

GSA "PROFESSIONAL ENGINEERING SERVICES" (PES)
 CONTRACT NUMBER: GS-10F-0451X
 TIBURON ASSOCIATES, INC.
 DUNS: 092152953

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SINS 871-1 (871-1 RC), 871-2 (871-2 RC), 871-3 (871-3 RC), 871-4 (871-4 RC)
 (Applies to each labor category listed below)

Labor Category	August 31, 2011 - August 30, 2012	August 31, 2012 – August 30, 2013	August 31, 2013 – August 30, 2014	August 31, 2014 - August 30, 2015	August 31, 2015 – August 30, 2016
Principal Manager	\$187.31	\$192.93	\$198.72	\$204.68	\$210.82
Senior Scientist	\$178.50	\$183.86	\$189.37	\$195.04	\$200.90
Senior Manager	\$146.38	\$150.77	\$155.29	\$159.95	\$164.75
Project Manager	\$103.94	\$107.06	\$110.27	\$113.58	\$116.99
Manager	\$88.36	\$91.01	\$93.74	\$96.55	\$99.45
Principal Engineer	\$160.23	\$165.04	\$169.99	\$175.09	\$180.34
Senior Engineer	\$127.57	\$131.40	\$135.34	\$139.40	\$143.58
Project Engineer	\$99.40	\$102.38	\$105.45	\$108.62	\$111.88
Engineer	\$82.30	\$84.77	\$87.31	\$89.93	\$92.63
Principal Analyst	\$158.35	\$163.10	\$167.99	\$173.03	\$178.22
Senior Analyst	\$103.81	\$106.93	\$110.13	\$113.44	\$116.84
Analyst	\$54.55	\$56.18	\$57.87	\$59.60	\$61.39
Senior Logistician	\$125.32	\$129.08	\$132.96	\$136.94	\$141.05
Principal Technician	\$95.59	\$98.46	\$101.41	\$104.46	\$107.59
Senior Technician	\$86.45	\$89.05	\$91.72	\$94.47	\$97.30
Technician	\$45.71	\$47.08	\$48.49	\$49.95	\$51.45
Principal Specialist	\$108.28	\$111.52	\$114.87	\$118.32	\$121.87
Senior Specialist	\$107.20	\$110.41	\$113.73	\$117.14	\$120.65
Principle Admin. Assistant	\$72.61	\$74.79	\$77.03	\$79.34	\$81.72
Senior Admin. Assistant	\$53.58	\$55.19	\$56.84	\$58.55	\$60.30
Administrative Assistant	\$43.31	\$44.61	\$45.95	\$47.33	\$48.75

Tiburon Associates, Inc. has expertise under the following areas:

SIN 871-1 Strategic Planning for Technology Programs/Activities

- Analysis of mission, program goals and objectives
- Requirements analysis,
- Organizational performance assessment
- Special studies and analysis
- Training and consulting

SIN 871-2 Concept Development and Requirements Analysis

- Requirements analysis
- Cost/cost performance trade-off analysis
- Feasibility analysis
- Regulator compliance support
- Technology/system conceptual designs
- Training and consulting

SIN 871-3 System Design, Engineering and Integration

- Computer-aided design
- Design studies and analysis
- High level detailed specification preparation
- Configuration
- Management and document control
- Fabrication
- Assembly and simulation
- Modeling
- Training and consulting

SIN 871-4 Test and Evaluation

- Testing of a prototype and first article(s) testing
- Environmental testing
- Independent verification and validation
- Reverse engineering
- Simulation and modeling (to test the feasibility of a concept)
- Quality assurance
- Physical testing of the product system
- Training and consulting

Maximum Order: \$1,000,000 Minimum Order: \$100

Geographic Coverage: Domestic and Foreign

Points of Production: Not Applicable

Discounts from List Price: Not Applicable

Quantity Discounts: Not Applicable

Prompt Payment Terms: Net 30 days

Time of Delivery: From date of award to date of completion

Warranty: No Applicable

Tiburon Associates, Inc. provides technical services to government and industry. The company has developed a reputation for the frank assessment of its customers' needs and a thorough analysis of the issues. Our forte has been in the assessment of advanced technologies and their application. By assisting government, industry and academic customers, we have improved U.S. industrial capability, transitioning technology into defense systems and improving customer business prospects.

Tiburon Associates, Inc. has the demonstrated ability to manage, assess, and improve technical organizations and projects involving a wide range of technologies. We have participated in numerous government and industry forums on manufacturing and the industrial base and have provided strategic planning support for improving manufacturing capabilities.

Technical Strengths

- Strategic planning techniques and procedures.
- Technical knowledge of the U.S. defense and commercial industrial base.
- Evaluation of emerging technologies and associated business opportunities.
- In-depth understanding of Service and DLA ManTech Programs.
- Experience in the technical assessment and evaluation of manufacturing facilities and ManTech projects.
- Technical support to the Office of the Director of Defense Research and Engineering (ODDR&E) with emphasis on the transition of affordable technology from S&T to weapon systems.
- Training in the preparation and evaluation of proposals and in the management of technology projects.
- Organizing and writing proposals and leading Red Teams to review proposals.

Expertise

- Strategic Planning
- Depot & Sustainment Processes
- Innovative & Affordable Business Solutions
- Targeted Business Development
- Flexible Team Building Capabilities
- Production Readiness Assessments
- Technology/R&D Evaluations
- Facilitators
 - ◆ Meetings
 - ◆ Workshops
 - ◆ Conferences
- Creative Communication
 - Trade Shows
 - Presentations

TIBURON ASSOCIATES, INC. – POSITION DESCRIPTIONS

CLASSIFICATION: Management

TITLE: Principal Manager

DESCRIPTION

Provides leadership and liaison between separate discipline teams, senior management or senior level client personnel. Plans, develops and administers policies covering several broad functional areas, engineering disciplines, or key contracts. Supervises and oversees the work of staff, which may include management and senior level professionals. Possesses demonstrated experience and guides staff in engineering, technology financial or administrative disciplines. Analyzes areas of concern and presents feasible alternatives and recommendations based on thorough research and analyses. Conducts interviews to retrieve essential information. Responsible for overall schedule and cost of assigned department or programs as well as customer and supplier/vendor liaison and quality of products and services. Ensures deliverable products are compliant with appropriate standards and/or specifications. Responsible for the accuracy and quality of financial and analytical documents and reports. Position may include Department Manager, Program Managers, Safety Manager, Quality Manager, Subject Matter Expert or Consultant.

QUALIFICATIONS REQUIRED:

Education: Master's degree in a technical or business discipline

Experience: Fifteen years of relevant experience including ten years of management experience.

TIBURON ASSOCIATES, INC. POSITION DESCRIPTION

CLASSIFICATION:

TITLE: Senior Scientist

DESCRIPTION

Use theories and principles from the sciences to formulate viable solutions to complex problems. May be responsible for managing critical projects and coordinating duties and assignments of others. Scientific areas include physical sciences: structural, electrical, thermal, mechanical, chemical or optical and biological sciences. Manages scientists and technicians as direct reports or part of project teams. Interfaces with customers as a

project lead. Supports product research, development, testing, improvement, manufacture, application, safety, effectiveness, and regulatory control. Works independently on report writing, research coordination, and project deadline delivery.

QUALIFICATIONS REQUIRED:

Education: Master's degree in an engineering, science, or technical discipline

Experience: Five years of relevant experience. Experience as a technical task team leader.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION: Management

TITLE: Senior Manager

DESCRIPTION

Conducts logical analyses of management problems and plans. Develops and administers policies covering several broad functional areas, engineering disciplines, or key contracts. Oversees the work of staff, which includes management and professional personnel. May supervise staff personnel. Possesses demonstrated experience and guides staff in multiple or emerging engineering or technology disciplines. Analyzes areas of concern and presents feasible alternatives and recommendations based on thorough research and analyses. Conducts interviews to retrieve essential information. Responsible for overall schedule and cost of assigned group or projects as well as customer liaison and quality of products and services. Ensures deliverable products are compliant with appropriate standards and/or specifications. Collects, compiles, and assembles data for financial and analytical documents and reports. Position may include Group Manager, Project Managers, Safety Manager, Quality Manager, Subject Matter Expert or Consultant

QUALIFICATIONS REQUIRED:

Education: Bachelor's degree in a technical or business discipline

Experience: Ten years of relevant experience including five years of management experience..

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION: Management

TITLE: Project Manager

DESCRIPTION

Manages and directs all phases of a project from inception to completion. Provides leadership and technical direction to groups of up to 20 engineers, analysts and technical staff. Responsible to a program manager for the quality, schedules and cost of a project. May have direct customer liaison responsibilities.

QUALIFICATIONS REQUIRED:

Education: Bachelor's degree in a technical or business discipline

Experience: Eight or more years experience in the management and oversight of system/subsystem programs of moderate complexity.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION: Management

TITLE: Manager

DESCRIPTION

Plans, develops, and administers policies covering several broad functional areas or key contracts. Oversees the work of staff including supervisory, professional, and line personnel. May supervise small group of personnel. Responsible for overall schedule and cost of assigned projects and quality of products and services. Analyzes areas of concern and presents feasible alternatives and recommendations based on thorough research and analyses. Conducts interviews to retrieve essential information. Collects, compiles, and assembles data for financial and analytical documents and reports. Position may include entry level manager, project lead, or manager of a subgroup within a department.

Education: Bachelor's degree in a technical or business discipline

Experience: Five years of relevant experience including three years of management experience

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION: Engineering

TITLE: Principal Engineer

DESCRIPTION

Leads technical teams in the accomplishment of engineering efforts on large-scale programs at the system level. May supervise staff and project personnel. Responsible for the technical approach and execution of all technical tasking in support of such programs. May perform as Technical Director on program level contracts.

QUALIFICATIONS REQUIRED:

Education: Master's degree in an engineering discipline

Experience: Fifteen years experience performing engineering tasking including five years experience as a technical task team leader and with experience doing independent research.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION: Engineering

TITLE: Senior Engineer

DESCRIPTION

SENIOR ENGINEER

Functional Responsibility: Performs as technical task leader on large-scale programs at the system and subsystem level. May supervise staff personnel. Responsible for the technical execution of tasking at the system or subsystem level. Works independently with little to no supervision on engineering tasks. May perform as Technical Lead on project level contracts.

QUALIFICATIONS REQUIRED:

Education: Bachelor's degree in an engineering discipline

Experience: Ten years of experience in performing increasingly more complex engineering tasking at the system or subsystem level. Experience as a technical task team leader.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION: Engineering

TITLE: Project Engineer

DESCRIPTION

Performs as a technical task leader in mid-level projects at the system or subsystem level. May supervise technical staff. Responsible for the technical execution of tasking. Generally, reports to a Senior or Principal Engineer as part of a program team.

QUALIFICATIONS REQUIRED:

Education: Bachelor's degree in an engineering discipline

Experience: Five years experience in performing technical tasking at eh system or subsystem level. Experience as a technical team member on complex projects.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION: Engineering

TITLE: Engineer

DESCRIPTION

Performs engineering tasking as a member of a technical team. Responsible for specific work packages within a technical team. Reports to a Senior Engineer, Engineer II or technical team leader for direction.

QUALIFICATIONS REQUIRED:

Education: Bachelor's degree in an engineering discipline

Experience: Five years experience in performing technical tasking at eh system or subsystem level. Experience as a technical team member on complex projects.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION: Management

TITLE: Principal Analyst

DESCRIPTION

Leads project or technical teams in the accomplishment of analytical efforts and development of engineering support products for large-scale programs at the system level. Performs and oversees structured analysis of company initiatives, projects, plans, and approaches to determine feasibility, return on investment, schedule and cost impacts. May be responsible for the technical approach and execution of all related tasking in support of such programs. May supervise staff members. May perform as an independent consultant to clients as a subject matter expert.

QUALIFICATIONS REQUIRED:

Education: Bachelor's degree in a technical or business discipline

Experience: Fifteen years experience performing analytical studies in support of complex, large scale systems and associated programs including five years experience as a technical task leader.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION: Management

TITLE: Senior Analyst

DESCRIPTION

May perform as technical task leader on analytical efforts and development of engineering support products for moderate to large-scale systems and programs. Supports structured analysis of company initiatives, projects, plans, approaches to determine feasibility, return on investment, schedule and cost impacts. May be responsible for the technical execution of tasking at the system and subsystem levels. Works independently on analytical studies with little to no supervision.

QUALIFICATIONS REQUIRED:

Education: Bachelor's degree in a technical or business discipline

Experience: Ten years experience performing increasingly more complex analysis on moderate to large-scale systems and programs. Experience as a technical task team leader.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION: Management

TITLE: Analyst

DESCRIPTION

Performs analytical tasking as a member of a technical or administrative team. Responsible for specific work packages within a department, project or technical team. Reports to a Senior Analyst or Analysis II or technical team leader for direction.

QUALIFICATIONS REQUIRED:

Education: Bachelor's degree in a technical or business discipline

Experience: At least two years of experience performing analytical tasking either independently with supervision or as part of a technical team.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION: Logistics

TITLE: Senior Logistician

DESCRIPTION

Supports logistic tasking either by working independently or as a member of a technical team. Supports tasks that require logistics planning preparation on large-scale systems and subsystems. Analyzes and evaluates design concepts to determine if concepts satisfy support requirements. Studies the relative supportability of alternative concepts. Determines logistics support sequences and time phasing. Coordinates logistics efforts for programs, projects, tasks or systems supported. Recommends and oversees logistics database efforts. Recommends methodologies and techniques to meet established levels of logistics support. Provides reports as required by senior staff or client personnel. Performs as lead logistician on task assignments, provides direction to and may supervise other logisticians.

QUALIFICATIONS REQUIRED:

Education: Bachelor's degree in a related discipline

Experience: Five or more years experience in performing logistical functions in support of complex systems. Experience in analyzing and supporting various aspects of system/depot logistics including supply support, sparing, training, shipping, handling, tracking, configuration management and configuration control.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION:

TITLE: Principal Technician

DESCRIPTION

Supports tasking that requires detailed knowledge in the testing, installation, maintenance, fabrication and/or repair of electrical, electronic or mechanical systems, subsystems, components or equipment. May perform as lead technician or provide formal instruction to other technicians. May develop and implement procedures for planning, researching, instruction and testing associated with calibration laboratories, test and monitoring systems, or inventory control and allowancing programs. Analyzes proposed engineering change recommendations and conducts tests as needed to validate the recommended changes. May perform as a project planner or scheduler by preparing work plans and schedules and supporting documents.

QUALIFICATIONS REQUIRED:

Education: Bachelor's degree in a technical or vocational discipline

Experience: Ten years of experience in technical support on systems and subsystems, or five years experience and completion of a military or an accredited technical school. Experience with the operation, use, and maintenance of relevant electrical, electronic or mechanical systems and ancillary support equipment, such as meters, scopes, and other test tools. Has extensive knowledge of and experience in applying industry and Military standards, pertinent to accomplish assigned tasks.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION:

TITLE: Senior Technician

DESCRIPTION

Supports engineering tasking as a member of a technical team. Supports tasks that require electrical, electronic or mechanical knowledge in the testing installation, maintenance, fabrication and/or repair of systems, subsystems, components or equipment. May perform as lead technician on field assignments or provide guidance to other technicians.

QUALIFICATIONS REQUIRED:

Education: Associate's degree in a technical or vocational discipline

Experience: Five years experience in technical support on systems and subsystems, or two years experience and completion of a military or an accredited technical school. Experience with the operation, use, and maintenance of relevant electrical, electronic or mechanical systems and ancillary support equipment, such as meters, scopes, and other test tools. Has a working knowledge of industry and Military standards pertinent to accomplish assigned tasks.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION:

TITLE: Technician

DESCRIPTION

Supports engineering tasking as a member of a technical team. Supports tasks that require electrical, electronic or mechanical knowledge in the testing installation, maintenance, fabrication and/or repair of systems, subsystems, components or equipment. Reports to a technical team leader, engineer or senior technician for tasking.

QUALIFICATIONS REQUIRED:

Education: High school diploma or GED

Experience: Two years of experience in technical support on systems and subsystems. Knowledgeable in the operation and use of electrical, electronic and mechanical systems as well as supporting equipment and tools.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION:

TITLE: Principal Specialist

DESCRIPTION

Performs tasking as a member of a functional organization or designated project or technical team. Responsible for performing tasks that require specialized technical skills, knowledge, training, or certification. Reports to a functional area manager or project/technical team leader for direction. May supervise specialized area personnel or lead teams in the accomplishment of tasks of varying complexity. May assess new technologies, procedures and techniques and recommending changes to current specialized area processes to improve quality and/or reduce cost. May perform as a consultant to clients as a subject matter expert.

QUALIFICATIONS REQUIRED:

Education: Bachelor's degree, and graduate of an advanced technical training course in required specialized area

Experience: Eight years experience performing tasks that require the specialized skills, knowledge, training, or certification including 3 years as specialized area task team leader.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION:

TITLE: Senior Specialist

DESCRIPTION

Performs tasking as a member of a functional organization or designated team or may work independently with little to no supervision. Responsible for performing tasks that require specialized technical skills, knowledge, training, or certification. Reports to a functional area manager or team leader for direction. May perform as a task team leader and provide technical guidance to less experienced personnel in the specialized task area.

QUALIFICATIONS REQUIRED:

Education: Associate's degree in a technical or vocational discipline and graduate of technical training school in required specialized area

Experience: Three years experience performing tasks that require the specialized skills, knowledge, training, or certification.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION: Administration

TITLE: Principal Administrative Assistant

DESCRIPTION

Performs high-level administrative tasks as the offices manager and supervisor of an administrative team. Responsible for day to day coordination of administrative tasking in areas including: document preparation, modification and archiving, time-keeping and recording, and other general administrative duties. Provides support to such areas as accounting, contracts and security. Generally reports to the CFO, COO, or Director of Contracts.

QUALIFICATIONS REQUIRED:

Education: Associate's degree

Experience: Ten years experience in administration and increasingly responsible positions. Experience using Microsoft Office and Deltek. Three years supervisory experience.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION: Administration

TITLE: Senior Administrative Assistant

DESCRIPTION

Performs administrative tasks as a member of a functional organization or designated team or may work independently with little or no supervision. Responsible for performing administrative tasks to include coordinating and maintaining electronic and hardcopy files, transcribing and modifying documents, performing general clerical duties,

and supporting staff in assigned work. May be assigned special administrative duties and responsibilities for areas such as accounting, inventory, security, payroll, and facility management. May supervise administrative personnel and/or provide guidance to less experienced administrative personnel.

QUALIFICATIONS REQUIRED:

Education: Associate's degree

Experience: Five years administrative/clerical experience or three years experience and completion of approved administrative/clerical training courses. Experienced with Microsoft Office.

**TIBURON ASSOCIATES, INC.
POSITION DESCRIPTION**

CLASSIFICATION: Administration

TITLE: Administrative Assistant

DESCRIPTION

Performs administrative tasks as a member of a functional organization or designated team. Responsible for performing administrative tasks to include coordinating and maintaining electronic and hardcopy files, transcribing and modifying documents, performing general clerical duties, and supporting staff in assigned work.

QUALIFICATIONS REQUIRED:

Education: High school diploma or GED

Experience: At least two years of administrative/clerical experience. Knowledge of Microsoft Office.

Education vs. Experience:

- Education Substituted for Experience: Formal education may substitute for experience. Each formal degree (i.e., Bachelors, Masters, or Ph.D.) may substitute for four (4) years of experience.

Experience Substituted for Formal Education: Specialized experience may substitute for formal education. Four (4) years of experience may substitute for a Bachelor Degree. Bachelor's Degree plus 2 years of additional general experience and 2 additional years of specific related experience with similar functional responsibilities may substitute for a Master's Degree. The exception to this substitution is the engineering categories listed above. These categories require an engineering degree.