



OCEANEERING[®]

Advanced Technologies

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General Services Administration
Federal Supply Service

Authorized Federal Supply Schedule Price List for Professional Engineering Services (PES)

Federal Supply Group: 871

Class: R425

Contract Number: GS-10F-0257T

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at <http://www.fss.gsa.gov>

Contract Period: May 25, 2007 through May 24, 2012

Business Size: Large Business

Contract Administration: Caroline L G Ternes
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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![®], a menu-driven database system. The INTERNET address for GSA Advantage![®] is: <http://www.GSAAdvantage.gov>

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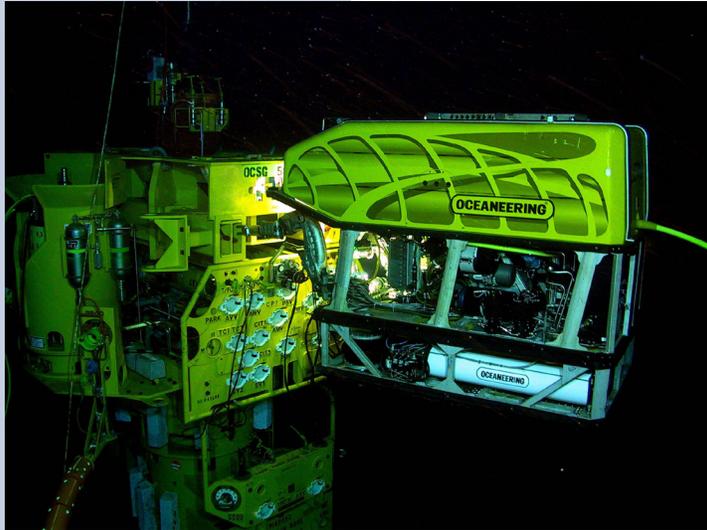
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Company Overview

Oceaneering International, Inc. (OII) is a global oilfield provider of engineered services and products primarily to the offshore oil and gas industry, with a focus on deepwater applications. Through use of its applied technology expertise,

Oceaneering also serves the defense and aerospace industries.

In 2007, OII posted revenues of \$1.74 billion as a result of outstanding work by over 7,370 employees working out of 58 offices in 18 countries around the world. OII's business offerings include remotely operated vehicles (ROVs), build-to-order specialty subsea hardware, deepwater intervention and manned diving services, non-destructive testing and inspections, mobile offshore production systems, and engineering and project management. OII owns and operates the largest fleet of work-class ROVs in the world.



The **Advanced Technologies (AdTech)** group of OII is an industry leader in enabling humans to work

safely and effectively in harsh environments ranging from depths of the sea to the outer reaches of space. AdTech specializes in the support of manned systems and the development and application of practical, cost-effective robotic systems.

AdTech provides full life cycle maintenance services to the US Navy in support of submarines, Submarine Rescue

Systems, Dry Deck Shelters, Advanced Seal Delivery System (ASDS), and Deep Submergence Systems. Unique remotely operated systems support the war fighter by significantly extending subsea operational capabilities and enhancing situational awareness. In support of our space program, AdTech is developing technologies for the next generation space suit for NASA. It is also responsible for sustainment and maintenance of astronaut tools for Extravehicular Activity and develops robotic and spacecraft life support systems to enable space exploration and work.



Photo courtesy NASA.

Oceaneering Technologies

OTECH, located in Hanover, MD, provides:

- Design, build, test, maintenance, and operation of unique subsea robotic systems
- Deep ocean search and recovery capabilities
- Underwater data analysis, navigation and sensor fusion
- Design and system integration for the Navy's Submarine Rescue Diving and Recompression System (SRDRS)
- A partnership between the Navy, Marines, Army, and leading industry experts to design, test, and deploy new technology and solutions for at-sea transfers to enable Sea Basing
- Physics based simulators and training systems
- Engineering technical services focused on the marine environment



Marine Services Division

MSD, located in Chesapeake, VA, provides:

- SUBSAFE repairs and installations (one of only three industry organizations to hold SUBSAFE certification)
- Engineering, technical, maintenance and repair services for life cycle support of the Navy's Dry Deck Shelters (DDS)
- Design, build, and installation of reconfigurable Battle Management Centers (BMC)
- Production and installation of SSGN payload modules
- Repair of hull, deck, superstructure, hydraulic systems, and mechanical systems through Agreement for Boat Repair (ABR)
- Repair and alteration of US Navy Deep Submergence and Dive Life Support Systems, including conformance to Scope of Certification (SOC) requirements
- Underwater welding and repair of ships, submarines, and waterfront and offshore structures
- Continuous Maintenance Availability (CMAV) including Hull, Mechanical, Electrical and Electronic (HME&E) for the Landing Craft, Air Cushion (LCAC) platform
- Marine component repairs



Photo courtesy U.S. Navy.



Photo courtesy NASA.

Oceaneering Space Systems

OSS, located in Houston, TX, provides:

- Environmental Control and Life Support System (ECLSS) for space habitats and space suits
- Custom robotic systems for space, military, and bio-tech applications
- Thermal protection systems for re-useable and expendable launch vehicles
- Crew equipment for astronaut space walks
- Astronaut training support at NASA's Neutral Buoyancy Laboratory and Space Vehicle Mockup Facility



Oceaneering Manufacturing Group

Manufacturing located in Hanover, MD provides:

- Comprehensive manufacturing solutions including welding, fabrication, machining, Mil Spec painting, and assembly
- Manufacture of custom designed shelters (modified ISO containers and purpose-built structures)
- Produce components from small weldments and machined parts to the manufacture and integration of large complex systems
- Non-destructive testing (NDT) performed in-house by Level II-certified PT and MT technician
- Independent Quality Assurance (QA) group ensuring top-quality production



Photo courtesy Busch Gardens

Oceaneering Entertainment Systems

OES, located in Orlando, FL, provides:

- Design, build, and installation of complex robotic figures, show action equipment, and dark ride vehicle (DRV) systems
- Integrated control systems
- Immersive training systems

Customer Information

- 1a. Table of Awarded Special Items Number(s) with appropriate cross-reference to page numbers:**
- 871-1 (ME)/871-1 RC Strategic Planning for Technology Programs/ Activities
 - 871-2 (ME)/871-2 RC Concept Development and Requirements Analysis
 - 871-3 (ME)/871-3 RC System Design, Engineering and Integration
 - 871-4 (ME)/871-4 RC Test and Evaluation
 - 871-5 (EE)/871-5 RC Integrated Logistics Support
 - 871-6 (ME)/871-6 RC Acquisition and Life Cycle Management
- 1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.**
- 1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item.**
- 2. Maximum Order:** \$750,000. Contractor considers orders in excess of maximum order. Contact Contractor for details.
- 3. Minimum Order:** \$100.00
- 4. Geographic Coverage (delivery Area):** Domestic and Overseas
- 5. Point(s) of production (city, county, and state or foreign country):** Same as company address.
- 6. Discount from list prices or statements of net price:** Government net prices (discounts already deducted). List at the end of this price list.
- 7. Quantity discounts:** None offered.
- 8. Prompt payment terms:** Contact contractor.
- 9a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold:** Yes
- 9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** Contact Contractor
- 10. Foreign items (list items by country of origin):** None
- 11a. Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. Expedited Delivery:** The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list” under this heading. The Contractor may use a symbol of its choosing to highlight

- items in its price list that have expedited delivery: Contact Contractor
- 11c. Overnight and 2-day delivery:** The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
- 11d. Urgent Requirements:** The Contractor will not in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor
- 12. FOB Point(s):** Destination
- 13a. Ordering Address(es):** Same as company address
- 13b. Ordering 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).
- 14. Payment Address(es):** Same as company address
- 15. Warranty provision:** Contractor’s standard commercial warranty
- 16. Export Packing Charges (if applicable):** N/A
- 17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
- 18. Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
- 19. Terms and conditions of installation (if applicable):** N/A
- 20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. Terms and conditions for any other services (if applicable):** N/A
- 21. List of service and distribution points (if applicable):** N/A
- 22. List of participating dealers (if applicable):** N/A
- 23. Preventive maintenance (if applicable):** N/A
- 24a. Special attributes such as environmental attributes, (e.g., recycled content, energy efficiency, and/or reduced pollutants):** N/A
- 24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractors website or other locations.) The EIT standards can be found at: www.section508.gov/.**
- 25. Data Universal Numbering System (DUNS) number:** Contact Contractor
- 26. Notification regarding registration in Central Contractor Registration (CCR) database:** Registered

Contractor will accept LH and FFP

Ordering Instructions*

GSA has already pre-approved Oceaneering to do business with the federal government through our Professional Engineering Services (PES) contract. Oceaneering is a industry leader with a proven reputation of providing safe, cost-effective, and quality based technical solutions to satisfy customer needs. Oceaneering is qualified to offer a total engineering solution with the ability to work on all six of the Special Item Numbers (SINs) under the PES schedule.

To obtain professional engineering services under this schedule follow these simple steps:

Step 1. Develop a Statement of Work (SOW):

- a. The SOW needs to include at a minimum:
 - I. brief description of the work to be performed
 - II. the corresponding SIN(s) related to the work
 - III. location of work
 - IV. period of performance
 - V. deliverable schedule
 - VI. applicable standards
 - VII. acceptance criteria
 - VIII. any special requirements (i.e., security clearances, travel, special knowledge, etc.)

NOTE: If the order is under \$100,000, select the contractor that appears to offer you the best services and place the order.

Step 2. Prepare a Request for Proposal (RFP):

- a. Include the SOW
- b. Request either a firm-fixed price or a ceiling price to provide the services
- c. If necessary or appropriate, request a project plan for performing the task and information on relevant experience and/or past performance.
- d. Include information on the basis for selection and explanation regarding the intended use of any experience and/or past performance information in determining technical qualification of responses.

Step 3. Submit an RFP to Contractors:

NOTE: Competition only has to be obtained on orders greater than \$100,000, unless the work can be considered sole source or urgent and compelling.

Step 4. Evaluate Responses, Select the Best Value Contractor, and Place the Order:

*Oceaneering has simplified the ordering procedures to illustrate the ease in utilizing GSA's streamlined, efficient process for ordering professional engineering services from industry. For more detailed information regarding the process please check GSA's website for the most up-to-date ordering procedures at: www.gsa.gov/schedules-ordering.

Services and Products Price List

Table I - Oceaneering Services and Products Price List

Labor Categories	05/25/07 through 05/24/08	05/25/08 through 05/24/09	05/25/09 through 05/24/10	05/25/10 through 05/24/11	05/25/11 through 05/24/12
Oceaneering Hourly Rates					
SIN 871-1 (ME), 871-2 (ME), 871-3 (ME), 871-4 (ME), 871-5 (EE), and 871-6 (ME)					
Program Manager IV	\$164.75	\$171.34	\$178.19	\$185.32	\$192.73
Program Manager III	\$166.49	\$173.15	\$180.08	\$187.28	\$194.77
Program Manager II	\$149.63	\$155.62	\$161.84	\$168.31	\$175.05
Program Manager I	\$143.95	\$149.71	\$155.70	\$161.92	\$168.40
Management Analyst	\$158.69	\$165.04	\$171.64	\$178.50	\$185.64
Principle Engineer	\$146.13	\$151.98	\$158.05	\$164.38	\$170.95
Sr Engineer	\$132.15	\$137.44	\$142.93	\$148.65	\$154.60
Engineer IV	\$117.81	\$122.52	\$127.42	\$132.52	\$137.82
Engineer III	\$112.71	\$117.22	\$121.91	\$126.78	\$131.86
Engineer II	\$97.64	\$101.55	\$105.61	\$109.83	\$114.22
Engineer I	\$87.56	\$91.06	\$94.70	\$98.49	\$102.43
Jr Engineer	\$60.53	\$62.95	\$65.47	\$68.09	\$70.81
Project Engineer	\$125.03	\$130.03	\$135.23	\$140.64	\$146.27
Project Manager IV	\$136.22	\$141.67	\$147.34	\$153.23	\$159.36
Project Manager III	\$123.90	\$128.86	\$134.01	\$139.37	\$144.95
Project Manager II	\$112.51	\$117.01	\$121.69	\$126.56	\$131.62
Project Manager I	\$114.33	\$118.90	\$123.66	\$128.61	\$133.75
SUBSAFE Program Manager II	\$101.74	\$105.81	\$110.04	\$114.44	\$119.02
SUBSAFE Program Manager I	\$83.07	\$86.39	\$89.85	\$93.44	\$97.18
Sr Financial Analyst	\$125.74	\$130.77	\$136.00	\$141.44	\$147.10
Financial Analyst	\$78.64	\$81.79	\$85.06	\$88.46	\$92.00
Jr Financial Analyst	\$73.35	\$76.28	\$79.34	\$82.51	\$85.81
Resource Management Specialist	\$95.63	\$99.46	\$103.43	\$107.57	\$111.87
Industrial Specialist II	\$68.72	\$71.47	\$74.33	\$77.30	\$80.39
Industrial Specialist I	\$49.34	\$51.31	\$53.37	\$55.50	\$57.72
Quality Assurance Manager	\$108.27	\$112.60	\$117.10	\$121.79	\$126.66
Sr Quality Assurance Analyst	\$68.00	\$70.72	\$73.55	\$76.49	\$79.55
Quality Assurance Analyst	\$48.96	\$50.92	\$52.96	\$55.07	\$57.28
NDT Manager	\$65.82	\$68.45	\$71.19	\$74.04	\$77.00
NDT Specialist	\$57.65	\$59.96	\$62.35	\$64.85	\$67.44
Skilled Tradesman IV	\$68.04	\$70.76	\$73.59	\$76.54	\$79.60
Skilled Tradesman III	\$62.61	\$65.11	\$67.72	\$70.43	\$73.24
Skilled Tradesman II	\$57.87	\$60.18	\$62.59	\$65.10	\$67.70
Skilled Tradesman I	\$48.43	\$50.37	\$52.38	\$54.48	\$56.66
Technical and Admin Support IV	\$79.46	\$82.64	\$85.94	\$89.38	\$92.96
Technical and Admin Support III	\$71.04	\$73.88	\$76.84	\$79.91	\$83.11
Technical and Admin Support II	\$60.53	\$62.95	\$65.47	\$68.09	\$70.81
Technical and Admin Support I	\$54.87	\$57.06	\$59.35	\$61.72	\$64.19
Diver IV	\$61.84	\$64.31	\$66.89	\$69.56	\$72.34
Diver III	\$58.98	\$61.34	\$63.79	\$66.34	\$69.00
Diver II	\$43.86	\$45.61	\$47.44	\$49.34	\$51.31
Diver I	\$32.50	\$33.80	\$35.15	\$36.56	\$38.02
On-Site Supervisor III	\$66.64	\$69.31	\$72.08	\$74.96	\$77.96
On-Site Supervisor II	\$63.18	\$65.71	\$68.34	\$71.07	\$73.91
On-Site Supervisor I	\$52.68	\$54.79	\$56.98	\$59.26	\$61.63
Helper	\$31.33	\$32.58	\$33.89	\$35.24	\$36.65
Sr Engineering Technician	\$69.80	\$72.59	\$75.50	\$78.52	\$81.66
Engineering Technician	\$50.07	\$52.07	\$54.16	\$56.32	\$58.57
Sr Technical Writer	\$64.58	\$67.16	\$69.85	\$72.64	\$75.55
Sr Designer	\$92.54	\$96.24	\$100.09	\$104.09	\$108.26
Designer	\$64.50	\$67.08	\$69.76	\$72.55	\$75.46
Principle Computer Specialist	\$156.66	\$162.93	\$169.44	\$176.22	\$183.27
Sr Computer Specialist	\$118.19	\$122.92	\$127.83	\$132.95	\$138.27
Computer Specialist	\$91.40	\$95.06	\$98.86	\$102.81	\$106.93
Sr Configuration Manager	\$130.61	\$135.83	\$141.27	\$146.92	\$152.80
Configuration Manager	\$136.22	\$141.67	\$147.34	\$153.23	\$159.36
Sr Configuration Mgmt Spec	\$83.52	\$86.86	\$90.34	\$93.95	\$97.71
Configuration Mgmt Spec	\$56.67	\$58.94	\$61.29	\$63.75	\$66.30
Jr Configuration Mgmt Spec	\$46.35	\$48.20	\$50.13	\$52.14	\$54.22
Logistician III	\$89.36	\$92.93	\$96.65	\$100.52	\$104.54
Logistician II	\$84.18	\$87.55	\$91.05	\$94.69	\$98.48
Logistician I	\$79.46	\$82.64	\$85.94	\$89.38	\$92.96
Draftsman	\$62.36	\$64.85	\$67.45	\$70.15	\$72.95

Program Manager

Functional Responsibility: Manages and directs all phases of a program from inception to completion. Provides leadership and technical direction to large groups of engineers, analysts, and other technical staff. Responsible for overall schedule and cost of engineering programs as well as customer liaison and quality of products and services.

Minimum Education / Minimum General Experience: A senior technical staff member with ten or more years experience in the management and oversight of large-scale complex programs or systems. Bachelor's degree in technical or business discipline.

Management Analyst

Functional Responsibility: Provides leadership and liaison between separate discipline teams, senior management, or senior level customer personnel. Plans, develops and administers policies covering several broad functional areas, engineering disciplines, or key contracts. Oversees the work of staff, which includes management and senior level professionals. Possesses demonstrated experience and guides staff in multiple or emerging engineering or technology disciplines. Analyzes areas of concern and presents feasible alternatives and recommendations based on thorough research analysis. Ensures deliverable products are compliant with appropriate standards and/or specifications. Collects, compiles, and assembles data for financial and analytical documents and reports.

Minimum Education / Minimum General Experience: Master's Degree or twelve years of general experience and ten years of management experience.

Principal Engineer

Functional Responsibility: Provides supervision, guidance and multi-disciplined leadership to assigned design engineering staff. Evaluates and resolves clients needs and problems pertaining to system design and performance. May serve as primary interface with clients on technical problems and issues. Is familiar with appropriate engineering discipline based standards and specifications. Identifies, evaluates, and implements technology to integrate systems and interface with customers and suppliers. Coordinates the efforts of multiple engineering technical teams/persons to achieve optimum overall results in a timely manner and at a minimum cost. Uses methodologies and tools for design and operational engineering efforts which include, but are not limited to, problem resolution efforts, including project management, project scheduling, CAD IV&V procedures, and computer-based modeling and simulation where required.

Minimum Education / Minimum General Experience: PH.D. and twelve years of relevant engineering experience.

Senior Engineer

Functional Responsibility: Leads technical teams in the accomplishment of engineering efforts on large-scale programs at the system level. Responsible for the technical approach and execution of all technical tasking in support of such

programs. Performs as Technical Director on program level contracts.

Minimum Education / Minimum General Experience: A senior technical staff member with at least ten years experience performing engineering tasking. A minimum of five years experienced as a technical task team leader and experienced in independent research. Master's degree in an engineering discipline.

Engineer

Functional Responsibility: Evaluates and resolves client needs/problems/issues pertaining to engineering and/or system design and performance. Provides supervision and guidance to other engineering, technicians and support personnel assigned. Assigns work to Staff Engineers, monitors ongoing efforts, and provides recommendations to resolve discrepancies noted. Assists in the formulation of engineering requirements, analyzes proposed solutions, and/or approaches, recommends and develops designs, develops test plans, and conducts tests as needed. Provides highly specialized comprehensive advanced technical knowledge in formulating new concepts or methods in the design engineering specialty field. Recommends and uses standards-based methodologies and tools for design and operational engineering efforts.

Minimum Education / Minimum General Experience: Bachelor's degree and eight years of relevant engineering experience.

Junior Engineer

Functional Responsibility: Works on discreet engineering tasks assigned by Design or Senior Design Engineers. Works on evaluation and/or resolution of client needs/problems pertaining to the engineering task assigned. Provides supervision and guidance to assigned engineering aids, technicians, and support personnel. Coordinates with counterparts for inter-team dialog, integration, installation and testing to achieve optimum engineering task results. Makes recommendations to engineering supervisor including standards, methodologies and tools to be used in task completion. Occasionally is permitted to work independently with appropriate guidance from senior engineering staff members. Resolves problems and refines recommended solutions using relevant tools and methodologies, including computer-based tools where appropriate. Assists in the formulation of engineering requirements, analyzes proposed solutions, and/or approaches; recommends, develops, designs, develops test plans, and conducts tests as needed. Is familiar with a broad spectrum of standards, pertinent tools and technologies as appropriate to accomplish assigned tasking.

Minimum Education / Minimum General Experience: Bachelor's degree and three years of relevant engineering experience.

Project Engineer

Functional Responsibility: Knowledgeable of all aspects of a project/program including hardware, electronics, and logistics. Provides technical guidance and assistance to project/program personnel concerning day-to-day operations. Responsible for keeping technical drawings and documentation updated; performs logistical support functions; prepares advanced planning for maintenance actions; and acquires materials and equipment. Required to be familiar with Computer Aided Design (CAD) and word processing software and hardware for use in developing and updating technical documentation and must be capable of providing on-the-scene guidance and trouble-shooting.

Minimum Education / Minimum General Experience: Bachelor's Degree in a recognized engineering or technical discipline and five years of relevant experience.

Project Manager

Functional Responsibility: Manages and directs all phases of a project from inception to completion. Provides leadership and technical direction to groups of engineers, analysts and senior technical staff. Responsible to a program manager for the quality, schedules and cost of a project. May have direct customer liaison responsibilities.

Minimum Education / Minimum General Experience: A technical staff member with eight or more years experience in the management and oversight of system/subsystem programs of moderate complexity. Bachelor's degree in technical or business discipline.

SUBSAFE Program Manager

Functional Responsibility: Manages and directs all phases of the SUBSAFE Program from inception to completion. Provides leadership and technical direction to senior technical staff related to SUBSAFE issues. Responsible for the quality control as it relates to the SUBSAFE Program. May have direct customer liaison responsibilities in order to resolve issues and maintain program integrity.

Minimum Education / Minimum General Experience: Bachelor's Degree in an engineering discipline or ten years experience managing quality programs with specific knowledge related to the SUBSAFE Program.

Senior Financial Analyst

Functional Responsibility: Responsible for the direct supervision of the financial staff engaged in various financial functions such as budgeting and estimating. Organizes financial reports to review project cost against budgeted funds, evaluates controls on labor, overhead, and general and administrative expenditures, identifies trends and develops measures to ensure budgets are not exceeded. Performs costing for projects and analyzes financial data. Maintains budgets using cost tools including the development of budgets based on cost drivers and keeps track of cost records and comparisons. Creates and maintains statistical data to inform management of current and overall status of indirect budgets/costs and specific project budgets/costs.

Minimum Education / Minimum General Experience: Bachelor's degree and ten years of relevant experience.

Financial Analyst

Functional Responsibility: Conducts assigned financial reports, analyzes various costing data and performs costing for assigned project(s). Analyzes financial data, prepares monthly reports that provide feedback for customers and management. Maintains budgets for assigned project(s) using cost and scheduling tools. Creates and maintains statistical data for assigned project(s). Develops measures to ensure budget milestones are not exceeded. Supervises and assigns work to Junior Financial Analysts, monitors ongoing efforts and provides recommendations to resolve any discrepancies noted.

Minimum Education / Minimum General Experience: Bachelor's degree and five years of relevant experience.

Junior Financial Analyst

Functional Responsibility: Plans and develops various costing schedules for assigned project(s). Maintains budgets using cost and scheduling tools for assigned project(s). Creates and maintains statistical data for assigned project(s). Organizes financial reports and analyses as assigned.

Minimum Education / Minimum General Experience: Three years of relevant experience.

Resource Management Specialist

Functional Responsibility: The Resource Management Specialist is responsible for assisting program managers in organizing and managing their systems development and other related services in a multi-vendor environment. Duties include directing tasks related to organization analysis, tasks analysis, training needs assessment, and the development of training curriculums, and training.

Minimum Education / Minimum General Experience: Bachelor's degree and ten years experience in organization development (including analysis of organizational functions, developing performance criteria and measurements, designing training plans and curriculums, and conducting training).

Industrial Specialist

Functional Responsibility: The Industrial Specialist shall support tasks related to the development of operating procedures, training needs assessment, and training.

Minimum Education / Minimum General Experience: Twelve years of experience in developing operating procedures, developing performance criteria and measurements, developing training curriculums, and conducting training.

Quality Assurance Manager

Functional Responsibility: Provides leadership and guidance to the quality assurance and quality control staff. Plans, develops and administers standards compliant with quality policies covering organization-wide areas, multi-disciplined engineering programs or key contracts. Assigns work to and oversees the work of staff, which includes analysts and inspectors. Reviews project development documentation to ensure specifications are designed to meet inspection and testing standards. Initiates corrective action for procedural, product, or process deficiencies. Analyzes organizational procedures, work instructions and develops testing and identifies feasible alternatives based on thorough research and analysis. Conducts interviews and audits to retrieve essential quality information. Collects, compiles and assembles quality records for analytical documents and reports. Acts as liaison between technical staff and senior management.

Minimum Education / Minimum General Experience: Bachelor's degree or ten years of general experience, and eight years of management experience.

Senior Quality Assurance Analyst

Functional Responsibility: Plans, develops and administers quality policies covering organization-wide areas or key contracts. Oversees the work of QA inspectors. Analyzes organizational procedures, work instructions and develops feasible alternatives based on thorough research and analysis. Leads testing-based efforts to ensure specifications and/or standards compliance. Conducts interviews and audits to retrieve essential quality information. Collects, compiles and assembles quality records for analytical documents and reports.

Minimum Education / Minimum General Experience: Bachelor's degree and five years of experience.

Quality Assurance Analyst

Functional Responsibility: Carries out test procedures to ensure that all engineering or systems products and services meet minimum specified standards and end-user requirements. Thoroughly tests subsystems to ensure proper form, fit, functional operation and freedom from defects. Documents all problems and works to resolve them; reports progress on problem resolution to management. Devises improvements to current procedures and models of possible future configurations. Performs workflow analysis and recommends quality improvements.

Minimum Education / Minimum General Experience: Eight years of experience.

Non-Destructive Test (NDT) Manager

Functional Responsibility: Provides leadership and guidance to the NDT inspection staff. Plans, develops and administers standards compliant NDT policies covering organization-wide areas, multi-disciplined engineering programs or key contracts. Assigns work to and oversees the work of staff, which includes senior level professionals. Reviews NDT documentation to ensure specifications are designed to meet inspection and testing standards. Initiates corrective action for procedural, product, or process deficiencies. Analyzes organizational procedures, work instructions, develops testing and identifies feasible alternatives based on thorough research and analysis. Collects, compiles and assembles NDT records for analytical documents and reports. Acts as liaison between technical staff and senior management.

Minimum Education / Minimum General Experience: Bachelor's degree and three years of experience.

Non-Destructive Test (NDT) Specialist

Functional Responsibility: Assists in the planning, developing and administration of NDT policies covering specific organizational areas and tasks responsibilities. Takes direction from NDT Manager in the conduct of tests in accordance with pre-accepted test plans. Performs analyses of organizational work procedures, developing feasible alternatives based on thorough research. Participates in interviews and audits to retrieve essential quality information. Conducts reviews of work in process to measure performance against agreed upon milestone requirements and reviews deliverables to ensure compliance with NDT requirements.

Minimum Education / Minimum General Experience: Ten years of experience.

Skilled Tradesman

Functional Responsibility: Performs tasking based on work orders and is under the direction of a technical team member. Works as a member of a technical team or separately under direct supervision.

Minimum Education / Minimum General Experience: Experienced in tasking which requires skills and physical ability. Able to read and execute plans, layout drawings, blueprints, and schematics. Experienced in use of manual and power tools, and operation of machinery. High school diploma or GED.

Technical /Administrative Support

Functional Responsibility: Performs tasking in support of a technical team. Tasking may be technical or administrative. All tasking performed under direct supervision.

Minimum Education / Minimum General Experience: Experienced in support of technical tasking or administrative support. Technical tasking may include graphic arts, illustration, data collection and fusion or technical writing/editing. Administrative tasking may include word processing, typing or filing. High school diploma or GED.

Diver

Functional Responsibility: Performs underwater surveillance, inspections and construction operations for waterfront facilities, mooring systems, cable systems, ship husbandry, and offshore structures. Provides project documentation and engineering support.

Minimum Education / Minimum General Experience: Qualified by U.S. Navy or graduate of an accredited commercial diving program. Minimum two years experience as a commercial diver in underwater construction operations and use of tools/equipment supporting underwater operations.

On-Site Supervisor

Functional Responsibility: Provides supervision on site for scheduled projects and/or emergent repairs. Support tasks that require electrical, electronic or mechanical knowledge in the testing installation, maintenance, fabrication and/or repair of systems, subsystems, components or equipment. Reports to a project manager and supervises skilled tradesmen performing on the project. Provides technical documentation directly related to the project.

Minimum Education / Minimum General Experience: Must be a high school graduate and have ten years production experience.

Helper

Functional Responsibility: Receives work assignments and direction from management or engineering staff. Performs unskilled functions not requiring college or technical training in a given engineering discipline.

Minimum Education / Minimum General Experience: Must be a high school graduate.

Senior Engineering Technician

Functional Responsibility: Provides data analysis, planning, researching, instruction and testing procedures associated with test and monitoring systems, and inventory control and allowancing programs, as well as a thorough knowledge of industry and Military Standards. Supervises and assigns work to Engineering Technicians. Must perform with minimum supervision.

For Marine Engineering Tasks: Performs repair, de-installation and testing in a variety of skilled positions such as machinist, pipefitting, HVAC, hydraulics, and welding. Familiar with, and leads installation, maintenance, upgrade and testing efforts for hull, fire control, weapons, cooling, propulsion communications, and other systems. Repairs engineering problems in accordance with procedures and standards of work assigned. Executes recommended solutions using relevant tools and methodology. Assists in gathering data to formulate engineering requirements, analyzes proposed solutions, and/or approaches; makes shipboard engineering change recommendations, and conducts tests as needed. Assigns work to Technicians, monitors ongoing efforts, and provides recommendations to resolve any discrepancies noted. Has a working knowledge of a broad spectrum of standards, pertinent tools and technologies as appropriate to accomplish assigned tasking.

Minimum Education / Minimum General Experience: Associates' degree in business, management, or mechanical/electrical engineering required with a minimum of twelve years experience.

Engineering Technician

Functional Responsibility: Provides planning, researching, instruction and testing procedures associated with calibration laboratories, test and monitoring systems, or inventory control and allowancing programs as well as a thorough knowledge of industry and Military Standards. Executes assignments received from Senior Engineering Technician using relevant tools and methodology. Has a working knowledge of a broad spectrum of standards, pertinent tools and technologies as appropriate to accomplish assigned tasks. Provides requisite reports and schedules to engineering management. May perform shipboard repair, de-installation, installation and testing in a variety of skilled positions such as machinist, pipefitting, HVAC, hydraulics, and welding. Is familiar with installation, maintenance, upgrade, and testing of hull, fire control, weapons, cooling, propulsion, communications and other marine systems. Repair engineering problems in accordance with procedures and standards of work assigned. Executes assignments received from Senior Engineering Technician using relevant tools and methodology. Gathers data to formulate engineering requirements, analyzes proposed solutions, and/or approaches; makes recommendations for shipboard engineering change recommendations, and conducts tests as needed. Reports and provides recommendations to resolve any discrepancies noted. Has a working knowledge of a broad spectrum of standards, pertinent tools and technologies as appropriate to accomplish assigned tasking. May work as a project scheduler by preparing draft and final-form schedule and support documents. Provide requisite reports and schedules to engineering management.

Minimum Education / Minimum General Experience: Must be a High School graduate and have five years experience working on engineering tasks/projects. Must be able to perform quick and accurate comparisons of two or more data sets and present the results in a clear and applicable format.

Senior Technical Writer

Functional Responsibility: Provides leadership and guidance to technical writing staff. Assigns work and oversees program efforts. Ensures lexicon used is consistent with engineering disciplines being served. Collects and organizes information required for preparation of technical publications. Provides outline of contents of technical publications, prepares written text, coordinates layout and organization of documents, obtains and interprets necessary data, drawings, and specifications through research and liaison with technical staff. May provide work guidance to lower level personnel. Prepares user guides and other technical document for presentations.

Minimum Education / Minimum General Experience: Bachelor's degree and five years of experience.

Senior Designer

Functional Responsibility: Prepares various drawings of such units as engineering projects or parts and assemblies, including various views, sectional profiles, irregular or reverse curves, hidden lines and small or intricate details. Requires proficient knowledge of conventional drafting techniques and a proficient knowledge of the terms and procedures of the occupation. Performs arithmetic computations using more complex formulas and performs complex revisions to existing drawings which may require verbal explanation of the desired results.

Minimum Education / Minimum General Experience: Bachelor's Degree and ten years directly related experience.

Designer

Functional Responsibility: Prepares various drawings of such units as engineering projects or parts and assemblies, including various views, sectional profiles, irregular or reverse curves, hidden lines and small or intricate details. Requires knowledge of conventional drafting techniques and a working knowledge of the terms and procedures of the occupation. Performs arithmetic computations using standard formulas and performs simple revisions to existing drawings which may require verbal explanation of the desired results.

Minimum Education / Minimum General Experience: Must be a high school graduate and have further training in a trade or industrial school and five years drafting experience demonstrating proficiency in layout techniques and design drafting skills including Computer-Aided Design (CAD).

Principal Computer Specialist

Functional Responsibility: Leads technical teams in the accomplishment of computer based tasks on large-scale programs at the system level. Responsible for the technical approach and execution of all related tasking in support of such programs. Performs as an independent consultant to clients as a subject matter expert.

Minimum Education / Minimum General Experience: A senior technical staff member with a minimum of fifteen years experience performing tasking with embedded processors, computers compilers, and operating systems. A minimum

of five years as a technical task team leader. Often works in independent studies. Bachelor's degree in Computer Science or equivalent studies.

Senior Computer Specialist

Functional Responsibility: Performs as technical task leader on computer based efforts for moderate to large-scale systems and programs. Responsible for the technical execution of tasking at the system and subsystem levels. Works independently with little to no supervision.

Minimum Education / Minimum General Experience: A technical staff member with a minimum of ten years experience in performing increasingly more complex tasking in the design, development, integration, and support of microprocessor/computer based systems. Experienced as a technical task team leader. Bachelor's degree in Computer Science or equivalent studies.

Computer Specialist

Functional Responsibility: Performs computer based tasking as a member of technical team. Is responsible for specific work packages within a technical team. Reports to a technical team leader for direction.

Minimum Education / Minimum General Experience: A technical staff member with entry level to ten years experience performing tasking in support of microprocessor/computer based systems. Experience with moderate to large-scale system and their associated processors and operating systems. Bachelor's degree in Computer Science or equivalent studies.

Senior Configuration Manager

Functional Responsibility: Responsible for the direct supervision of the configuration management staff. Identifies requirements and coordinates the development and implementation of configuration management systems. Provides planning support in the areas of configuration documentation and control and status accounting. Coordinates and evaluates the configuration management requirements and efforts. Selects and uses appropriate computer-based tools for physical asset, engineering drawings, or other client corporate assets to be managed. Establishes criteria for configuration management databases. Develops and provides oversight for Configuration Management Plans and Change Management Plans. Develops appropriate physical disaster backup capability and ensures trace ability. Recommends changes and improvements to configuration management systems.

Minimum Education / Minimum General Experience: Bachelor's degree and five years relevant experience.

Configuration Manager

Functional Responsibility: Identifies for and assists clients in developing and implementing configuration management systems. Assist in the preparation of basic system specifications including procedures for establishing change order reporting requirements, authorization and documentation. Analyzes change orders and interprets policies for reporting product design changes. Organizes configuration management documents required for audits and client meetings. Prepares change packages for inspection by client personnel. Maintains appropriate configuration

schedules, budgets, and design records. Prepares and distributes status accounting reports.

Minimum Education / Minimum General Experience: Bachelor's degree and three years relevant experience.

Senior Configuration Management Specialist

Functional Responsibility: Reviews applicable COTS tools. Develops and maintains configuration databases for physical assets, equipment, engineering drawings, documentation, systems and subsystems. Reviews all system and equipment changes for configuration impacts. Ensures all configuration changes proposed meet established criteria.

Minimum Education / Minimum General Experience: Associate's degree and seven years relevant experience.

Configuration Management Specialist

Functional Responsibility: Develops and maintains configuration databases for physical assets, equipment, engineering drawings, documentation, systems and subsystems. Uses computer-based tools to maintain inventory of assets, enables trace ability by recording upgrades and maintaining asset history and location. Reviews all system and equipment changes for configuration impacts. Ensures all configuration changes proposed meet established criteria.

Minimum Education / Minimum General Experience: Associate's degree and four years relevant experience.

Junior Configuration Management Specialist

Functional Responsibility: Maintains accurate inventory of all configurations managed assets. Maintains configuration databases. Reviews all system and equipment changes for configuration impacts. Reports all anomalies to his/her immediate supervisor. Ensures all configuration changes proposed meet established criteria.

Minimum Education / Minimum General Experience: Associate's degree and one year relevant experience.

Logistician III

Functional Responsibility: Provides leadership to programmatic multi-discipline logistics issues. Directs and coordinates logistics program activities. Analyzes and evaluates design concepts to determine if concepts satisfy support requirements. Studies the relative supportability of alternative concepts. Determines logistics support sequences and time phasing. Anticipates logistic problems related to operational areas and environmental and human factors. Determines contingency requirements and solutions. May design and conduct research or technical studies to support logistic functions. Coordinates logistics efforts for programs, projects, tasks or systems supported. Recommends and oversees logistics database efforts. Recommends methodologies and techniques to meet established levels of logistics support. Coordinates the development and use of computer-based tools, including modeling, to improve logistics support. Provides reports as required by senior staff or client personnel.

Minimum Education / Minimum General Experience: Bachelor's degree and eight years relevant experience.

Logistician II

Functional Responsibility: Supports logistic tasking as a member of a technical team. Supports task that require logistics planning preparation on large-scale systems and subsystems. Performs as lead logistician on task assignments, provides direction other logisticians.

Minimum Education / Minimum General Experience: Ten or more years experience in performing logistical functions in support of large scale, complex systems. Experienced in various assets of logistics including supply support, sparing, training, shipping, handling, tracking, configuration management and configuration control. High School diploma or GED.

Logistician I

Functional Responsibility: Supports logistic tasking as a member of a technical team. Supports tasks that require logistics planning preparation on moderate to large-scale systems and subsystems. Reports to a technical team leader engineer or senior logistician for tasking.

Minimum Education / Minimum General Experience: Entry level to ten years experience in performing logistical functions in support of large scale, complex systems. Experienced in some assets of logistics functions including supply support, sparing, training, shipping, handling, tracking, configuration management and configuration control. High School diploma or GED.

Draftsman

Functional Responsibility: Develops complete major layout and engineering drawings of components and assemblies such as schematics, interconnect lists, parts breakdown, printed circuit board layouts, wire lists, etc., from notes, rough sketches or general instructions of engineer and designers. May take measurements or make observations of shop and field installations. Makes routine engineering computations, prepares specifications, and makes adjustments in drawings and specifications. Prepares material lists and engineering orders, change requests, etc.

Minimum Education / Minimum General Experience: Must be a high school graduate and a minimum of four years experience in technical drafting. Must be knowledgeable, capable, and experienced in the use of computer based drafting tools (i.e., AUTOCAD).

Allowable Substitutions

Table II - Allowable substitutions based on education and experience.

Degree	Degree and Experience Substitution	Related Experience Substitution
Associate's	2 Years	2 Years
Bachelor's	Associate's + 4 Years	6 Years
Master's	Bachelor's + 4 Years	8 Years
Doctorate	Master's + 4 Years	10 Years

Labor Category Grades

Table III - Years of experience necessary to be slotted in a specific grade for those individuals that meet the basic education requirement for that category. Note: Table II presents the allowable substitutions based on education and experience.

LABOR CATEGORY GRADE	LABOR CATEGORY			
	Engineer	Program Manager	Project Manager	SUBSAFE Program Manager
IV	15+	20+	15+	20+
III	12 – 15	15 – 20	12 – 15	15 – 20
II	10 – 12	12 – 15	10 – 12	N/A
I	8 – 10	10 – 12	8 – 10	N/A
	Industrial Specialist	Skilled Tradesman	Tech/Admin Support	On-Site Supervisor
IV	12+	10+	12+	15+
III	10 – 12	8 – 10	8 – 12	12 – 15
II	N/A	4 – 8	4 – 8	10 – 12
I	N/A	0 – 4	0 – 4	N/A
	Diver			
IV	12+			
III	8 – 12			
II	4 – 8			
I	2 – 4			
	Engineer	Contracts Specialist	Financial Analyst	
Principal	15+	N/A	N/A	
Senior	10 – 12	10+	10+	
Staff/General	8 – 10	8 – 10	5 – 10	
Junior	3 – 8	5 – 8	3 – 5	

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