



Multiple Award Schedule Schedule No. GS-10F-0390Y



IronMountain Solutions, Inc.

Business Size: Small, Veteran-Owned, Service-Disabled Business (SDVOSB)
300 Voyager Way NW
Suite 100
Huntsville, AL 35806

Web Site: www.ironmountainsolutions.com

Period of Performance: 7/12/2012 through 7/11/2022

Price List current as of Modification #PS-A812 effective 6 February 2020

Point of Contacts

Name	Title	Email	Office	Fax
Stephanie C Jattuso	Vice President of Contracts	stephanie.jattuso@ironmountainsolutions.com	256.428.1922	866.766.8271
Joseph R Andrzejewski	Sr. Vice President	joeski@ironmountainsolutions.com	256.428.1903	866.766.8271
Lawrence R Schiber Jr	Contracts Manager	lawrence.schiber@ironmountainsolutions.com	256.428.1916	866.766.8271

GENERAL SERVICES ADMINISTRATION

Federal Acquisition 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 is available through **GSA Advantage!**TM, a menu-driven database system. The INTERNET address for **GSA Advantage!**TM is: <http://www.GSAAdvantage.gov>

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



CUSTOMER INFORMATION:

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

SINs / Disaster Recovery	SIN Description	FSC/PSC Code
541330ENG / RC	Engineering Services	R414
541380 / RC	Testing Laboratory Services	R499
541420 / RC	Engineering System Design and Integration Services	R425
541715 / RC	Engineering Research and Development and Strategic Planning	R425
OLM / RC	Order-Level Materials (OLM)	0000

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.

1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.

2. Maximum Order: \$1,000,000.00

3. Minimum Order: \$100.00

4. Geographic Coverage (delivery Area): Services under this contract may be provided at Government or Contractor Sites. Additional charges (Dept of State Allowances e.g., hardship and hazardous pays will be calculated by applying the DOS allowance to the employee pay rate) may apply to OCONUS locations.

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). See Attachment.

7. Quantity discounts: None Offered

8. Prompt payment terms: Net 30 days, Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.



- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** Will Accept
- 10. **Foreign items (list items by country of origin):** None
- 11a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. **Expedited Delivery.** The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor
- 11c. **Overnight and 2-day delivery.** The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
- 11d. **Urgent Requirements.** The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor
- 12. **F.O.B Points(s):** Destination
- 13a. **Ordering Address(es):** Same as Contractor
- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.
- 14. **Payment address(es):** Same as company address
- 15. **Warranty provision.:** Contractor’s standard commercial warranty.
- 16. **Export Packing Charges (if applicable):** N/A
- 17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
- 18. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
- 19. **Terms and conditions of installation (if applicable):** N/A
- 20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. **Terms and conditions for any other services (if applicable):** N/A
- 21. **List of service and distribution points (if applicable):** N/A
- 22. **List of participating dealers (if applicable):** N/A



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- 23. Preventive maintenance (if applicable): N/A
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: N/A
- 24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at: www.Section508.gov/.
- 25. Data Universal Numbering System (DUNS) number: 79-2518164
- 26. Notification regarding registration in System for Award Management (SAM) database: Registered



SINs: 541330ENG/RC, 541380/RC, 541420/RC, 541715/RC				OPTION PERIOD 1				
Labor Category	Minimum Education	Minimum Years of Experience	Contractor / Customer Site	Year 6 7/12/2017 - 7/11/2018	Year 7 7/12/2018 - 7/11/2019	Year 8 7/12/2019 - 7/11/2020	Year 9 7/12/2020 - 7/11/2021	Year 10 7/12/2021 - 7/11/2022
Project Lead Engineer	BS	15 yrs	Customer	\$ 161.20	\$ 165.46	\$ 169.83	\$ 174.31	\$ 178.92
Senior Engineer/Scientist	MS	17 yrs	Customer	\$ 153.04	\$ 157.08	\$ 161.22	\$ 165.48	\$ 169.84
G15 Supervisor	BS	10 yrs	Customer	\$ 134.37	\$ 137.92	\$ 141.56	\$ 145.30	\$ 149.13
Senior Management/Technical Staff	BS	12 yrs	Customer	\$ 134.55	\$ 138.10	\$ 141.75	\$ 145.49	\$ 149.33
Manager III	BS	10 yrs	Customer	\$ 126.05	\$ 129.38	\$ 132.79	\$ 136.30	\$ 139.89
G14 Research Engineer Scientist	MS	8 yrs	Customer	\$ 134.37	\$ 137.92	\$ 141.56	\$ 145.30	\$ 149.13
G13 Research Engineer/Scientist	BS	8 yrs	Customer	\$ 105.21	\$ 107.99	\$ 110.84	\$ 113.77	\$ 116.77
Engineer/Scientist V	BS	8 yrs	Customer	\$ 127.25	\$ 130.61	\$ 134.06	\$ 137.60	\$ 141.23
Engineer/Scientist IV	BS	6 yrs	Customer	\$ 119.46	\$ 122.62	\$ 125.85	\$ 129.17	\$ 132.58
Engineer/Scientist III	BS	5 yrs	Customer	\$ 90.14	\$ 92.52	\$ 94.96	\$ 97.47	\$ 100.04
Engineer/Scientist II	BS	3 yrs	Customer	\$ 77.77	\$ 79.82	\$ 81.93	\$ 84.09	\$ 86.31
Engineer/Scientist I	BS	2 yrs	Customer	\$ 67.11	\$ 68.88	\$ 70.70	\$ 72.57	\$ 74.48
Principal Systems Analyst	BS	10 yrs	Customer	\$ 103.86	\$ 106.60	\$ 109.42	\$ 112.31	\$ 115.27
Senior Systems Analyst	BS	8 yrs	Customer	\$ 67.16	\$ 68.93	\$ 70.75	\$ 72.62	\$ 74.53
Senior Programmer/Analyst	BS	8 yrs	Customer	\$ 82.72	\$ 84.90	\$ 87.15	\$ 89.45	\$ 91.81
Programmer/Analyst	BS	5 yrs	Customer	\$ 49.09	\$ 50.39	\$ 51.72	\$ 53.09	\$ 54.49
Senior Engineer/Analyst VI	MS	16 yrs	Customer	\$ 144.59	\$ 148.41	\$ 152.33	\$ 156.35	\$ 160.48
Senior Engineer/Analyst V	MS	14 yrs	Customer	\$ 132.66	\$ 136.16	\$ 139.75	\$ 143.44	\$ 147.23
Senior Engineer/Analyst IV	MS	13 yrs	Customer	\$ 121.02	\$ 124.21	\$ 127.49	\$ 130.86	\$ 134.31
Senior Engineer/Analyst III	MS	12 yrs	Customer	\$ 115.25	\$ 118.30	\$ 121.42	\$ 124.63	\$ 127.92
Senior Engineer/Analyst II	BS	15 yrs	Customer	\$ 102.22	\$ 104.92	\$ 107.69	\$ 110.53	\$ 113.45
Senior Engineer/Analyst I	BS	12 yrs	Customer	\$ 88.28	\$ 90.61	\$ 93.01	\$ 95.47	\$ 97.99
Engineer/Analyst I	BS	7 yrs	Customer	\$ 103.54	\$ 106.27	\$ 109.07	\$ 111.95	\$ 114.90
G13 Program Analyst	BS	5 yrs	Customer	\$ 91.81	\$ 94.24	\$ 96.73	\$ 99.28	\$ 101.90
System / Program Analyst V	BS	15 yrs	Customer	\$ 164.69	\$ 169.04	\$ 173.50	\$ 178.08	\$ 182.78
System / Program Analyst III	BS	8 yrs	Customer	\$ 93.54	\$ 96.01	\$ 98.55	\$ 101.15	\$ 103.82
System / Program Analyst II	BS	3 yrs	Customer	\$ 68.49	\$ 70.30	\$ 72.15	\$ 74.05	\$ 76.01



SINs: 541330ENG/RC, 541380/RC, 541420/RC, 541715/RC				OPTION PERIOD 1				
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Business Specialist II	BS	0 yrs	Customer	\$ 92.40	\$ 94.84	\$ 97.35	\$ 99.92	\$ 102.56
Business Specialist I	HS	6 yrs	Customer	\$ 71.06	\$ 72.93	\$ 74.86	\$ 76.84	\$ 78.86
Lead Technician	HS	15 yrs	Customer	\$ 91.28	\$ 93.69	\$ 96.17	\$ 98.71	\$ 101.31
Senior Technician	HS	8 yrs	Customer	\$ 96.09	\$ 98.62	\$ 101.23	\$ 103.90	\$ 106.65
Technician	HS	4 yrs	Customer	\$ 54.89	\$ 56.34	\$ 57.82	\$ 59.35	\$ 60.91
Tech Writer/Illustrator	HS	4 yrs	Customer	\$ 60.99	\$ 62.60	\$ 64.25	\$ 65.95	\$ 67.69
Senior Administrative	HS	4 yrs	Customer	\$ 62.91	\$ 64.57	\$ 66.28	\$ 68.03	\$ 69.83
Administrative Support	HS	2 yrs	Customer	\$ 40.03	\$ 41.09	\$ 42.17	\$ 43.28	\$ 44.43
Subject Matter Expert II	MS	12 yrs	Customer	\$ 180.95	\$ 185.73	\$ 190.63	\$ 195.66	\$ 200.83
Subject Matter Expert I	BS	4 yrs	Customer	\$ 145.65	\$ 149.50	\$ 153.44	\$ 157.49	\$ 161.65
Senior Engineer/Scientist	MS	17 yrs	Contractor	\$ 163.07	\$ 167.38	\$ 171.80	\$ 176.34	\$ 180.99
G15 Supervisor	BS	10 yrs	Contractor	\$ 165.58	\$ 169.95	\$ 174.44	\$ 179.05	\$ 183.77
Senior Management/Technical Staff	BS	12 yrs	Contractor	\$ 166.32	\$ 170.71	\$ 175.21	\$ 179.84	\$ 184.58
G14 Research Engineer Scientist	MS	8 yrs	Contractor	\$ 142.15	\$ 145.90	\$ 149.75	\$ 153.70	\$ 157.76
G13 Research Engineer/Scientist	BS	7 yrs	Contractor	\$ 101.17	\$ 103.84	\$ 106.58	\$ 109.39	\$ 112.28
Engineer/Scientist V	BS	8 yrs	Contractor	\$ 143.93	\$ 147.73	\$ 151.63	\$ 155.63	\$ 159.74
Engineer/Scientist III	BS	5 yrs	Contractor	\$ 98.54	\$ 101.14	\$ 103.81	\$ 106.55	\$ 109.36
Engineer/Scientist II	BS	3 yrs	Contractor	\$ 82.88	\$ 85.07	\$ 87.32	\$ 89.63	\$ 91.99
Principal Systems Analyst	BS	10 yrs	Contractor	\$ 122.32	\$ 125.55	\$ 128.86	\$ 132.26	\$ 135.75
Senior Systems Analyst	BS	8 yrs	Contractor	\$ 75.97	\$ 77.98	\$ 80.04	\$ 82.15	\$ 84.32
Senior Programmer / Analyst	BS	8 yrs	Contractor	\$ 93.55	\$ 96.02	\$ 98.56	\$ 101.16	\$ 103.83
Programmer/Analyst	BS	5 yrs	Contractor	\$ 55.42	\$ 56.88	\$ 58.38	\$ 59.92	\$ 61.50
G13 Program Analyst	BS	5 yrs	Contractor	\$ 105.21	\$ 107.99	\$ 110.84	\$ 113.77	\$ 116.77
Tech Writer/Illustrator	HS	4 yrs	Contractor	\$ 54.21	\$ 55.64	\$ 57.11	\$ 58.62	\$ 60.17
Senior Administrative	HS	4 yrs	Contractor	\$ 71.14	\$ 73.02	\$ 74.95	\$ 76.93	\$ 78.96
Administrative Support	HS	2 yrs	Contractor	\$ 42.65	\$ 43.77	\$ 44.93	\$ 46.12	\$ 47.33



Service Contract Labor Standards (SCLS) Matrix

SCLS Matrix		
SCLS Eligible Contract Labor Category	SCLS Equivalent Code Title	WD Number
Technical Writer / Illustrator	30462 - Technical Writer II	2015-4603
Senior Administrative	01020 – Administrative Assistant	2015-4603
Administrative Support	01311 - Secretary I	2015-4603
Technician	30083 - Engineering Technician III	2015-4603

"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)".



IronMountain Solutions, Inc. Labor Category Descriptions

Note: To satisfy the Education requirement, 4 additional years of Experience can be substituted for a BS degree; and a BS degree and 2 additional years of Experience can be substituted for an MS Degree. To satisfy the Experience Requirement, a BS Degree can be substituted for 4 years of experience, an MS degree can be substituted for 2 years of experience and a PhD can be substituted for 2 years of experience. Engineering labor categories are considered to be professional in nature, and therefore, the minimum acceptable education is a Bachelor's Degree.

Labor Category Title	Education & Experience	Job Description
Project Lead Engineer	Bachelors' degree required. Fifteen years of relevant experience is required.	Performs a variety of engineering tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Performs with latitude for un-reviewed actions and decisions. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering and customer specifications. Supervises team of Engineers through project completion. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of Engineers and Technicians assigned to specific engineering projects. May perform other duties as required.
Senior Engineer/Scientist	Masters' degree required. Seventeen years of relevant experience is required.	Develops engineering plans and designs in a particular field for a specific area. Investigates and analyzes new materials equipment invoices, and engineering practices. Analyzes quotations/bids and develops recommendations.
G15 Supervisor	Bachelors' degree required. Ten years of relevant experience with one year of expertise in a supervisory role is required.	Manage expenditures of material, travel, and labor hours for contracts. Performs manpower planning and staffing for assigned group and support division manpower planning. Present program reviews for upper management. Interact with customers to obtain new business and monitor current contract work.
Senior Management/Technical Staff	Bachelors' degree required. Twelve years of professional experience in relevant engineering or field related to the support area in which the individual is performing. Must include five years experience directly in the task area(s) and two years in a leadership capacity.	Provide administrative and technical leadership in the completion of multiple contracts, including responsibility for cost, schedule and overall performance. Monitor fulfillment of contract requirements to ensure quality and timeliness of services/deliverables to various customers. Conduct the investigation and resolution of operational problems in conjunction with other engineering and technical personnel. Conduct employee performance evaluations.



<p>Manager III</p>	<p>Bachelors' degree required. Ten years of relevant experience is required.</p>	<p>Directs the performance of a variety of related projects that may be organized by technology, program, or client. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Responsible for the effective management of funds and personnel, and is accountable for the quality and timely delivery of all contractual items. Operates within client guidance, contractual limitations, and company business and policy directives. Serves as focal point of contact with client regarding program activities. Ensures that all required resources including work force, production standards, computer time, and facilities are available for program implementation. Manages program consisting of multiple projects including project identification, design, development, and delivery. Maintains the development and execution of business opportunities based on broad, general guidance. Responsible for marketing new technology and follow-on business acquisitions. Confers with project manager to provide technical advice and to assist with problem resolution. May perform other duties as assigned.</p>
<p>G14 Research Engineer Scientist</p>	<p>Masters' degree required. Eight years of relevant experience is required. Requires personnel with a demonstrated innovative and research capability.</p>	<p>Plans and conducts testing on an assigned project to prove or modify theoretical propositions on the basis of comments in the literature field, established research findings, and the experience of other staff members in technological area. Interacts with other research staff. Discusses progress and interim findings at monthly technical review meetings. Continues with project in original concept or modifies direction based on commentary and decision of technical review committee. Sets up prototype equipment and uses experimental materials to test theories developed. Works with customer line and technical personnel to test out theories and/or findings.</p>
<p>G13 Research Engineer/Scientist</p>	<p>Bachelors' degree required. Seven years of relevant experience is required. This labor category requires personnel with a demonstrated innovative and research capability.</p>	<p>Plans and conducts testing on an assigned project to prove or modify theoretical propositions on the basis of comments in the literature field, established research findings, and the experience of other staff members in technological area. Interacts with other research staff members in technological area. Interacts with other research staff. Discusses progress and interim finding as monthly technical review meetings. Continues with project in original concept or modifies direction based on commentary and decision of technical review committee. Sets up prototype equipment; uses experimental materials to test theories. Works with customer/technical personnel to test theories/findings.</p>
<p>Engineer/Scientist V</p>	<p>Bachelors' degree required. Eight years of relevant experience is required.</p>	<p>Assist in the development of engineering plans and designs in a particular field for a specific area. Assist in the investigation and analysis of new materials, equipment invoices, and engineering practices. Assists in analyzing quotations/bids and in developing recommendations.</p>



Engineer/Scientist IV	Bachelors' degree required. Six years of relevant experience is required.	Under supervision performs a variety of engineering tasks which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Performs with some latitude for un-reviewed actions and decisions. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering and customer specifications. Responsible for the technical/engineering part of a major project or a project of lesser complexity and importance than those normally assigned to a higher level engineer. Coordinates the activities of Technicians assigned to specific engineering projects. May perform other duties as assigned.
Engineer/Scientist III	Bachelors' degree required. Five years of relevant experience is required.	Prepares scientific and technical reports for superiors. Discusses progress and interim findings at monthly technical review meetings. Sets up prototype equipment and uses experimental materials to test theories developed. Draws on expertise from academia, where needed to assist with relevant parts of the project.
Engineer/Scientist II	Bachelors' degree required. Three years of relevant experience is required.	Assists in the development of engineering plans and designs in a particular field for a specific area. Assist in the investigation and analysis of new materials, equipment invoices, and engineering practices. Prepares or assists in preparing engineering computations, estimates, surveys and statistics. Analyzes costs for work projects, performs and assist with equipment and material test studies.
Engineer/Scientist I	Bachelors' degree required. Two years of relevant experience required.	Perform hardware/software verification and validation on processing and ground operations. Perform hardware/software testing. Prepare various input for presentations to our customer on scheduled hardware / software deliverables. Provide weekly written report to Program manager and work-area lead.
Principal Systems Analyst	Bachelor's degree required. Ten years of relevant experience is required with eight years directly in task area(s) in which the individual is performing.	Provide technical management and leadership for a given project, task or subtask with overall responsibility for cost, schedule, technical and employee performance. Perform evaluations in the development, design, and implementation, and maintenance of complex programs or systems. Perform site visits and investigations, and analyze problems associated with directed task.
Senior Systems Analyst	Bachelors' degree required. Eight years of relevant experience in general engineering or other field related to the support area in which the individual is performing and must include five years experience directly in the task area(s).	Lead team in development or analysis of large-scale HW/SW projects. Provide technical management and leadership for a given project, contract or job with overall responsibility for cost, schedule, technical and employee performance. Perform evaluations in the development, design and implementation, and maintenance of complex programs or systems. Perform site visits and investigations, and analyze problems associated with directed task.
Senior Programmer/Analyst	Bachelors' degree required. Eight years relevant experience directly in computer programming, design and development, and/or analysis.	Performs a range of design development, analysis, or review tasks independently. Direct interface with internal external customers at all levels from quotations to final design and test activities, designs, reviews and technical working group meetings to comply with requirements and specifications. Conduct site visits and experimental investigations and analyze engineering problems, propose solutions and alternatives, and provide recommendations. Coordinate and work closely with other engineering, logistics, financial and program management disciplines to define system specifications/requirements.



Programmer/Analyst	Bachelors' degree required. Five years of relevant experience in computer programming, design and development, and/or analysis.	Performs a range of design development, analysis, or review tasks independently. Direct interface with internal / external customers at all levels from quotations to final design and test activities, designs, reviews and technical working group meetings to comply with requirements and specifications. Conduct site visits and experimental investigations and analyze engineering problems, propose solutions and alternatives, and provide recommendations. Coordinate and work closely with other engineering, logistics, financial and program management disciplines to define system specifications/requirements.
Senior Engineer/Analyst VI	Masters' degree required. Sixteen years of relevant experience is required.	Performs a variety of engineering tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises team of engineers through project completion. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Supervises team of engineers through project completion. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of engineers and technicians assigned to specific engineering projects. May perform other duties as assigned.
Senior Engineer/Analyst V	Masters' degree required. Fourteen years of relevant experience is required.	Performs a variety of engineering tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises team of engineers through project completion. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Supervises team of engineers through project completion. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of engineers and technicians assigned to specific engineering projects. May perform other duties as assigned.
Senior Engineer/Analyst IV	Masters' degree required. Thirteen years of relevant experience is required.	Performs a variety of engineering tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises team of engineers through project completion. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Supervises team of engineers through project completion. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of engineers and technicians assigned to specific engineering projects. May perform other duties as assigned.



Senior Engineer/Analyst III	Masters' degree required. Twelve years of relevant experience is required.	Performs a variety of engineering tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises team of engineers through project completion. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Supervises team of engineers through project completion. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of engineers and technicians assigned to specific engineering projects. May perform other duties as assigned.
Senior Engineer/Analyst II	Bachelors' degree required. Fifteen years of relevant experience is required.	Performs a variety of engineering tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises team of engineers through project completion. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Supervises team of engineers through project completion. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of engineers and technicians assigned to specific engineering projects. May perform other duties as assigned.
Senior Engineer/Analyst I	Bachelors' degree required. Twelve years of relevant experience is required.	Performs a variety of engineering tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises team of engineers through project completion. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Supervises team of engineers through project completion. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of engineers and technicians assigned to specific engineering projects. May perform other duties as assigned.
Engineer/Analyst I	Bachelors' degree required. Seven years of relevant experience is required.	Works under supervision to perform a variety of analysis tasks which are broad in nature and are concerned with the analysis, design and implementation, including support facilities and/or equipment. Supports the planning and performance of engineering and customer specifications. Supports the technical/engineering activities related to the development and integration, of testing of a project assigned to higher level engineers. Works under the supervision of a Sr. Engineers or project manager. May perform other duties as assigned.
G13 Program Analyst	Bachelors' degree required. Five years of relevant experience is required.	Provide regular status reports to project leaders and customers. Make presentations to customers and company management. Manage small tasks including technical, cost, and schedule tracking and reporting.



System / Program Analyst V	Bachelors' degree required. Fifteen years of relevant experience is required.	Responsible for formulation of the opinions, decisions, and the ultimate performance of the task specified in the statement of work contained in the task order. Requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications, and perform system integration. Must have a minimum of 8 years of task related experience and show completion of a full 4 year course of study in an accredited college or university leading to a bachelors or higher degree appropriate to the field of expertise, acquisition, logistics, business, or management, as it relates to the task stated in the task order.
System / Program Analyst III	Bachelors' degree and eight years of relevant experience required.	Responsible for formulation of the opinions, decisions, and the ultimate performance of the task specified in the statement of work contained in the task order. Requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications, and perform system integration. Must have a minimum of 8 years of task related experience and show completion of a full 4 year course of study in an accredited college or university leading to a bachelors or higher degree appropriate to the field of expertise, acquisition, logistics, business, or management, as it relates to the task stated in the task order.
System / Program Analyst II	Bachelors' degree and three years of relevant experience required.	Must have appropriate education and experience to receive guidance from senior level managers and work independently to accomplish assigned tasks. Must have a bachelors degree in the task related discipline and have a minimum of 3 years of task related job experience.
Business Specialist II	Bachelors' degree and zero years of relevant experience required.	Includes all labor efforts identified as business and finance in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions. Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to administrative staff.
Business Specialist I	High School or equivalent required. Six years of relevant experience required.	Includes all labor efforts identified as business and finance in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions. Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to administrative staff.



Lead Technician	High School graduate with technical school or military school training in task related disciplines. Technical Certifications highly desirable. Fifteen years of task related experience in designing, implementing designs, testing, troubleshooting, installing / integrating, and operating special purpose equipment and devices.	Provides technical leadership in the completion of assigned contract efforts. Insure that work is satisfactory in meeting contract requirements. Direct on-site customer interface for installation, design, repair, upgrade and maintenance of hardware, electrical and software components. Diagnose, repair, assemble and upgrade hardware, electrical and software components and perform associated maintenance. Provide technical assistance and informal training in implementing hardware, electrical or software programs based on user requirements. Administer and manage complex systems including installation of software and hardware, system monitoring and other electrical / network / software maintenance tasks.
Senior Technician	High school or equivalent required. Eight years of relevant experience required related to the task to be performed. Each person in this category must have experience in the following hands-on activities: designing, implementing designs, testing, troubleshooting, installing / integrating, and operating special purpose equipment and devices.	Direct on-site customer interface for installation, design, repair, upgrade and maintenance hardware, electrical and/or software components. Diagnose, repair, assemble and upgrade hardware, electrical and / or software and perform maintenance. Provide technical assistance and informal training in implementing hardware, electrical or software programs based on user requirements. Administer and manage complex systems including installation of software and hardware, system monitoring and other electrical / network / software maintenance tasks.
Technician **	High school or equivalent required. Personnel must have a total of four years hands-on experience related to the task to be performed. Each person must have experience in any combination in majority of the following hands-on activities: implementing designs, testing, troubleshooting, installation/integrating, and operating special purpose equipment and devices.	Maintains/installs communication cables, power distribution cables & wiring, or other electrical / mechanical devices / systems. Informs group leader or supervisor and line mechanics of potentially dangerous electrical & mechanical equipment and corrective actions taken. Maintains company - required performance and maintenance records for electronic and mechanical & electrical equipment. Plans details of working procedure to determine material or replacement needs and determines a logical approach to repair problems. Services electronic equipment by checking, testing, and replacing faulty components, circuit modules, printed circuit boards, vacuum tubes and similar electronic and electrical maintenance.
Tech Writer/Illustrator **	High school or equivalent required. Shall have four years of relevant experience in the following areas: English, technical writing, or usage of state-of-the-art office equipment used for professional report generation. An illustrator shall have four years of relevant experience in the following areas: generating illustrations, art work, charts, and/or graphs, using state-of-the-art office equipment used for producing professional briefing and report materials.	Responsible for quality control, production, and distribution of documents in accordance with customer requests and schedules. Utilize appropriate computer software. Completes projects with minimum supervision. Proofs carefully to ensure accuracy, completeness and consistency in the work produced. Prepares work with appropriate compositions, layout and design in accordance with military, commercial or company specifications and standards. Applies creative solutions to requests and communicates with the client to ensure the final output appropriately addresses needs, deadlines and budgets.



Senior Administrative **	HS or equivalent. Four years of relevant experience required.	Plans, directs, and coordinates a program management or program support office. Directs the work of a staff of program analyst and procurement personnel either directly or through subordinate supervisors. Develops, plans, reviews, directs, and controls all activities within the department. Makes major decisions, anticipates problems and develops solutions. Supervises the establishment and maintenance of a review and analysis system that assures "closed loop" management within the program and provides the necessary checks and balances. Develops and maintains a close communication with higher level Government personnel, contractor, and company personnel. Responsible for compliance with company policy on equal opportunity and affirmative action in all personnel actions under their jurisdiction. Maintains a comprehensive knowledge of analytical models and simulations. Validates the user of models and simulations for performance of sensitivity analysis for decision making under extreme uncertainty. Performs other duties as required.
Administrative Support **	HS or equivalent. Two years of relevant experience required	Supports program management or program support office. Supports all activities within the department. Assist in the establishment and maintenance of a review an analysis system that assures "closed loop" management within the program. Assists in the maintenance of close communication with higher level Government personnel, contractor, and company personnel. Supports compliance with company policy on equal employment opportunity and affirmative action in all personnel actions. Performs other duties as required.
Subject Matter Expert II	Masters' degree required. Twelve years of relevant experience is required.	Expert in single or multiple technical disciplines providing expert knowledge and insight into specific areas of science and technology. Guides the development and application of this knowledge to the project. Independently performs a variety of system design and integration tasks where subject matter expertise is required. Provides guidance for a broad team of technical staff/engineers. Plans and performs required research, design evaluation, technical development, system integration planning and other tasks in specific technical areas. Responsible for highly complex technical/engineering tasks. Coordinates and guides the activities of technical staff assigned to specific tasks. May perform other duties as required.
Subject Matter Expert I	Bachelors' degree required. Four years of relevant experience is required.	Highly skilled individual who has an acknowledged specialized acquisition, logistics, and/or technological expertise in the specific functional tasks required for performance in an individual task order. Possess unique capability or experience not available under basic labor categories set forth. It is anticipated that such individual possesses an advanced degree (either Master or Doctorate) in either a technical, business, or management area, from an accredited college or university; or a BS degree in an engineering or technical field from an accredited college or university; or 15 or more years of defense, industrial, or acquisition experience in the field of expertise.



Labor Category	Standard Qualifications		Substitution				
	Min Edu	Min Exp	PhD	Master's	Bachelor's	Associate's	High School
Project Lead Engineer	Bachelors	15	11	13	15	N/A	N/A
Senior Engineer/Scientist	Masters	17	15	17	19	N/A	N/A
G15 Supervisor	Bachelors	10	6	8	10	14	14
Senior Management / Technical Staff	Bachelors	12	8	10	12	16	16
Manager III	Bachelors	10	6	8	10	14	14
G14 Research Engineer / Scientist	Masters	8	6	8	10	N/A	N/A
G13 Research Engineer/Scientist	Bachelors	7	3	5	7	N/A	N/A
Engineer/Scientist V	Bachelors	8	4	6	8	N/A	N/A
Engineer/Scientist IV	Bachelors	6	2	4	6	N/A	N/A
Engineer/Scientist III	Bachelors	5	1	3	5	N/A	N/A
Engineer/Scientist II	Bachelors	3	0	1	3	N/A	N/A
Engineer/Scientist I	Bachelors	2	0	0	2	N/A	N/A
Principal Systems Analyst	Bachelors	10	6	8	10	14	14
Senior Systems Analyst	Bachelors	8	4	6	8	12	12
Senior Programmer/Analyst	Bachelors	8	4	6	8	12	12
Programmer/Analyst	Bachelors	5	1	3	5	9	9
Senior Engineer/Analyst VI	Masters	16	14	16	18	N/A	N/A
Senior Engineer/Analyst V	Masters	14	12	14	16	N/A	N/A
Senior Engineer/Analyst IV	Masters	13	11	13	15	N/A	N/A
Senior Engineer/Analyst III	Masters	12	10	12	14	N/A	N/A
Senior Engineer/Analyst II	Bachelors	15	11	13	15	N/A	N/A
Senior Engineer/Analyst I	Bachelors	12	8	10	12	N/A	N/A
Engineer/Analyst I	Bachelors	7	3	5	7	N/A	N/A
G13 Program Analyst	Bachelors	5	1	3	5	9	9
System / Program Analyst V	Bachelors	15	11	13	15	19	19
System / Program Analyst III	Bachelors	8	4	6	8	12	12
System / Program Analyst II	Bachelors	3	0	1	3	7	7
Business Specialist II	Bachelors	0	0	0	0	4	4
Business Specialist I	High School	6	0	0	2	6	6
Lead Technician	High School	15	7	9	11	15	15
Senior Technician	High School	8	0	2	4	8	8
Technician **	High School	4	0	0	0	4	4
Tech Writer/Illustrator **	High School	4	0	0	0	4	4
Senior Administrative **	High School	4	0	0	0	4	4
Administrative Support **	High School	2	0	0	0	2	2
Subject Matter Expert II	Masters	12	10	12	14	18	18
Subject Matter Expert I	Bachelors	4	0	2	4	8	8