



GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST

**Facilities Maintenance and Management
Federal Supply Group: FAC03**

CONTRACT NUMBER: GS-21F-0187X

Special Item Numbers	Description
871-202	Energy Management Planning & Strategies
871-206	Building Commissioning Services
871-207	Energy Audit Services
871-211	Energy Consulting Services

CONTRACT PERIOD:
September 29, 2011 through September 28, 2016

Lockheed Martin Services, Inc.

Attn: Dennis W. Nixon
2275 Research Blvd, M/S 8N
Rockville, MD 20850
Phone: 937.307-9624
Fax: 301.519-5131
www.lockheedmartin.com
Business size: Large

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through *GSA Advantage!*, a menu-driven database system. The INTERNET address for GSA Advantage is: <http://GSAAdvantage.gov>. Agencies can also browse GSA Advantage! by accessing the Federal Supply Service's Home Page via the Internet at <http://fss.gsa.gov>

TABLE OF CONTENTS

Ordering Instructions/Terms and Conditions 3

Lockheed Martin Services, Inc. Company overview 6

Labor Category Definitions 11

Labor Category Rates 13

Labor Category Descriptions 15

±

Ordering Instructions/Terms and Conditions

1a. Authorized Special Item Numbers (SIN's)

871-202: Energy Management Planning & Strategies

871-206: Building Commissioning Services

871-207: Energy Audit Services

871-211: Energy Consulting Services

1b. Lowest priced model number and lowest unit price for that model for each SIN awarded in the contract.

See enclosed authorized pricelists.

1c. Description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services

See attached descriptions

2. Maximum order: The maximum total dollar value of any order placed by the government under this contract will be \$1,000,000.

3. Minimum order: \$100.00

4. Geographic coverage (Delivery Area): The United States

5. Point(s) of production: The United States

6. Discount from list prices or statement of net price: Government prices are net (any discounts have already been taken from the published price list).

7. Quantity discounts: None offered.

8. Prompt payment terms: None offered. Payment terms are Net 30.

9a. Government commercial credit card accepted at or below the micro-purchase threshold: YES NO

9b. Government commercial credit card accepted above the micro-purchase threshold:

YES NO

10. Foreign items (list items by country of origin): Not Applicable

11a. Time of delivery: Lockheed Martin will adhere to the delivery schedule as specified in each order.

11b. Expedited Delivery: Items available for expedited delivery are noted in this price list.

11c. Overnight and 2-day delivery: Overnight and 2-day delivery are not applicable for services offered.

11d. Urgent Requirements: Urgent Requirements may be specified in negotiated delivery/task orders.

12. F.O.B. Point(s): Destination

13a. Ordering address(es):

Lockheed Martin Services, Inc.
Attn: Contracts Manager
2275 Research Blvd., M/S 8N
Rockville, MD 20850

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 9.405-3.

14. Payment address(es)

EFT/Wire Transfers:

Citibank N.A.
ABA # 0210 00089
Lockheed Martin Services, Inc.
Account # 4067 8203

By Mail/Check:

Accounts Receivable
Lockheed Martin Services, Inc.
2339 Route 70 West
Cherry Hill, NJ 08002-3315

15. Warranty provision: Same as Lockheed Martin's standard commercial warranty.

16. Export packing charges, If applicable: N/A

- 17. Terms and conditions of Government purchase card acceptance (if applicable): N/A**
- 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 of 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**
- 23. Preventive maintenance (if applicable): N/A**
- 24a. Special attributes such as 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. contractor's website or other location.) N/A**

25. Data Universal Number System (DUNS) number

80-525-8373

26. Central Contractor Registration (CCR) database.

Lockheed Martin Services, Inc is registered in the CCR by DUNS: 80-525-8373 and CAGE: 77609.

27. Travel

When required, travel will be priced on a task order by task order basis, in accordance with the Joint Travel Regulations.

**Lockheed Martin Services, Inc.
Information Systems & Global Solutions (IS&GS-Civil)
Overview**

Empowering Our Future

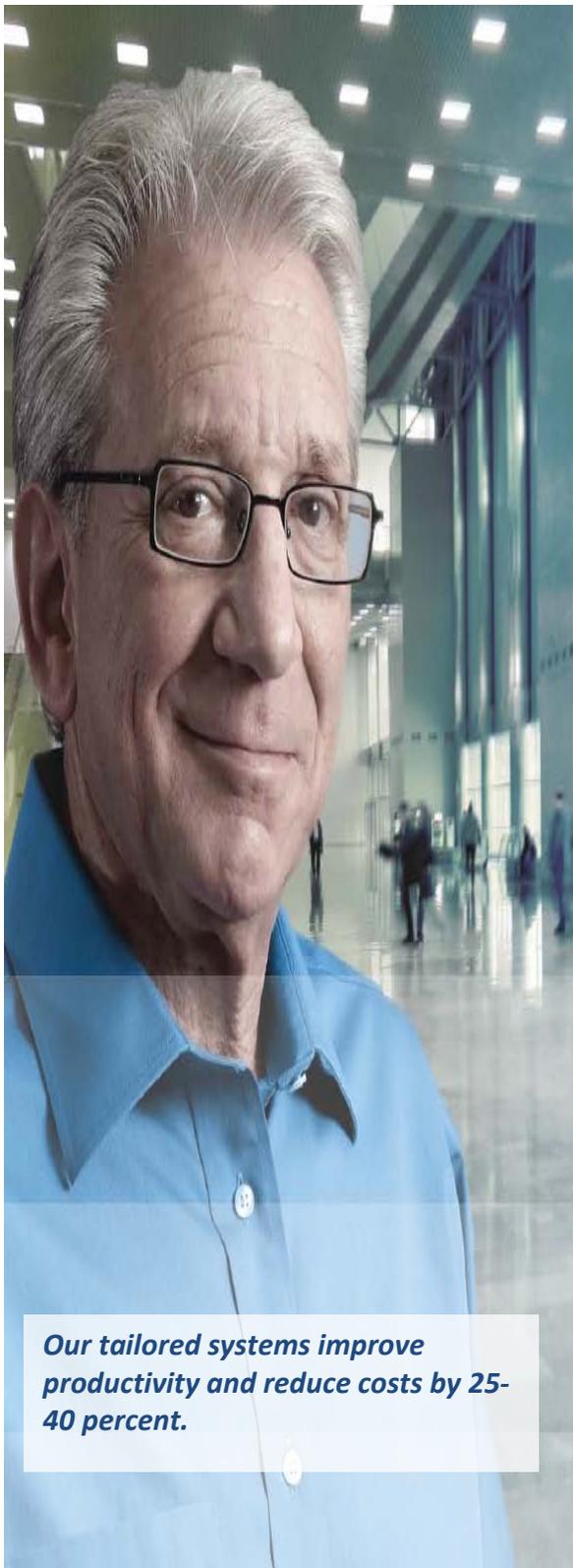
Our vision

- We see the solutions starting with energy efficiency – the cleanest, cheapest, fastest energy source
- The vision continues with leveraging our innovations to design and produce the next-generation of alternative energy solutions.
- That mix of traditional and alternatives energies then are to be smartly and securely stored, managed and distributed to the customer.



Expertise

The future of energy faces complex challenges in sustainability, management, planning, and security. Complex challenges that require proven systems integrators. As the Federal Government's leading IT provider for more than 17 years, Lockheed Martin has capabilities, the people, and the passion to implement winning solutions to meet these challenges our customers face.



Our tailored systems improve productivity and reduce costs by 25-40 percent.

Energy Management, Planning and Strategies

Our comprehensive business and technical services and Green IT solutions, help our customers address global challenges. Whether it's outsourcing IT, evaluation energy usage or deploying complex technology solutions across agencies, we're managing information with innovative answers.

- Program Management – Lockheed Martin is deeply experienced in the development and management of energy programs. We've helped some of the largest and most complex organizations successfully redefine their capabilities and reset the level of efficiency in their industry. With our management expertise, Lockheed Martin is helping customers set up and manage complex facilities, including critical infrastructure, management and protection.
- Site Management – We transform business process- resulting in reduced cost and risks, enhancing revenue, and improving services. By redesigning ineffective and outmoded process, we consolidate systems into a single platform. Creating economies of scale. Speeding deployment.

We redesign labor intensive processes so customers can dedicate personnel to high-value activities and the organization's mission.

To mitigate escalating maintenance costs and technology risks, we transform customers' information technology systems with solutions that improve billing accuracy, streamline statement processes, and reduce transaction costs.



Building Commissioning And Energy Services

As energy conservation plays a greater role in the public arena, the government and industry turn to Lockheed Martin for engineering expertise, and technical system design.

- We provide the full life cycle of technical and professional services, including Building Commissioning, energy audits, planning, energy consulting, licensing, engineering, procurement, logistics, installation and startup.
- Our customers can depend on us for research, development and demonstration of innovation in energy management and services.
- Federal Energy Management Program- As an approved Energy Savings Performance Contractor (ESPC), Lockheed martin can help the government reduce its energy costs and environmental impact through increased energy efficiency, additional use of renewable energy, and improved utility management decisions at Federal sites.

We enable our customers to invest in winning solutions that meet their energy saving goals.

The energy industry is rife with complex challenges, and the team at Lockheed Martin is helping by investing its talent in clean, secure, and smart energy- supporting global security, a strong economic future, and climate protection for future generations.

Going Green



Sustainability – Lockheed Martin knows there is more to sustainability than just going green. From smart grid to Green IT and efficiency engineering, we know that sustainability is smart business.

Smart Grid Technology – The Smart Grid will fundamentally transform the way energy is managed, transmitted, and consumed. Lockheed Martin understands the challenges facing entities moving through a Smart Grid evolution. We have extensive experience helping complex enterprises transition into nimble, ‘net-centric’ organizations with best in class operational capabilities.

Energy Efficiency & Green IT – From increased power reliability to smart metering, Lockheed Martin is helping our customers implement new energy programs or adapt existing ones to meet their goals.

Alternative and Renewable – Lockheed Martin is successfully pioneering new ways to leverage alternative energy sources:

- SOLAR
- WIND
- OCEAN THERMAL
- BIOFUELS / BIOMASS
- WAVE



Their Mission, Our Mission

Our current customers include Federal, state and local agencies, utility and commercial customers. We are delivering on their requirements every day to help them meet their targets.

For the Department of Energy, Nuclear Regulatory Commission and the Environmental Protection Agency, Lockheed Martin is a full-service mission service provider. Their mission is our mission. We deliver a comprehensive host of technical and business process solutions that manage some of the largest facilities and most complex challenges in the world.

Lockheed Martin Services, Inc Description of Services

An IDIQ Multiple Award Schedule including fixed-price, labor hour, or time and materials (T&M) task orders, the FAC03 schedule provides federal agencies with streamlined procurement to acquire the services necessary to maintain and manage a facility, including a number of energy management services. Under four of FAC03's Special Item Numbers (SINs), LMSI offers:

- 871 202 --- Energy Management Planning and Strategies
- 871 206 --- Building Commissioning Services
- 871 207 --- Energy Audit Services
- 871 211 --- Energy Consulting Services

Labor Category Definitions

SIN(s) PROPOSED	SERVICE PROPOSED (e.g. Labor Category or Job Title/Task)	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE
871-202, 871-206, 871-207, 871-211	1-Administrative Support I	H.S.	0
871-202, 871-206, 871-207, 871-211	1-Administrative Support II	H.S.	1
871-202, 871-206, 871-207, 871-211	2-Business Analyst I	B.S.	3
871-202, 871-206, 871-207, 871-211	2-Business Analyst II	B.S.	6
871-202, 871-206, 871-207, 871-211	2-Business Analyst III	B.S.	10
871-202, 871-206, 871-207, 871-211	2-Business Analyst IV	B.S.	15
871-202, 871-206, 871-207, 871-211	3-Energy Engineer I	B.S.	0
871-202, 871-206, 871-207, 871-211	3-Energy Engineer II	B.S.	2
871-202, 871-206, 871-207, 871-211	3-Energy Engineer III	B.S.	5
871-202, 871-206, 871-207, 871-211	3-Energy Engineer IV	B.S.	9
871-202, 871-206, 871-207, 871-211	3-Energy Engineer V	B.S.	14
871-202, 871-206, 871-207, 871-211	4-Graphic Artist	B.S.	3

SIN(s) PROPOSED	SERVICE PROPOSED (e.g. Labor Category)	MINIMUM EDUCATION/ CERTIFICATION	MINIMUM YEARS OF EXPERIENCE
871-202, 871-206, 871-207, 871-211	5-Program Manager I	B.S.	5
871-202, 871-206, 871-207, 871-211	5-Program Manager II	B.S.	9
871-202, 871-206, 871-207, 871-211	5-Program Manager III	B.S.	15
871-202, 871-206, 871-207, 871-211	5-Program Manager IV	B.S.	20
871-202, 871-206, 871-207, 871-211	6-Research Analyst	B.S.	3
871-202, 871-206, 871-207, 871-211	6-Research Analyst I	B.S.	6
871-202, 871-206, 871-207, 871-211	8-Technical Writer	B.S.	9

Lockheed Martin Time & Materials Labor Rates
Note: These rates assume contractor facilities and domestic locations

Labor Category	Year 1 July 2011 – June 2012	Year 2 July 2012 – June 2013	Year 3 July 2013 – June 2014	Year 4 July 2014 – June 2015	Year 5 July 2015 – June 2016	Year 6 July 2016 – June 2017	Year 7 July 2017 – June 2018
1-Administrative Support I	\$42.68	\$43.78	\$44.91	\$46.07	\$47.25	\$48.47	\$49.72
1-Administrative Support II	\$48.72	\$49.98	\$51.27	\$52.59	\$53.95	\$55.34	\$56.77
2-Business Analyst I	\$70.95	\$72.78	\$74.66	\$76.58	\$78.56	\$80.59	\$82.67
2-Business Analyst II	\$87.60	\$89.86	\$92.18	\$94.55	\$96.99	\$99.50	\$102.06
2-Business Analyst III	\$105.08	\$107.79	\$110.57	\$113.42	\$116.35	\$119.35	\$122.43
2-Business Analyst IV	\$127.09	\$130.36	\$133.73	\$137.18	\$140.72	\$144.35	\$148.07
3-Energy Engineer I	\$68.88	\$70.65	\$72.48	\$74.35	\$76.26	\$78.23	\$80.25
3-Energy Engineer II	\$82.75	\$84.89	\$87.08	\$89.32	\$91.63	\$93.99	\$96.42
3-Energy Engineer III	\$99.05	\$101.60	\$104.22	\$106.91	\$109.67	\$112.50	\$115.40
3-Energy Engineer IV	\$122.77	\$125.94	\$129.19	\$132.52	\$135.94	\$139.45	\$143.04
3-Energy Engineer V	\$140.50	\$144.12	\$147.84	\$151.66	\$155.57	\$159.58	\$163.70
4-Graphic Artist	\$66.60	\$68.31	\$70.08	\$71.88	\$73.74	\$75.64	\$77.59
5-Program Manager I	\$92.47	\$94.86	\$97.31	\$99.82	\$102.39	\$105.03	\$107.74
5-Program Manager II	\$128.77	\$132.09	\$135.50	\$138.99	\$142.58	\$146.26	\$150.03
5-Program Manager III	\$147.47	\$151.27	\$155.18	\$159.18	\$163.29	\$167.50	\$171.82
5-Program Manager IV	\$180.47	\$185.13	\$189.90	\$194.80	\$199.83	\$204.98	\$210.27
6-Research Analyst	\$82.56	\$84.69	\$86.88	\$89.12	\$91.42	\$93.78	\$96.19
6-Research Analyst I	\$102.09	\$104.72	\$107.42	\$110.20	\$113.04	\$115.96	\$118.95
8-Technical Writer	\$99.50	\$102.07	\$104.70	\$107.40	\$110.17	\$113.02	\$115.93

Labor Category	Year 8 July 2018 – June 2019	Year 9 July 2019 – June 2020	Year 10 July 2020 – June 2021	Year 11 July 2021 – June 2022	Year 12 July 2022 – June 2023	Year 13 July 2023 – June 2024	Year 14 July 2024 – June 2025
1-Administrative Support I	\$51.01	\$52.32	\$53.67	\$55.06	\$56.48	\$57.94	\$59.43
1-Administrative Support II	\$58.23	\$59.74	\$61.28	\$62.86	\$64.48	\$66.14	\$67.85
2-Business Analyst I	\$84.80	\$86.99	\$89.23	\$91.53	\$93.89	\$96.32	\$98.80
2-Business Analyst II	\$104.70	\$107.40	\$110.17	\$113.01	\$115.93	\$118.92	\$121.98
2-Business Analyst III	\$125.59	\$128.83	\$132.15	\$135.56	\$139.06	\$142.65	\$146.33
2-Business Analyst IV	\$151.89	\$155.81	\$159.83	\$163.95	\$168.18	\$172.52	\$176.97
3-Energy Engineer I	\$82.32	\$84.44	\$86.62	\$88.86	\$91.15	\$93.50	\$95.91
3-Energy Engineer II	\$98.91	\$101.46	\$104.07	\$106.76	\$109.51	\$112.34	\$115.24
3-Energy Engineer III	\$118.38	\$121.43	\$124.57	\$127.78	\$131.08	\$134.46	\$137.93
3-Energy Engineer IV	\$146.73	\$150.52	\$154.40	\$158.39	\$162.47	\$166.66	\$170.96
3-Energy Engineer V	\$167.92	\$172.26	\$176.70	\$181.26	\$185.94	\$190.73	\$195.66
4-Graphic Artist	\$79.59	\$81.65	\$83.75	\$85.92	\$88.13	\$90.41	\$92.74
5-Program Manager I	\$110.52	\$113.37	\$116.30	\$119.30	\$122.38	\$125.53	\$128.77

5-Program Manager II	\$153.90	\$157.87	\$161.95	\$166.13	\$170.41	\$174.81	\$179.32
5-Program Manager III	\$176.25	\$180.80	\$185.47	\$190.25	\$195.16	\$200.19	\$205.36
5-Program Manager IV	\$215.70	\$221.26	\$226.97	\$232.83	\$238.83	\$245.00	\$251.32
6-Research Analyst	\$98.68	\$101.22	\$103.83	\$106.51	\$109.26	\$112.08	\$114.97
6-Research Analyst I	\$122.02	\$125.16	\$128.39	\$131.71	\$135.10	\$138.59	\$142.17
8-Technical Writer	\$118.92	\$121.99	\$125.14	\$128.37	\$131.68	\$135.08	\$138.56

Labor Category	Year 15 July 2025 – June 2026	Year 16 July 2026 – June 2027	Year 17 July 2027 – June 2028	Year 18 July 2028 – June 2029	Year 19 July 2029 – June 2030	Year 20 July 2030 – June 2031
1-Administrative Support I	\$60.96	\$62.54	\$64.15	\$65.81	\$67.50	\$69.24
1-Administrative Support II	\$69.60	\$71.40	\$73.24	\$75.13	\$77.07	\$79.05
2-Business Analyst I	\$101.35	\$103.96	\$106.65	\$109.40	\$112.22	\$115.12
2-Business Analyst II	\$125.13	\$128.36	\$131.67	\$135.07	\$138.55	\$142.13
2-Business Analyst III	\$150.10	\$153.97	\$157.95	\$162.02	\$166.20	\$170.49
2-Business Analyst IV	\$181.54	\$186.22	\$191.03	\$195.96	\$201.01	\$206.20
3-Energy Engineer I	\$98.39	\$100.93	\$103.53	\$106.20	\$108.94	\$111.75
3-Energy Engineer II	\$118.21	\$121.26	\$124.39	\$127.60	\$130.89	\$134.27
3-Energy Engineer III	\$141.49	\$145.14	\$148.88	\$152.72	\$156.66	\$160.70
3-Energy Engineer IV	\$175.38	\$179.90	\$184.54	\$189.30	\$194.19	\$199.20
3-Energy Engineer V	\$200.70	\$205.88	\$211.19	\$216.64	\$222.23	\$227.96
4-Graphic Artist	\$95.13	\$97.59	\$100.10	\$102.69	\$105.34	\$108.05
5-Program Manager I	\$132.10	\$135.50	\$139.00	\$142.59	\$146.26	\$150.04
5-Program Manager II	\$183.95	\$188.69	\$193.56	\$198.55	\$203.68	\$208.93
5-Program Manager III	\$210.66	\$216.09	\$221.67	\$227.39	\$233.25	\$239.27
5-Program Manager IV	\$257.80	\$264.45	\$271.27	\$278.27	\$285.45	\$292.82
6-Research Analyst	\$117.94	\$120.98	\$124.10	\$127.30	\$130.59	\$133.96
6-Research Analyst I	\$145.83	\$149.60	\$153.46	\$157.41	\$161.48	\$165.64
8-Technical Writer	\$142.13	\$145.80	\$149.56	\$153.42	\$157.38	\$161.44

GS A FAC03 LABOR CATEGORIES

Labor Category Descriptions - Contractor Site			
#	Energy Management Labor Category	Labor Category Description/Functions Performed	Typical Minimum Education & Experience*
1	1-Administrative Support I	Performs variety of activities in support of functional areas such as finance, purchasing, or human resources or for a specific project/business/technical unit. Gathers, collects, records, tracks, and verifies data and information from multiple sources. Compiles, reviews, and analyzes data. Uses software for functional area, to compile and generate reports, statistics, timelines, tables, graphs, correspondence, and presentations. May design processes to enhance workflow. Provides data and information to others on functional unit processes and procedures.	High School Diploma, with no (0) years of related experience.
2	1-Administrative Support II	Performs variety of activities in support of functional areas such as finance, purchasing, or human resources, or for a specific project/business/technical unit. Gathers and manipulates common data, verifies adequacy and appropriateness; develops charts, diagrams, and standard reports. Compiles, reviews, and analyzes data. Uses software for functional area to compile and generate reports, statistics, timelines, tables, graphs, correspondence, and presentations. May design processes to enhance workflow. Provides data and information to others on functional unit processes and procedures. In technical or production positions, may also set up and operate standard electronic or mechanical equipment used to develop, produce, and/or test products or process data.	High School Diploma, with one (1) year of related experience.
3	2-Business Analyst I	Compiles and reviews budgets using actual performance, previous budget figures, estimated revenue, expense reports, and other data sources to control funds and provide for proper financial administration. Performs multiple financial cost analyses functions, including cost allocation, setting up cost control systems, collecting data, controlling costs, and preparing reports that maintain the company's cost accounting system. Ensures that costs are allocated according to established procedures. Supports monthly billing and customer billing inquiry and applicable audits. Monitors funding levels and supports customer with available funding status. Generates applicable cost and funding reports. Interfaces with applicable vendors and subcontractors on procurement activities. Administers contract to ensure contract document is updated and is in compliance with work being performed. Frequent use and general knowledge of industry practices, techniques, and standards. General application of standard concepts and principles. Frequent internal company and external contacts. Represents organization on specific projects. Develops solutions to a variety of problems of moderate scope and complexity. Refers to policies and practices for guidance.	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with three (3) years of professional experience.
4	2-Business Analyst II	Compiles and reviews budgets using actual performance, previous budget figures, estimated revenue, expense reports, and other data sources to control funds and provide for proper financial administration. Performs multiple financial cost analyses functions, including cost allocation, setting up cost control systems, collecting data, controlling costs, and preparing reports that maintain the company's cost accounting system. Ensures that costs are allocated according to established procedures. Supports monthly billing and customer billing inquiry and applicable audits. Monitors funding levels and supports customer with available funding status. Generates applicable cost and funding reports. Interfaces with applicable vendors and subcontractors on procurement activities. Administers contract to ensure contract document is updated and is in compliance with work being performed. Complete understanding and application of principles, concepts, practices, and standards. Full knowledge of industry and company practices. Represents organization as a prime contact on contracts or projects. Interacts with senior internal and external personnel on significant matters often requiring coordination between organizations. Develops solutions to a variety of complex problems. May refer to established precedents and policies.	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with six (6) years of professional experience.
5	2-Business Analyst III	Compiles and reviews budgets using actual performance, previous budget figures, estimated revenue, expense reports, and other data sources to control funds and provide for proper financial administration. Performs multiple financial cost analyses functions, including cost allocation, setting up cost	Bachelor's degree from an accredited college in a related discipline, or equivalent

Labor Category Descriptions - Contractor Site			
#	Energy Management Labor Category	Labor Category Description/Functions Performed	Typical Minimum Education & Experience*
		<p>control systems, collecting data, controlling costs, and preparing reports that maintain the company's cost accounting system. Ensures that costs are allocated according to established procedures. Supports monthly billing and customer billing inquiry and applicable audits. Monitors funding levels and supports customer with available funding status. Generates applicable cost and funding reports. Interfaces with applicable vendors and subcontractors on procurement activities. Administers contract to ensure contract document is updated and is in compliance with work being performed.</p> <p>Regularly contributes to the development of new concepts, techniques, and standards. Considered an expert in field within the organization. Serves as consultant to management and special external spokesperson for the organization on major matters pertaining to its policies, plans, and objectives. Develops solutions to complex problems which require the regular use of ingenuity and innovation. Ensures solutions are consistent with organization objectives.</p>	experience/combined education, with 10 years of professional experience.
6	2-Business Analyst IV	<p>Compiles and reviews budgets using actual performance, previous budget figures, estimated revenue, expense reports, and other data sources to control funds and provide for proper financial administration. Performs multiple financial cost analyses functions, including cost allocation, setting up cost control systems, collecting data, controlling costs, and preparing reports that maintain the company's cost accounting system. Ensures that costs are allocated according to established procedures. Supports monthly billing and customer billing inquiry and applicable audits. Monitors funding levels and supports customer with available funding status. Generates applicable cost and funding reports. Interfaces with applicable vendors and subcontractors on procurement activities. Administers contract to ensure contract document is updated and is in compliance with work being performed.</p> <p>Develops and applies advanced concepts, techniques, and standards. Develops new applications based on professional principles and theories. Viewed as an expert in field within the corporation. Serves as prime consultant and external spokesperson for the organization on highly significant matters relating to policies, programs, capabilities, and long-range goals and objectives. Develops solutions to problems of unusual complexity which require a high degree of ingenuity, creativity, and innovativeness. Challenges are frequently unique and solutions may serve as precedent for future decisions.</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with 15 or more years of professional experience.
7	3-Energy Engineer I	<p>Coordinates planning, organization, control, integration, and completion of energy projects within area of assigned responsibility. Plans and formulates engineering program; reviews energy project design for compliance with engineering principles, company standards, customer contract requirements, and related specifications. Evaluates and approves project changes and specification. Coordinates activities related to technical developments, scheduling, and resolving engineering problems.</p> <p>Applies energy engineering principles, theories, and concepts to complete assignments of limited scope. Contacts are primarily with immediate supervisor, project leaders, and other personnel in the section or group. Develops solutions to assigned technical problems of limited scope.</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education.
8	3-Energy Engineer II	<p>Coordinates planning, organization, control, integration, and completion of energy projects within area of assigned responsibility. Plans and formulates engineering program; reviews energy project design for compliance with engineering principles, company standards, customer contract requirements, and related specifications. Evaluates and approves project changes and specification.</p> <p>Coordinates activities related to technical developments, scheduling, and resolving engineering problems. Frequent use and application of energy standards, principles, theories, concepts, and techniques. Primarily internal company contacts. Provides solutions to a variety of technical problems of moderate scope and complexity.</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with two (2) years of professional experience.
9	3-Energy Engineer III	Coordinates planning, organization, control, integration, and completion of energy projects within area of assigned responsibility. Plans and formulates engineering program; reviews energy project design for compliance with	Bachelor's degree from an accredited college in a related discipline, or

Labor Category Descriptions - Contractor Site			
#	Energy Management Labor Category	Labor Category Description/Functions Performed	Typical Minimum Education & Experience*
		<p>engineering principles, company standards, customer contract requirements, and related specifications. Evaluates and approves project changes and specification. Coordinates activities related to technical developments, scheduling, and resolving engineering problems.</p> <p>Complete understanding and wide application of energy principles, theories and concepts. General knowledge of other related disciplines. Frequent inter-organizational and outside customer contacts. Represents the organization in providing solutions to difficult technical issues associated with specific energy projects. Solutions are imaginative, thorough, and practicable, and are consistent with organization objectives.</p>	equivalent experience/combined education, with five (5) years of professional experience.
10	3-Energy Engineer IV	<p>Coordinates planning, organization, control, integration, and completion of energy projects within area of assigned responsibility. Plans and formulates engineering program; reviews energy project design for compliance with engineering principles, company standards, customer contract requirements, and related specifications. Evaluates and approves project changes and specification. Coordinates activities related to technical developments, scheduling, and resolving engineering problems.</p> <p>Applies extensive energy technical expertise, and has full knowledge of other related disciplines. Represents the organization as the prime technical contact on energy contracts and projects. Interacts with senior external personnel on significant technical matters often requiring coordination between organizations. Develops technical solutions to complex problems which require the regular use of ingenuity and creativity.</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with nine (9) years of professional experience.
11	3-Energy Engineer V	<p>Coordinates planning, organization, control, integration, and completion of energy projects within area of assigned responsibility. Plans and formulates engineering program; reviews energy project design for compliance with engineering principles, company standards, customer contract requirements, and related specifications. Evaluates and approves project changes and specification. Coordinates activities related to technical developments, scheduling, and resolving engineering problems. Develops advanced technological ideas, and guides their development into a final solution. Applies advanced technical principles, techniques, theories, and concepts.</p> <p>Contributes to the development of new principles and theories. Serves as organization spokesperson on advanced energy projects and/or programs. Acts as advisor to management and customers on advanced technical research studies and applications. Works on unusually complex technical problems, and provides solutions which are highly innovative and ingenious.</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with 14 years of professional experience.
12	4-Graphic Artist	<p>Conceives, designs, lays-out, and coordinates editorial illustrations and creative artwork. Develops interpretive themes that convey ideas and information. Creates graphic presentations that communicate mood, emphasis, insight, viewpoint, and similar visual impressions. Provides guidance on graphic technology. Works closely with internal company contacts to understand requirements and create cost efficient graphic designs through available mediums. May provide computer graphic services for web artwork. May also have responsibility for input on reproduction and printing processes through in-house resources or outside vendors.</p> <p>Frequent use and general knowledge of industry practices, techniques, and standards. General application of standard concepts and principles. Frequent internal company and external contacts. Represents organization on specific projects, teams. Develops solutions to a variety of problems of moderate scope and complexity. Refers to policies and practices for guidance.</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with three (3) years of professional experience.
13	5-Program Manager I	<p>Oversees and manages the operational aspects of ongoing energy projects, and serves as liaison between project management and planning, project team, and line management. Reviews status of energy projects and budgets; manages schedules and prepares status reports. Assesses project issues and develops resolutions to meet productivity, quality, and client-satisfaction goals and objectives. Develops mechanisms for monitoring project progress and for intervention and problem solving with project managers, line managers, and clients.</p> <p>Complete understanding and application of energy principles, concepts,</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with five (5) years of professional experience.

Labor Category Descriptions - Contractor Site			
#	Energy Management Labor Category	Labor Category Description/Functions Performed	Typical Minimum Education & Experience*
		practices, and standards. Full knowledge of industry and company practices. Develops solutions to a variety of complex problems. May refer to established precedents and policies.	
14	5-Program Manager II	<p>Directs all phases of energy programs from inception through completion. Responsible for the cost, schedule, and performance on energy programs or subsets of major programs. Participates in the negotiation of contract and contract changes. Acts as primary customer contact for energy program activities, leading program review sessions with customer to discuss cost, schedule, and performance. Establishes design concepts, criteria, and engineering efforts for project implementation. Establishes milestones and monitors adherence to master plans and schedules; identifies program problems and obtains solutions, such as allocation of resources or changing contractual specifications.</p> <p>Directs the work of employees assigned to the program from technical and administrative areas. Uses established technologies, standard energy principles, theories, concepts, and techniques to provide solutions to a variety of technical problems.</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with nine (9) years of professional experience.
15	5-Program Manager III	<p>Directs all phases of energy programs from inception through completion. Responsible for the cost, schedule, and performance on energy programs or subsets of major programs. Participates in the negotiation of contract and contract changes. Acts as primary customer contact for energy program activities, leading program review sessions with customer to discuss cost, schedule, and performance. Establishes design concepts, criteria, and engineering efforts for project implementation. Establishes milestones and monitors adherence to master plans and schedules; identifies program problems and obtains solutions, such as allocation of resources or changing contractual specifications. Directs the work of employees assigned to the program from technical and administrative areas.</p> <p>Uses established technologies that require the application of advanced energy principles, theories, concepts, and techniques to provide solutions to a variety of technical problems. Requires coordination of technologies across program requirements.</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with 15 or more years of professional experience.
16	5-Program Manager IV	<p>Directs all phases of energy programs from inception through completion. Responsible for the cost, schedule and performance on energy programs or subsets of major programs. Participates in the negotiation of contract and contract changes. Acts as primary customer contact for energy program activities, leading program review sessions with customer to discuss cost, schedule, and performance. Establishes design concepts, criteria, and engineering efforts for project implementation. Establishes milestones and monitors adherence to master plans and schedules; identifies program problems and obtains solutions, such as allocation of resources or changing contractual specifications. Directs the work of employees assigned to the program from technical and administrative areas.</p> <p>Employs new technologies requiring coordination of applications across program requirements. Develops solutions to complex problems that require the regular use of ingenuity and creativity.</p>	Bachelor's degree in an engineering/ technical discipline from an accredited college in a related discipline, or equivalent experience/combined education, with 20 or more years of professional experience.
17	6-Research Analyst	<p>Analyzes actual and predictable interacting operational activities of a military, Governmental, or business system to obtain a quantitative, rational basis for decision making through the application of logic and scientific or economic disciplines and techniques. Devises energy modeling and measuring techniques; utilizes mathematics, statistical methods, engineering methods, operational mathematics techniques (linear programming, game theory, probability theory, symbolic language, etc.), and other principles and laws of scientific and economic disciplines.</p> <p>Frequent use and application of technical standards, principles, theories, concepts, and techniques. Primarily internal company contacts. Provides solutions to a variety of technical problems of moderate scope and complexity.</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with three (3) years of professional experience.
18	6-Research Analyst I	Analyzes actual and predictable interacting operational activities of a military, Governmental, or business system to obtain a quantitative, rational basis for decision making through the application of logic and scientific or economic disciplines and techniques. Devises energy modeling and measuring	Bachelor's degree from an accredited college in a related discipline, or equivalent

Labor Category Descriptions - Contractor Site			
#	Energy Management Labor Category	Labor Category Description/Functions Performed	Typical Minimum Education & Experience*
		<p>techniques; utilizes mathematics, statistical methods, engineering methods, operational mathematics techniques (linear programming, game theory, probability theory, symbolic language, etc.), and other principles and laws of scientific and economic disciplines.</p> <p>Complete understanding and wide application of technical principles, theories and concepts. General knowledge of other related disciplines. Frequent inter-organizational and outside customer contacts. Represents the organization in providing solutions to difficult technical issues associated with specific energy projects. Provides technical solutions to a wide range of difficult problems. Solutions are imaginative, thorough, and practicable, and consistent with organization objectives.</p>	experience/combined education, with six (6) years of professional experience.
19	7-Subject Matter Expert I	<p>Performs technical planning, systems integration, verification and validation, cost and risk, and supportability and effectiveness analyses for total energy solutions. Analyses are performed at all levels of total energy solutions to include: concept, design, installation, operation, and maintenance. Ensures the logical and systematic conversion of customer requirements into total solutions that acknowledge technical, schedule, and cost constraints. Performs functional analysis, timeline analysis, detailed studies, requirements allocation, and interface definition studies to translate customer requirements into project specifications.</p> <p>Applies energy technical principles, theories, and concepts to complete assignments of limited scope. Contacts are primarily with immediate supervisor, project leaders, and other personnel in the section or group. Develops solutions to assigned technical problems of limited scope.</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education.
20	7-Subject Matter Expert II	<p>Performs technical planning, systems integration, verification and validation, cost and risk, and supportability and effectiveness analyses for total energy solutions. Analyses are performed at all levels of total energy solutions to include: concept, design, installation, operation, and maintenance. Ensures the logical and systematic conversion of customer requirements into total solutions that acknowledge technical, schedule, and cost constraints. Performs functional analysis, timeline analysis, detailed studies, requirements allocation, and interface definition studies to translate customer requirements into project specifications.</p> <p>Frequent use and application of energy technical standards, principles, theories, concepts, and techniques. Primarily internal company contacts. Infrequent inter-organizational and outside customer contacts on routine matters. Provides solutions to a variety of technical problems of moderate scope and complexity.</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with two (2) years of professional experience. Considered experienced, but still a learner.
21	7-Subject Matter Expert III	<p>Performs technical planning, systems integration, verification and validation, cost and risk, and supportability and effectiveness analyses for total energy solutions. Analyses are performed at all levels of total energy solutions to include: concept, design, installation, operation, and maintenance. Ensures the logical and systematic conversion of customer requirements into total solutions that acknowledge technical, schedule, and cost constraints. Performs functional analysis, timeline analysis, detailed studies, requirements allocation, and interface definition studies to translate customer requirements into project specifications.</p> <p>Complete understanding and wide application of energy technical principles, theories and concepts. General knowledge of other related disciplines. Frequent inter-organizational and outside customer contacts. Represents the organization in providing solutions to difficult technical issues associated with specific projects. Provides technical solutions to a wide range of difficult problems. Solutions are imaginative, thorough, and practicable, and consistent with organization objectives.</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with five (5) years of professional experience.
22	7-Subject Matter Expert IV	<p>Performs technical planning, systems integration, verification and validation, cost and risk, and supportability and effectiveness analyses for total energy solutions. Analyses are performed at all levels of total energy solutions to include: concept, design, installation, operation, and maintenance. Ensures the logical and systematic conversion of customer requirements into total solutions that acknowledge technical, schedule, and cost constraints. Performs functional analysis, timeline analysis, detailed studies, requirements</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with nine (9) years of professional

Labor Category Descriptions - Contractor Site			
#	Energy Management Labor Category	Labor Category Description/Functions Performed	Typical Minimum Education & Experience*
		<p>allocation, and interface definition studies to translate customer requirements into project specifications.</p> <p>Applies extensive energy technical expertise, and has full knowledge of other related disciplines. Represents the organization as the prime technical contact on energy contracts and projects. Interacts with senior external personnel on significant technical matters often requiring coordination between organizations. Develops technical solutions to complex problems which require the regular use of ingenuity and creativity.</p>	experience.
23	7-Subject Matter Expert V	<p>Performs technical planning, systems integration, verification and validation, cost and risk, and supportability and effectiveness analyses for total energy solutions. Analyses are performed at all levels of total energy solutions to include: concept, design, installation, operation, and maintenance. Ensures the logical and systematic conversion of customer requirements into total solutions that acknowledge technical, schedule, and cost constraints. Performs functional analysis, timeline analysis, detailed studies, requirements allocation, and interface definition studies to translate customer requirements into project specifications.</p> <p>Develops advanced technological ideas and guides their development into a final solution. Applies advanced energy technical principles, techniques, theories, and concepts. Contributes to the development of new principles and theories. Serves as organization spokesperson on advanced energy projects and/or programs. Acts as advisor to management and customers on advanced technical research studies and applications. Works on unusually complex technical problems, and provides solutions which are highly innovative and ingenious.</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with 15 or more years of professional experience.
24	7-Subject Matter Expert VI	<p>Performs technical planning, systems integration, verification and validation, cost and risk, and supportability and effectiveness analyses for total energy solutions. Analyses are performed at all levels of total energy solutions to include: concept, design, installation, operation, and maintenance. Ensures the logical and systematic conversion of customer requirements into total solutions that acknowledge technical, schedule, and cost constraints. Performs functional analysis, timeline analysis, detailed studies, requirements allocation, and interface definition studies to translate customer requirements into project specifications.</p> <p>Exhibits an exceptional degree of ingenuity, creativity, and resourcefulness. Applies and/or develops highly advanced energy technical solutions, scientific principles, theories, and concepts. Viewed as an expert within the field. Serves as top consultant to top management in long-range planning concerning new or projected areas of technical research and advancements. Prime external spokesperson for the company on highly significant matters relating to research, engineering matters, programs, and technical capabilities. Develops information which extends knowledge in a given field. Information may form the basis of newly developed concepts, theories, and products.</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with 20 or more years of professional experience.
25	8-Technical Writer	<p>Writes, rewrites, and/or edits technical documents such as technical procedure manuals, user manuals, service manuals, operational specifications, and related technical publications to communicate clearly and effectively technical specifications and instructions to a wide range of audiences. Acquires subject knowledge by referring to technical specifications, blueprints, engineering illustrations, and trade journals. Oversees preparation of illustrative materials, selecting drawings, sketches, diagrams, and charts. Conducts quality review of materials.</p> <p>Regularly contributes to the development of new concepts, techniques, and standards. Considered an expert in field within the organization. Serves as consultant to management and special external spokesperson for the organization on major matters pertaining to its policies, plans, and objectives. Develops solutions to complex problems which require the regular use of ingenuity and innovation. Ensures solutions are consistent with organization objectives.</p>	Bachelor's degree from an accredited college in a related discipline, or equivalent experience/combined education, with nine (9) years of professional experience.

Labor Category Descriptions - Contractor Site			
#	Energy Management Labor Category	Labor Category Description/Functions Performed	Typical Minimum Education & Experience*
	*Substitution /Equivalency		
	GED or vocational Degree = High School Diploma		
	BS/BA = eight (8) years general experience		
	MS/MA = two (2) years general experience		
	PhD = three (3) years general experience		
	Example: MS/MA degree = BS/BA + 2 years general experience		