

COMPANY OVERVIEW

McLane Advanced Technologies is a services-based, technology company offering a unique blend of military experience, corporate knowledge, and unprecedented commitment to the customer to ensure that each project is completed on time and on budget.

MAT will support the Government by providing experienced, knowledgeable instructors, technical support staff, and training developers to conduct and develop training as requested for any logistical systems and/or operations. MAT's current Combined Arms Training Center (CATC) contract in Vilseck Germany, as well as previous contracts with the United States Army, has provided MAT the experienced personnel necessary to successfully complete the work in SIN 874-505, Logistics Training Services. MAT has extensive experience in developing and conducting training in system operations, property and inventory management, distribution and transportation management, and maintenance of equipment and facilities supporting these activities. MAT completed a similar process by undertaking significant revisions and development for similar STAMIS instructional material, slides, handouts and course curriculum for the CATC in Vilseck, Germany and has successfully "re-competed" for this contract, winning in two successive years. All classes were revised to standard utilizing Army Regulation 350-1, Army Training and Leader Development.

When necessary MAT is prepared to perform the required services under the Recovery Purchasing Program as dictated by SIN 874-505RC.

GENERAL SERVICES ADMINISTRATION
Federal Supply Service
Authorized Federal Supply Schedule Price List
Original Contract Effective Date: 01 Sep 2008

Name: McLane Advanced Technologies

Address: 4001 Central Pointe Parkway, Temple TX 76504-1001

Contract Number: GS-10F-0344U

Contract: Period: 01 Sep 08 through 31 August 2013

DUNS Number: 141448055

1. Multiple Award Federal Supply Schedule Contract For: Logistics Worldwide (LOGWORLD)
2. McLane Advanced Technologies, LLC has been awarded the following SINS:
874-505/874-505RC – Logistics Training Services
3. The prices offered are Firm Fixed Price, FOB Destination for SINs 874-505 and 874-505RC for a contract period from date of award for five years, with three five-year option periods.
4. Order Limitation: Minimum/Maximum - \$300/\$1,000,000
5. Scope of Contract: Domestic and overseas delivery with exact delivery time to specified on each individual task order.
6. Contractor shall pay the Industrial Funding Fee of 0.75% of sales, in accordance with clause 552.238-74 – Industrial Funding Fee and Sales Reporting.
7. Other Direct Costs (ODCs) will be listed as separate line items and identified as “open market changes”. The task-ordering official will negotiate these ODCs when the task order is issued. When ODCs are valued over \$2,500.00, all pertinent acquisition regulations must be followed.
8. Travel: The contractor may be required to travel in performance of orders issued under this contract. Travel costs incurred for transportation and per diem (lodging, meals and incidental expenses) will be billed in accordance with P.L. 99-234, FAR 31.205-46, Travel Costs, and the contractor’s cost accounting system. These costs may be directly reimbursed by the ordering agency, unless the order specifies otherwise.

EXEMPT LABOR CATEGORY	Education Requirements	Duties	Experience	Certs
Senior Program Manager	Masters or equivalent	A Senior Program Manager with extensive experience will manage and organize resources among multiple task orders in the use of enterprise solutions. Organizing, planning, and directing all contractor support activities for assigned logistic's task orders. Manages one or more major task orders. Formulates and reviews task order performance plans, technical and contractual performance, and deliverable items, determines task order (s) cost, and ensures conformance with all prescribed standards, schedules, and statements of work contained in all issued task orders. Responsible for the development and maintenance of project performance/status reports including cost elements. Uses own judgment and initiative in providing technical direction to ensure performance and for resolving problems. Interfaces with Government project personnel on a continuous basis.	20 years in Logistics	PMP or experience
Project Manager	Bachelor's or Master's Degree	Organizing, planning, and directing all contractor support activities for assigned task orders. Manages one or more major task orders. Formulates and reviews task order performance plans, technical and contractual performance, and deliverable items, determines task order (s) cost, and ensures conformance with all prescribed standards, schedules, and statements of work contained in all issued task orders. Manages the day-to-day activities of assigned projects and is directly responsible for supervision of the personnel assigned to task orders under his/her purview. Responsible for the development and maintenance of project performance/status reports including cost elements. Uses own judgment and initiative in providing technical direction to ensure performance and for resolving problems. Interfaces with Government project personnel on a continuous basis.	15 years	PMP or experience
Software Engineer **	Bachelor's Degree	A Software Engineer will develop computer based training, distance learning, and other education systems programs. Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to a project lead or manager. A wide degree of creativity and latitude is expected.	10 years	
Project Leader **	Bachelor's Degree or experience	A Project Leader will assist a project manager in managing smaller elements of a project such as human resources, material resources, cost, or scope. Responsible for organizing, planning, and supervising all contractor support activities for assigned task orders. Supervises one or more major task orders. Formulates and reviews task order performance plans, technical and contractual performance, and deliverable items, maintains task order (s) costs, and ensures conformance with all prescribed standards, schedules, and statements of work contained in all issued task orders. Supervises the day-to-day activities of assigned projects and is directly responsible for supervision of the personnel assigned to task orders under his/her purview. Responsible for the development and maintenance of project performance/status reports including cost elements. Uses own judgment and initiative in providing technical direction to ensure performance and for resolving problems.	8 years	
Logistician	Bachelor's Degree or experience	A Logistician will instruct and develop course material for logistics personnel. Enhances product workflow by analyzing and developing logistics plans that affect production, distribution, and inventory. Creates and reviews procedures for distribution and inventory management to maximize customer satisfaction and minimize cost. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.	8 years	
SR Field Service Representative **	Bachelor's Degree or experience	A Senior Field Service Representative will use functionality and technical knowledge to support mobile and on-site support and training needs. Requires thorough understanding of current state-of-the-art devices and the capability to effectively troubleshoot the most complex product equipment. Working knowledge of appropriate processes encountered in assigned fields. Background in computer applications and operating systems. Functional Requirements: Provides technical support to customers by performing the installation and servicing of systems/products both old and new. Installs and services systems/products and accessories with minimum technical assistance and without direct supervision. Handles service-related customer relation problems and maintains customer confidence through demonstrated technical experience. Maintains detailed records of service visits, including technical problems encountered, correction to those problems, and provides training. Performs other related duties as assigned.	10 years	
Software Engineer II**	Bachelor's Degree or experience	A Software Engineer III will support development work on associated training. Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Provides programming support in relationship to technical tools such as distant learning and computer based training modules. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a project leader or manager.	2 years	
Sr Instructor	High School and related technical	A Senior Instructor will teach certain functional classes. Senior Instructor responsible for automated logistical software training. Develops and modifies lesson plans, coordinates training aids, and student scheduling. Trains and evaluates other instructors as required. May assume duties as a site/team lead when required. May supervise other subcontractors and independent consultants supporting the fielding initiative. Assists team members during data conversion to include collecting historical data files and initial system configuration. A wide degree of creativity, flexibility, and latitude is expected. Other tasks as assigned. More than 50% travel required.	4 years	

EXEMPT LABOR CATEGORY	Education Requirements	Duties	Experience	Certs
Field Service Representative	High School and related technical	A Field Service Representative will teach technical classes and support the development of training packages. Requires thorough understanding of current state-of-the-art devices and the capability to effectively troubleshoot the most complex product equipment. Working knowledge of appropriate processes encountered in assigned fields. Background in computer applications and operating systems. Functional Requirements: Provides technical support to customers by performing the installation and servicing of systems/products both old and new. Installs and services systems/products and accessories with minimum technical assistance and with supervision. Handles service-related customer relation problems and maintains customer confidence through demonstrated technical experience. Able to perform training in remote environments and locations. Maintains detailed records of service visits, including technical problems encountered, correction to those problems, and provides training. Performs other related duties as assigned.	4 years	
Technical Lead	High School and related technical	A Technical Lead will manage specific projects surrounding classes that are technical in nature and scope. Manages a group of applications systems analysts and developers in support of training. Relies on experience and judgment to plan and accomplish goals. Typically reports to a department head. Functional Responsibility: Designs, plans and coordinates work teams. Provides technical support to project team members. Handles complex application features and technical designs. Designs and implements the components required for complex application features.	4 years	
Instructor	High School and related technical	An Instructor will teach certain functional classes. Instructor is responsible for automated logistical software training. Develops and modifies lesson plans, coordinates training aids and student scheduling. Trains and evaluates other instructors as required. Assists team members during data conversion to include collecting historical data files and initial system configuration. A wide degree of creativity, flexibility and latitude is expected with direct supervision. Other tasks as assigned. More than 50% travel required.	4 years	
Alternate/Assistant Instructor	High School and related technical	An Assistant Instructor will teach certain blocks of material and provide support to the Instructor. Assistant Instructor is responsible for assisting the Instructors automated logistical software training. Coordinates training aids and student scheduling. Assists in the trains and evaluates other instructors as required. Assists team members during data conversion to include collecting historical data files and initial system configuration. A wide degree of creativity, flexibility and latitude is expected with direct and immediate supervision. Other tasks as assigned. More than 50% travel require d.	3 years	
Technical Writer **	Bachelor's Degree	A Technical Writer will support and update the technical support plan, manuals, and other documents associated with the classes. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment. Works under immediate supervision, typically reports to a supervisor or manager. Functional Responsibility: Writes a variety of technical articles, reports, brochures and/or manuals for documentation for a wide range of users. May be responsible for coordinating the display of graphics and production of the document.	none	
Graphics Specialist	High School Diploma	A Graphics Specialist will develop a computer based training program, develop training, and presentations for a specific course. Prepares and/or maintains documentation pertaining to programming, systems operation and user documentation. Translates business specifications into user documentation. Plans, writes, and maintains systems and user support documentation efforts, including online help screen. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.	none	
Admin Specialist	High School Diploma	An Administrative Specialist will support training and classroom activities. Operates and monitors computer equipment. Performs routine tasks to maintain computer equipment and their peripherals. Loads peripheral equipment such as tapes and printer paper for operating runs. Observes peripheral equipment and error messages displayed on monitor of terminal to detect faulty output or machine stoppage. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a project leader or manager.	none	

The labor categories and rates below are MAT's rates for the five-year base for both Government Site and Contractor Site. The rates are inclusive of the 0.75 Industrial Funding Fee (IFF).

LABOR CATEGORIES - Gov't Site	Year 1	Year 2	Year 3	Year 4	Year 5
Sr. Program Manager	\$114.00	\$117.65	\$121.41	\$125.30	\$129.31
Program Manager**	\$107.31	\$110.74	\$114.29	\$117.94	\$121.72
Software Engineer**	\$96.57	\$99.66	\$102.85	\$106.14	\$109.54
Project Leader**	\$90.86	\$93.77	\$96.77	\$99.86	\$103.06
Logistician	\$84.00	\$86.69	\$89.46	\$92.32	\$95.28
Sr. Field Service Representative**	\$79.04	\$81.57	\$84.18	\$86.87	\$89.65
Software Engineer II**	\$71.88	\$74.18	\$76.55	\$79.00	\$81.53
Sr. Instructor	\$70.00	\$72.24	\$74.55	\$76.94	\$79.40
Field Service Representative	\$68.00	\$70.18	\$72.42	\$74.74	\$77.13
Technical lead	\$65.00	\$67.08	\$69.23	\$71.44	\$73.73
Instructor	\$61.00	\$62.95	\$64.97	\$67.05	\$69.19
Alternate/Assistant Instructor	\$52.00	\$53.66	\$55.38	\$57.15	\$58.98
Technical Writer**	\$52.88	\$54.57	\$56.32	\$58.12	\$59.98
Graphics Specialist	\$47.00	\$48.50	\$50.06	\$51.66	\$53.31
Admin Specialist	\$42.00	\$43.34	\$44.73	\$46.16	\$47.64

LABOR CATEGORIES - Contractor Site	Year 1	Year 2	Year 3	Year 4	Year 5
Sr. Program Manager	\$121.98	\$125.88	\$129.91	\$134.07	\$138.36
Program Manager**	\$112.35	\$115.95	\$119.66	\$123.48	\$127.44
Software Engineer**	\$103.33	\$106.64	\$110.05	\$113.57	\$117.20
Project Leader**	\$97.22	\$100.33	\$103.54	\$106.85	\$110.27
Logistician	\$89.88	\$92.76	\$95.72	\$98.79	\$101.95
Sr. Field Service Representative**	\$84.55	\$87.26	\$90.05	\$92.93	\$95.90
Software Engineer II**	\$76.91	\$79.37	\$81.91	\$84.53	\$87.24
Sr. Instructor	\$74.90	\$77.30	\$79.77	\$82.32	\$84.96
Field Service Representative	\$72.76	\$75.09	\$77.49	\$79.97	\$82.53
Technical lead	\$69.55	\$71.78	\$74.07	\$76.44	\$78.89
Instructor	\$65.27	\$67.36	\$69.51	\$71.74	\$74.03
Alternate/Assistant Instructor	\$55.64	\$57.42	\$59.26	\$61.15	\$63.11
Technical Writer**	\$56.58	\$58.39	\$60.26	\$62.19	\$64.18
Graphics Specialist	\$50.29	\$51.90	\$53.56	\$55.27	\$57.04
Admin Specialist	\$44.94	\$46.38	\$47.86	\$49.39	\$50.97

The labor categories and rates below are MAT's rates for the five-year base for OCONUS. The rates are inclusive of the 0.75 Industrial Funding Fee (IFF).

LABOR CATEGORIES	Location	Year 1	Year 2	Year 3	Year 4	Year 5
Sr. Program Manager	Iraq	\$124.13	\$128.10	\$132.20	\$136.43	\$140.80
Program Manager**	Iraq	\$117.44	\$121.20	\$125.08	\$129.08	\$133.21
Software Engineer**	Iraq	\$106.70	\$110.11	\$113.64	\$117.27	\$121.03
Project Leader**	Iraq	\$100.99	\$104.22	\$107.56	\$111.00	\$114.55
Logistician	Iraq	\$94.13	\$97.14	\$100.25	\$103.46	\$106.77
Sr. Field Service Representative**	Iraq	\$89.15	\$92.00	\$94.95	\$97.99	\$101.12
Software Engineer II**	Iraq	\$82.01	\$84.63	\$87.34	\$90.14	\$93.02
Sr. Instructor	Iraq	\$80.13	\$82.69	\$85.34	\$88.07	\$90.89
Field Service Representative	Iraq	\$78.13	\$80.63	\$83.21	\$85.87	\$88.62
Technical lead	Iraq	\$75.13	\$77.53	\$80.02	\$82.58	\$85.22
Instructor	Iraq	\$71.13	\$73.41	\$75.76	\$78.18	\$80.68
Alternate/Assistant Instructor	Iraq	\$62.13	\$64.12	\$66.17	\$68.29	\$70.47
Technical Writer**	Iraq	\$63.01	\$65.03	\$67.11	\$69.25	\$71.47
Graphics Specialist	Iraq	\$57.13	\$58.96	\$60.84	\$62.79	\$64.80
Admin Specialist	Iraq	\$52.13	\$53.80	\$55.52	\$57.30	\$59.13

LABOR CATEGORIES	Location	Year 1	Year 2	Year 3	Year 4	Year 5
Sr. Program Manager	Kuwait	\$132.00	\$136.22	\$140.58	\$145.08	\$149.72
Program Manager**	Kuwait	\$125.31	\$129.32	\$133.46	\$137.73	\$142.14
Software Engineer**	Kuwait	\$114.57	\$118.24	\$122.02	\$125.92	\$129.95
Project Leader**	Kuwait	\$108.86	\$112.34	\$115.94	\$119.65	\$123.48
Logistician	Kuwait	\$102.00	\$105.26	\$108.63	\$112.11	\$115.70
Sr. Field Service Representative**	Kuwait	\$97.02	\$100.12	\$103.33	\$106.64	\$110.05
Software Engineer II**	Kuwait	\$89.88	\$92.76	\$95.72	\$98.79	\$101.95
Sr. Instructor	Kuwait	\$88.00	\$90.82	\$93.72	\$96.72	\$99.82
Field Service Representative	Kuwait	\$86.00	\$88.75	\$91.59	\$94.52	\$97.55
Technical lead	Kuwait	\$83.00	\$85.66	\$88.40	\$91.23	\$94.14
Instructor	Kuwait	\$79.00	\$81.53	\$84.14	\$86.83	\$89.61
Alternate/Assistant Instructor	Kuwait	\$70.00	\$72.24	\$74.55	\$76.94	\$79.40
Technical Writer**	Kuwait	\$70.88	\$73.15	\$75.49	\$77.90	\$80.40
Graphics Specialist	Kuwait	\$65.00	\$67.08	\$69.23	\$71.44	\$73.73
Admin Specialist	Kuwait	\$60.00	\$61.92	\$63.90	\$65.95	\$68.06

LABOR CATEGORIES	Location	Year 1	Year 2	Year 3	Year 4	Year 5
Sr. Program Manager	Afghanistan	\$125.88	\$129.91	\$134.07	\$138.36	\$142.78
Program Manager**	Afghanistan	\$119.19	\$123.00	\$126.94	\$131.00	\$135.19
Software Engineer**	Afghanistan	\$108.45	\$111.92	\$115.50	\$119.20	\$123.01
Project Leader**	Afghanistan	\$102.74	\$106.03	\$109.42	\$112.92	\$116.54
Logistician	Afghanistan	\$95.88	\$98.95	\$102.11	\$105.38	\$108.75
Sr. Field Service Representative**	Afghanistan	\$90.90	\$93.81	\$96.81	\$99.91	\$103.11



Software Engineer II**	Afghanistan	\$83.76	\$86.44	\$89.21	\$92.06	\$95.01
Sr. Instructor	Afghanistan	\$81.88	\$84.50	\$87.20	\$89.99	\$92.87
Field Service Representative	Afghanistan	\$79.88	\$82.44	\$85.07	\$87.80	\$90.61
Technical lead	Afghanistan	\$76.88	\$79.34	\$81.88	\$84.50	\$87.20
Instructor	Afghanistan	\$72.88	\$75.21	\$77.62	\$80.10	\$82.67
Alternate/Assistant Instructor	Afghanistan	\$63.88	\$65.92	\$68.03	\$70.21	\$72.46
Technical Writer**	Afghanistan	\$64.76	\$66.83	\$68.97	\$71.18	\$73.46
Graphics Specialist	Afghanistan	\$58.88	\$60.76	\$62.71	\$64.72	\$66.79
Admin Specialist	Afghanistan	\$53.88	\$55.60	\$57.38	\$59.22	\$61.11

LABOR CATEGORIES	Location	Year 1	Year 2	Year 3	Year 4	Year 5
Sr. Program Manager	S. Korea	\$130.38	\$134.55	\$138.86	\$143.30	\$147.89
Program Manager**	S. Korea	\$123.69	\$127.65	\$131.73	\$135.95	\$140.30
Software Engineer**	S. Korea	\$112.95	\$116.56	\$120.29	\$124.14	\$128.12
Project Leader**	S. Korea	\$107.24	\$110.67	\$114.21	\$117.87	\$121.64
Logistician	S. Korea	\$100.38	\$103.59	\$106.91	\$110.33	\$113.86
Sr. Field Service Representative**	S. Korea	\$95.40	\$98.45	\$101.60	\$104.85	\$108.21
Software Engineer II**	S. Korea	\$88.26	\$91.08	\$94.00	\$97.01	\$100.11
Sr. Instructor	S. Korea	\$86.38	\$89.14	\$92.00	\$94.94	\$97.98
Field Service Representative	S. Korea	\$84.38	\$87.08	\$89.87	\$92.74	\$95.71
Technical lead	S. Korea	\$81.38	\$83.98	\$86.67	\$89.45	\$92.31
Instructor	S. Korea	\$77.38	\$79.86	\$82.41	\$85.05	\$87.77
Alternate/Assistant Instructor	S. Korea	\$68.38	\$70.57	\$72.83	\$75.16	\$77.56
Technical Writer**	S. Korea	\$69.26	\$71.48	\$73.76	\$76.12	\$78.56
Graphics Specialist	S. Korea	\$63.38	\$65.41	\$67.50	\$69.66	\$71.89
Admin Specialist	S. Korea	\$58.38	\$60.25	\$62.18	\$64.17	\$66.22

LABOR CATEGORIES	Location	Year 1	Year 2	Year 3	Year 4	Year 5
Sr. Program Manager	Germany	\$134.75	\$139.06	\$143.51	\$148.10	\$152.84
Program Manager**	Germany	\$128.06	\$132.16	\$136.39	\$140.75	\$145.26
Software Engineer**	Germany	\$117.32	\$121.07	\$124.95	\$128.95	\$133.07
Project Leader**	Germany	\$111.61	\$115.18	\$118.87	\$122.67	\$126.60
Logistician	Germany	\$104.75	\$108.10	\$111.56	\$115.13	\$118.82
Sr. Field Service Representative**	Germany	\$99.77	\$102.96	\$106.26	\$109.66	\$113.17
Software Engineer II**	Germany	\$92.63	\$95.59	\$98.65	\$101.81	\$105.07
Sr. Instructor	Germany	\$90.75	\$93.65	\$96.65	\$99.74	\$102.94
Field Service Representative	Germany	\$88.75	\$91.59	\$94.52	\$97.55	\$100.67
Technical lead	Germany	\$85.75	\$88.49	\$91.33	\$94.25	\$97.26
Instructor	Germany	\$81.75	\$84.37	\$87.07	\$89.85	\$92.73
Alternate/Assistant Instructor	Germany	\$72.75	\$75.08	\$77.48	\$79.96	\$82.52
Technical Writer**	Germany	\$73.63	\$75.99	\$78.42	\$80.93	\$83.52
Graphics Specialist	Germany	\$67.75	\$69.92	\$72.16	\$74.46	\$76.85
Admin Specialist	Germany	\$62.75	\$64.76	\$66.83	\$68.97	\$71.18



LABOR CATEGORIES	Location	Year 1	Year 2	Year 3	Year 4	Year 5
Sr. Program Manager	Bosnia-Herzegovina	\$129.38	\$133.52	\$137.79	\$142.20	\$146.75
Program Manager**	Bosnia-Herzegovina	\$122.69	\$126.62	\$130.67	\$134.85	\$139.16
Software Engineer**	Bosnia-Herzegovina	\$112.95	\$116.56	\$120.29	\$124.14	\$128.12
Project Leader**	Bosnia-Herzegovina	\$106.24	\$109.64	\$113.15	\$116.77	\$120.51
Logistician	Bosnia-Herzegovina	\$99.38	\$102.56	\$105.84	\$109.23	\$112.72
Sr. Field Service Representative**	Bosnia-Herzegovina	\$94.40	\$97.42	\$100.54	\$103.76	\$107.08
Software Engineer II**	Bosnia-Herzegovina	\$87.26	\$90.05	\$92.93	\$95.91	\$98.98
Sr. Instructor	Bosnia-Herzegovina	\$85.38	\$88.11	\$90.93	\$93.84	\$96.84
Field Service Representative	Bosnia-Herzegovina	\$83.38	\$86.05	\$88.80	\$91.64	\$94.58
Technical lead	Bosnia-Herzegovina	\$80.38	\$82.95	\$85.61	\$88.35	\$91.17
Instructor	Bosnia-Herzegovina	\$76.38	\$78.82	\$81.35	\$83.95	\$86.64
Alternate/Assistant Instructor	Bosnia-Herzegovina	\$67.38	\$69.54	\$71.76	\$74.06	\$76.43
Technical Writer**	Bosnia-Herzegovina	\$68.26	\$70.44	\$72.70	\$75.02	\$77.43
Graphics Specialist	Bosnia-Herzegovina	\$62.38	\$64.38	\$66.44	\$68.56	\$70.76
Admin Specialist	Bosnia-Herzegovina	\$57.38	\$59.22	\$61.11	\$63.07	\$65.08

LABOR CATEGORIES	Location	Year 1	Year 2	Year 3	Year 4	Year 5
Sr. Program Manager	Alaska	\$141.36	\$145.88	\$150.55	\$155.37	\$160.34
Program Manager**	Alaska	\$133.06	\$137.32	\$141.71	\$146.25	\$150.93
Software Engineer**	Alaska	\$119.75	\$123.58	\$127.54	\$131.62	\$135.83
Project Leader**	Alaska	\$112.67	\$116.28	\$120.00	\$123.84	\$127.80
Logistician	Alaska	\$104.16	\$107.49	\$110.93	\$114.48	\$118.15
Sr. Field Service Representative**	Alaska	\$97.98	\$101.12	\$104.35	\$107.69	\$111.14
Software Engineer II**	Alaska	\$89.13	\$91.98	\$94.93	\$97.96	\$101.10
Sr. Instructor	Alaska	\$86.80	\$89.58	\$92.44	\$95.40	\$98.46
Field Service Representative	Alaska	\$84.32	\$87.02	\$89.80	\$92.68	\$95.64
Technical lead	Alaska	\$80.60	\$83.18	\$85.84	\$88.59	\$91.42
Instructor	Alaska	\$75.64	\$78.06	\$80.56	\$83.14	\$85.80
Alternate/Assistant Instructor	Alaska	\$64.48	\$66.54	\$68.67	\$70.87	\$73.14
Technical Writer**	Alaska	\$65.57	\$67.67	\$69.83	\$72.07	\$74.37
Graphics Specialist	Alaska	\$58.28	\$60.14	\$62.07	\$64.06	\$66.11
Admin Specialist	Alaska	\$52.08	\$53.75	\$55.47	\$57.24	\$59.07



LABOR CATEGORIES	Location	Year 1	Year 2	Year 3	Year 4	Year 5
Sr. Program Manager	Hawaii	\$142.50	\$147.06	\$151.77	\$156.62	\$161.63
Program Manager**	Hawaii	\$134.14	\$138.43	\$142.86	\$147.43	\$152.15
Software Engineer**	Hawaii	\$120.71	\$124.57	\$128.56	\$132.67	\$136.92
Project Leader**	Hawaii	\$113.58	\$117.21	\$120.97	\$124.84	\$128.83
Logistician	Hawaii	\$105.00	\$108.36	\$111.83	\$115.41	\$119.10
Sr. Field Service Representative**	Hawaii	\$98.78	\$101.94	\$105.20	\$108.57	\$112.04
Software Engineer II**	Hawaii	\$89.85	\$92.73	\$95.69	\$98.75	\$101.91
Sr. Instructor	Hawaii	\$87.50	\$90.30	\$93.19	\$96.17	\$99.25
Field Service Representative	Hawaii	\$85.00	\$87.72	\$90.53	\$93.42	\$96.41
Technical lead	Hawaii	\$81.25	\$83.85	\$86.53	\$89.30	\$92.16
Instructor	Hawaii	\$76.25	\$78.69	\$81.21	\$83.81	\$86.49
Alternate/Assistant Instructor	Hawaii	\$65.00	\$67.08	\$69.23	\$71.44	\$73.73
Technical Writer**	Hawaii	\$66.10	\$68.22	\$70.40	\$72.65	\$74.98
Graphics Specialist	Hawaii	\$58.75	\$60.63	\$62.57	\$64.57	\$66.64
Admin Specialist	Hawaii	\$52.50	\$54.18	\$55.91	\$57.70	\$59.55

LABOR CATEGORIES	Location	Year 1	Year 2	Year 3	Year 4	Year 5
Sr. Program Manager	Guam	\$142.50	\$147.06	\$151.77	\$156.62	\$161.63
Program Manager**	Guam	\$134.14	\$138.43	\$142.86	\$147.43	\$152.15
Software Engineer**	Guam	\$120.71	\$124.57	\$128.56	\$132.67	\$136.92
Project Leader**	Guam	\$113.58	\$117.21	\$120.97	\$124.84	\$128.83
Logistician	Guam	\$105.00	\$108.36	\$111.83	\$115.41	\$119.10
Sr. Field Service Representative**	Guam	\$98.78	\$101.94	\$105.20	\$108.57	\$112.04
Software Engineer II**	Guam	\$89.85	\$92.73	\$95.69	\$98.75	\$101.91
Sr. Instructor	Guam	\$87.50	\$90.30	\$93.19	\$96.17	\$99.25
Field Service Representative	Guam	\$85.00	\$87.72	\$90.53	\$93.42	\$96.41
Technical lead	Guam	\$81.25	\$83.85	\$86.53	\$89.30	\$92.16
Instructor	Guam	\$76.25	\$78.69	\$81.21	\$83.81	\$86.49
Alternate/Assistant Instructor	Guam	\$65.00	\$67.08	\$69.23	\$71.44	\$73.73
Technical Writer**	Guam	\$66.10	\$68.22	\$70.40	\$72.65	\$74.98
Graphics Specialist	Guam	\$58.75	\$60.63	\$62.57	\$64.57	\$66.64
Admin Specialist	Guam	\$52.50	\$54.18	\$55.91	\$57.70	\$59.55

LABOR CATEGORIES	Location	Year 1	Year 2	Year 3	Year 4	Year 5
Sr. Program Manager	Puerto Rico	\$125.97	\$130.00	\$134.16	\$138.45	\$142.88
Program Manager**	Puerto Rico	\$118.58	\$122.37	\$126.29	\$130.33	\$134.50
Software Engineer**	Puerto Rico	\$106.71	\$110.12	\$113.65	\$117.29	\$121.04
Project Leader**	Puerto Rico	\$100.40	\$103.61	\$106.93	\$110.35	\$113.88
Logistician	Puerto Rico	\$92.82	\$95.79	\$98.86	\$102.02	\$105.28
Sr. Field Service Representative**	Puerto Rico	\$87.32	\$90.11	\$93.00	\$95.97	\$99.04
Software Engineer II**	Puerto Rico	\$79.43	\$81.97	\$84.59	\$87.30	\$90.10
Sr. Instructor	Puerto Rico	\$77.35	\$79.83	\$82.38	\$85.02	\$87.74
Field Service Representative	Puerto Rico	\$75.14	\$77.54	\$80.03	\$82.59	\$85.23



Technical lead	Puerto Rico	\$71.83	\$74.13	\$76.50	\$78.95	\$81.48
Instructor	Puerto Rico	\$67.41	\$69.57	\$71.79	\$74.09	\$76.46
Alternate/Assistant Instructor	Puerto Rico	\$57.46	\$59.30	\$61.20	\$63.15	\$65.18
Technical Writer**	Puerto Rico	\$58.43	\$60.30	\$62.23	\$64.22	\$66.28
Graphics Specialist	Puerto Rico	\$51.94	\$53.60	\$55.32	\$57.09	\$58.91
Admin Specialist	Puerto Rico	\$46.41	\$47.90	\$49.43	\$51.01	\$52.64

LABOR CATEGORIES	Location	Year 1	Year 2	Year 3	Year 4	Year 5
Sr. Program Manager	U.S. Virgin Islands	\$142.50	\$147.06	\$151.77	\$156.62	\$161.63
Program Manager**	U.S. Virgin Islands	\$134.14	\$138.43	\$142.86	\$147.43	\$152.15
Software Engineer**	U.S. Virgin Islands	\$120.71	\$124.57	\$128.56	\$132.67	\$136.92
Project Leader**	U.S. Virgin Islands	\$113.58	\$117.21	\$120.97	\$124.84	\$128.83
Logistician	U.S. Virgin Islands	\$105.00	\$108.36	\$111.83	\$115.41	\$119.10
Sr. Field Service Representative**	U.S. Virgin Islands	\$98.78	\$101.94	\$105.20	\$108.57	\$112.04
Software Engineer II**	U.S. Virgin Islands	\$89.85	\$92.73	\$95.69	\$98.75	\$101.91
Sr. Instructor	U.S. Virgin Islands	\$87.50	\$90.30	\$93.19	\$96.17	\$99.25
Field Service Representative	U.S. Virgin Islands	\$85.00	\$87.72	\$90.53	\$93.42	\$96.41
Technical lead	U.S. Virgin Islands	\$81.25	\$83.85	\$86.53	\$89.30	\$92.16
Instructor	U.S. Virgin Islands	\$76.25	\$78.69	\$81.21	\$83.81	\$86.49
Alternate/Assistant Instructor	U.S. Virgin Islands	\$65.00	\$67.08	\$69.23	\$71.44	\$73.73
Technical Writer**	U.S. Virgin Islands	\$66.10	\$68.22	\$70.40	\$72.65	\$74.98
Graphics Specialist	U.S. Virgin Islands	\$58.75	\$60.63	\$62.57	\$64.57	\$66.64
Admin Specialist	U.S. Virgin Islands	\$52.50	\$54.18	\$55.91	\$57.70	\$59.55