



## **DELTA Resources, Inc.**

3601 Eisenhower Avenue  
Suite 220  
Alexandria, VA 22304-6456  
(703) 418-1960

[www.deltaresources.com](http://www.deltaresources.com)

Contract Administrator: Christopher Renz, Director of Contracts

Email: [crenz@delta-va.com](mailto:crenz@delta-va.com)

Business Size: Large Business

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

FOR

MULTIPLE AWARD SCHEDULE (MAS)  
FEDERAL SUPPLY GROUP: PROFESSIONAL SERVICES  
FSC CODE: R414, R425, R408, D399, R499

Contract Number: GS-10F-0255S

Contract Period: 10 May 2006 through 09 May 2026

Pricelist current through Modification PS-0022 effective March 16, 2021 and PO-0021 effective May 10, 2021.

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

*On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage!<sup>TM</sup>, a menu-driven database system. The internet address for GSA Advantage!<sup>TM</sup> is:*

<http://www.GSAAdvantage.gov>.

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**DELTA RESOURCES, INC. INFORMATION:**

1a. Table of Awarded Special Item Number(s):

Special Item Number	Disaster & Recovery SIN	Description
541330ENG	541330ENGRC	Engineering Services
541380	541380RC	Testing Laboratory Services
541420	541420RC	Engineering System Design and Integration Services
54151S	54151SRC	Information Technology Professional Services
541611	541611RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541715	541715RC	Engineering Research and Development and Strategic Planning
OLM	OLMRC	Order-Level Materials (OLMs)

- 1b. Lowest Priced Model: Not Applicable
- 1c. Labor Description and Rates: See Pages 4 through 15
2. Maximum Order: 541330ENG, 541420, 541611, 541715: \$1,000,000  
 541380, OLM: \$250,000  
 54151S: \$500,000  
 \*Ordering activities may request a price reduction at any time before placing an order, establishing a BPA, or in conjunction with the annual BPA review. However, the ordering activity shall seek a price reduction when the order or BPA exceeds the simplified acquisition threshold. Schedule contractors are not required to pass on to all schedule users a price reduction extended only to an individual ordering activity for a specific order or BPA.
3. Minimum Order: \$300.00
4. Geographic Coverage: Domestic Only
5. Point(s) of production: Alexandria, VA
6. Basic Discount: Government net prices (discounts already deducted).  
 See Attached pricelist.
7. Quantity Discounts: None Offered
8. Prompt Payment Terms: Net 30 Days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
9. Foreign Items: None
- 10a. Time of Delivery: Specified on Task Order
- 10b. Expedited Delivery: Contact Contractor
- 10c. Overnight and 2-day delivery: Contact Contractor



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10d. Urgent Requirements:	Contact Contractor
11. F.O.B. Point(s):	Destination
12a. Ordering Address(es):	Same as company address
12b. Ordering Procedures:	For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.
13. Payment Address(es):	Same as company address
14. Warranty provision:	Contractor's standard commercial warranty
15. Export Packing Charges (if applicable):	Not Applicable
16. Terms and conditions of rental, maintenance, and repair:	Not Applicable
17. Terms and conditions of installation:	Not Applicable
18. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:	Not Applicable
18b. Terms and conditions for any other services:	Not Applicable
19. List of service and distribution points:	Not Applicable
20. List of participating dealers:	Not Applicable
21. Preventive maintenance:	Not Applicable
22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants):	Not Applicable
22b. Section 508 compliance information:	Not Applicable
23. DUNS:	13-7812298
24. SAM Database:	Registered (1SHX5)

**GOVERNMENT AWARDED PRICES (NET PRICES)**

<i>Labor Category</i>	<i>Price (including IFF) Off Site</i>	<i>Price (including IFF) On Site (Gov)</i>
Executive Administrative Specialist	\$ 71.55	\$ 52.00
Administrative Specialist	\$ 41.50	\$ 38.39
Junior Administrative Specialist	\$ 27.00	\$ 24.98
Data Administrator	\$ 33.40	\$ 30.90
Program Manager	\$ 135.00	\$ 124.88
Senior Task Manager (STM)	\$ 125.02	\$ 115.64
Project Manager	\$ 108.83	\$ 100.67
Quality Assurance Manager	\$ 83.00	\$ 76.78
Research Analyst	\$ 41.50	\$ 38.39
Senior Engineer	\$ 93.38	\$ 86.38
Engineer	\$ 83.06	\$ 76.83
Associate Engineer	\$ 71.00	\$ 65.68
Junior Engineer	\$ 33.85	\$ 31.31
Senior Financial Analyst	\$ 84.13	\$ 77.82
Financial Analyst	\$ 57.39	\$ 53.09
Associate Financial Analyst	\$ 52.00	\$ 48.10
Junior Financial Analyst	\$ 38.20	\$ 35.34
Senior Info. Systems Analyst	\$ 97.16	\$ 89.87
Info. Systems Analyst	\$ 72.78	\$ 67.32
Junior Info. Systems Analyst	\$ 37.00	\$ 34.23
Senior Subject Matter Expert	\$ 240.00	\$ 222.00
Subject Matter Expert	\$ 148.07	\$ 136.96
Senior Consultant	\$ 205.00	\$ 189.63
Consultant	\$ 114.00	\$ 105.45
Bus. Proc. Reengineering Manager	\$ 128.00	\$ 118.40
Senior Acquisition Specialist	\$ 112.00	\$ 103.60
Junior Acquisition Specialist	\$ 59.76	\$ 53.78
Acquisition Specialist	\$ 80.68	\$ 69.73
Senior Systems Analyst	\$ 80.00	\$ 74.00
Systems Analyst	\$ 60.35	\$ 55.82
Tech Writer/Editor	\$ 75.00	\$ 69.38
Senior Technical Analyst	\$ 86.11	\$ 79.65
Technical Analyst	\$ 70.02	\$ 64.77
Junior Technical Analyst	\$ 46.00	\$ 42.55

## SERVICE CONTRACT LABOR STANDARDS (SCLS)

<b>SCLS Matrix</b>		
<b>SCLS Eligible Contract Labor Category</b>	<b>SCA Equivalent Code Title</b>	<b>WD Number</b>
Administrative Specialist	01020 - Administrative Assistant	2015-4281
Junior Administrative Specialist	01020 - Administrative Assistant	2015-4281

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

### LABOR CATEGORY DESCRIPTIONS

#### ***SENIOR SUBJECT MATTER EXPERT (SME)***

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**Minimum/General/Experience:**

Minimum of 20 years experience. Expert in one of the following areas: strategic planning, cost/benefit analyses, process improvement, and risk mitigation. May have authored and published articles or books in field of expertise to qualify as an expert in a field.

**Functional Responsibility:**

Uses expertise in electrical, mechanical, aerospace, systems engineering or strategic planning to supervise, plan, conduct, lead and accomplish a broad range of technology assignments. Responsible for participating in research or development within a specified technical or operational area. Provides guidance and assistance in coordinating tasks and ensuring technical adequacy of the end product. Ensures compliance with technological standards throughout the project.

**Minimum Education:**

Master's degree

#### ***SUBJECT MATTER EXPERT***

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**Minimum/General/Experience:**

Minimum of 12 years experience. Has knowledge of applicable technical areas and/or associated systems, their operation, capabilities, and/or reporting mechanisms. Expert in a relevant discipline or associated operational experience in a relevant field. Demonstrated industry or academic expertise in a discipline or associated operational area.

**Functional Responsibility:**

Uses a wide application of principles, theories, concepts, and techniques to develop innovative solutions to problems. Provides expert advice, assistance, or guidance in support of programs and projects. Applies expert knowledge to gather facts, research and analyze the data, and develop conclusions and recommendations. Ensures compliance with technological standards throughout the project.

**Minimum Education:**

Master's degree

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***SENIOR CONSULTANT***

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**Minimum/General/Experience:**

Minimum of 12 years experience. Expert in a relevant discipline or associated operational experience in relevant field. Demonstrated industry or academic expertise in a discipline or associated area. Has knowledge of applicable strategic planning, Acquisition management, six sigma, LEAN management, business process reengineering, technical areas and/or associated systems, their operation, capabilities, reporting mechanisms, or planned improvements.

**Functional Responsibility:**

Uses a wide application of principles, theories, concepts, and techniques to assess a specific area and then develop innovative solutions. Provides expert advice, assistance, or guidance in support of programs and projects. Applies expert knowledge to gather facts, research and analyze the data, and develop conclusions and recommendations. Ensure compliance with technological standards throughout the project. Experience in decision making and managing multiple programs/projects simultaneously.

**Minimum Education:**

Master's degree

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***PROGRAM MANAGER***

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**Minimum/General/Experience:**

Program Management professional with a minimum of 10 years experience. Requires competence in general program management.

**Functional Responsibility:**

Directs, coordinates, and exercises supervisory authority for planning, organizing, controlling, integrating and completing programs. Develops and establishes procedures and guidelines for daily operation of assigned program. Executes and implements program directives and develops systems and controls to carry out program tasks. Determines work schedules, sets priorities and implements procedures for performing work activities. Directs and monitors work results for meeting customer requirements, specifications, and quality assurance standards. Evaluates performance of assigned program tasks in terms of quality, cost control and program schedules.

**Minimum Education:**

Bachelor's degree

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***SENIOR ACQUISITION SPECIALIST***

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**Minimum/General/Experience:**

At least 10 years direct experience required.

**Functional Responsibility:**

Provides extensive acquisition and technical leadership to provide services in the area of acquisition and operational planning, system architecture, and technical and financial management. Accountable for major and complicated projects. Works independently to formulate creative and innovative solutions. Provides supervision to subordinate staff and may mentor less senior staff.

**Minimum Education:**

Bachelor's degree

***SENIOR ENGINEER***

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**Minimum/General/Experience:**

Minimum of 10 years experience in advanced technology.

**Functional Responsibility:**

Uses expertise in electrical, mechanical, aerospace or systems engineering to supervise, plan, conduct, lead and accomplish broad range of technology assignments according to contract. Provides guidance and assistance in coordinating tasks and ensuring technical adequacy of the end product. Ensures compliance with technological standards throughout the project.

**Minimum Education:**

Bachelor's degree

***CONSULTANT***

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**Minimum/General/Experience:**

Minimum of 8 years experience. Demonstrating industry or academic expertise in a discipline or associated area. Has knowledge of applicable strategic planning, acquisition, management, six sigma, LEAN management, business process reengineering, technical areas and/or associated systems, their operation, capabilities, reporting mechanisms, or planned improvements.

**Functional Responsibility:**

Uses a wide application of principles, theories, concepts, and techniques to assess a specific area and then develop innovative solutions. Applies knowledge to gather facts, research and analyze the data, and develop conclusions and recommendations. Ensures compliance with technological standards throughout the project. Experienced in decision making and managing multiple programs/projects simultaneously.

**Minimum Education:**

Master's degree

***SENIOR INFORMATION SYSTEMS ANALYST***

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**Minimum/General/Experience:**

At least 8 years computer experience including 5 years of specialized experience in information technology systems analysis or design.

**Functional Responsibility:**

Supervises assigned Information Systems tasks or acts independently. Applies information technology skills to support program development and execution. Evaluate third- and fourth-generation or current state-of-the-art computer hardware and software and support specific requirements for hardware and software evaluation, systems management, or system development and maintenance.

**Minimum Education:**

Bachelor's degree

***SENIOR FINANCIAL ANALYST***

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**Minimum/General/Experience:**

At least 10 years direct Financial Management experience with demonstrated ability to supervise or lead a team of analysts. Must possess strong organizational skills and excellent verbal and writing skills.

**Functional Responsibility:**

Supervises analysts to automate complex business practices within the timeframe specified by the customer and that all of the requirements are met. Must be able to assess products and procedures for compliance with Government standards, accounting principles, and multi-tiered system application standards. Must be able to grasp interrelationships between financial management requirements and automation solutions, considering the current system environment, and the potential integration of added systems concurrently or later. Prepares milestone status reports and presentations for colleagues, subordinates, and end user representatives.

**Minimum Education:**

Bachelor's degree

***BUSINESS PROCESS RE-ENGINEERING MANAGER***

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**Minimum/General/Experience:**

At least 8 years of experience, which may include facilitation, training, methodology development and evaluation, process reengineering across all phases, identification of best practices, change management, business management techniques, organizational development, activity and data modeling, or information system development methods and practices and supervision of other staff.

**Functional Responsibility:**

Applies process improvement and reengineering methodologies and principles to conduct process modernization projects. Duties include activity and data modeling, developing modern business methods, identifying best practices, and creating and assessing performance measurements. Provides group facilitation, interviewing, and training, and provides additional forms of knowledge transfer. May be under the supervision or may work independently.

**Minimum Education:**

Bachelor's degree

***SENIOR TECHNICAL ANALYST***

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**Minimum/General/Experience:**

Minimum of 8 years experience.

**Functional Responsibility:**

Applies advanced and comprehensive knowledge of methodologies, principles and practices. Conducts and directs projects and performs in a professional position requiring in-depth knowledge. Is responsible for ensuring compliance with technological standards throughout the project. Operates independently and is responsible for principal interaction with client. Serves as a prime point of contact with the client.

**Minimum Education:**

Bachelor's degree



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***SENIOR SYSTEMS ANALYST***

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**Minimum/General/Experience:**

At least 10 years experience.

**Functional Responsibility:**

Applies knowledge of and experience with technological, programmatic, program management or business fields to support the analysis of moderately complex systems engineering, systems technology, support systems, program management, management or other related programs.

**Minimum Education:**

Bachelor's degree

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***SENIOR TASK MANAGER***

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**Minimum/General/Experience:**

A minimum of 6 years experience with at least 3 years of general program management.

**Functional Responsibility:**

Directs, coordinates, and exercises supervisory authority for planning, organizing, controlling, integrating and completing projects. Develops and establishes procedures and guidelines for daily operation of assigned projects. executes and implements program directives and develops systems and controls to carry out project tasks. Directs and monitors work results for meeting customer requirements, specifications and quality assurance standards. Evaluates performance of assigned program tasks in terms of quality, cost control and program schedules.

**Minimum Education:**

Bachelor's degree

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***ACQUISITION SPECIALIST***

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**Minimum/General/Experience:**

5 years direct experience required.

**Functional Responsibility:**

Applies knowledge of and experience in the area of acquisition and operational planning, system architecture, and technical and financial management. Works independently to formulate creative and innovative solutions.

**Minimum Education:**

Bachelor's degree

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***ENGINEER***

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**Minimum/General/Experience:**

Minimum of 7 years experience in technology area.

**Functional Responsibility:**

Uses background in electrical, mechanical, aerospace or systems engineering to plan, conduct and accomplish broad range of technology assignments according to contract. Provides guidance and assistance in coordinating tasks and ensuring technical adequacy of the end product. Ensures compliance with technological standards throughout the project.

**Minimum Education:**

Bachelor's degree in technical field

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***INFORMATION SYSTEMS ANALYST***

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**Minimum/General/Experience:**

At least 5 years computer experience including 3 years of experience with computer hardware and/or systems software.

**Functional Responsibility:**

Performs Information Systems tasks with little supervision. Able to apply information technology skills to support program development and execution with little supervision. Perform systems analyst duties relating to the evaluation of third- and fourth- generation or current state-of-the-art computer hardware and software and its ability to support specific requirements for hardware and software evaluation, systems management, or system development and maintenance.

**Minimum Education:**

Bachelor's degree

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***FINANCIAL ANALYST***

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**Minimum/General/Experience:**

At least 7 years direct Financial Management experience.

**Functional Responsibility:**

Must be able to assess products and procedures for compliance with Government standards, accounting principles, and multi-tiered system application standards. Must be able to grasp interrelationships between financial management requirements and automation solutions, considering the current system environment, and the potential integration of added systems concurrently or later. Prepares draft milestone status reports and presentations for colleagues and end user representatives.

**Minimum Education:**

Bachelor's degree

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***TECHNICAL ANALYST***

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**Minimum/General/Experience:**

Minimum of 5 years experience.

**Functional Responsibility:**

Applies knowledge of methodologies, principles and practices to customer requirements with little supervision. Is responsible for ensuring compliance with technological standards throughout the project. Operates with little supervision and is responsible for principal interaction with client.

**Minimum Education:**

Bachelor's degree

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***SYSTEMS ANALYST***

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**Minimum/General/Experience:**

At least 6 years experience.

**Functional Responsibility:**

Applies knowledge of and experience with technological, programmatic, program management or business fields to support the analysis of moderately complex systems engineering, systems technology, support systems, program management, management or other related programs.

**Minimum Education:**

Bachelor's degree

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***QUALITY ASSURANCE MANAGER***

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**Minimum/General/Experience:**

Must have 6 years of experience in quality assurance and quality control, including 3 years of experience in metrics, and their application to quality assessment.

**Functional Responsibility:**

Must be capable of maintaining and establishing a process for evaluating products and/or associated documentation. Determines the resources required for quality control. Maintains the level of quality throughout the cycle of product development. Develops quality assurance plans. Conducts formal and informal reviews at predetermined points throughout the development lifecycle.

**Minimum Education:**

Bachelor's degree

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***PROJECT MANAGER***

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**Minimum/General/Experience:**

A minimum of 4 years experience with at least 3 years of general program management.

**Functional Responsibility:**

Directs, coordinates, and exercises supervisory authority for planning, organizing, controlling, integrating and completing projects. Develops and establishes procedures and guidelines for daily operation of assigned projects. Executes and implements program directives and develops systems and controls to carry out project tasks. Directs and monitors work results for meeting customer requirements, specifications and quality assurance standards. Evaluates performance of assigned program tasks in terms of quality, cost control and program schedules.

**Minimum Education:**

Bachelor's degree

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***RESEARCH ANALYST***

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**Minimum/General/Experience:**

A minimum of 2 years experience.

**Functional Responsibility:**

Analyzes existing and potential product and service information, prospective customers and markets. Collates information into meaningful reports and presentation material. Uses electronic spreadsheets and other administrative software products. General knowledge of governmental documents and procedures. Maintains technical information in a systems library.

**Minimum Education:**

Bachelor's degree

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***TECH WRITER/EDITOR***

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**Minimum/General/Experience:**

Minimum of 6 years of experience writing and editing.

**Functional Responsibility:**

Develops and edits material for reports, manuals, briefs, instruction manuals, catalogs, training material, and other technical publications. Reviews journals, reports and similar material to become familiar with product or process terminology.

**Minimum Education:**

Bachelor's degree

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***ASSOCIATE ENGINEER***

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**Minimum/General/Experience:**

Minimum of 4 years experience in technology area.

**Functional Responsibility:**

Uses background in technology area to plan, conduct and accomplish technology assignments according to contract. Requires little supervision in coordinating tasks and ensuring technical adequacy of the end product. Ensures compliance with technological standards throughout the project.

**Minimum Education:**

Bachelor's degree in technical field

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***ASSOCIATE FINANCIAL ANALYST***

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**Minimum/General/Experience:**

Minimum 4 years experience.

**Functional Responsibility:**

Must be able to assess products and procedures for compliance with Government standards, accounting principles, and multi-tiered system application standards. Must be able to grasp interrelationships between financial management requirements and automation solutions, considering the current system environment, and the potential integration of added systems concurrently or later. Prepares draft milestone status reports and presentations for colleagues and end user representatives.

**Minimum Education:**

Bachelor's degree

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***JUNIOR ACQUISITION SPECIALIST***

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**Minimum/General/Experience:**

0 Years

**Functional Responsibility:**

Under direct supervision performs support in the area of acquisition and operational planning, system architecture, and technical and financial management.

**Minimum Education:**

Bachelor's degree

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***JUNIOR INFORMATION SYSTEMS ANALYST***

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**Minimum/General/Experience:**

Minimum education requirement must be met.

**Functional Responsibility:**

Under direct supervision, performs assigned IS tasks. Applies IS skills to support project systems analysis. Uses current technology to perform analysis and prepare IS documents. May be involved in quality control; automates tasks using state-of-the-art software programs and tracks project status.

**Minimum Education:**

Associates degree

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***JUNIOR FINANCIAL ANALYST***

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**Minimum/General/Experience:**

Minimum education requirement must be met.

**Functional Responsibility:**

Under direct supervision, assess products and procedures for compliance with Government standards, accounting principles, and multi-tiered system application standards. Under direct supervision, prepares draft milestone status reports and presentations for colleagues and end user representatives.

**Minimum Education:**

Bachelor's degree

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***JUNIOR TECHNICAL ANALYST***

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**Minimum/General/Experience:**

Minimum education requirement must be met.

**Functional Responsibility:**

Under direct supervision, applies methodologies, principles and practices to customer requirements. Is responsible for ensuring compliance with technological standards throughout the project.

**Minimum Education:**

Bachelor's degree

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***JUNIOR ENGINEER***

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**Minimum/General/Experience:**

Minimum education requirement must be met.

**Functional Responsibility:**

Under direct supervision, plans, conducts, leads, and accomplished broad information technology assignments. Provides assistance in coordinating tasks and ensuring technical adequacy of the end product. Ensures compliance with technological standards throughout the project. May be called upon to deliver presentations, plan tasks, coordinate resources and budgets.

**Minimum Education:**

Bachelor's degree

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***EXECUTIVE ADMINISTRATIVE SPECIALIST***

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**Minimum/General/Experience:**

Minimum of 8 years of experience in fast paced program administration environment, to include extensive coordination with user and technical personnel.

**Functional Responsibility:**

Provides administration and data support services to systems development, management and technical personnel. Coordinates program schedules to facilitate completion of tasks, deliverables, briefings/presentations, and reviews and ensures all pertinent data, documentation and supporting materials are current and available. Reviews, analyzes and recommends improvements to processes to ensure effective data transfer, processing and storage and available use by all program personnel. Provides support to high level government personnel

**Minimum Education:**

Associate's degree

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***ADMINISTRATIVE SPECIALIST***

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**Minimum/General/Experience:**

Minimum of 3 years experience in fast paced program administration environment, to include extensive coordination with user and technical personnel

**Functional Responsibility:**

Provides administration and data support services to systems development, management and technical personnel. Coordinates program schedules to facilitate completion of tasks, deliverable, briefings/presentations, and reviews and ensures all pertinent data, documentation and supporting materials are current and available. Reviews, analyzes and recommends improvements to processes to ensure effective data transfer, processing and storage and available use by all program personnel.

**Minimum Education:**

High School

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***DATA ADMINISTRATOR***

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**Minimum/General/Experience:**

Minimum education requirement must be met.

**Functional Responsibility:**

Applies standard and unique practices and techniques in technical disciplines, while providing support for ongoing systems technology, support systems, program management, management or other related programs.

**Minimum Education:**

Associate's degree

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***JUNIOR ADMINISTRATIVE SPECIALIST***

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**Minimum/General/Experience:**

Minimum education requirement must be met

**Functional Responsibility:**

Under direct supervision, provides administration and data support services to systems development, management and technical personnel. Under direct supervision, coordinates program schedules to facilitate completion of tasks, deliverables, briefings/presentations, and reviews and ensures all pertinent data, documentation and supporting material are current and available.

**Minimum Education:**

High School diploma

### SUBSTITUTION CHART

LABOR CATEGORY	MIN EDU	MIN EXP	PHD	MASTERS	BACHELORS	ASSOCIATE	HIGH SCHOOL
EXECUTIVE ADMINISTRATIVE SPECIALIST	AS	8	0	0	6		12
ADMINISTRATIVE SPECIALIST	HS	3	0	0	0	1	
JUNIOR ADMINISTRATIVE SPECIALIST	HS	0	0	0	0	0	
DATA ADMINISTRATOR	AS	0	0	0	0		4
PROGRAM MANAGER	BS	10	2	6		12	14
SENIOR TASK MANAGER (STM)	BS	6	0	2		8	10
PROJECT MANAGER	BS	4	0	0		6	8
QUALITY ASSURANCE MANAGER	BS	6	0	2		8	10
RESEARCH ANALYST	BS	2	0	0		4	6
SENIOR ENGINEER	BS	10	2	6		N/A	N/A
ENGINEER	BS	7	0	3		N/A	N/A
ASSOCIATE ENGINEER	BS	4	0	0		N/A	N/A
JUNIOR ENGINEER	BS	0	0	0		N/A	N/A
SENIOR FINANCIAL ANALYST	BS	10	2	6		12	14
FINANCIAL ANALYST	BS	7	0	3		9	11
ASSOCIATE FINANCIAL ANALYST	BS	4	0	0		6	8
JUNIOR FINANCIAL ANALYST	BS	0	0	0		2	4
SENIOR INFO. SYSTEMS ANALYST	BS	8	0	4		10	12
INFO. SYSTEMS ANALYST	BS	5	0	1		7	9
JUNIOR INFO. SYSTEMS ANALYST	AS	0	0	0		2	4
SENIOR SUBJECT MATTER EXPERT	MASTERS	20	16		22	24	26
SUBJECT MATTER EXPERT	MASTERS	12	8		14	16	18
SENIOR CONSULTANT	MASTERS	12	8		14	16	18
CONSULTANT	BS	10	2	6		12	14
BUS. PROC. REENGINEERING MANAGER	BS	8	0	4		10	12
SENIOR ACQUISITION SPECIALIST	BS	10	2	6		12	14
JUNIOR ACQUISITION SPECIALIST	BS	0	0	0		2	4
ACQUISITION SPECIALIST	BS	5	0	1		7	9
SENIOR SYSTEMS ANALYST	BS	10	2	6		12	14
SYSTEMS ANALYST	BS	6	0	2		8	10
TECH WRITER/EDITOR	BS	6	0	2		8	10
SENIOR TECHNICAL ANALYST	BS	8	0	4		10	12
TECHNICAL ANALYST	BS	5	0	1		7	9
JUNIOR TECHNICAL ANALYST	BS	0	0	0		2	4