Federal Supply Schedule
Multiple Award Schedule
Industrial Group: Professional Services
Class: F999
Contract No. GS-10F-0202U

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

Primary POC
Michelle Buesking, Assistant Proposal Coordinator
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Price list current as of Modification #PS-A812 effective February 4, 2020
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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
Michelle Buesking, Assistant Proposal Coordinator
Direct Line: (281) 325-6891
Email: mturesking@pikainc.com

2.2 PIKA Contracting
Michelle Burton, Contracts Manager/Corporate Affairs
Direct Line: (281) 340-5525
Email: miburton@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) Industrial Group: Professional Services is a Multiple Award Schedule (MAS) or Indefinite Delivery/Indefinite Quantity (ID/IQ) type contract for Professional 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

1a. Awarded SINs:
541620 – Environmental Consulting Services
562112 – Hazardous Waste Disposal Services
562910REM – Environmental Remediation Services

See Section 3.2 for item descriptions and Section 4.1 for prices.

1b. Lowest Price Model for each SIN: Not applicable

1c. Hourly Rates: See Section 4.1

2. Maximum Order: $1,000,000.00

3. Minimum Order: $100.00

4. Geographic Coverage (Delivery Area): Domestic Only

5. Point(s) of Production: Same as Company Address


7. Quantity Discount: None Offered

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

   Information for Ordering Office: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9a. Notification that Government Purchase Cards are Accepted Up to the Micro-Purchase Threshold: Yes

9b. Notification whether Government Purchase Cards are Accepted or Not Accepted above the Micro-Purchase Threshold: Will accept over $2,500.00

10. Foreign Items: None

11a. Time of Delivery (days): Specified on the Task Order
11b. Expedited Delivery: Contact Contractor for information regarding expedited services.

11c. Overnight and 2-Day Delivery: Contact Contractor for information regarding delivery times.

11d. Urgent Requirements: Contact Contractor for information regarding urgent services.

12. F.O.B. Terms: Destination

13a. Ordering Address
PIKA International, Inc.
12723 Capricorn Drive, Suite 500
Stafford, Texas 77477

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

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

15. Warranty provision: Contractor’s standard commercial warranty applies.

16. Export packing charges: Not applicable.

17. Terms and Conditions of Government Purchase Card Acceptance: Contact Contractor for any thresholds above the micro-purchase level.

18. Terms and Conditions of Rental, Maintenance, and Repair: Not applicable

19. Terms and Conditions of Installation: Not applicable

20. Terms and Conditions of Repair Parts: Not applicable

20a. Terms and Conditions for Any Other Services: Not applicable

21. List of Service and Distribution Points: Not applicable

22. List of Participating Dealers: Not applicable

23. Preventative Maintenance: Not applicable

24a. Environmental Attributes: Not applicable

24b. Section 508 compliance: Not applicable

25. Data Universal Numbering System (DUNS) Number: 14-0067013

26. System for Award Management (SAM) Database: Registered
3.2 Scope of Services

3.2.1 541620 – 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.

3.2.2 562112 – Hazardous Waste 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 category 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 562910REM – Environmental Remediation 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 category 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 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 SCLS LABOR CATEGORIES

4.1 FSS Rate Schedule

<table>
<thead>
<tr>
<th>Position Title</th>
<th>4/5/18 to 4/14/19</th>
<th>4/15/19 to 4/14/20</th>
<th>4/15/20 to 4/14/21</th>
<th>4/15/21 to 4/14/22</th>
<th>4/15/22 to 4/14/23</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate Sponsor</td>
<td>$181.63</td>
<td>$187.99</td>
<td>$194.57</td>
<td>$201.38</td>
<td>$208.42</td>
</tr>
<tr>
<td>Corporate Health and Safety</td>
<td>$101.37</td>
<td>$104.92</td>
<td>$108.59</td>
<td>$112.39</td>
<td>$116.32</td>
</tr>
<tr>
<td>Corp QA/QC - Munitions QA Mgr</td>
<td>$92.60</td>
<td>$95.84</td>
<td>$99.20</td>
<td>$102.67</td>
<td>$106.26</td>
</tr>
<tr>
<td>Program Manager</td>
<td>$139.02</td>
<td>$143.89</td>
<td>$148.92</td>
<td>$154.13</td>
<td>$159.53</td>
</tr>
<tr>
<td>Sr. Project Manager</td>
<td>$106.23</td>
<td>$109.95</td>
<td>$113.80</td>
<td>$117.78</td>
<td>$121.90</td>
</tr>
<tr>
<td>Project Manager/Engineer</td>
<td>$98.67</td>
<td>$102.12</td>
<td>$105.70</td>
<td>$109.40</td>
<td>$113.23</td>
</tr>
<tr>
<td>UXO Project Manager</td>
<td>$118.60</td>
<td>$122.75</td>
<td>$127.05</td>
<td>$131.49</td>
<td>$136.10</td>
</tr>
<tr>
<td>Contracts Manager</td>
<td>$98.92</td>
<td>$102.38</td>
<td>$105.97</td>
<td>$109.67</td>
<td>$113.51</td>
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<tr>
<td>Project Communication/PR Specialist</td>
<td>$139.02</td>
<td>$143.89</td>
<td>$148.92</td>
<td>$154.13</td>
<td>$159.53</td>
</tr>
<tr>
<td>Project Control Specialist</td>
<td>$68.88</td>
<td>$71.29</td>
<td>$73.79</td>
<td>$76.37</td>
<td>$79.04</td>
</tr>
<tr>
<td>Database Operator</td>
<td>$64.85</td>
<td>$67.12</td>
<td>$69.47</td>
<td>$71.90</td>
<td>$74.42</td>
</tr>
<tr>
<td>CAD/GIS Operator</td>
<td>$72.66</td>
<td>$75.20</td>
<td>$77.84</td>
<td>$80.56</td>
<td>$83.38</td>
</tr>
<tr>
<td>Project Administrator</td>
<td>$65.10</td>
<td>$67.38</td>
<td>$69.74</td>
<td>$72.18</td>
<td>$74.70</td>
</tr>
<tr>
<td>Environmental Engineer</td>
<td>$98.67</td>
<td>$102.12</td>
<td>$105.70</td>
<td>$109.40</td>
<td>$113.23</td>
</tr>
<tr>
<td>Environmental Technician **</td>
<td>$65.55</td>
<td>$67.84</td>
<td>$70.22</td>
<td>$72.68</td>
<td>$75.22</td>
</tr>
<tr>
<td>Field Technician</td>
<td>$54.02</td>
<td>$55.91</td>
<td>$57.87</td>
<td>$59.89</td>
<td>$61.99</td>
</tr>
<tr>
<td>Heavy Equipment Operator **</td>
<td>$72.13</td>
<td>$74.65</td>
<td>$77.27</td>
<td>$79.97</td>
<td>$82.77</td>
</tr>
<tr>
<td>Light Equipment Operator</td>
<td>$67.44</td>
<td>$69.80</td>
<td>$72.24</td>
<td>$74.77</td>
<td>$77.39</td>
</tr>
<tr>
<td>Sr. Geophysicist</td>
<td>$72.66</td>
<td>$75.20</td>
<td>$77.84</td>
<td>$80.56</td>
<td>$83.38</td>
</tr>
<tr>
<td>Field Geophysicist</td>
<td>$65.55</td>
<td>$67.84</td>
<td>$70.22</td>
<td>$72.68</td>
<td>$75.22</td>
</tr>
<tr>
<td>Sr. Waste Broker</td>
<td>$138.74</td>
<td>$143.60</td>
<td>$148.62</td>
<td>$153.82</td>
<td>$159.21</td>
</tr>
<tr>
<td>Sr. UXO Supervisor</td>
<td>$99.58</td>
<td>$103.07</td>
<td>$106.67</td>
<td>$110.41</td>
<td>$114.27</td>
</tr>
<tr>
<td>UXO Safety/QC</td>
<td>$89.18</td>
<td>$92.30</td>
<td>$95.53</td>
<td>$98.88</td>
<td>$102.34</td>
</tr>
<tr>
<td>UXO Technician III **</td>
<td>$86.33</td>
<td>$89.35</td>
<td>$92.48</td>
<td>$95.72</td>
<td>$99.07</td>
</tr>
<tr>
<td>UXO Technician II **</td>
<td>$75.38</td>
<td>$78.02</td>
<td>$80.75</td>
<td>$83.58</td>
<td>$86.50</td>
</tr>
<tr>
<td>UXO Technician I **</td>
<td>$61.22</td>
<td>$63.36</td>
<td>$65.58</td>
<td>$67.88</td>
<td>$70.25</td>
</tr>
</tbody>
</table>

**Indicates SCA eligible positions.
4.2 Service Contract Labor Standards Categories

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

4.2.1 Labor Category/SCA Cross Reference

<table>
<thead>
<tr>
<th>PIKA’s Labor Categories</th>
<th>SCA Equivalent Code Title</th>
<th>WD Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental Technician</td>
<td>30090 Environmental Technician</td>
<td>30090</td>
</tr>
<tr>
<td>Field Technician</td>
<td>30090 Environmental Technician</td>
<td>30090</td>
</tr>
<tr>
<td>Heavy Equipment Operator</td>
<td>23440 Heavy Equipment Operator</td>
<td>23440</td>
</tr>
<tr>
<td>Light Equipment Operator</td>
<td>11270 Tractor Operator</td>
<td>11270</td>
</tr>
<tr>
<td>UXO Safety/Quality Control</td>
<td>30494 Unexploded Ordnance Safety Officer</td>
<td>30494</td>
</tr>
<tr>
<td>UXO Technician III</td>
<td>30493 Unexploded Ordnance (UXO) Tech III</td>
<td>30493</td>
</tr>
<tr>
<td>UXO Technician II</td>
<td>30492 Unexploded Ordnance (UXO) Tech II</td>
<td>30492</td>
</tr>
<tr>
<td>UXO Technician I</td>
<td>30491 Unexploded Ordnance (UXO) Tech I</td>
<td>30491</td>
</tr>
</tbody>
</table>

Wage Determination referenced is WD no. 2015-5233, revision no. 14
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.
EXHIBIT A:
Labor Categories and Descriptions
<table>
<thead>
<tr>
<th>Category Name/Title</th>
<th>Minimum Education</th>
<th>Minimum Years Experience</th>
<th>Minimum Years Specialized Experience</th>
<th>Business Field</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate Sponsor/Principal Engineer</td>
<td>BA/BS + 20 years experience; Master’s and 18 years experience, or Ph.D with 15 years experience</td>
<td>18 years</td>
<td>15 years in a Principal role</td>
<td>Environmental Remediation</td>
<td>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.</td>
</tr>
<tr>
<td>Corporate Health and Safety Manager/Certified Industrial Hygienist</td>
<td>BS/BA or Equivalent Experience / Current Certification from the American Board of Industrial Hygiene</td>
<td>10 years</td>
<td>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.</td>
<td>Environmental Remediation</td>
<td>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; bioblasts; 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).</td>
</tr>
<tr>
<td>Corporate QA/QC - Munitions QA Manager / Quality Control Manager</td>
<td>BS/BA in chemistry, geology, engineering, geology</td>
<td>8 years with 5 years QA/QC responsibilities</td>
<td>3 years working experience in quality control in the chemical/hazardous waste remediation.</td>
<td>Environmental Remediation</td>
<td>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.</td>
</tr>
<tr>
<td>Program Manager</td>
<td>BA/BS in engineering, geology, chemistry, environmental, other related science, business management or equivalent</td>
<td>15 years</td>
<td>10 years must be specialized in managing projects, contracts, funds and resources</td>
<td>Environmental Remediation</td>
<td>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.</td>
</tr>
<tr>
<td>Project Manager, Senior</td>
<td>BS/BA or Equivalent Experience</td>
<td>7 years</td>
<td>5 years Supervisor/Management</td>
<td>Environmental Remediation</td>
<td>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.</td>
</tr>
<tr>
<td>Project Manager, Junior/Engineer</td>
<td>BS/BA or Equivalent Experience</td>
<td>5 years</td>
<td>2 years Supervisor/ Management</td>
<td>Environmental Remediation</td>
<td>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.</td>
</tr>
<tr>
<td>Category Name/Title</td>
<td>Minimum Education</td>
<td>Minimum Years Experience</td>
<td>Minimum Years Specialized Experience</td>
<td>Business Field</td>
<td>Description</td>
</tr>
<tr>
<td>-------------------------------------</td>
<td>-------------------</td>
<td>--------------------------</td>
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<td>----------------</td>
<td>-------------</td>
</tr>
<tr>
<td>UXO Project Manager</td>
<td>Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD</td>
<td>20 years</td>
<td>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 UXOS.</td>
<td>Environmental Remediation</td>
<td>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).</td>
</tr>
<tr>
<td>Contracts Manager</td>
<td>BS/BA or Equivalent Experience</td>
<td>5 years</td>
<td>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.</td>
<td>Environmental Remediation</td>
<td>Ensure that all acquisition and contract management related to PRA 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.</td>
</tr>
<tr>
<td>Project Communication/PR Specialist</td>
<td>BS/BA or Equivalent Experience</td>
<td>5 years</td>
<td>3 years in public relations/communications field with training and practical experience with managing PR and public communications for similarly sized firm.</td>
<td>Environmental Remediation</td>
<td>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.</td>
</tr>
<tr>
<td>Project Control Specialist</td>
<td>BS/BA or Equivalent Experience</td>
<td>8 years</td>
<td>5 years in environmental compliance evaluations and field work combined with 2 years experience in scientific remediation/construction support.</td>
<td>Environmental Remediation</td>
<td>Develop and maintain resource-loaded schedules throughout project execution.</td>
</tr>
<tr>
<td>Database Operator/Estimator</td>
<td>BS/BA or Equivalent Experience</td>
<td>8 years</td>
<td>5 years in environmental compliance evaluations and field work combined with 2 years experience in scientific remediation/construction support.</td>
<td>Environmental Remediation</td>
<td>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.</td>
</tr>
<tr>
<td>CAD/GIS Operator</td>
<td>AS/AA or Equivalent Experience</td>
<td>3 years</td>
<td>2 years experience using CAD and/or GIS</td>
<td>Environmental Remediation</td>
<td>Operates computer-aided design (CAD) systems and software peripheral equipment to design, resize or modify architectural and engineering (A&amp;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.</td>
</tr>
<tr>
<td>Project Administrator</td>
<td>HS, GED, or Equivalent Experience</td>
<td>2 years</td>
<td>1 year</td>
<td>Environmental Remediation</td>
<td>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 faxes, makes travel arrangements, and various other administrative duties.</td>
</tr>
<tr>
<td>Environmental Engineer</td>
<td>BS/BA or Equivalent Experience</td>
<td>4 years</td>
<td>2 years in environmental compliance evaluations and hazardous waste management audits.</td>
<td>Environmental Remediation</td>
<td>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.</td>
</tr>
<tr>
<td>Environmental Technician</td>
<td>HS, GED, or Equivalent Experience</td>
<td>2 years</td>
<td>2 years in environmental technical support.</td>
<td>Environmental Remediation</td>
<td>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.</td>
</tr>
<tr>
<td>Category Name/Title</td>
<td>Minimum Education</td>
<td>Minimum Years Experience</td>
<td>Minimum Years Specialized Experience</td>
<td>Business Field</td>
<td>Description</td>
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<tr>
<td>Field Technician</td>
<td>HS, GED, or Equivalent Experience</td>
<td>2 years</td>
<td>Less than 2 years in environmental technical support</td>
<td>Environmental Remediation</td>
<td>Operate heavy equipment, including excavators, cranes, boom cranes, bull dozers, and various hardened equipment utilized in remediation project activities.</td>
</tr>
<tr>
<td>Heavy Equipment Operator</td>
<td>HS Education or GED</td>
<td>5 years</td>
<td>2 years Remediation Project Experience</td>
<td>Environmental Remediation</td>
<td>Operate light equipment, including forklifts, trucks, small excavators, and other small equipment during remediation activities.</td>
</tr>
<tr>
<td>Light Equipment Operator</td>
<td>HS Education or GED</td>
<td>2 years</td>
<td>Some Remediation Project Experience</td>
<td>Environmental Remediation</td>
<td>Operate heavy equipment, including excavators, cranes, boom cranes, bull dozers, and various hardened equipment utilized in remediation project activities.</td>
</tr>
<tr>
<td>Senior Geophysicist</td>
<td>MS/MA or BS with Significant Experience</td>
<td>8 years</td>
<td>4 years in contaminated site investigation and remediation projects</td>
<td>Environmental Remediation</td>
<td>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. 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.</td>
</tr>
<tr>
<td>Field Geophysicist</td>
<td>BS/BA or Equivalent Experience</td>
<td>5 years</td>
<td>2 years in contaminated site investigation and remediation projects</td>
<td>Environmental Remediation</td>
<td>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. 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.</td>
</tr>
<tr>
<td>Senior UXO Supervisor</td>
<td>Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD</td>
<td>15 years</td>
<td>10 years (combined military/civilian/contractor) as a UXO Supervisor</td>
<td>Environmental Remediation</td>
<td>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).</td>
</tr>
<tr>
<td>UXO Safety/Quality Control</td>
<td>Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD</td>
<td>15 years</td>
<td>10 years (combined military/civilian/contractor) as a UXO Tech III</td>
<td>Environmental Remediation</td>
<td>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 and/or DoD and regulatory compliance, and assigned to specific site.</td>
</tr>
<tr>
<td>UXO Technician, Senior III</td>
<td>Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD</td>
<td>10 years</td>
<td>7 years (combined military/civilian/contractor) UXO Tech III</td>
<td>Environmental Remediation</td>
<td>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.</td>
</tr>
</tbody>
</table>

Labor Category Descriptions and Requirements
<table>
<thead>
<tr>
<th>Category Name/Title</th>
<th>Minimum Education</th>
<th>Minimum Years Experience</th>
<th>Minimum Years Specialized Experience</th>
<th>Business Field</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>UXO Technician II</td>
<td>Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD</td>
<td>5 years</td>
<td>5 years (combined military/civilian/contractor) on OE/UXO projects</td>
<td>Environmental Remediation</td>
<td>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.</td>
</tr>
<tr>
<td>UXO Technician I</td>
<td>Graduate of US Army Bomb Disposal School at Aberdeen Proving Grounds or Naval EOD School in Indian Head, MD</td>
<td>3 years</td>
<td>3 years (combined military/civilian/contractor) on OE/UXO projects</td>
<td>Environmental Remediation</td>
<td>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.</td>
</tr>
</tbody>
</table>