Federal Supply Service
Authorized Federal Supply Schedule Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage™, a menu-driven database system. The INTERNET address for GSA Advantage™ is: http://www.GSAAdvantage.gov.

Schedule for - Multiple Award Schedule (MAS)
Federal Supply Group: Professional Services, and Information Technology

Contract Number: GS-10F-030CA
For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov
Contract Period: - 12/08/2019 through 12/07/2024
Price list current as of Modification PS-0027 effective 07/12/2022

Contractor: Techop Solutions International, Inc.
167 Cherry Hill Drive
Stafford, VA 22556 3654

Business Size: Small, Veteran Owned, Service-Disabled Business

Telephone: (888) 551-8289
Extension: 1
FAX Number: (540) 659-3653
Web Site: www.techopsolutions.net
E-mail: mcole@techopsolutions.net
Contract Administration: Mark Cole

CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

<table>
<thead>
<tr>
<th>SIN</th>
<th>Recovery</th>
<th>SIN Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>541611</td>
<td>541611</td>
<td>Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services</td>
</tr>
<tr>
<td>561422</td>
<td>541422</td>
<td>Automated Contact Center Solutions</td>
</tr>
<tr>
<td>54151S</td>
<td>54151S</td>
<td>Information Technology Professional Services</td>
</tr>
<tr>
<td>OLM</td>
<td>OLM</td>
<td>Order-Level Materials</td>
</tr>
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</table>

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.
See applicable labor rates on pages 3, 6, 7, 8, 15, and 16.

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. See applicable labor category descriptions below.

2. Maximum Order:

<table>
<thead>
<tr>
<th>SINs</th>
<th>Maximum Order</th>
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<tbody>
<tr>
<td>541611</td>
<td>$1,000,000</td>
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<tr>
<td>54151S</td>
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<tr>
<td>OLM</td>
<td>$250,000</td>
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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 statement of net price: Government net prices (discounts already deducted).

7. Quantity discounts: None

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 (list items by country of origin): Not Applicable

10a. Time of Delivery (Contractor insert number of days): To Be Determined at the Task Order level.

10b. Expedited Delivery. Items available for expedited delivery are noted in this price list. To Be Determined at the Task Order level.

10c. Overnight and 2-day delivery. To Be Determined at the Task Order level.

10d. Urgent Requirements. To Be Determined at the Task Order level.

11. F.O.B Points(s): Destination

12a. Ordering Address(es): Same as Contractor

12b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) are found in the 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 (if applicable): Not Applicable

17. Terms and conditions of installation (if applicable): Not Applicable

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): Not Applicable

18b. Terms and conditions for any other services (if applicable): Not Applicable

19. List of service and distribution points (if applicable): Not Applicable

20. List of participating dealers (if applicable): Not Applicable

21. Preventive maintenance (if applicable): Not Applicable

22a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: Not Applicable

22b. 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. contactor’s website or other location.) The EIT standards can be found at: www.Section508.gov/. Not Applicable

23. Unique Entity Identifier (UEI) number: L4D6NDBWN885

24. Notification regarding registration in System for Award Management (SAM) database: Contractor registered and active in SAM

Final Pricing:

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

<table>
<thead>
<tr>
<th>SIN</th>
<th>Awarded Labor Category</th>
<th>Min Edu</th>
<th>Min Exp</th>
<th>Site</th>
<th>Year 8</th>
<th>Year 9</th>
<th>Year 10</th>
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<tbody>
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</tbody>
</table>
**Principal Consultant**
Minimum Education: MA/ MS
Minimum Experience: 12 years
**Functional Responsibility:** Senior consultant and expert with extensive, enterprise-wide knowledge and experience in one or more designated functional and/or domain areas. The Principal Consultant provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. Responsibilities include providing high level vision to program/project manager or senior client leadership to influence objectives of complex efforts. The Principal Consultant is primarily utilized on projects for their specific expertise, not in a managerial capacity, in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization’s processes, systems, personnel and organizational sub-units, so that they align with the organization’s core goals and strategic direction. The Principal Consultant may be a former high-ranking military or civilian official and recognized by industry as an expert in their specific field.

**Subject Matter Expert III**
Minimum Education: BA/BS
Minimum Experience: 10 years of experience specific to subject matter/area
**Functional Responsibility:** Senior expert possessing demonstrated knowledge, extensive experience in the development of solutions, recommendations, or outcomes across multiple subject areas. Defines project objectives and strategic direction. Is responsible for providing leadership and vision to client and project teams. May direct the activities of other subject matter experts and/or project personnel as required.

**Subject Matter Expert II**
Minimum Education: BA/BS
Minimum Experience: 7 years of experience specific to subject matter/area
**Functional Responsibility:** Expert possessing demonstrated knowledge, experience, and ability in the development of solutions, recommendations, or outcomes across a specific subject area. Evaluates complex solutions in the context of project objectives and contributes to the implementation of strategic direction. Supports project objectives through activities such as conducting interviews, gathering data, and developing recommendations in support of project objectives.

**Subject Matter Expert I**
Minimum Education: BA/BS
Minimum Experience: 5 years of experience specific to the subject matter/area
**Functional Responsibility:** Possessing demonstrated knowledge, experience, and ability in the development of solutions, recommendations, or outcomes across a specific subject area. Evaluates options in the context of project objectives and contributes to the implementation of strategic direction. Supports project objectives through activities such as conducting interviews, gathering data, and developing recommendations in support of project objectives.

**Program Manager**
Minimum Education: BA/BS
Minimum Experience: minimum of 10 years experience
**Functional Responsibility:** Performing day-to-day management of contract support operations, possibly involving multiple tasks and groups of personnel at multiple locations, on a single project. Demonstrates skills in the scope of work encompassed by the task order; provides technical guidance to the project team in performance of the work, and reviews the quality of all work products. Organizes, directs, and coordinates the planning and production of all contract support activities. Responsible for staffing, project planning, project financials, and staff direction and oversight.

**Project Manager**
Minimum Education: BA/BS
Minimum Experience: 8 years experience
**Functional Responsibility:** Senior leader with experience in project and task management, responsible for ensuring successful task completion within the scheduled timeframe consistent with the established scope of work to include both technical and financial solutions. Organizes, directs, and coordinates the planning and production of all activities associated with project tasks.
**Business Analyst II**
Minimum Education: MA/MS  
Minimum Experience: 4 years experience  
**Functional Responsibility:** Possessing demonstrated knowledge in designated field or discipline. Possesses experience providing solutions to an organization’s challenges through the application of knowledge gained through similar prior engagements. Participates in the development of solutions by leveraging knowledge of the designated field or discipline. Contributes to the implementation of strategy and helps assess the impact of industry trends, policy, and/or standard methodologies. May supervise/direct the activities of junior analysts or other project staff as necessary.

**Business Analyst I**
Minimum Education: MA/MS  
Minimum Experience: 2 years experience  
**Functional Responsibility:** Possessing knowledge in designated field or discipline. Supports assessments of organization’s challenges using specialized skills and knowledge. Contributes to the execution of project or task plan and helps assess the impact of industry trends, policy or standard methodologies. Conducts activities in support of the project objectives. Works closely with senior business analysts and/or Project Lead/Manager.

**Analyst III**
Minimum Education: BA/BS  
Minimum Experience: 4 years experience  
**Functional Responsibility:** Senior analyst with extensive knowledge and experience developing and applying analytic methodologies and principles. Leads the application of analytic techniques and helps define project objectives and strategic direction. Is responsible for providing leadership and vision to client and project teams around the methodology. Resolves complex problems, which require an in-depth knowledge of analytic methodologies and principles. Directs the activities of more junior Analysts or other staff as necessary on activities related to the application of analytical techniques and methodologies. Demonstrated managerial and supervisory skills.

**Analyst II**
Minimum Education: BA/BS  
Minimum Experience: 2 years experience  
**Functional Responsibility:** Demonstrated knowledge and experience developing and applying analytic methodologies and principles. Leads the application of analytic techniques and helps define project objectives and strategic direction. Addresses complex problems, which require an in-depth knowledge of analytic methodologies and principles. May direct/supervise the activities of more junior Analysts or other staff as necessary on activities related to the application of analytical techniques and methodologies.

**Analyst I**
Minimum Education: BA/BS  
Minimum Experience: 1 years experience  
**Functional Responsibility:** Possessing demonstrated knowledge of applying analytic methodologies and principles to address project needs. Applies analytic techniques in the evaluation of project objectives and contributes to the implementation of strategic direction. Performs analyst functions including but not limited to data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project objectives. Works closely with senior analysts and/or Project Lead/Manager.

**Watch Stander III**
Minimum Education: BA/BS  
Minimum Experience: 4 years experience  
**Functional Responsibility:** Provider of real-time mission-related information and analysis to enhance situational awareness and support decision-making and policy development. Leads the development of periodic reports. Monitors communications networks, reports incidents, and populates databases with current and situational awareness data as directed by established protocols. Operates multiple communications networks to include desktop computer systems, radio communications, intelligence systems, information networks and other voice/data links. Coordinates with subordinate, peer and higher agencies/organizational elements for the timely flow of
information. May supervise/direct the efforts of junior watch standers or other project staff as necessary.

**Watch Stander I**

**Minimum Education:** BA/BS

**Minimum Experience:** 1 year experience

**Functional Responsibility:** Provider of real-time mission-related information and analysis to enhance situational awareness and support decision-making and policy development. Supports the development of periodic reports. Monitors communications networks, reports incidents, and populates databases with current and situational awareness data as directed by established protocols.

**Administrator III**

**Minimum Education:** BA/BS

**Minimum Experience:** 4 years experience

**Functional Responsibility:** Possessing knowledge and experience in business administrative functions. Provides high level administrative support to program management including but not limited to preparation of deliverables, internal and external reports, briefings and drawings associated with the project.

**Administrator II**

**Minimum Education:** BA/BS

**Minimum Experience:** 2 years experience

**Functional Responsibility:** Possessing knowledge and experience supporting program and/or program management with the preparation of deliverables, internal reports, briefings, and drawings associated with meeting project objectives.

**Administrator I**

**Minimum Education:** BA/BS

**Minimum Experience:** 1 year experience

**Functional Responsibility:** Supporting program and/or program management with the preparation of deliverables, internal reports, briefings, and drawings associated with meeting project objectives.

Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

* Service Contract Labor Standards: The Service Contract Labor Standards (SCLS) is applicable to this contract as it applies to the entire Multiple Award Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and/or when the contractor adds SCLS labor categories/employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

<table>
<thead>
<tr>
<th>SIN</th>
<th>Awarded Labor Category</th>
<th>Min Edu</th>
<th>Min Exp</th>
<th>Site</th>
<th>Year 8</th>
<th>Year 9</th>
<th>Year 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>561422</td>
<td>Administrative Assistant Mid*</td>
<td>High School</td>
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<td>Customer</td>
<td>$50.06</td>
<td>$51.05</td>
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<td></td>
<td>Administrative Assistant Mid.</td>
<td>High School Diploma</td>
<td>6 years experience</td>
<td>Prepares reports and other program documentation, prepares graphics presentations, plans and coordinates meetings/conferences, performs data entry, filing, and reproduction. Applies familiarity with specialized and technical terminology to proofread and edit documents.</td>
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<tr>
<td></td>
<td>Administrative Assistant Senior.</td>
<td>High School Diploma</td>
<td>8 years experience</td>
<td>Prepares reports and other program documentation, prepares graphics presentations, plans and coordinates meetings/conferences, performs data entry, filing, and reproduction. Applies familiarity with specialized and technical terminology to proofread and edit documents.</td>
<td></td>
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<tr>
<td></td>
<td>Project Leader</td>
<td>Masters</td>
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<td>Prepares reports and other program documentation, prepares graphics presentations, plans and coordinates meetings/conferences, performs data entry, filing, and reproduction. Applies familiarity with specialized and technical terminology to proofread and edit documents.</td>
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<tr>
<td></td>
<td>Quality Management Specialist</td>
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<td>Prepares reports and other program documentation, prepares graphics presentations, plans and coordinates meetings/conferences, performs data entry, filing, and reproduction. Applies familiarity with specialized and technical terminology to proofread and edit documents.</td>
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<tr>
<td></td>
<td>Quality Management Specialist Sr.</td>
<td>Bachelor</td>
<td>12 years experience</td>
<td>Prepares reports and other program documentation, prepares graphics presentations, plans and coordinates meetings/conferences, performs data entry, filing, and reproduction. Applies familiarity with specialized and technical terminology to proofread and edit documents.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Subject Matter Expert</td>
<td>Masters</td>
<td>8 years experience</td>
<td>Prepares reports and other program documentation, prepares graphics presentations, plans and coordinates meetings/conferences, performs data entry, filing, and reproduction. Applies familiarity with specialized and technical terminology to proofread and edit documents.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Subject Matter Expert Sr.</td>
<td>Bachelor</td>
<td>12 years experience</td>
<td>Prepares reports and other program documentation, prepares graphics presentations, plans and coordinates meetings/conferences, performs data entry, filing, and reproduction. Applies familiarity with specialized and technical terminology to proofread and edit documents.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**Business Analyst Junior.**
Minimum Education: BA/BS Degree
Minimum Experience: 4 years experience
**Functional Responsibility:** Analyzes user needs to determine functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task.

**Business Analyst Senior.**
Minimum Education: BA/BS Degree
Minimum Experience: 8 years experience
**Functional Responsibility:** Analyzes user needs to determine functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task.

**Consultant Junior.**
Minimum Education: BA/BS Degree
Minimum Experience: 4 years experience
**Functional Responsibility:** Analyzes client information and develops and evaluates top-line outreach strategies to meet objectives. Demonstrates in-depth knowledge and manages the client service aspects of the account portfolio and assumes responsibility for bottom-line results. Develops and implements high-level strategic communications; manages, motivates, and leads staff; and builds and manages project teams. Ensures the contract team performs work on schedule and budget.

**Consultant Senior.**
Minimum Education: MA/MS Degree
Minimum Experience: 8 years experience
**Functional Responsibility:** Analyzes client information and develops and evaluates top-line outreach strategies to meet objectives. Demonstrates in-depth knowledge and manages the client service aspects of the account portfolio and assumes responsibility for bottom-line results. Develops and implements high-level strategic communications; manages, motivates, and leads staff; and builds and manages project teams. Ensures the contract team performs work on schedule and budget.

**Consultant SME.**
Minimum Education: MA/MS Degree
Minimum Experience: 10 years experience
**Functional Responsibility:** Analyzes client information and develops and evaluates top-line outreach strategies to meet objectives. Demonstrates in-depth knowledge and manages the client service aspects of the account portfolio and assumes responsibility for bottom-line results. Develops and implements high-level strategic communications; manages, motivates, and leads staff; and builds and manages project teams. Ensures the contract team performs work on schedule and budget.

**Financial Analyst Junior.**
Minimum Education: BA/BS Degree
Minimum Experience: 4 years experience
**Functional Responsibility:** Performs and consults multiple levels of personnel in one or more of the following competencies: financial and business management, budget and finance policy and operations, cost and economic analysis, strategic analysis, and other applicable disciplines. Recommends cost effective strategies to meet objectives.

**Financial Analyst Mid.**
Minimum Education: BA/BS Degree
Minimum Experience: 6 years experience
**Functional Responsibility:** Performs and consults multiple levels of personnel in one or more of the following competencies: financial and business management, budget and finance policy and operations, cost and economic analysis, strategic analysis, and other applicable disciplines. Recommends cost effective strategies to meet objectives.

**Financial Analyst Senior.**
Minimum Education: BA/BS Degree
Minimum Experience: 8 years experience
**Functional Responsibility:** Performs and consults multiple levels of personnel in one or more of the following competencies: financial and business management, budget and finance policy and operations, cost and economic analysis, strategic analysis, and other applicable disciplines. Recommends cost effective strategies to meet objectives.

**Financial Analyst SME.**
**Minimum Education:** BA/BS Degree

**Minimum Experience:** 10 years experience

**Functional Responsibility:** Performs and consults multiple levels of personnel in one or more of the following competencies: financial and business management, budget and finance policy and operations, cost and economic analysis, strategic analysis, and other applicable disciplines. Recommends cost effective strategies to meet objectives.
**General Clerk.**
Minimum Education: AAS Degree  
Minimum Experience: 2 years experience  
**Functional Responsibility:** Performs work solely of a clerical, support nature. Tasks may include copying, transcribing, answering phone calls, assembling documents or reports, filing, scheduling meetings/conferences or making calendar arrangements.

**General Clerk Senior.**  
Minimum Education: AAS Degree  
Minimum Experience: 4 years experience  
**Functional Responsibility:** Performs work solely of a clerical, support nature. Tasks may include copying, transcribing, answering phone calls, assembling documents or reports, filing, scheduling meetings/conferences or making calendar arrangements.

**Information Management Specialist.**  
Minimum Education: BA/BS Degree  
Minimum Experience: 4 years experience  
**Functional Responsibility:** Performs tasks which support program, project and organizational work through the design and control of systems that input, delete, retrieve, manipulate, and correct information in databases or automated/electronic records. Tasks may include designing and producing reports via a wide variety of information management research tools, systems, and processes.

**Information Management Specialist Senior.**  
Minimum Education: BA/BS Degree  
Minimum Experience: 8 years experience  
**Functional Responsibility:** Performs tasks which support program, project and organizational work through the design and control of systems that input, delete, retrieve, manipulate, and correct information in databases or automated/electronic records. Tasks may include designing and producing reports via a wide variety of information management research tools, systems, and processes.

**Information Technology Specialist.**  
Minimum Education: BA/BS Degree  
Minimum Experience: 4 years experience  
**Functional Responsibility:** Performs tasks related to leading, administering, developing, delivering, and supporting information technology (IT) systems and services, including data storage, information assurance, software applications, networking, and systems and services used in the automated acquisition, storage, manipulation, management, movement, control, display, switching, interchange, transmission, assurance, or reception of information. Tasks may include evaluating, recommending, designing, and developing IT solutions to compile, evaluate, analyze, control, secure, and disseminate timely, relevant, objective, and accurate data and information to stakeholders, including, not limited to, web-based designs, data governance, operational systems, document storage, applications, models, and assessment of existing legacy systems.

**Information Technology Specialist Senior.**  
Minimum Education: BA/BS Degree  
Minimum Experience: 8 years experience  
**Functional Responsibility:** Performs tasks related to leading, administering, developing, delivering, and supporting information technology (IT) systems and services, including data storage, information assurance, software applications, networking, and systems and services used in the automated acquisition, storage, manipulation, management, movement, control, display, switching, interchange, transmission, assurance, or reception of information. Tasks may include evaluating, recommending, designing, and developing IT solutions to compile, evaluate, analyze, control, secure, and disseminate timely, relevant, objective, and accurate data and information to stakeholders, including, not limited to, web-based designs, data governance, operational systems, document storage, applications, models, and assessment of existing legacy systems.

**Management Analyst Junior.**  
Minimum Education: BA/BS Degree  
Minimum Experience: 4 years experience  
**Functional Responsibility:** Performs tasks requiring delivery of analysis and advice for management regarding the evaluation of the effectiveness and efficiency of large-scale programs and operations. Tasks may include conducting organization studies that specifically assess and analyze current organization states and management systems; performing gap analyses of differences among the current organization states and management systems.
between current and targeted states; documenting and delivering findings and recommendations; and conducting surveys, focus groups, and other accepted techniques for data collection in support of organization studies that specifically assess and analyze current organization states and management systems.

**Management Analyst Mid.**

**Minimum Education:** BA/BS Degree  
**Minimum Experience:** 6 years experience  
**Functional Responsibility:** Performs tasks requiring delivery of analysis and advice for management regarding the evaluation of the effectiveness and efficiency of large-scale programs and operations. Tasks may include conducting organization studies that specifically assess and analyze current organization states and management systems; performing gap analyses of differences between current and targeted states; documenting and delivering findings and recommendations; and conducting surveys, focus groups, and other accepted techniques for data collection in support of organization studies that specifically assess and analyze current organization states and management systems.

**Management Analyst Senior.**

**Minimum Education:** BA/BS Degree  
**Minimum Experience:** 8 years experience  
**Functional Responsibility:** Performs tasks requiring delivery of analysis and advice for management regarding the evaluation of the effectiveness and efficiency of large-scale programs and operations. Tasks may include conducting organization studies that specifically assess and analyze current organization states and management systems; performing gap analyses of differences between current and targeted states; documenting and delivering findings and recommendations; and conducting surveys, focus groups, and other accepted techniques for data collection in support of organization studies that specifically assess and analyze current organization states and management systems.

**Management Analyst SME.**

**Minimum Education:** BA/BS Degree  
**Minimum Experience:** 10 years experience  
**Functional Responsibility:** Performs tasks requiring delivery of analysis and advice for management regarding the evaluation of the effectiveness and efficiency of large-scale programs and operations. Tasks may include conducting organization studies that specifically assess and analyze current organization states and management systems; performing gap analyses of differences between current and targeted states; documenting and delivering findings and recommendations; and conducting surveys, focus groups, and other accepted techniques for data collection in support of organization studies that specifically assess and analyze current organization states and management systems.

**Network Systems Administrator Junior.**

**Minimum Education:** AA/AS Degree  
**Minimum Experience:** 4 years experience  
**Functional Responsibility:** Performs a variety of network management functions related to the operation, performance, or availability of data communications networks. Analyze client LAN's/WAN's, isolate source of problems, recommend reconfiguration and implementation of new network hardware to increase performance. Working knowledge of network operating systems. Modifies command language programs, network start up files, assigns/re-assigns network device permissions, participates in load balancing efforts throughout the network to achieve optimum device utilization and performance. Establishes new user accounts on the network granting access to required network files and programs. Manages network E-mail functions. Establishes mailboxes and monitors mail performance on the network. Troubleshoots network/user problems, presents resolutions for implementation. Prepares a variety of network resource reports.

**Network Systems Administrator Senior.**

**Minimum Education:** BA/BS Degree  
**Minimum Experience:** 8 years experience  
**Functional Responsibility:** Performs a variety of network management functions related to the operation, performance, or availability of data communications networks. Analyze client LAN's/WAN's, isolate source of problems, recommend reconfiguration and implementation of new network hardware to increase performance. Working knowledge of network operating systems. Modifies command language programs, network start up files, assigns/re-assigns network device permissions, participates in load balancing efforts throughout the network to achieve optimum device utilization and performance. Establishes new user accounts on the network granting access to required network files and programs. Manages network E-mail functions. Establishes mailboxes and monitors mail performance on the network. Troubleshoots network/user problems, presents resolutions for implementation. Prepares a variety of network resource reports.
Policy Analyst Junior.
Minimum Education: BA/BS Degree
Minimum Experience: 4 years experience
Functional Responsibility: Performs tasks related to policy and regulation analysis and development related to a government agency. Tasks may include the analysis of specific issues, identification of alternatives, white paper development, development of policy review papers, development of policy directives and handbooks, and other analytical tasks focused on policy.

Policy Analyst Senior.
Minimum Education: BA/BS Degree
Minimum Experience: 8 years experience
Functional Responsibility: Performs tasks related to policy and regulation analysis and development related to a government agency. Tasks may include the analysis of specific issues, identification of alternatives, white paper development, development of policy review papers, development of policy directives and handbooks, and other analytical tasks focused on policy.

Policy Analyst SME.
Minimum Education: BA/BS Degree
Minimum Experience: 10 years experience
Functional Responsibility: Performs tasks related to policy and regulation analysis and development related to a government agency. Tasks may include the analysis of specific issues, identification of alternatives, white paper development, development of policy review papers, development of policy directives and handbooks, and other analytical tasks focused on policy.

Process Improvement Specialist, Level 1.
Minimum Education: BA/BS Degree
Minimum Experience: 1 year experience
Functional Responsibility: Performs evaluating, planning, and recommending improvements to the Client. The individual can also facilitate brainstorming events that are focused on the improvement of processes within the organization.

Production/Operations Manager.
Minimum Education: BA/BS Degree
Minimum Experience: 6 years experience
Functional Responsibility: Manage the operations specialists with overview of production/operations management through an array of concepts and methods to maximize an organization's efficiency.

Production/Operations Specialist Junior.
Minimum Education: BA/BS Degree
Minimum Experience: 4 years experience
Functional Responsibility: Coordinate the activities of organizations. Specifically, they direct the production, pricing, sales and distribution of product or services and are responsible for overall operations improvement. Day-to-day duties may include forecasting customer demand and meeting with managers from other departments.

Production/Operations Specialist Senior.
Minimum Education: BA/BS Degree
Minimum Experience: 8 years experience
Functional Responsibility: Coordinate the activities of organizations. Specifically, they direct the production, pricing, sales and distribution of product or services and are responsible for overall operations improvement. Day-to-day duties may include forecasting customer demand and meeting with managers from other departments.

Production/Operations Specialist SME.
Minimum Education: BA/BS Degree
Minimum Experience: 10 years experience
Functional Responsibility: Coordinate the activities of organizations. Specifically, they direct the production, pricing, sales and distribution of product or services and are responsible for overall operations improvement. Day-to-day duties may include forecasting customer demand and meeting with managers from other departments.

Program Manager Junior.
Minimum Education: BA/BS Degree
Minimum Experience: 4 years experience
Functional Responsibility: Performs tasks requiring management of a large-scale program, encompassing multiple projects,
with a total lifecycle budget and complexity comparable to the task order at hand. Tasks may include planning, initiating, managing, executing, and closing out small- and large-scale programs in support of an organization’s mission.

**Program Manager Mid.**
- **Minimum Education:** BA/BS Degree
- **Minimum Experience:** 6 years experience
- **Functional Responsibility:** Performs tasks requiring management of a large-scale program, encompassing multiple projects, with a total lifecycle budget and complexity comparable to the task order at hand. Tasks may include planning, initiating, managing, executing, and closing out small- and large-scale programs in support of an organization’s mission.

**Program Manager Senior.**
- **Minimum Education:** MA/MBA Degree
- **Minimum Experience:** 8 years experience
- **Functional Responsibility:** Performs tasks requiring management of a large-scale program, encompassing multiple projects, with a total lifecycle budget and complexity comparable to the task order at hand. Tasks may include planning, initiating, managing, executing, and closing out small- and large-scale programs in support of an organization’s mission.

**Project Leader.**
- **Minimum Education:** BA/BS Degree
- **Minimum Experience:** 4 years experience
- **Functional Responsibility:** Serves as site manager for a task order and shall assist the Program/Project Manager in working with on-site personnel and customer agency representatives. Under the guidance of the Program or Project Manager, responsible for the overall management of the specific task order(s) and ensuring that the technical solutions and schedules in the task order are implemented in a timely manner. Performs enterprise-wide horizontal integration planning and interfaces to other functional systems.

**Project Manager Junior.**
- **Minimum Education:** BA/BS Degree
- **Minimum Experience:** 4 years experience
- **Functional Responsibility:** Provides technical assistance to facilitate planning and directing the design, installation, modification and operation of an information systems capability. Prepares long and short-range plans for application selection, systems development, systems maintenance, production activities and for necessary support resources. Also responsible for applications systems analysis and programming activities for a group or section. Responsible for feasibility studies, time and cost estimates, and the establishment and implementation of new and revised applications systems and programs. Assists in projecting software and hardware requirements. Assigns personnel to various projects and directs their activities; reviews and evaluates their work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Consults with personnel in other information systems sections to coordinate activities. Prepares activity and progress reports regarding the activities of the applications systems and programming section. Confers and consults with Government personnel regarding performance and scheduling issues on tasks.

**Project Manager Mid.**
- **Minimum Education:** BA/BS Degree
- **Minimum Experience:** 6 years experience
- **Functional Responsibility:** Provides technical assistance to facilitate planning and directing the design, installation, modification and operation of an information systems capability. Prepares long and short-range plans for application selection, systems development, systems maintenance, production activities and for necessary support resources. Also responsible for applications systems analysis and programming activities for a group or section. Responsible for feasibility studies, time and cost estimates, and the establishment and implementation of new and revised applications systems and programs. Assists in projecting software and hardware requirements. Assigns personnel to various projects and directs their activities; reviews and evaluates their work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Consults with personnel in other information systems sections to coordinate activities. Prepares activity and progress reports regarding the activities of the applications systems and programming section. Confers and consults with Government personnel regarding performance and scheduling issues on tasks.

**Project Manager SME.**
- **Minimum Education:** MA/MBA Degree
- **Minimum Experience:** 10 years experience
- **Functional Responsibility:** Provides technical assistance to facilitate planning and directing the design, installation,
modification and operation of an information systems capability. Prepares long and short-range plans for application selection, systems development, systems maintenance, production activities and for necessary support resources. Also responsible for applications systems analysis and programming activities for a group or section. Responsible for feasibility studies, time and cost estimates, and the establishment and implementation of new and revised applications systems and programs. Assists in projecting software and hardware requirements. Assigns personnel to various projects and directs their activities; reviews and evaluates their work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Consults with personnel in other information systems sections to coordinate activities. Prepares activity and progress reports regarding the activities of the applications systems and programming section. Confers and consults with Government personnel regarding performance and scheduling issues on tasks.

**Quality Management Specialist.**
Minimum Education: BA/BS Degree
Minimum Experience: 4 years experience
Functional Responsibility: Performs tasks related to promoting systems and techniques assuring the quality of products and services including the development of plans and programs for achieving and maintaining product and service quality throughout the product/service life cycle; monitoring operations to prevent the production of defects and to verify adherence to quality plans and requirements; and analysis and investigation of adverse quality trends or conditions and initiation of corrective action. Tasks may include employing quality management systems, tools, and techniques to help organizations transform, including, but not limited to ISO 9000/9001, and the Malcolm Baldrige Quality Award criteria.

**Quality Management Specialist Senior.**
Minimum Education: BA/BS Degree
Minimum Experience: 8 years experience
Functional Responsibility: Performs tasks related to promoting systems and techniques assuring the quality of products and services including the development of plans and programs for achieving and maintaining product and service quality throughout the product/service life cycle; monitoring operations to prevent the production of defects and to verify adherence to quality plans and requirements; and analysis and investigation of adverse quality trends or conditions and initiation of corrective action. Tasks may include employing quality management systems, tools, and techniques to help organizations transform, including, but not limited to ISO 9000/9001, and the Malcolm Baldrige Quality Award criteria.

**Subject Matter Expert.**
Minimum Education: MA/MS Degree
Minimum Experience: 8 years experience
Functional Responsibility: Performs tasks requiring a recognized level of expertise in a specified subject area.

**Subject Matter Expert Senior.**
Minimum Education: MA/MS Degree
Minimum Experience: 128 years experience
Functional Responsibility: Performs tasks requiring a recognized level of expertise in a specified subject area.

**Service Contract Labor Standards Matrix:**

<table>
<thead>
<tr>
<th>SCLS Eligible Labor Category</th>
<th>SCLS Equivalent Code Title</th>
<th>Wage Determination No</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Clerk</td>
<td>01112 General Clerk</td>
<td>2015-4281</td>
</tr>
<tr>
<td>General Clerk Sr.</td>
<td>01113 General Clerk</td>
<td>2015-4281</td>
</tr>
<tr>
<td>Administrative Assistant Mid</td>
<td>01020 Administrative Assistant</td>
<td>2015-4281</td>
</tr>
<tr>
<td>Administrative Assistant Sr</td>
<td>01020 Administrative Assistant</td>
<td>2015-4281</td>
</tr>
</tbody>
</table>

* 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).
<table>
<thead>
<tr>
<th>SIN</th>
<th>Labor Category</th>
<th>Min. Edu.</th>
<th>Min. Exp.</th>
<th>Site</th>
<th>Year 8</th>
<th>Year 9</th>
<th>Year 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S</td>
<td>Subject Matter Expert III</td>
<td>Masters</td>
<td>10</td>
<td>Customer</td>
<td>$174.11</td>
<td>$177.59</td>
<td>$181.15</td>
</tr>
<tr>
<td>54151S</td>
<td>Subject Matter Expert II</td>
<td>Bachelors</td>
<td>8</td>
<td>Customer</td>
<td>$146.90</td>
<td>$149.84</td>
<td>$152.84</td>
</tr>
<tr>
<td>54151S</td>
<td>Subject Matter Expert I</td>
<td>Bachelors</td>
<td>6</td>
<td>Customer</td>
<td>$119.70</td>
<td>$122.10</td>
<td>$124.53</td>
</tr>
<tr>
<td>54151S</td>
<td>Project Manager II</td>
<td>Bachelors</td>
<td>6</td>
<td>Customer</td>
<td>$119.70</td>
<td>$122.10</td>
<td>$124.53</td>
</tr>
<tr>
<td>54151S</td>
<td>Project Manager I</td>
<td>Bachelors</td>
<td>4</td>
<td>Customer</td>
<td>$101.56</td>
<td>$103.60</td>
<td>$105.67</td>
</tr>
<tr>
<td>54151S</td>
<td>Operations Center Manager</td>
<td>Bachelors</td>
<td>8</td>
<td>Customer</td>
<td>$133.30</td>
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</tr>
<tr>
<td>54151S</td>
<td>Operations Center Analyst II</td>
<td>Bachelors</td>
<td>4</td>
<td>Customer</td>
<td>$87.96</td>
<td>$89.72</td>
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<tr>
<td>54151S</td>
<td>Software/Systems Engineer III</td>
<td>Bachelors</td>
<td>6</td>
<td>Customer</td>
<td>$124.23</td>
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<td>$129.26</td>
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<tr>
<td>54151S</td>
<td>Software/Systems Engineer I</td>
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<td>Customer</td>
<td>$106.10</td>
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<tr>
<td>54151S</td>
<td>Software/Systems Analyst IV</td>
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<td>$115.16</td>
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<tr>
<td>54151S</td>
<td>Software/Systems Analyst III</td>
<td>Bachelors</td>
<td>6</td>
<td>Customer</td>
<td>$101.56</td>
<td>$103.60</td>
<td>$105.67</td>
</tr>
<tr>
<td>54151S</td>
<td>Software/Systems Analyst II</td>
<td>Bachelors</td>
<td>4</td>
<td>Customer</td>
<td>$87.96</td>
<td>$89.72</td>
<td>$91.52</td>
</tr>
<tr>
<td>54151S</td>
<td>Software/Systems Analyst I</td>
<td>Associates</td>
<td>2</td>
<td>Customer</td>
<td>$74.36</td>
<td>$75.85</td>
<td>$77.37</td>
</tr>
</tbody>
</table>

**Subject Matter Expert III**

Minimum Education: MA/MS in related technical discipline. 4 years additional experience may be substituted for MA/MS.

Minimum Experience: 10 years of experience of which a minimum of 8 years must involve the analysis, development, or deployment of advanced technologies within a multidisciplinary systems environment. Requires eligibility for a clearance up to TS/SCI.

Functional Responsibility: Provides extremely high-level subject matter expertise for work described in the task. Provides advanced technical/functional knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, training, and advice on complex problems which require (in most cases) graduate level knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation. Applies principles, methods, and knowledge of specific functional areas of expertise to specific task order requirements. Provides advice on esoteric problems which require extensive knowledge of the subject matter. Designs and prepares technical reports, studies, and related documentation, makes charts and graphs to record results, prepares and delivers presentations, training, and briefings as required by the task order.

**Subject Matter Expert II**

Minimum Education: BA/BS in related technical discipline. 4 years additional experience may be substituted for degree.

Minimum Experience: 8 years of experience of which a minimum of 6 years must involve the analysis, development, or deployment of advanced technologies within a multidisciplinary systems environment. Requires eligibility for a clearance.

Functional Responsibility: Provides technical and/or functional knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems which require extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation. Applies principles, methods and knowledge of the functional area of expertise to specific task order requirements, advanced business, management and administrative principles and methods to exceptionally difficult technical problems in Government program and administrative applications to arrive at automated solutions. Designs and prepares technical reports and related documentation, makes charts and graphs to record results. Prepares and delivers presentations and briefings as required by the task order. Technical support includes technical advice on security requirements for highly specialized applications, technical report preparation or other services as required by the task order.

**Subject Matter Expert I**

Minimum Education: BA/BS in related technical discipline. 4 years additional experience may be substituted for degree.

Minimum Experience: 6 years of experience of which a minimum of 4 years must involve the analysis, development or deployment of advanced technologies within a multidisciplinary systems environment. Requires eligibility for a clearance.
**Functional Responsibility:** Provides technical and/or functional knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems which require knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation and presentation phases. Applies principles, methods and knowledge of the functional area of expertise to specific task order requirements. Designs and prepares technical reports, studies, and related documentation, makes charts and graphs to record results. Prepares and delivers presentations and briefings as required by the task order.

**Project Manager II**
**Minimum Education:** BA/BS in computer science, engineering, mathematics, business, management, other closely related discipline or equivalent. 4 years additional experience may be substituted for degree.
**Minimum Experience:** 6 years of experience, of which a minimum of 4 years must be specialized in managing projects, contracts, funds, and resources at the project level.
**Functional Responsibility:** Leads team on projects or significant segments of complex projects. Translates customer requirements into formal agreements and plans to culminate in customer acceptance of results, or have acceptance in the targeted market, while meeting business objectives. Leads a team in the initiating, planning, controlling, executing, and closing tasks of a project or segment of a project to produce the solution/deliverable. Utilizes refined techniques for identifying, eliminating or mitigating solution, project, and business risk. Understands customer, industry and business trends. Applies this understanding to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information and situations and implement actions, independently and or through the management team to ensure project objectives are met.

**Project Manager I**
**Minimum Education:** BA/BS in computer science, engineering, mathematics, business, management, other closely related discipline or equivalent. 4 years additional experience may be substituted for degree.
**Minimum Experience:** 4 years of experience, of which a minimum of 2 years must be specialized in managing projects, contracts, funds, and resources at the project level.
**Functional Responsibility:** Translates customer requirements into formal agreements and plans to culminate in customer acceptance of results, or have acceptance in the targeted market, while meeting business objectives. Leads a team in the initiating, planning, controlling, executing, and closing tasks of a project or segment of a project to produce the solution/deliverable. Utilizes refined techniques for identifying, eliminating or mitigating solution, project, and business risk. Analyzes information and situations and implement actions, independently and or through the management team to ensure project objectives are met.

**Operations Center Manager**
**Minimum Education:** BA/BS in a technical or business field. 4 years additional experience may be substituted for degree.
**Minimum Experience:** 8 years of experience of which a minimum of 4 years must be specialized in operation center functions (either military or other federal/ state/local government) and managing projects, contracts, funds, and resources at the project level. Requires eligibility for a clearance.
**Functional Responsibility:** Provides assistance and oversight for all operation center activities, including computer and telecommunications/communications operations, data entry, data control, operations support, operating systems programming, and/or web strategy and operations. Provides input to assist policy level discussions regarding standards and budget constraints. Assigns task personnel to projects and directs their activities; reviews and evaluates their work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Consults with personnel in other information systems sections to coordinate activities. Prepares reports and presentations regarding operation center activities.

**Operations Center Analyst II**
**Minimum Education:** BA/BS in mathematics, computer science, physical science, business, or related technical discipline. 4 years additional experience may be substituted for degree.
**Minimum Experience:** 4 years of experience with analytical tools (e.g., spread sheets/databases) and the design/ operation/integration of related systems. Requires eligibility for a clearance.
**Functional Responsibility:** Assists in operation center activities, including computer and telecommunications/communications operations, data entry, data control, operations support, operating systems programming, and/or web strategy and operations. Provides input to assist policy level discussions regarding standards and budget constraints. May consult with personnel in other information systems sections to coordinate activities. Prepares reports and presentations regarding operation center activities.

**Software/Systems Engineer III**
Minimum Education: BA/BS in engineering, physics, mathematics, computer science or closely related technical discipline. 4 years additional experience may be substituted for degree.

Minimum Experience: 6 years of experience of which a minimum of 4 years must be specialized in systems/software analysis, design, programming, integration, documentation, or test and evaluation. Requires eligibility for a clearance.

Functional Responsibility: Provides high level functional and IT analysis, design, development, integration, documentation, and implementation assistance on problems which require a thorough knowledge of the related technical subject matter for effective system deployment. Participates in all phases of systems development. Applies principles and methods of the functional area to difficult problems in technical areas to arrive at automated solutions. Designs and prepares technical reports and related documentation and makes charts and graphs to record results. Prepares and delivers presentations and briefings as required by the task order. Instructs, directs, and checks the work of other task personnel. Responsible for quality assurance review and the evaluation of existing and new software products.

Software/Systems Engineer I
Minimum Education: BA/BS in engineering, physics, mathematics, computer science or closely related technical discipline. 4 years additional experience may be substituted for degree.
Minimum Experience: 4 years of experience of which a minimum of 2 years must be specialized in systems/software analysis, design, programming, integration, documentation, or test and evaluation. Requires eligibility for a clearance.
Functional Responsibility: Provides functional and IT analysis, design, development, integration, documentation, and implementation assistance on problems which require a thorough knowledge of the related technical subject matter for effective system deployment. Participates in all phases of systems development. Applies principles and methods of the functional area to difficult problems in technical areas to arrive at automated solutions. Designs and prepares technical reports and related documentation and makes charts and graphs to record results. Prepares and delivers presentations and briefings as required by the task order.

Software/Systems Analyst IV
Minimum Education: BA/BS in computer science, engineering, mathematics or closely related technical discipline (or equivalent). 4 years additional experience may be substituted for degree.
Minimum Experience: 8 years of experience of which a minimum of 6 years must be specialized in design, integration and operation of advanced computer systems.
Functional Responsibility: Formulates and defines system scope and objectives for assigned projects. Prepares detailed specifications for programs. Responsible for program design, coding, testing, debugging and documentation. Has full technical knowledge and responsibility of all phases of applications systems analysis and programming. Understands the business or function for which application is designed. Duties also include instructing, directing and checking the work of other systems analysts and programming personnel. Responsible for quality assurance review. Responsible for directing and monitoring the work of team members.

Software/Systems Analyst III
Minimum Education: BA/BS in computer science, engineering, mathematics or closely related technical discipline (or equivalent) 4 years additional experience may be substituted for degree.
Minimum Experience: 6 years of experience of which a minimum of 4 years must be specialized in design, integration and operation of advanced computer systems.
Functional Responsibility: Formulates and defines system scope and objectives. Prepares detailed specifications for programs. Designs, codes, tests, debugs and documents programs. Works at the highest technical level of all phases of applications, systems analysis and programming activities. Provides guidance and training to less experienced analysts/programmers.

Software/Systems Analyst II
Minimum Education: BA/BS in computer science, engineering, mathematics or closely related technical discipline (or equivalent) 4 years additional experience may be substituted for degree.
Minimum Experience: 4 years of experience in design, integration and operation of advanced computer systems.
Functional Responsibility: Formulates and defines system scope and objectives through research and fact finding to develop or modify moderately complex information systems. Prepares detailed specifications for programs. Designs, codes, tests, debugs, documents and maintains programs. May be called on to work on special graphics application programs such as, but not limited to; CAD, CAD/CV, or GIS. Works on most phases of applications systems analysis and programming activities, but requires instruction and guidance in other phases.

Software/Systems Analyst I
Minimum Education: BA/BS in computer science, engineering, mathematics or closely related technical discipline (or equivalent) 4 years additional experience may be substituted for degree.
Minimum Experience: 2 years of experience in design, integration and operation of advanced computer systems.

Functional Responsibility: Assists in research and fact-finding to develop or modify information systems. Assists in preparing detailed specifications for programs. Designs, codes, tests, debugs, documents and maintains programs. Provides program support to include the testing and installation of computers, peripherals, and/or other hardware, including the installation of enhancements and upgraded versions; and/or program support to include the installation, and documentation of client developed and/or commercially available software, including the installation of enhancements and upgraded versions.

Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

<table>
<thead>
<tr>
<th>Degree/Experience Equivalency*</th>
<th>Degree</th>
<th>Experience Equivalence</th>
<th>Other Equivalence</th>
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<tbody>
<tr>
<td>Bachelors</td>
<td>Associate degree +2 years relevant experience, or 4 years relevant experience</td>
<td>Professional certification</td>
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<tr>
<td>Masters</td>
<td>Bachelors +2 years relevant experience, or Associated + 4 years relevant experience</td>
<td>Professional license</td>
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<tr>
<td>Doctorate</td>
<td>Masters + 2 years relevant experience, Bachelors + 4 years relevant experience</td>
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