Federal Supply Service
Authorized Federal Supply Schedule Price List
On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the options to create an electronic delivery order are available through GSA Advantage!® a menu-driven database system.

The INTERNET address GSA Advantage!® is: GSAAAdvantage.gov

Schedule Title: Professional Services Schedule
Federal Supply Group: 00CORP
Contract Number: GS-10F-0481P
For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov.

Contract Period: August 12, 2019 through August 11, 2024
Price list current as of Modification # PS-0047 effective June 26, 2019

Contractor: The Johnson Company, Inc.
100 State Street, Suite 600
Montpelier, VT 05602

Business size: Small

Phone: (802) 229-4600
Fax: (802) 229-5876
POC: Rhonda Kay, Senior Engineer
Email: RTK@jcomail.com

CUSTOMER INFORMATION

1a. Awarded Special Item Number(s)
   SIN 899-1/RC: Environmental Consulting Services
   SIN 899-7/RC: Geographic Information Services (GIS)
   SIN 899-8/RC: Remediation and Reclamation Services
   SIN 00CORP-500/SIN 00CORP-500RC: The Professional Services Schedule (PSS)

1b. Identification of Lowest Model Number: Not applicable
1c. Hourly Rates: See Labor Rates and Description of Labor Categories (pages 5-13)
2. Maximum Order: $1,000,000.00
3. Minimum Order: $ 100.00
4. Geographic Coverage: Domestic and International
5. Points of Production: Not applicable
6. Discount from List Prices: Basic discounts have been deducted
7. Quantity Discounts: None
8. Prompt Payment Terms: Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
9a. Government Purchase Cards accepted at or below micro-purchase threshold: Accepted
9b. Government Purchase Cards accepted at or above micro-purchase threshold: Not Accepted
10. Foreign Items: Not applicable
11a. Time of Delivery: Contact Contractor
11b. Expedited Delivery: Contact Contractor
11c. Overnight and 2nd Day Delivery: Contact Contractor
11d. Urgent Requirements: Contact Contractor
12. F.O.B. point(s): Not applicable
13a. Ordering Address: The Johnson Company, Inc.
     100 State Street, Suite 600
     Montpelier, VT 05602
13b. Ordering procedures: For services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405.3
     100 State Street, Suite 600
     Montpelier, VT 05602
15. Warranty Provisions: Not applicable
16. Export packing charges: Not applicable
17. Terms and conditions of Government purchase card acceptance: Not applicable
18. Terms and conditions of rental, maintenance, and repair: Not applicable
19. Terms and conditions of installation: Not applicable
20. Terms and conditions of repair parts: Not applicable
20a. Terms and conditions for any other services: Not applicable
21. List of Services and distribution points: Not applicable
22. List of participating dealers: Not applicable
23. Preventative maintenance: Not applicable
24a. Special attributes such as environmental attributes: Not applicable
24b. Section 508 Compliance: Not applicable
25. Data Universal Number System (DUNS) number: 118082775
26. Contractor is registered in System for Award Management (SAM) database
The Johnson Company is an environmental science and engineering firm that was founded in 1978 in Montpelier, Vermont, and works throughout the US and abroad.

**Reputation**
The Johnson Company’s corporate culture is oriented around providing the highest quality technical services and being as responsive as possible to clients’ needs. As a result, The Johnson Company has a long record of satisfied clients which results in our high rate of return business and which explains our reputation as one of the best small firms in our business. The many letters of commendation and awards we have received attest to our emphasis on quality and responsiveness. The General Services Administration (GSA), as part of their performance review of past client satisfaction, rated The Johnson Company as exceptional.

**Experience**
The Johnson Company’s professional employees average 19 years of experience. Senior project managers average more than 26 years. Thus, we put decades of technical experience, project cost estimating, financial management, and project control to work for our clients. In addition, the tradition of long-term employment at The Johnson Company allows us to provide a well-integrated, multi-disciplinary team and ensures continuity for projects.

**Services**
The Johnson Company provides a full range of engineering and environmental consulting services for contaminated sites with a focus on investigation and remediation, natural resources, and development projects. We have extensive expertise in addressing multiple contaminants in all environmental media and take pride in our ability to use our engineering and scientific training to solve the most complex environmental problems. Some of our specialties include nonaqueous phase liquid (NAPL) investigation and remediation, environmental forensics, natural resource damages compensation, surface water and sediment studies, groundwater contaminant transport and remediation, financial estimates and management, and litigation support.

**Corporate Information**
Our Dunn and Bradstreet DUNS number is 118082775 and we are registered with Central Contractor Registration (CCR) with a Commercial and Government Entity (CAGE) number of 0KVK8.

**Contract Information**
Contract Period: 8/12/2019 through 8/11/2024
Minimum - Maximum Order: $100 – $1,000,000
GSA Special Item Numbers (SINs) offered under our GSA Contract
# GS-10F-0481P:

**SIN 899-1**: Environmental Consulting Services  
**SIN 899-7**: Geographic Information Systems (GIS) Services  
**SIN 899-8**: Remediation and Reclamation Services  
**SIN 00CORP-500/SIN 00CORP-500RC**: The Professional Services Schedule (PSS)

**Price List**: Our GSA Schedule contract **Labor Rates** are provided below.

## SERVICES OFFERED

### SIN 899-1: Environmental Consulting Services

- CERCLA Remedial Investigation/Feasibility Studies (RI/FS)  
- Engineering Evaluation/Cost Analysis (EE/CA)  
- Hazard and/or nonhazard exposure assessment  
- Environmental analysis of contaminated sites  
- Economic, technical and risk analysis  
- Feasibility assessment and risk analysis  
- Community Involvement Plans  
- Environmental site assessments (Phase I, II, and III)  
- Environmental project management  
- Natural resource damage assessment studies  
- NEPA documentation-CE, EA and EIS  
- Endangered species and wetlands analysis  
- Natural resources management plans  
- Permitting  
- Spill prevention control and countermeasure (SPCC) plans  
- Environmental compliance audits and services  
- Pollution prevention surveys  
- Community Right-To-Know Act reporting (Tier II, TRI)  
- Waste characterization and source reduction studies  
- Waste tracking and handling systems  
- Waste management plans and surveys

### SIN 899-7: Geographic Information Services (GIS)

- Mapping of geology, soils, topography, vegetation, stream geomorphology  
- Natural resources and watershed planning  
- Site selection for development projects  
- Pollution analysis  
- Habitat conservation plans  
- Emergency preparedness planning  
- Interactive data visualization  
- Environmental Impact Analysis  
- Groundwater monitoring
• Terrestrial, aquatic, and atmospheric data analyses

**SIN 899-8: Remediation and Reclamation Services**

• CERCLA/RCRA site investigation  
• CERCLA/RCRA site remediation  
• Preparation, characterization, field investigation, and closure of hazardous waste sites  
• Long-term monitoring, operation and maintenance of remediation systems  
• Excavation, removal, and disposal of hazardous wastes  
• Containment, reduction, and monitoring of hazardous waste  
• Removal, transportation, storage, treatment and/or disposal of hazardous waste  
• Wetland restoration  
• UST/AST removal  
• Air monitoring  
• Soil, soil vapor, groundwater and sediment remediation design and implementation  
• Soil vapor extraction  
• Stabilization/solidification, bioventing, carbon absorption, reactive walls, hydraulic containment  
• Brownfield projects  
• Re-use of contaminated properties

**SIN 00CORP500: Order-Level Materials (OLMs)**

• Supplies and/or services acquired in direct support of an individual task or delivery order placed against a Federal Supply Schedule (FSS) contract or FSS blanket purchase agreement (BPA). OLMs include direct materials, subcontracts for supplies and incidental services for which there is not a labor category specified in the FSS contract, other direct costs (separate from those under ODC SINs), and indirect costs. The value of OLMs in a task or delivery order, or the cumulative value of OLMs in orders against an FSS BPA awarded under an FSS contract, cannot exceed 33.33%.
### LABOR RATES

<table>
<thead>
<tr>
<th>Labor Category</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental Program Manager</td>
<td>$205.67</td>
</tr>
<tr>
<td>Principal</td>
<td>$162.10</td>
</tr>
<tr>
<td>Licensed Site Professional</td>
<td>$172.09</td>
</tr>
<tr>
<td>Engineer/Scientist XIII</td>
<td>$185.51</td>
</tr>
<tr>
<td>Engineer/Scientist XII</td>
<td>$166.50</td>
</tr>
<tr>
<td>Engineer/Scientist XI</td>
<td>$156.48</td>
</tr>
<tr>
<td>Engineer/Scientist X</td>
<td>$144.84</td>
</tr>
<tr>
<td>Engineer/Scientist IX</td>
<td>$138.31</td>
</tr>
<tr>
<td>Engineer/Scientist VIII</td>
<td>$124.65</td>
</tr>
<tr>
<td>Engineer/Scientist VII</td>
<td>$114.55</td>
</tr>
<tr>
<td>Engineer/Scientist VI</td>
<td>$109.68</td>
</tr>
<tr>
<td>Engineer/Scientist V</td>
<td>$101.90</td>
</tr>
<tr>
<td>Engineer/Scientist IV</td>
<td>$93.71</td>
</tr>
<tr>
<td>Engineer/Scientist III</td>
<td>$84.57</td>
</tr>
<tr>
<td>Engineer/Scientist II</td>
<td>$76.97</td>
</tr>
<tr>
<td>Engineer/Scientist I</td>
<td>$71.68</td>
</tr>
<tr>
<td>Senior Technician</td>
<td>$74.62</td>
</tr>
<tr>
<td>Technician</td>
<td>$55.86</td>
</tr>
<tr>
<td>CADD/GIS II</td>
<td>$78.23</td>
</tr>
<tr>
<td>CADD/GIS I</td>
<td>$61.86</td>
</tr>
<tr>
<td>Secretarial</td>
<td>$49.33</td>
</tr>
</tbody>
</table>

### Service Contract Labor Standards (SCLS) Matrix

<table>
<thead>
<tr>
<th>SCLS Eligible Contract Labor Category</th>
<th>SCLS Equivalent Code - Title</th>
<th>WD Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Technician</td>
<td>30084 – Engineering Technician IV</td>
<td>2015-4141</td>
</tr>
<tr>
<td>Technician</td>
<td>30090 – Environmental Technician</td>
<td>2015-4141</td>
</tr>
<tr>
<td>CADD/GIS II</td>
<td>30064 – Drafter/CAD Operator IV</td>
<td>2015-4141</td>
</tr>
<tr>
<td>CADD/GIS I</td>
<td>30063 – Drafter/CAD Operator III</td>
<td>2015-4141</td>
</tr>
<tr>
<td>Secretarial</td>
<td>01020 – Administrative Assistant</td>
<td>2015-4141</td>
</tr>
</tbody>
</table>

The Service Contract Labor Standards (SCLS) are applicable to this contract and it includes SCLS applicable labor categories. The prices for the indicated SCLS labor categories are based on the U.S. Department of Labor Wage Determination Numbers(s) identified in the matrix. The prices offered are based on the preponderance of where work is performed, and should the contractor perform in an area with lower SCLS rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

### Federal Agency Experience

**National Park Service** - Technical support: NPS CERCLA, RCRA, and natural resource damage obligations nation-wide

**U.S. Army Corps of Engineers North Atlantic Division** – HRTW Contract: Small Business Set Aside

**Vermont Army National Guard** – Air permit applications: new source construction and operating permits; NEPA Environmental Assessments
Knolls Atomic Power Laboratory – Mohawk River: limnological investigation

NEPA Documentation - Justice Department, Department of Health and Human Services, FEMA, FHWA, and Defense Department
ENVIRONMENTAL SCIENCE AND ENGINEERING SOLUTIONS

DESCRIPTION OF LABOR CATEGORIES

Principal
A Principal is a leader in the corporation and provides overall technical and business management for the company as well as accepting the responsibility for corporate decisions with broad influence and far-reaching impact on the activities of the company. He/she also provides the highest level of senior project oversight, detailed project review and strategic assessments for clients, and demonstrates a high degree of creativity, foresight, and mature judgment in planning, organizing, and guiding extensive programs and activities of major consequence. During his/her professional career, he/she has developed particular elevated expertise in project management and several technical arenas capable of designing innovative solutions for important aspects of a project. This position is capable of negotiating critical and controversial issues with top-level technical expertise and officers from other organizations, companies, regulatory agencies, and legal counsel with exceptional oral and written communication skills, and may include expert witness services in legal or regulatory proceedings. A Principal also determines and manages all corporate training, education, and quality.

Minimum Education/Training: Masters Degree or Ph.D., and at least one professional registration.

Years of Experience: More than 21

Environmental Program Manager
This position bridges the corporate leadership of a Principal with client and project management and technical expertise at the highest level including the highest level of senior project and staff management for multiple complex technical projects as a leader in the corporation while also providing technical and business management for a primary client type or group of clients. This position provides the highest level of senior client oversight with detailed project review and strategic assessments for clients, and demonstrates a high degree of creativity, foresight, and mature judgment in planning, organizing, and guiding extensive programs and activities of major consequence. This position also maintains collaborations with colleagues from research or other academic or technical institutions to promote the application and advancement of innovative technologies and solutions to environmental and/or engineering problems, and technical support for clients and company staff. This position can lead the company in a technical expertise or a specialization working on technical solutions to complex environmental problems, while possessing exceptional oral and written communication skills to convey difficult concepts to clients, officials, and others, demonstrating skills in persuasion and negotiation of critical issues. Project managerial expertise includes supervision of staff, planning and coordination of major project activities, responsibility for the company’s highest quality document completion, and regular client interaction. This person may be recognized by his/her peers as an expert in the state of practice or nationally, and serve on policy boards or committees of professional organizations. The position requires understanding of state and federal regulations that apply to specific environmental and/or engineering projects and professional practice, and may include expert witness services in legal or regulatory proceedings. The position also requires a significant amount of time devoted to business development and company management while also assisting the company principals at the highest levels of client management.
**Minimum Education/Training:** Masters Degree and professional registration in Earth or Environmental Sciences, or Engineering.

**Years of Experience:** Minimum of 27 years experience with a Masters Degree or two Bachelors Degrees and 25 years with a PhD. with increased technical and business development/management responsibilities over Engineer/Scientist XIII level.

**Licensed Site Professional**
The responsibilities for this position include senior management and/or review for technical projects with a specialization or required authorized signature of approval that final documentation and quality meet required state standards. Signature authorization is acquired through a state-approved application process that includes passing state and technical-specific exams. This position can lead the company in a technical expertise or a specialization working on technical solutions to complex environmental problems, while possessing exceptional oral and written communication skills to convey difficult concepts to clients, officials, and others. Project managerial expertise includes supervision of staff, planning and coordination of major project activities and final documentation and regular client interaction. The position requires the highest level of understanding of state regulations that apply to specific projects and professional practice within a specific state, and may include expert witness services in legal or regulatory proceedings.

**Minimum Education/Training:** Masters Degree. Must possess the license or certification required by a specific state that authorizes review and approval by signature and/or a professional stamp that a document or a required submittal potentially including engineering designs meets the required state standards prior to acceptance by the governing regulatory authority.

**Years of Experience:** Minimum of 15 years experience with a Masters Degree or two Bachelors Degrees or a Ph.D.

**Engineer/Scientist XIII**
The responsibilities for this position include senior management for complex technical projects, maintaining collaboration with colleagues from research or other academic or technical institutions to promote the application and advancement of innovative technologies and solutions to environmental and/or engineering problems, and technical support for clients and company staff. This position can lead the company in a technical expertise or a specialization working on technical solutions to complex environmental problems, while possessing exceptional oral and written communication skills to convey difficult concepts to clients, officials, and others, demonstrating skills in persuasion and negotiation of critical issues. Project managerial expertise includes supervision of staff, planning and coordination of major project activities, responsibility for the company’s highest quality document completion, and regular client interaction. This person may be recognized by his/her peers as an expert in the state of practice or nationally, and serve on policy boards or committees of professional organizations. The position requires understanding of state and federal regulations that apply to specific environmental and/or engineering projects and professional practice, and may include expert witness services in legal or regulatory proceedings. The position also requires a significant amount of time devoted to business development and company management while also assisting the company principals at the highest levels of client management.

**Minimum Education/Training:** Masters Degree and professional registration in Earth or Environmental Sciences, or Engineering.

**Years of Experience:** Minimum of 24 years experience with a Masters Degree or two Bachelors Degrees and 22 years with a Ph.D., with increased technical or business development/management responsibilities over Engineer/Scientist XII level.
Engineer/Scientist XII
The responsibilities for this position include senior management for complex technical projects, maintaining collaboration with colleagues from research or other academic or technical institutions to promote the application and advancement of innovative technologies and solutions to environmental and/or engineering problems, and technical support for clients and company staff. This position can lead the company in a technical expertise or a specialization working on technical solutions to complex environmental problems, while possessing exceptional oral and written communication skills to convey difficult concepts to clients, officials, and others demonstrating skills in persuasion and negotiation of critical issues. Project managerial expertise includes supervision of staff, planning and coordination of major project activities and final documentation and regular client interaction. This person may be recognized by his/her peers as an expert in the state of practice or nationally, and serve on policy boards or committees of professional organizations. The position requires understanding of state and federal regulations that apply to specific environmental and/or engineering projects and professional practice, and may include expert witness services in legal or regulatory proceedings. The position also requires a significant amount of time devoted to business development and company management.

Minimum Education/Training: Masters Degree and professional registration in Earth or Environmental Sciences, or Engineering or recognition by peers if expertise is in another technical or scientific discipline.

Years of Experience: Minimum of 20 years experience with a Masters Degree or two Bachelors Degrees and 18 years with a Ph.D., with increased technical or business development/management responsibilities over Engineer/Scientist XI level.

Engineer/Scientist XI
The responsibilities for this position include senior management for complex technical projects, maintaining collaboration with colleagues from research or other academic or technical institutions to promote the application and advancement of innovative technologies and solutions to environmental and/or engineering problems, and technical support for clients and company staff. This position can lead the company in a technical expertise or a specialization working on technical solutions to complex environmental problems, while possessing exceptional oral and written communication skills to convey difficult concepts to clients, officials, and others. Project managerial expertise includes supervision of staff, planning and coordination of major project activities and final documentation and regular client interaction. This person may be recognized by his/her peers as an expert in the state of practice or nationally, and serve on policy boards or committees of professional organizations. The position requires understanding of state and federal regulations that apply to specific environmental and/or engineering projects and professional practice, and may include expert witness services in legal or regulatory proceedings. The position also requires a significant amount of time devoted to business development and company management.

Minimum Education/Training: Masters Degree and professional registration in Earth or Environmental Sciences, or Engineering or recognition by peers if expertise is in another technical or scientific discipline.

Years of Experience: Minimum of 19 years experience with a Masters Degree or two Bachelors Degrees and 17 years with a Ph.D., with increased technical or business development/management responsibilities over Engineer/Scientist X level.
Engineer/Scientist X
The responsibilities for this position include senior management for complex projects, maintaining collaboration with colleagues from research or other academic or technical institutions to promote the application and advancement of innovative technologies and solutions to environmental and/or engineering problems, and technical support for clients and corporate staff. The position requires understanding of state and federal regulations that apply to specific environmental and/or engineering projects and professional practice. Other responsibilities include management of report preparation, engineering and/or scientific investigations, design, and review and management of corporate quality and training, and may include expert witness services in legal or regulatory proceedings. The position also requires a significant amount of time devoted to business development and corporate management.

Minimum Education/Training: Masters Degree and professional registration in Earth or Environmental Sciences, or Engineering; or two Bachelors Degrees or a Ph.D. and professional registration or recognition by peers if expertise is in another technical or scientific discipline.

Years of Experience: Minimum of 18 years experience with a Masters Degree or two Bachelors Degrees and 16 years with a Ph.D., or 20 years experience with a Bachelors Degree with increased technical or business development/management responsibilities over Engineer/Scientist IX level.

Engineer/Scientist IX
The responsibilities for this position include management of complex projects, collaboration with colleagues from research or other academic or technical institutions to promote the application and advancement of innovative technologies and solutions to environmental or engineering problems; understanding of state and federal regulations that apply to professional practice; and additional responsibilities for business development and corporate management. This position includes responsibility for report preparation, engineering and/or scientific investigation and design, and may include expert witness services in legal or regulatory proceedings, responsibility for corporate compliance with training and quality control protocols, and the development of Standard Operating Procedures.

Minimum Education/Training: Masters Degree and professional registration in Earth or Environmental Sciences, or Engineering; or two Bachelors Degrees or a Ph.D. and professional registration or recognition by peers if expertise is in another technical or scientific discipline.

Years of Experience: Minimum of 16 years experience with a Masters Degree or two Bachelors Degrees and 14 years with a Ph.D., or 18 years experience with a Bachelors Degree with increased technical or business development/management responsibilities over Engineer/Scientist VIII level.

Engineer/Scientist VIII
The responsibilities for this position include project management, collaboration with colleagues from research or other academic or technical institutions to promote the application and advancement of innovative technologies and solutions to environmental or engineering problems; understanding of state and federal regulations that apply to professional practice; and additional responsibilities for business development and corporate management. This position includes responsibility for report preparation, engineering and/or scientific investigation and design, and may include expert witness services in legal or regulatory proceedings, responsibility for corporate compliance with training and quality control protocols, and the development of Standard Operating Procedures.

Minimum Education/Training: Masters Degree and professional registration in Earth or Environmental Sciences, or Engineering, or two Bachelors Degrees or a Ph.D. and professional registration or recognition by peers if expertise is in another technical or scientific discipline.
**Years of Experience:** Minimum of 14 years experience with a Masters Degree or two Bachelors Degrees and 12 years with a Ph.D., or 16 years experience with a Bachelors Degree with increased technical or business development/management responsibilities over Engineer/Scientist VII level.

**Engineer/Scientist VII**
The responsibilities for this position include project management, collaboration with colleagues from research or other academic institutions to promote the application and advancement of innovative technologies and solutions to environmental or engineering problems; understanding of state and federal regulations that apply to professional practice; and performance of additional assignments for business development and corporate management. This position includes responsibility for report preparation, engineering and/or scientific investigation and design, and may include participation in corporate compliance with training and quality control protocols, and the development of Standard Operating Procedures.

**Minimum Education/Training:** Masters Degree in Earth or Environmental Sciences, or Engineering, or a Bachelors Degree and professional registration.

**Years of Experience:** Minimum of 12 years experience with a Masters Degree or two Bachelors Degrees and 10 years with a Ph.D., or 14 years experience with Bachelors Degree with increased management responsibilities over Engineer/Scientist VI.

**Engineer/Scientist VI**
The responsibilities for this position include project management, familiarity with emerging technologies and relevant scientific and technical research; understanding of state and federal regulations that apply to professional practice; and additional assignments for business development and corporate management. This position requires report preparation, engineering and/or scientific investigation and design, and may include participation in corporate compliance with training and quality control protocols, and the development of Standard Operating Procedures.

**Minimum Education/Training:** Masters Degree in Earth or Environmental Sciences, or Engineering, or a Bachelors Degree and professional registration.

**Years of Experience:** Minimum of 6 years experience with Masters Degree or two Bachelors Degrees and 4 years with a Ph.D. or 9 years experience with Bachelors Degree with increased management responsibilities over Engineer/Scientist V level.

**Engineer/Scientist V**
This position requires report preparation, engineering design or scientific investigation, conduct of environmental sampling and testing procedures, and may include participation in corporate compliance with training and quality control protocols, and the development of Standard Operating Procedures. Duties may include management of field operations. Personnel may hold special licenses or certifications such as asbestos or lead inspector, pesticide applicator, well driller, or commercial driver’s license.

**Minimum Education/Training:** Bachelors Degree Earth or Environmental Sciences, or Engineering.

**Years of Experience:** Minimum of 9 years experience with Bachelors Degree, or 6 years experience with Masters Degree or two Bachelors Degrees and 4 years with a Ph.D.
This position requires report preparation, engineering design or scientific investigation, conduct of environmental sampling and testing procedures, and may include responsibility for corporate compliance with training and quality control protocols, and the development of Standard Operating Procedures. Duties may include management of field operations. Personnel may hold special licenses or certifications such as asbestos or lead inspector, pesticide applicator, well driller, or commercial driver’s license.

**Minimum Education/Training:** Bachelors Degree in Earth or Environmental Sciences, or Engineering.

**Years of Experience:** Minimum of 8 years experience with Bachelors Degree, or 5 years experience with Masters Degree or two Bachelors Degrees and 3 years with a Ph.D.

**Engineer/Scientist III**

This position requires report preparation, engineering design or scientific investigation, conduct of environmental sampling and testing procedures, and may include responsibility for corporate compliance with training and quality control protocols, and development of Standard Operating Procedures. Duties include field operations. Personnel may hold special licenses or certifications such as asbestos or lead inspector, pesticide applicator, well driller, or commercial driver’s license.

**Minimum Education/Training:** Bachelors Degree in Earth or Environmental Sciences, or Engineering.

**Years of Experience:** Minimum of 6 years of experience with a Bachelors Degree, or 3 years experience with a Masters Degree or two Bachelors Degrees and 1 year with a Ph.D.

**Engineer/Scientist II**

This position requires report preparation, engineering design or scientific investigation, conduct of environmental sampling and testing procedures. Duties include field operations. Personnel may hold special licenses or certifications such as asbestos or lead inspector, pesticide applicator, well driller, or commercial driver’s license.

**Minimum Education/Training:** Bachelors Degree in Earth or Environmental Sciences, or Engineering.

**Years of Experience:** Minimum of 4 years of experience with a Bachelors Degree, or 1 year experience with a Masters Degree or two Bachelors Degrees or a Ph.D.

**Engineer/Scientist I**

This position requires report preparation, engineering design or scientific investigation, conduct of environmental sampling and testing procedures. Duties include field operations.

**Minimum Education/Training:** Bachelors Degree in Earth or Environmental Sciences, or Engineering.

**Years of Experience:** Entry level professional position, no minimum experience requirement.

**Senior Technician**

This position requires field supervision of sampling techniques; installation, operation, and maintenance of groundwater and soil remediation systems; and operation of Drive Point Technology equipment for subsurface groundwater investigations. Other responsibilities include record keeping, calibration and maintenance for all field equipment, and maintenance of inventory for field operations. Position may involve management of field operations. Personnel may hold special licenses or certifications such as asbestos or lead inspector, pesticide applicator, well driller, or commercial driver’s license.
**Minimum Education/Training:** Associates Degree in Earth or Environmental Sciences, or Engineering.

**Years of Experience:** Minimum of 5 years experience with Bachelors Degree or 10 years experience with Associates Degree or equivalent training and experience.

**Technician**
This position requires field sampling; installation, operation, and maintenance of groundwater and soil remediation systems; and operation of Drive Point Technology equipment for subsurface groundwater investigations. Other responsibilities include calibration of field instruments, and data recording and data entry. Personnel may hold special licenses or certifications such as asbestos or lead inspector, pesticide applicator, well driller, or commercial driver’s license.

**Minimum Education/Training:** Associates Degree in Earth or Environmental Sciences, or Engineering or equivalent training in a technical field.

**Years of Experience:** Entry level position, no minimum experience required.

**CADD/GIS II**
This position has overall responsibility for providing computer-aided design, drafting, and graphics services for all environmental engineering and science projects within the company. Duties include: operation of CADD work stations; supervision and training of CADD operators; timely delivery of work products, and in-house computer programming. Significant experience with AutoCAD, MicroStation InRoads, geographic information systems (GIS) software, and other mapping programs is also required.

**Minimum Education/Training:** Associates Degree or equivalent education and experience.

**Years of Experience:** Minimum 10 years of relevant experience.

**CADD/GIS I**
This position requires drafting of plans and preparation of other graphic services for company projects, and timely delivery of work products. Familiarity with AutoCAD, GIS, and other graphics programs is also required.

**Minimum Education/Training:** Associates Degree or high school diploma and experience that demonstrates drafting/computer proficiency.

**Years of Experience:** Entry level position, no minimum experience required.

**Secretarial**
The responsibilities of this position include: report editing, formatting and production; file maintenance; communications; presentation production; coordination of travel arrangements; conference organization; bookkeeping and accounting.

**Minimum Education/Training:** High School diploma.

**Years of Experience:** Minimum 5 years experience with High School diploma; 3 years experience with Associates Degree; no minimum experience with Bachelors Degree in business.