diversified knowledge of highly advanced technologies, scientific principles and theories contributing to the development of new processes, methods and concepts. Provides technical coordination on assigned programs and may assume the lead role in a project or program. Based on broad objectives from management, independently provides solutions to significant technical problems which typically require the development of new or refined algorithms, techniques, equipment, materials, processes, products, systems concepts and/or scientific methods.
Corporate Health and Safety Manager/Certified Industrial Hygienist	BS/BA or Equivalent Experience / Current Certification from the American Board of Industrial Hygiene	10 years	5 years in Industrial Hygiene compliance evaluations and management audits; knowledge of OE/UXO and LLRW safety requirements a must with a minimum of 2 years project experience in either of these areas.	Environmental Remediation	Responsible for evaluating the health and well being of workers in various work environments including the lab, the field, and the office. Holds a certification from the American Board of Industrial Hygiene and has gained all the experience necessary in becoming board certified. Understanding in one or more area of specialization including basic science; biohazards; biostatistics and epidemiology; engineering controls; non-engineering controls; ergonomics; ethics and management; explosives (OE/UXO); analytical chemistry; sampling, monitoring and instrumentation; noise and vibration; ionizing radiation; nonionizing radiation; regulations, standards, and guidelines; thermal and pressure stressors; toxicology; and general IH topics including community exposures, hazardous wastes, risk communication, indoor environmental quality, and others (unit operations, process safety, and confined spaces).
Corporate QA/QC - Munitions QA Manager / Quality Control Manager	BS/BA in chemistry, geology, engineering, geology	8 years with 5 years QA/QC responsibilities	3 years working experience in quality control in the chemical/hazardous waste remediation.	Environmental Remediation	Responsible for overall management of Contractor Quality Control (CQC) and have the authority to act on CQC matters. Appropriate education and experience in the specialized area(s), e.g., chemistry, geology, or hydrogeology. Responsible to insure compliance with the requirements of federal, state and local laws/programs.
Program Manager	BA/BS in engineering, geology, chemistry, environmental, other related science, business management or equivalent	15 years	10 years must be specialized in managing projects, contracts, funds and resources	Environmental Remediation	Serves as the contractor's contract manager, and shall be the contract and is the contractor's authorized interface with the Government Contracting Officer (CO), the CO's representative (COR), government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards, assigning contractor schedules, reviewing work discrepancies, supervising contractor personnel and communicating policies, purposes, and goals of the organization to subordinates. Responsible for the overall contract performance and dedicated to specific government/client programs.
Project Manager, Senior	BS/BA or Equivalent Experience	7 years	5 years Supervisor/Management	Environmental Remediation	Provides management and technical direction to environmental program managers or other program or project personnel. Regularly exercises independent judgement as well as a high level of analytical skill in solving complex and unusual technical, administrative, and managerial problems. Establishes work plan and staffing for each phase of project, arranges for recruitment or assignment of project personnel. Ultimately responsible for project planning, execution, and performance. Demonstrates extensive subject matter expertise and communication skills to interface with all levels of management. Plans, directs, coordinates, and controls technical and administrative activities of designated projects to ensure that goals or objectives of project are accomplished within prescribed time frame and funding parameters. Supervises program managers in accomplishing their assigned tasks. Reviews and maintains the quality of work performed on the project. Makes administrative judgements and provides advice on resolving problems. Coordinates project activities with activities of government regulatory or other governmental agencies.
Project Manager, Junior/Engineer	BS/BA or Equivalent Experience	5 years	2 years Supervisor/ Management	Environmental Remediation	Responsible for all aspects of project performance. Provides overall direction to all project level activities and personnel. Solves complex technical, administrative, and managerial problems and is responsible for interfacing with customer management and technical personnel, preparing reports, delivering presentations, and participating in meetings. Confers with project staff to outline work plan and to assign duties, responsibilities, and scope of authority. Directs the completion of tasks within estimated time frames and budget constraints. Plans, directs, coordinates, and controls administrative and technical activities for an entire program. Supervises staff in accomplishing assigned duties. Reviews and maintains the quality of work performed on the program. Makes technical judgments and provides advice on resolving technical problems. Prepares project reports for management, client, or others.

Category Name/Title	Minimum Education	Minimum Years Experience	Minimum Years Specialized Experience	Business Field	Description
Contracts Manager	BS/BA or Equivalent Experience	5 years	3 years in contract and acquisitions and training in acquisition, contract administration, cost and price analysis related to federal acquisition and firm-fixed price as well as cost-reimbursable contracting experience.	Environmental Remediation	Ensure that all acquisition and contract management related to PIKA contracts (including subcontracts, purchases, rental agreements, subcontract modifications, tracking procurements, maintaining inventory property lists, etc.) are performed in accordance with all terms of our contracts. Responsible for the compliance with federal, state, and local laws and regulations related to contract management and acquisition. Works with Senior Management identifying contractual obligations, negotiations, procurement needs, and various subcontract issues/agreements.
Project Communication/PR Specialist	BS/BA or Equivalent Experience	5 years	3 years in public relations/communications field with training and practical experience with managing PR and public communications for similarly sized firm.	Environmental Remediation	Ensure that all communications and publications are created and performed in accordance with all terms of our contracts. Responsible for the compliance with federal, state, and local laws and regulations related to PR. Works with Senior Management identifying advertisement, public meetings, communications, advertisements, and news articles. Assists/reviews marketing materials for compliance.
Project Control Specialist	BS/BA or Equivalent Experience	8 years	5 years in environmental compliance evaluations and field work combined with 2 years experience in scientific remediation/ construction support	Environmental Remediation	Develop and maintain resource-loaded schedules throughout project execution.
Senior Waste Broker	BS/BA in in Chemistry, Biology, Industrial Hygiene or a related field or an equivalent combination of education and experience	12 years	10 years in storing, transporting and disposing of hazardous materials. Requires 3 years certification	Environmental Remediation	Responsible for coordination, implementation, and administration of PIKA's environmental programs nationwide to include federal, state, and local laws, ordinances, and regulations pertaining to hazardous material storage, processing, transportation and handling. Coordinates hazardous materials (haz mat) enforcement and response to ensure efficient and effective programs. Has knowledge of applicable federal, state and local laws, rules, and regulations. Possesses leadership principles required for supervising the operations of a hazardous materials emergency response incident. Represents PIKA with all regulatory agencies on RCRA, CERCLA, CWA, and other regulations for remediation. Advises and assists personnel in the application of the regulations. Serves as Hazardous Materials Safety Officer to insure compliance with hazardous materials emergency response regulations and operating procedures. Fully versed on DOT requirements and regulations.
Database Operator/Estimator	BS/BA or Equivalent Experience	8 years	5 years in environmental compliance evaluations and field work combined with 2 years experience in scientific remediation/ construction support	Environmental Remediation	Performing take-offs and preparing bill of materials; develop/maintain project estimates. Working with proposal teams to develop estimates for both fixed price and cost reimbursable projects. Maintain cost data for geographic areas and an historical database to ensure consistency of estimating data for future projects.
CAD/GIS Operator	AS/AA or Equivalent Experience	3 years	2 years experience using CAD and/or GIS	Environmental Remediation	Operates computer-aided design (CAD) systems and software peripheral equipment to design, resize or modify architectural and engineering (A&E) drawings or geographical information system (GIS) layouts in support of environmental projects. Works closely with engineers and technician to deliver complex schematics and/or drawings that cater to specific needs of project.
Project Administrator	HS, GED, or Equivalent Experience	2 years	1 year	Environmental Remediation	Under general supervision, provides routine secretarial and administrative support to one or more staff members in administrative management or technical operations. Typing, graphic, and presentation support, as well as answering telephones, directing calls, taking messages, setting up and maintaining files and records, reproduces documents, orders supplies, sen/receive fasxes, makes travel arrangements, and various other administrative duties.
Environmental Engineer	BS/BA or Equivalent Experience	4 years	2 years in environmental compliance evaluations and hazardous waste management audits	Environmental Remediation	Provides support to ensure design criteria. Initiates environmental compliance evaluations and hazardous waste management audits; provides environmental planning; coordinates environmental compliance and hazardous waste management issues which may be complex and controversial; analyzes and develops solutions to a wide variety of technical and complex problems. Prepares and reviews environmental planning documentation and provides technical support in hazardous materials/waste management, response requirements, and Clean Air Act, as examples.

<i>Category Name/Title</i>	<i>Minimum Education</i>	<i>Minimum Years Experience</i>	<i>Minimum Years Specialized Experience</i>	<i>Business Field</i>	<i>Description</i>
Environmental Technician	HS, GED, or Equivalent Experience	2 years	2 years in environmental technical support	Environmental Remediation	Conducts tests and field investigations to obtain data for use by environmental, engineering, and scientific personnel in determining sources and methods of controlling pollutants in air, water, and soil. Conducts chemical and physical laboratory and field tests according to prescribed standards to determine characteristics or composition of solid, liquid, or gaseous materials and substances; collects samples from various environmental sources to assess pollution problems; prepares samples for testing, recording data, and preparing summaries and charts for review; sets monitoring equipment to provide flow of information; and operates fixed or mobile monitoring or data collection stations.
Field Technician	HS, GED, or Equivalent Experience	2 years	Less than 2 years in environmental technical support	Environmental Remediation	All tasks performed under the direction/supervision of a Environmental Technician or Engineer. Conducts tests and field investigations to obtain data for use by environmental, engineering, and scientific personnel in determining sources and methods of controlling pollutants in air, water, and soil. Conducts chemical and physical laboratory and field tests according to prescribed standards to determine characteristics or composition of solid, liquid, or gaseous materials and substances; collects samples from various environmental sources to assess pollution problems; prepares samples for testing, recording data, and preparing summaries and charts for review; sets monitoring equipment to provide flow of information; and operates fixed or mobile monitoring or data collection stations.
Senior Geophysicist	MS/MA or BS with Significant Experience	8 years	4 years in contaminated site investigation and remediation projects	Environmental Remediation	Advises, administers, supervises, and/or performs research or other professional and scientific work in any of the fields of geophysics concerned with matter, energy, physical space, time, nature of physical measurement, fundamental structural particles, and the nature of the physical environment. Responsible for design and oversight of field investigations, data interpretation, evaluation, and design of remedial actions, report preparation, and serving as liaison between clients and regulatory agencies. Possesses a fully functional knowledge of environmental laws, regulations, programs, policies, and procedures. Participates in peer reviews of programs, workshops, and conferences. Develops and maintains quality assurance data to support analyses. Writes technical reports and papers for publication.
Field Geophysicist	BS/BA or Equivalent Experience	5 years	2 years in contaminated site investigation and remediation projects	Environmental Remediation	Perform research or other professional and geophysical work in any of the fields of science concerned with matter, energy, physical space, time, nature of physical measurement, fundamental structural particles, and the nature of the physical environment. Possesses knowledge of environmental laws, regulations, programs, policies, and procedures. Participates in peer reviews of programs, workshops, and conferences. Develops and maintains quality assurance data to support analyses. Writes technical reports and papers for publication.



Exhibit A-2: SIN 899-5 and 899-5 RC Labor Categories and

Category Name/Title	Minimum Education	Minimum Years Experience	Minimum Years Specialized Experience	Business Field	Description
Corporate Health and Safety Manager/Certified Industrial Hygienist	BS/BA or Equivalent Experience / Current Certification from the American Board of Industrial Hygiene	10 years	5 years in Industrial Hygiene compliance evaluations and management audits; knowledge of OE/UXO and LLRW safety requirements a must with a minimum of 2 years project experience in either of these areas.	Environmental Remediation	Responsible for evaluating the health and well being of workers in various work environments including the lab, the field, and the office. Holds a certification from the American Board of Industrial Hygiene and has gained all the experience necessary in becoming board certified. Understanding in one or more area of specialization including basic science; biohazards; biostatistics and epidemiology; engineering controls; non-engineering controls; ergonomics; ethics and management; explosives (OE/UXO); analytical chemistry; sampling, monitoring and instrumentation; noise and vibration; ionizing radiation; nonionizing radiation; regulations, standards, and guidelines; thermal and pressure stressors; toxicology; and general IH topics including community exposures, hazardous wastes, risk communication, indoor environmental quality, and others (unit operations, process safety, and confined spaces).
Program Manager	BA/BS in engineering, geology, chemistry, environmental, other related science, business management or equivalent	15 years	10 years must be specialized in managing projects, contracts, funds and resources	Environmental Remediation	Serves as the contractor's contract manager, and shall be the contract and is the contractor's authorized interface with the Government Contracting Officer (CO), the CO's representative (COR), government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards, assigning contractor schedules, reviewing work discrepancies, supervising contractor personnel and communicating policies, purposes, and goals of the organization to subordinates. Responsible for the overall contract performance and dedicated to specific government/client programs.
Project Manager, Senior	BS/BA or Equivalent Experience	7 years	5 years Supervisor/Management	Environmental Remediation	Provides management and technical direction to environmental program managers or other program or project personnel. Regularly exercises independent judgement as well as a high level of analytical skill in solving complex and unusual technical, administrative, and managerial problems. Establishes work plan and staffing for each phase of project, arranges for recruitment or assignment of project personnel. Ultimately responsible for project planning, execution, and performance. Demonstrates extensive subject matter expertise and communication skills to interface with all levels of management. Plans, directs, coordinates, and controls technical and administrative activities of designated projects to ensure that goals or objectives of project are accomplished within prescribed time frame and funding parameters. Supervises program managers in accomplishing their assigned tasks. Reviews and maintains the quality of work performed on the project. Makes administrative judgements and provides advice on resolving problems. Coordinates project activities with activities of government regulatory or other governmental agencies.
Project Manager, Junior/Engineer	BS/BA or Equivalent Experience	5 years	2 years Supervisor/ Management	Environmental Remediation	Responsible for all aspects of project performance. Provides overall direction to all project level activities and personnel. Solves complex technical, administrative, and managerial problems and is responsible for interfacing with customer management and technical personnel, preparing reports, delivering presentations, and participating in meetings. Confers with project staff to outline work plan and to assign duties, responsibilities, and scope of authority. Directs the completion of tasks within estimated time frames and budget constraints. Plans, directs, coordinates, and controls administrative and technical activities for an entire program. Supervises staff in accomplishing assigned duties. Reviews and maintains the quality of work performed on the program. Makes technical judgments and provides advice on resolving technical problems. Prepares project reports for management, client, or others.
Senior Waste Broker	BS/BA in in Chemistry, Biology, Industrial Hygiene or a related field or an equivalent combination of education and experience	12 years	10 years in storing, transporting and disposing of hazardous materials. Requires 3 years certification	Environmental Remediation	Responsible for coordination, implementation, and administration of PIKA's environmental programs nationwide to include federal, state, and local laws, ordinances, and regulations pertaining to hazardous material storage, processing, transportation and handling. Coordinates hazardous materials (haz mat) enforcement and response to ensure efficient and effective programs. Has knowledge of applicable federal, state and local laws, rules, and regulations. Possesses leadership principles required for supervising the operations of a hazardous materials emergency response incident. Represents PIKA with all regulatory agencies on RCRA, CERCLA, CWA, and other regulations for remediation. Advises and assists personnel in the application of the regulations. Serves as Hazardous Materials Safety Officer to insure compliance with hazardous materials emergency response regulations and operating procedures. Fully versed on DOT requirements and regulations.
Environmental Technician	HS, GED, or Equivalent Experience	2 years	2 years in environmental technical support	Environmental Remediation	Conducts tests and field investigations to obtain data for use by environmental, engineering, and scientific personnel in determining sources and methods of controlling pollutants in air, water, and soil. Conducts chemical and physical laboratory and field tests according to prescribed standards to determine characteristics or composition of solid, liquid, or gaseous materials and substances; collects samples from various environmental sources to assess pollution problems; prepares samples for testing, recording data, and preparing summaries and charts for review; sets monitoring equipment to provide flow of information; and operates fixed or mobile monitoring or data collection stations.

Category Name/Title	Minimum Education	Minimum Years Experience	Minimum Years Specialized Experience	Business Field	Description
Field Technician	HS, GED, or Equivalent Experience	2 years	Less than 2 years in environmental technical support	Environmental Remediation	All tasks performed under the direction/supervision of a Environmental Technician or Engineer. Conducts tests and field investigations to obtain data for use by environmental, engineering, and scientific personnel in determining sources and methods of controlling pollutants in air, water, and soil. Conducts chemical and physical laboratory and field tests according to prescribed standards to determine characteristics or composition of solid, liquid, or gaseous materials and substances; collects samples from various environmental sources to assess pollution problems; prepares samples for testing, recording data, and preparing summaries and charts for review; sets monitoring equipment to provide flow of information; and operates fixed or mobile monitoring or data collection stations.
Heavy Equipment Operator	HS Education or GED	5 years	2 years Remediation Project Experience	Environmental Remediation	Operate heavy equipment, including excavators, cranes, boom cranes, bull dozers, and various hardened equipment utilized in remediation project activities.
Light Equipment Operator	HS Education or GED	2 years	Some Remediation Project Experience	Environmental Remediation	Operate light equipment, including forklifts, trucks, small excavators, and other small equipment during remediation activities.
UXO Safety/Quality Control	Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD	15 years	10 years (combined military/civilian/contractor) as a UXO Tech III	Environmental Remediation	Must be able to fully perform all of the functions enumerated in UXO Technician III and Senior UXO Technician III as well as assist SUXOS, perform in-depth evaluations of suspect ordnance, QA/QC, enforces or DoD and regulatory compliance, and assigned to specific site.
UXO Technician, Senior III	Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD	10 years	7 years (combined military/civilian/contractor) UXO Tech III	Environmental Remediation	Must be able to fully perform all of the functions enumerated in UXO Technician III as well as implements the UXO specific sections of the Quality Control Program for all UXO related evolutions, conducts Quality Control audits of all UXO and explosives operations for compliance with established procedures, and directs and approves all corrective actions to insure all UXO related work complies with stipulated contractual requirements.
UXO Technician II	Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD	5 years	5 years (combined military/civilian/contractor) on OE/UXO projects	Environmental Remediation	Assist other UXO technicians and supervisory personnel in the clearance of UXO, operating only under the direct working supervision of qualified UXO technicians and/or UXO supervisors. Conduct visual and/or instrumented UXO search activities in the field. Operate ordnance detection instruments and other similar equipment. Remove UXO fuze remnants, fragments and related debris. Supervise and perform the on-site disposal of recovered UXO and demolition materials. Prepare an explosive storage plan in accordance with all applicable guidance. Prepare standard operating procedures for on-site remediation project. Perform risk hazard analysis. Conduct daily site safety briefings. Supervise the conduct of all on-site evolution directly related to UXO remediation.
UXO Technician I	Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD	3 years	5 years (combined military/civilian/contractor) on OE/UXO projects	Environmental Remediation	Assist other UXO technicians and supervisory personnel in the clearance of UXO, operating only under the direct working supervision of qualified UXO technicians and/or UXO supervisors. Conduct visual and/or instrumented UXO search activities in the field. Operate ordnance detection instruments and other similar equipment. Remove UXO fuze remnants, fragments and related debris. Supervise and perform the on-site disposal of recovered UXO and demolition materials. Prepare an explosive storage plan in accordance with all applicable guidance. Prepare standard operating procedures for on-site remediation project. Perform risk hazard analysis. Conduct daily site safety briefings. Supervise the conduct of all on-site evolution directly related to UXO remediation.



Exhibit A-3: SIN 899-8 and 899-8 RC Labor Categories and Descriptions

Category Name/Title	Minimum Education	Minimum Years Experience	Minimum Years Specialized Experience	Business Field	Description
Corporate Sponsor/Principal Engineer	BA/BS + 20 years experience; Master's and 18 years experience, or Ph.D with 15 years experience	18 years	15 years in a Principal role	Environmental Remediation	Performs as a technical authority and consultant to senior management and the customer. Regularly applies extensive and diversified knowledge of highly advanced technologies, scientific principles and theories contributing to the development of new processes, methods and concepts. Provides technical coordination on assigned programs and may assume the lead role in a project or program. Based on broad objectives from management, independently provides solutions to significant technical problems which typically require the development of new or refined algorithms, techniques, equipment, materials, processes, products, systems concepts and/or scientific methods.
Corporate Health and Safety Manager/Certified Industrial Hygienist	BS/BA or Equivalent Experience / Current Certification from the American Board of Industrial Hygiene	10 years	5 years in Industrial Hygiene compliance evaluations and management audits; knowledge of OE/UXO and LLRW safety requirements a must with a minimum of 2 years project experience in either of these areas.	Environmental Remediation	Responsible for evaluating the health and well being of workers in various work environments including the lab, the field, and the office. Holds a certification from the American Board of Industrial Hygiene and has gained all the experience necessary in becoming board certified. Understanding in one or more area of specialization including basic science; biohazards; biostatistics and epidemiology; engineering controls; non-engineering controls; ergonomics; ethics and management; explosives (OE/UXO); analytical chemistry; sampling, monitoring and instrumentation; noise and vibration; ionizing radiation; nonionizing radiation; regulations, standards, and guidelines; thermal and pressure stressors; toxicology; and general IH topics including community exposures, hazardous wastes, risk communication, indoor environmental quality, and others (unit operations, process safety, and confined spaces).
Corporate QA/QC - Munitions QA Manager / Quality Control Manager	BS/BA in chemistry, geology, engineering, geology	8 years with 5 years QA/QC responsibilities	3 years working experience in quality control in the chemical/hazardous waste remediation.	Environmental Remediation	Responsible for overall management of Contractor Quality Control (CQC) and have the authority to act on CQC matters. Appropriate education and experience in the specialized area(s), e.g., chemistry, geology, or hydrogeology. Responsible to insure compliance with the requirements of federal, state and local laws/programs.
Program Manager	BA/BS in engineering, geology, chemistry, environmental, other related science, business management or equivalent	15 years	10 years must be specialized in managing projects, contracts, funds and resources	Environmental Remediation	Serves as the contractor's contract manager, and shall be the contract and is the contractor's authorized interface with the Government Contracting Officer (CO), the CO's representative (COR), government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards, assigning contractor schedules, reviewing work discrepancies, supervising contractor personnel and communicating policies, purposes, and goals of the organization to subordinates. Responsible for the overall contract performance and dedicated to specific government/client programs.
Project Manager, Senior	BS/BA or Equivalent Experience	7 years	5 years Supervisor/Management	Environmental Remediation	Provides management and technical direction to environmental program managers or other program or project personnel. Regularly exercises independent judgement as well as a high level of analytical skill in solving complex and unusual technical, administrative, and managerial problems. Establishes work plan and staffing for each phase of project, arranges for recruitment or assignment of project personnel. Ultimately responsible for project planning, execution, and performance. Demonstrates extensive subject matter expertise and communication skills to interface with all levels of management. Plans, directs, coordinates, and controls technical and administrative activities of designated projects to ensure that goals or objectives of project are accomplished within prescribed time frame and funding parameters. Supervises program managers in accomplishing their assigned tasks. Reviews and maintains the quality of work performed on the project. Makes administrative judgements and provides advice on resolving problems. Coordinates project activities with activities of government regulatory or other governmental agencies.
Project Manager, Junior/Engineer	BS/BA or Equivalent Experience	5 years	2 years Supervisor/ Management	Environmental Remediation	Responsible for all aspects of project performance. Provides overall direction to all project level activities and personnel. Solves complex technical, administrative, and managerial problems and is responsible for interfacing with customer management and technical personnel, preparing reports, delivering presentations, and participating in meetings. Confers with project staff to outline work plan and to assign duties, responsibilities, and scope of authority. Directs the completion of tasks within estimated time frames and budget constraints. Plans, directs, coordinates, and controls administrative and technical activities for an entire program. Supervises staff in accomplishing assigned duties. Reviews and maintains the quality of work performed on the program. Makes technical judgments and provides advice on resolving technical problems. Prepares project reports for management, client, or others.

Category Name/Title	Minimum Education	Minimum Years Experience	Minimum Years Specialized Experience	Business Field	Description
UXO Project Manager	Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD	20 years	20 years UXO experience, which may be a combination of active duty military EOD and contractor UXO experience. 10 years as UXO Supervisor. 5 years as SUXOS.	Environmental Remediation	Must be able to fully perform all of the functions enumerated for UXO Sweep Personnel and UXO Technicians I, II, and III. Responsible for: • Planning, coordinating, and supervising all contractor on-site UXO activities; • Preparation of standard operating procedures (SOPs) for UXO operations ensuring compliance with DoD directives as well as local, state, and federal statutes and codes; and • Certification of Ammunition, Explosives, and Dangerous Articles (AEDA) and/or range scrap as ready for turn-in or disposal in accordance with current policies. Fully capable of supervising multiple project teams which may be performing UXO and UXO-related activities (e.g., vegetation clearance; land surveying; reconnaissance and classification of UXO, pyrotechnic items, and military explosives and demolition materials; locating surface and subsurface UXO; destroying UXO and OE by burning or detonation; and/or transporting and storing UXO and explosives material).
Contracts Manager	BS/BA or Equivalent Experience	5 years	3 years in contract and acquisitions and training in acquisition, contract administration, cost and price analysis related to federal acquisition and firm-fixed price as well as cost-reimbursable contracting experience.	Environmental Remediation	Ensure that all acquisition and contract management related to PIKA contracts (including subcontracts, purchases, rental agreements, subcontract modifications, tracking procurements, maintaining inventory property lists, etc.) are performed in accordance with all terms of our contracts. Responsible for the compliance with federal, state, and local laws and regulations related to contract management and acquisition. Works with Senior Management identifying contractual obligations, negotiations, procurement needs, and various subcontract issues/agreements.
Project Communication/PR Specialist	BS/BA or Equivalent Experience	5 years	3 years in public relations/communications field with training and practical experience with managing PR and public communications for similarly sized firm.	Environmental Remediation	Ensure that all communications and publications are created and performed in accordance with all terms of our contracts. Responsible for the compliance with federal, state, and local laws and regulations related to PR. Works with Senior Management identifying advertisement, public meetings, communications, advertisements, and news articles. Assists/reviews marketing materials for compliance.
Project Control Specialist	BS/BA or Equivalent Experience	8 years	5 years in environmental compliance evaluations and field work combined with 2 years experience in scientific remediation/ construction support	Environmental Remediation	Develop and maintain resource-loaded schedules throughout project execution.
Database Operator/Estimator	BS/BA or Equivalent Experience	8 years	5 years in environmental compliance evaluations and field work combined with 2 years experience in scientific remediation/ construction support	Environmental Remediation	Performing take-offs and preparing bill of materials; develop/maintain project estimates. Working with proposal teams to develop estimates for both fixed price and cost reimbursable projects. Maintain cost data for geographic areas and an historical database to ensure consistency of estimating data for future projects.
CAD/GIS Operator	AS/AA or Equivalent Experience	3 years	2 years experience using CAD and/or GIS	Environmental Remediation	Operates computer-aided design (CAD) systems and software peripheral equipment to design, resize or modify architectural and engineering (A&E) drawings or geographical information system (GIS) layouts in support of environmental projects. Works closely with engineers and technician to deliver complex schematics and/or drawings that cater to specific needs of project.
Project Administrator	HS, GED, or Equivalent Experience	2 years	1 year	Environmental Remediation	Under general supervision, provides routine secretarial and administrative support to one or more staff members in administrative management or technical operations. Typing, graphic, and presentation support, as well as answering telephones, directing calls, taking messages, setting up and maintaining files and records, reproduces documents, orders supplies, send/receive faxes, makes travel arrangements, and various other administrative duties.
Environmental Engineer	BS/BA or Equivalent Experience	4 years	2 years in environmental compliance evaluations and hazardous waste management audits	Environmental Remediation	Provides support to ensure design criteria. Initiates environmental compliance evaluations and hazardous waste management audits; provides environmental planning; coordinates environmental compliance and hazardous waste management issues which may be complex and controversial; analyzes and develops solutions to a wide variety of technical and complex problems. Prepares and reviews environmental planning documentation and provides technical support in hazardous materials/waste management, response requirements, and Clean Air Act, as examples.

Category Name/Title	Minimum Education	Minimum Years Experience	Minimum Years Specialized Experience	Business Field	Description
Environmental Technician	HS, GED, or Equivalent Experience	2 years	2 years in environmental technical support	Environmental Remediation	Conducts tests and field investigations to obtain data for use by environmental, engineering, and scientific personnel in determining sources and methods of controlling pollutants in air, water, and soil. Conducts chemical and physical laboratory and field tests according to prescribed standards to determine characteristics or composition of solid, liquid, or gaseous materials and substances; collects samples from various environmental sources to assess pollution problems; prepares samples for testing, recording data, and preparing summaries and charts for review; sets monitoring equipment to provide flow of information; and operates fixed or mobile monitoring or data collection stations.
Field Technician	HS, GED, or Equivalent Experience	2 years	Less than 2 years in environmental technical support	Environmental Remediation	All tasks performed under the direction/supervision of a Environmental Technician or Engineer. Conducts tests and field investigations to obtain data for use by environmental, engineering, and scientific personnel in determining sources and methods of controlling pollutants in air, water, and soil. Conducts chemical and physical laboratory and field tests according to prescribed standards to determine characteristics or composition of solid, liquid, or gaseous materials and substances; collects samples from various environmental sources to assess pollution problems; prepares samples for testing, recording data, and preparing summaries and charts for review; sets monitoring equipment to provide flow of information; and operates fixed or mobile monitoring or data collection stations.
Heavy Equipment Operator	HS Education or GED	5 years	2 years Remediation Project Experience	Environmental Remediation	Operate heavy equipment, including excavators, cranes, boom cranes, bull dozers, and various hardened equipment utilized in remediation project activities.
Light Equipment Operator	HS Education or GED	2 years	Some Remediation Project Experience	Environmental Remediation	Operate light equipment, including forklifts, trucks, small excavators, and other small equipment during remediation activities.
Senior Geophysicist	MS/MA or BS with Significant Experience	8 years	4 years in contaminated site investigation and remediation projects	Environmental Remediation	Advises, administers, supervises, and/or performs research or other professional and scientific work in any of the fields of geophysics concerned with matter, energy, physical space, time, nature of physical measurement, fundamental structural particles, and the nature of the physical environment. Responsible for design and oversight of field investigations, data interpretation, evaluation, and design of remedial actions, report preparation, and serving as liaison between clients and regulatory agencies. Possesses a fully functional knowledge of environmental laws, regulations, programs, policies, and procedures. Participates in peer reviews of programs, workshops, and conferences. Develops and maintains quality assurance data to support analyses. Writes technical reports and papers for publication.
Field Geophysicist	BS/BA or Equivalent Experience	5 years	2 years in contaminated site investigation and remediation projects	Environmental Remediation	Perform research or other professional and geophysical work in any of the fields of science concerned with matter, energy, physical space, time, nature of physical measurement, fundamental structural particles, and the nature of the physical environment. Possesses knowledge of environmental laws, regulations, programs, policies, and procedures. Participates in peer reviews of programs, workshops, and conferences. Develops and maintains quality assurance data to support analyses. Writes technical reports and papers for publication.
Senior UXO Supervisor	Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD	15 years	10 years (combined military/civilian/contractor) as a UXO Supervisor	Environmental Remediation	Must be able to fully perform all of the functions enumerated for UXO Technician III, Senior UXO Technician III, and UXO Supervisor. Responsible for planning, coordinating, and supervising all contractor on-site UXO activities; preparation of standard operating procedures (SOPs) for UXO operations ensuring compliance with DoD directives as well as local, state, and federal statutes and codes; and Certification of Ammunition, Explosives, and Dangerous Articles (AEDA) and/or range scrap as ready for turn-in or disposal in accordance with current policies. Fully capable of supervising multiple project teams which may be performing UXO and UXO-related activities (e.g., vegetation clearance; land surveying; reconnaissance and classification of UXO, pyrotechnic items, and military explosives and demolition materials; locating surface and subsurface UXO; destroying UXO and OE by burning or detonation; and/or transporting and storing UXO and explosives material).

<i>Category Name/Title</i>	<i>Minimum Education</i>	<i>Minimum Years Experience</i>	<i>Minimum Years Specialized Experience</i>	<i>Business Field</i>	<i>Description</i>
UXO Safety/Quality Control	Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD	15 years	10 years (combined military/civilian/contractor) as a UXO Tech III	Environmental Remediation	Must be able to fully perform all of the functions enumerated in UXO Technician III and Senior UXO Technician III as well as assist SUXOS, perform in-depth evaluations of suspect ordnance, QA/QC, enforces or DoD and regulatory compliance, and assigned to specific site.
UXO Technician, Senior III	Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD	10 years	7 years (combined military/civilian/contractor) UXO Tech III	Environmental Remediation	Must be able to fully perform all of the functions enumerated in UXO Technician III as well as implements the UXO specific sections of the Quality Control Program for all UXO related evolutions, conducts Quality Control audits of all UXO and explosives operations for compliance with established procedures, and directs and approves all corrective actions to insure all UXO related work complies with stipulated contractual requirements.
UXO Technician II	Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD	5 years	5 years (combined military/civilian/contractor) on OE/UXO projects	Environmental Remediation	Assist other UXO technicians and supervisory personnel in the clearance of UXO, operating only under the direct working supervision of qualified UXO technicians and/or UXO supervisors. Conduct visual and/or instrumented UXO search activities in the field. Operate ordnance detection instruments and other similar equipment. Remove UXO fuze remnants, fragments and related debris. Supervise and perform the on-site disposal of recovered UXO and demolition materials. Prepare an explosive storage plan in accordance with all applicable guidance. Prepare standard operating procedures for on-site remediation project. Perform risk hazard analysis. Conduct daily site safety briefings. Supervise the conduct of all on-site evolution directly related to UXO remediation.
UXO Technician I	Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD	3 years	5 years (combined military/civilian/contractor) on OE/UXO projects	Environmental Remediation	Assist other UXO technicians and supervisory personnel in the clearance of UXO, operating only under the direct working supervision of qualified UXO technicians and/or UXO supervisors. Conduct visual and/or instrumented UXO search activities in the field. Operate ordnance detection instruments and other similar equipment. Remove UXO fuze remnants, fragments and related debris. Supervise and perform the on-site disposal of recovered UXO and demolition materials. Prepare an explosive storage plan in accordance with all applicable guidance. Prepare standard operating procedures for on-site remediation project. Perform risk hazard analysis. Conduct daily site safety briefings. Supervise the conduct of all on-site evolution directly related to UXO remediation.