Professional Engineering Services
Contract No. GS-23F-0035S

General Services Administration
Federal Supply Service

Authorized Federal Supply Schedule Price List

1611 N Kent Street, Suite 700
Arlington, VA 22209
Phone: 703.526.0001
Fax: 703.908.9353

http://www.solers.com

Contract Administrator: James Timmermeyer

Business Size: Small

Supplement Number: 1

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: GSAAdvantage.gov. For more information on ordering from Federal Supply Schedules click on the FSS Schedules at fss.gsa.gov.

CUSTOMER INFORMATION

1a. **Awarded Special Item Numbers**

SIN 871-1	Strategic Planning for Technology Programs/Activities
SIN 871-2	Concept Development and Requirements Analysis
SIN 871-3	System Design, Engineering and Integration
SIN 871-4	Test and Evaluation
SIN 871-6	Acquisition and Life Cycle Management

1b. **Pricing (See Pages 5-8)**

1c. **Labor Category Descriptions (See Pages 9-11)**

2. **Maximum Order**
There is no maximum task order size for the contract. A maximum threshold value of $750,000 for each task order is established for the contract. When task orders exceed this value, agencies should consider additional contractors and seek discounts.

3. **Minimum order:** $100.00

4. **Geographic coverage (delivery area)**
Domestic delivery only

5. **Point(s) of production (city, county, and state or foreign country):**
Not Applicable

6. **Discount from list prices or statement of net price:**
Prices shown herein are net.

7. **Quantity discounts:**
Solers will utilize dollar volume discounts on task orders which are equal to or better than the following task order dollar amounts:

$ 500,001 - $1,000,000	(.5% discount)
$1,000,001 - $1,500,000	(1% discount)
$1,500,001 - $2,000,000	(1.5% discount)
>$2,000,000	(2% discount)

8. **Prompt payment terms:** Net 30 days.

9. **Government purchase cards are accepted for any amount.**

10. **Time of delivery:** Negotiated at task order level

11. **F.O.B. point(s): Destination.**

12a. **Ordering address:** Solers, Inc.
1611 N Kent Street, Suite 700
Arlington, VA 22209

GSA Schedule

12b. **Ordering procedures:**
For supplies and services, the ordering procedures, information on blanket purchase agreements (BPA's), and a sample BPA can be found at the GSA/FSS schedule homepage (fss.gsa.gov/schedules).

13. **Payment address:** Solers, Inc.
P.O. Box 9952
Arlington, VA 22219-1952

Electronic payment: Solers, Inc.
Wachovia Bank, N.A.
Account No.: 2000024611570
ABA No.: 051400549

14. **Warranty provision: Not applicable**

15. **Export packing charges: Not applicable.**

16. **Data Universal Number System (DUNS) number:**
048384205 (Solers Headquarters)

17. **Notification regarding registration in Central Contractor Registration (CCR) database:**
Solers is registered in the CCR database.

18. **Taxpayer Identification Number:**
54-1920541

CONTRACT SCOPE

The Special Item Numbers available under this contract provide for services across the full life cycle of an engineering project. Solers has been awarded 5 Special item Numbers under the professional Engineering Services contracts, as defined below:

SIN 871-1	Strategic Planning for Technology Programs/Activities
SIN 871-2	Concept Development and Requirements Analysis
SIN 871-3	System Design, Engineering and Integration
SIN 871-4	Test and Evaluation
SIN 871-6	Acquisition and Life Cycle Management

GSA awarded each SIN after evaluating Solers' experience, past performance and cost reasonableness. Solers provides a full description of each SIN and examples of the types of work covered under each:

SIN 871-1 STRATEGIC PLANNING FOR TECHNOLOGY PROGRAMS/ACTIVITIES

Services required under this SIN involve the definition and interpretation of high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical associated tasks include, but are not limited to an analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, privatization and outsourcing.

Example: The evaluation and preliminary definition of new and/or improved performance goals for navigation satellites – such as launch procedures and costs, multi-user capability, useful service life, accuracy and resistance to natural and man made electronic interference.

SIN 871-2 CONCEPT DEVELOPMENT AND REQUIREMENTS ANALYSIS

Services required under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development or enhancement of high level general performance specifications of a system, project, mission or activity. Typical associated tasks include, but are not limited to requirements analysis, cost/cost-performance trade-off analysis, feasibility analysis, regulatory compliance support, technology conceptual designs, training, privatization and outsourcing.

Example: The development and analysis of the total mission profile and life cycle of the improved satellite including examination of performance and cost tradeoffs.

SIN 871-3 SYSTEM DESIGN, ENGINEERING AND INTEGRATION

Services required under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis/mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, design studies and analysis, high level detailed specification preparation, configuration management and document control, fabrication, assembly and simulation, modeling, training, privatization and outsourcing.

Example: The navigation satellite concept produced in the preceding stage will be converted to a detailed engineering design package, performance will be computer simulated and a working model will be built for testing and design verification.

SIN 871-4 TEST AND EVALUATION

Services required under this SIN involve the application of various techniques demonstrating that a prototype system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design.

Typical associated tasks include, but are not limited 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), system safety, quality assurance, physical testing of the product or system, training, privatization and outsourcing.

Example: The navigation satellite-working model will be subjected to a series of tests, which may simulate and ultimately duplicate its operational environment.

SIN 871-6 ACQUISITION AND LIFE CYCLE MANAGEMENT

Services required under this SIN involve all of the planning, budgetary, contract and systems/program management execution functions required to procure and/or produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to technology-based systems, activities, subsystems, projects, etc. Typical associated tasks include, but are not limited to operation and maintenance, program/project management (including, but not limited to, construction management) technology transfer/insertion, training, privatization and outsourcing.

Example: During this stage the actual manufacturing, launch, and performance monitoring of the navigation satellite will be assisted through project management, configuration management, reliability analysis, engineering retrofit improvements and similar functions.

LABOR CATEGORY RATES

	Base Period				
	Year 1	Year 2	Year 3	Year 4	Year 5
Labor Rates	11/28/05 - 11/27/06	11/28/06 - 11/27/07	11/28/07 - 11/27/08	11/28/08 - 11/27/09	11/28/09 - 11/27/10
Engineer 0	$83.81	$86.74	$89.78	$92.92	$96.17
Engineer 1	$86.00	$89.01	$92.13	$95.35	$98.69
Engineer 2	$88.81	$91.92	$95.14	$98.47	$101.92
Engineer 3	$101.65	$105.21	$108.89	$112.70	$116.64
Engineer 4	$108.79	$112.60	$116.54	$120.62	$124.84
Engineer 5	$109.57	$113.40	$117.37	$121.48	$125.73
Engineer 6	$115.03	$119.06	$123.23	$127.54	$132.00
Engineer 7	$130.46	$135.03	$139.76	$144.65	$149.71
Engineer 8	$137.77	$142.59	$147.58	$152.75	$158.10
Engineer 9	$140.19	$145.10	$150.18	$155.44	$160.88
Senior Engineer 1	$149.47	$154.70	$160.11	$165.71	$171.51
Senior Engineer 2	$151.61	$156.92	$162.41	$168.09	$173.97
Senior Engineer 3	$157.31	$162.82	$168.52	$174.42	$180.52
Senior Engineer 4	$167.02	$172.87	$178.92	$185.18	$191.66
Senior Engineer 5	$168.73	$174.64	$180.75	$187.08	$193.63
Senior Engineer 6	$170.00	$175.95	$182.11	$188.48	$195.08
Senior Engineer 7	$172.39	$178.42	$184.66	$191.12	$197.81
Senior Engineer 8	$190.42	$197.08	$203.98	$211.12	$218.51
Senior Engineer 9	$191.57	$198.27	$205.21	$212.39	$219.82
Senior Engineer 10	$197.28	$204.18	$211.33	$218.73	$226.39
Senior Engineer 11	$202.29	$209.37	$216.70	$224.28	$232.13
Senior Engineer 12	$208.70	$216.00	$223.56	$231.38	$239.48
Senior Engineer 13	$214.40	$221.90	$229.67	$237.71	$246.03
Senior Engineer 14	$220.11	$227.81	$235.78	$244.03	$252.57
Graphic Artist 1	$57.41	$59.42	$61.50	$63.65	$65.88
Graphic Artist 2	$63.12	$65.33	$67.62	$69.99	$72.44
Graphic Artist 3	$68.82	$71.23	$73.72	$76.30	$78.97
Graphic Artist 4	$74.53	$77.14	$79.84	$82.63	$85.52
Graphic Artist 5	$80.24	$83.05	$85.96	$88.97	$92.08
Graphic Artist 6	$85.95	$88.96	$92.07	$95.29	$98.63
Graphic Artist 7	$91.66	$94.87	$98.19	$101.63	$105.19
Graphic Artist Director	$115.50	$119.54	$123.72	$128.05	$132.53
Administrative Support 1	$40.28	$41.69	$43.15	$44.66	$46.22
Administrative Support 2	$48.84	$50.55	$52.32	$54.15	$56.05
Administrative Support 3	$57.41	$59.42	$61.50	$63.65	$65.88
Administrative Support 4	$63.12	$65.33	$67.62	$69.99	$72.44
Administrative Support 5	$70.51	$72.98	$75.53	$78.17	$80.91
Administrative Support 6	$74.53	$77.14	$79.84	$82.63	$85.52
Administrative Support 7	$80.24	$83.05	$85.96	$88.97	$92.08
Program Manager 1	$128.77	$133.28	$137.94	$142.77	$147.77
Program Manager 2	$145.90	$151.01	$156.30	$161.77	$167.43
Program Manager 3	$163.02	$168.73	$174.64	$180.75	$187.08
Program Manager 4	$180.15	$186.46	$192.99	$199.74	$206.73
Program Manager 5	$198.70	$205.65	$212.85	$220.30	$228.01
Program Manager 6	$220.11	$227.81	$235.78	$244.03	$252.57
Program Manager 7	$248.66	$257.36	$266.37	$275.69	$285.34

	Option I				
Labor Rates	**Year 6** **11/28/10 - 11/27/11**	**Year 7** **11/28/11 - 11/27/12**	**Year 8** **11/28/12 - 11/27/13**	**Year 9** **11/28/13 - 11/27/14**	**Year 10** **11/28/14 - 11/27/15**
Engineer 0	$99.54	$103.02	$106.63	$110.36	$114.22
Engineer 1	$102.14	$105.71	$109.41	$113.24	$117.20
Engineer 2	$105.49	$109.18	$113.00	$116.96	$121.05
Engineer 3	$120.72	$124.95	$129.32	$133.85	$138.53
Engineer 4	$129.21	$133.73	$138.41	$143.25	$148.26
Engineer 5	$130.13	$134.68	$139.39	$144.27	$149.32
Engineer 6	$136.62	$141.40	$146.35	$151.47	$156.77
Engineer 7	$154.95	$160.37	$165.98	$171.79	$177.80
Engineer 8	$163.63	$169.36	$175.29	$181.43	$187.78
Engineer 9	$166.51	$172.34	$178.37	$184.61	$191.07
Senior Engineer 1	$177.51	$183.72	$190.15	$196.81	$203.70
Senior Engineer 2	$180.06	$186.36	$192.88	$199.63	$206.62
Senior Engineer 3	$186.84	$193.38	$200.15	$207.16	$214.41
Senior Engineer 4	$198.37	$205.31	$212.50	$219.94	$227.64
Senior Engineer 5	$200.41	$207.42	$214.68	$222.19	$229.97
Senior Engineer 6	$201.91	$208.98	$216.29	$223.86	$231.70
Senior Engineer 7	$204.73	$211.90	$219.32	$227.00	$234.95
Senior Engineer 8	$226.16	$234.08	$242.27	$250.75	$259.53
Senior Engineer 9	$227.51	$235.47	$243.71	$252.24	$261.07
Senior Engineer 10	$234.31	$242.51	$251.00	$259.79	$268.88
Senior Engineer 11	$240.25	$248.66	$257.36	$266.37	$275.69
Senior Engineer 12	$247.86	$256.54	$265.52	$274.81	$284.43
Senior Engineer 13	$254.64	$263.55	$272.77	$282.32	$292.20
Senior Engineer 14	$261.41	$270.56	$280.03	$289.83	$299.97
Graphic Artist 1	$68.19	$70.58	$73.05	$75.61	$78.26
Graphic Artist 2	$74.98	$77.60	$80.32	$83.13	$86.04
Graphic Artist 3	$81.73	$84.59	$87.55	$90.61	$93.78
Graphic Artist 4	$88.51	$91.61	$94.82	$98.14	$101.57
Graphic Artist 5	$95.30	$98.64	$102.09	$105.66	$109.36
Graphic Artist 6	$102.08	$105.65	$109.35	$113.18	$117.14
Graphic Artist 7	$108.87	$112.68	$116.62	$120.70	$124.92
Graphic Artist Director	$137.17	$141.97	$146.94	$152.08	$157.40
Administrative Support 1	$47.84	$49.51	$51.24	$53.03	$54.89
Administrative Support 2	$58.01	$60.04	$62.14	$64.31	$66.56
Administrative Support 3	$68.19	$70.58	$73.05	$75.61	$78.26
Administrative Support 4	$74.98	$77.60	$80.32	$83.13	$86.04
Administrative Support 5	$83.74	$86.67	$89.70	$92.84	$96.09
Administrative Support 6	$88.51	$91.61	$94.82	$98.14	$101.57
Administrative Support 7	$95.30	$98.64	$102.09	$105.66	$109.36
Program Manager 1	$152.94	$158.29	$163.83	$169.56	$175.49
Program Manager 2	$173.29	$179.36	$185.64	$192.14	$198.86
Program Manager 3	$193.63	$200.41	$207.42	$214.68	$222.19
Program Manager 4	$213.97	$221.46	$229.21	$237.23	$245.53
Program Manager 5	$235.99	$244.25	$252.80	$261.65	$270.81
Program Manager 6	$261.41	$270.56	$280.03	$289.83	$299.97
Program Manager 7	$295.33	$305.67	$316.37	$327.44	$338.90

	Option II				
Labor Rates	**Year 11** **11/28/15 - 11/27/16**	**Year 12** **11/28/16 - 11/27/17**	**Year 13** **11/28/17 - 11/27/18**	**Year 14** **11/28/18 - 11/27/19**	**Year 15** **11/28/19 - 11/27/20**
Engineer 0	$118.22	$122.36	$126.64	$131.07	$135.66
Engineer 1	$121.30	$125.55	$129.94	$134.49	$139.20
Engineer 2	$125.29	$129.68	$134.22	$138.92	$143.78
Engineer 3	$143.38	$148.40	$153.59	$158.97	$164.53
Engineer 4	$153.45	$158.82	$164.38	$170.13	$176.08
Engineer 5	$154.55	$159.96	$165.56	$171.35	$177.35
Engineer 6	$162.26	$167.94	$173.82	$179.90	$186.20
Engineer 7	$184.02	$190.46	$197.13	$204.03	$211.17
Engineer 8	$194.35	$201.15	$208.19	$215.48	$223.02
Engineer 9	$197.76	$204.68	$211.84	$219.25	$226.92
Senior Engineer 1	$210.83	$218.21	$225.85	$233.75	$241.93
Senior Engineer 2	$213.85	$221.33	$229.08	$237.10	$245.40
Senior Engineer 3	$221.91	$229.68	$237.72	$246.04	$254.65
Senior Engineer 4	$235.61	$243.86	$252.40	$261.23	$270.37
Senior Engineer 5	$238.02	$246.35	$254.97	$263.89	$273.13
Senior Engineer 6	$239.81	$248.20	$256.89	$265.88	$275.19
Senior Engineer 7	$243.17	$251.68	$260.49	$269.61	$279.05
Senior Engineer 8	$268.61	$278.01	$287.74	$297.81	$308.23
Senior Engineer 9	$270.21	$279.67	$289.46	$299.59	$310.08
Senior Engineer 10	$278.29	$288.03	$298.11	$308.54	$319.34
Senior Engineer 11	$285.34	$295.33	$305.67	$316.37	$327.44
Senior Engineer 12	$294.39	$304.69	$315.35	$326.39	$337.81
Senior Engineer 13	$302.43	$313.02	$323.98	$335.32	$347.06
Senior Engineer 14	$310.47	$321.34	$332.59	$344.23	$356.28
Graphic Artist 1	$81.00	$83.84	$86.77	$89.81	$92.95
Graphic Artist 2	$89.05	$92.17	$95.40	$98.74	$102.20
Graphic Artist 3	$97.06	$100.46	$103.98	$107.62	$111.39
Graphic Artist 4	$105.12	$108.80	$112.61	$116.55	$120.63
Graphic Artist 5	$113.19	$117.15	$121.25	$125.49	$129.88
Graphic Artist 6	$121.24	$125.48	$129.87	$134.42	$139.12
Graphic Artist 7	$129.29	$133.82	$138.50	$143.35	$148.37
Graphic Artist Director	$162.91	$168.61	$174.51	$180.62	$186.94
Administrative Support 1	$56.81	$58.80	$60.86	$62.99	$65.19
Administrative Support 2	$68.89	$71.30	$73.80	$76.38	$79.05
Administrative Support 3	$81.00	$83.84	$86.77	$89.81	$92.95
Administrative Support 4	$89.05	$92.17	$95.40	$98.74	$102.20
Administrative Support 5	$99.45	$102.93	$106.53	$110.26	$114.12
Administrative Support 6	$105.12	$108.80	$112.61	$116.55	$120.63
Administrative Support 7	$113.19	$117.15	$121.25	$125.49	$129.88
Program Manager 1	$181.63	$187.99	$194.57	$201.38	$208.43
Program Manager 2	$205.82	$213.02	$220.48	$228.20	$236.19
Program Manager 3	$229.97	$238.02	$246.35	$254.97	$263.89
Program Manager 4	$254.12	$263.01	$272.22	$281.75	$291.61
Program Manager 5	$280.29	$290.10	$300.25	$310.76	$321.64
Program Manager 6	$310.47	$321.34	$332.59	$344.23	$356.28
Program Manager 7	$350.76	$363.04	$375.75	$388.90	$402.51

	Option III				
Labor Rates	**Year 16** **11/28/20 - 11/27/21**	**Year 17** **11/28/21 - 11/27/22**	**Year 18** **11/28/22 - 11/27/23**	**Year 19** **11/28/23 - 11/27/24**	**Year 20** **11/28/24 - 11/27/25**
Engineer 0	$140.41	$145.32	$150.41	$155.67	$161.12
Engineer 1	$144.07	$149.11	$154.33	$159.73	$165.32
Engineer 2	$148.81	$154.02	$159.41	$164.99	$170.76
Engineer 3	$170.29	$176.25	$182.42	$188.80	$195.41
Engineer 4	$182.24	$188.62	$195.22	$202.05	$209.12
Engineer 5	$183.56	$189.98	$196.63	$203.51	$210.63
Engineer 6	$192.72	$199.47	$206.45	$213.68	$221.16
Engineer 7	$218.56	$226.21	$234.13	$242.32	$250.80
Engineer 8	$230.83	$238.91	$247.27	$255.92	$264.88
Engineer 9	$234.86	$243.08	$251.59	$260.40	$269.51
Senior Engineer 1	$250.40	$259.16	$268.23	$277.62	$287.34
Senior Engineer 2	$253.99	$262.88	$272.08	$281.60	$291.46
Senior Engineer 3	$263.56	$272.78	$282.33	$292.21	$302.44
Senior Engineer 4	$279.83	$289.62	$299.76	$310.25	$321.11
Senior Engineer 5	$282.69	$292.58	$302.82	$313.42	$324.39
Senior Engineer 6	$284.82	$294.79	$305.11	$315.79	$326.84
Senior Engineer 7	$288.82	$298.93	$309.39	$320.22	$331.43
Senior Engineer 8	$319.02	$330.19	$341.75	$353.71	$366.09
Senior Engineer 9	$320.93	$332.16	$343.79	$355.82	$368.27
Senior Engineer 10	$330.52	$342.09	$354.06	$366.45	$379.28
Senior Engineer 11	$338.90	$350.76	$363.04	$375.75	$388.90
Senior Engineer 12	$349.63	$361.87	$374.54	$387.65	$401.22
Senior Engineer 13	$359.21	$371.78	$384.79	$398.26	$412.20
Senior Engineer 14	$368.75	$381.66	$395.02	$408.85	$423.16
Graphic Artist 1	$96.20	$99.57	$103.05	$106.66	$110.39
Graphic Artist 2	$105.78	$109.48	$113.31	$117.28	$121.38
Graphic Artist 3	$115.29	$119.33	$123.51	$127.83	$132.30
Graphic Artist 4	$124.85	$129.22	$133.74	$138.42	$143.26
Graphic Artist 5	$134.43	$139.14	$144.01	$149.05	$154.27
Graphic Artist 6	$143.99	$149.03	$154.25	$159.65	$165.24
Graphic Artist 7	$153.56	$158.93	$164.49	$170.25	$176.21
Graphic Artist Director	$193.48	$200.25	$207.26	$214.51	$222.02
Administrative Support 1	$67.47	$69.83	$72.27	$74.80	$77.42
Administrative Support 2	$81.82	$84.68	$87.64	$90.71	$93.88
Administrative Support 3	$96.20	$99.57	$103.05	$106.66	$110.39
Administrative Support 4	$105.78	$109.48	$113.31	$117.28	$121.38
Administrative Support 5	$118.11	$122.24	$126.52	$130.95	$135.53
Administrative Support 6	$124.85	$129.22	$133.74	$138.42	$143.26
Administrative Support 7	$134.43	$139.14	$144.01	$149.05	$154.27
Program Manager 1	$215.73	$223.28	$231.09	$239.18	$247.55
Program Manager 2	$244.46	$253.02	$261.88	$271.05	$280.54
Program Manager 3	$273.13	$282.69	$292.58	$302.82	$313.42
Program Manager 4	$301.82	$312.38	$323.31	$334.63	$346.34
Program Manager 5	$332.90	$344.55	$356.61	$369.09	$382.01
Program Manager 6	$368.75	$381.66	$395.02	$408.85	$423.16
Program Manager 7	$416.60	$431.18	$446.27	$461.89	$478.06

LABOR CATEGORY QUALIFICATIONS

1. **Engineer**

General Capabilities
Performs a broad set of engineering tasks under supervision of senior engineering leadership. Responsible for task execution across the full life cycle of system development: requirements analysis, design, implementation, testing, installation, deployment and post-deployment support.

Primary Responsibilities
1. Develops plans and implements engineering tasks to meet customer requirements, specifications and standards. Conforms to standard corporate engineering practices.
2. Monitors and reports on progress of work. Interfaces with additional technical disciplines, technical project leads, program management and customer personnel to achieve integrated product team goals. Identifies and uses resources necessary to meet functional, cost and schedule goals.
3. Performs other duties as assigned.

Category Specification
Engineer 0 – Bachelor's Degree or equivalent and 0 years experience*
Engineer 1 - Bachelor's Degree or equivalent and 0.5 years experience*
Engineer 2 - Bachelor's Degree or equivalent and 1 year experience*
Engineer 3 - Bachelor's Degree or equivalent and 2 years experience*
Engineer 4 - Bachelor's Degree or equivalent and 3 years experience*
Engineer 5 - Master's Degree or equivalent and 0 years experience*
Engineer 6 - Master's Degree or equivalent and 1 year experience*
Engineer 7 - Master's Degree or equivalent and 2 years experience*
Engineer 8 - Master's Degree or equivalent and 3 years experience*
Engineer 9 - Master's Degree or equivalent and 4 years experience*

* Eight (8) years of active military service in a technical specialty is considered equivalent to a Bachelor's Degree
Four (4) years general experience + BS/BA is equivalent to a Master's Degree

2. **Senior Engineer**

General Capabilities
Leads, supervises and performs a broad set of engineering tasks. Responsible for task execution across the full life cycle of system development: requirements analysis, design, implementation, testing, installation, deployment and post-deployment support.

Primary Responsibilities
1. Develops plans and implements engineering tasks to meet customer requirements, specifications and standards. Conforms to standard corporate engineering practices.
2. Leads integrated product teams and tasks as assigned.
3. Monitors and reports on progress of work. Interfaces with additional technical disciplines, technical project leads, program management and customer personnel to achieve integrated product team goals. Identifies and uses resources necessary to meet functional, cost and schedule goals.
4. Performs other duties as assigned.

Category Specification
Senior Engineer 1 - Master's Degree or equivalent and 5 years experience*
Senior Engineer 2 - Master's Degree or equivalent and 6 years experience*
Senior Engineer 3 - Master's Degree or equivalent and 7 years experience*
Senior Engineer 4 - Master's Degree or equivalent and 8 years experience*
Senior Engineer 5 - Master's Degree or equivalent and 9 years experience*
Senior Engineer 6 - Master's Degree or equivalent and 10 years experience*
Senior Engineer 7 - Master's Degree or equivalent and 11 years experience*

Senior Engineer 8 - Master's Degree or equivalent and 12 years experience*
Senior Engineer 9 - Master's Degree or equivalent and 13 years experience*
Senior Engineer 10 - Master's Degree or equivalent and 14 years experience*
Senior Engineer 11 - Master's Degree or equivalent and 15 years experience*
Senior Engineer 12 - Master's Degree or equivalent and 16 years experience*
Senior Engineer 13 - Master's Degree or equivalent and 17 years experience*
Senior Engineer 14 - Master's Degree or equivalent and 18 years experience*

* Eight (8) years of active military service in a technical specialty is considered equivalent to a Bachelor's Degree
Four (4) years general experience + BS/BA is equivalent to a Master's Degree

3 **Graphic Artist**

General Capabilities
Creates illustrations and designs using traditional and computer-based methodology. Solves problems associated with depicting visual displays of data and information. Can create animation, web site designs, presentation material, and electronic publications.

Primary Responsibilities

1. Develops plans and implements tasks to meet customer requirements, specifications and standards. Conforms to standard corporate graphic design practices.
2. Monitors and reports progress of work. Interfaces with corporate management and administrative personnel, technical project leads, and customer personnel to achieve integrated product team goals. Identifies and uses resources necessary to meet functional, cost and schedule goals.
3. Performs other duties as assigned.

Category Specification
Graphic Artist 1 - High School Diploma or equivalent and 0 years experience
Graphic Artist 2 - High School Diploma or equivalent and 2 years experience
Graphic Artist 3 - High School Diploma or equivalent and 3 years experience
Graphic Artist 4 - Bachelor's Degree or equivalent and 0 years experience*
Graphic Artist 5 - Bachelor's Degree or equivalent and 2 years experience*
Graphic Artist 6 - Bachelor's Degree or equivalent and 4 years experience*
Graphic Artist 7 - Bachelor's Degree or equivalent and 6 years experience*
Graphic Artist Director - Bachelor's Degree or equivalent and 8 years experience*

* Eight (8) years of active military service in specialty is considered equivalent to a Bachelor's Degree

4. **Administrative Support**

General Capabilities

Provides general support to engineering programs and projects. Support includes but is not limited to documentation preparation, publication, property management, project and program administration, travel planning and reimbursement, general office support, mail services, record management, and data input.
Primary Responsibilities

1. Provides direct support to program management and engineering personnel.
2. Performs other duties as assigned.

Category Specification

Administrative Support 1 – High School Diploma or equivalent and 0 years experience*
Administrative Support 2 – High School Diploma or equivalent and 2 years experience*
Administrative Support 3 – High School Diploma or equivalent and 3 years experience*
Administrative Support 4 – Bachelor's Degree or equivalent and 0 years experience*

Administrative Support 5 – Bachelor's Degree or equivalent and 2 years experience*
Administrative Support 6 – Bachelor's Degree or equivalent and 4 years experience*
Administrative Support 7 – Bachelor's Degree or equivalent and 6 years experience*

*Four (4) years general experience + High School Diploma is equivalent to a Bachelor's Degree

5. **Program Management**

General Capabilities
Leads programs or projects. In conjunction with corporate administration, manages all personnel, budgets, schedule, hardware, and software. Provides primary interface to customer.

Primary Responsibilities

1. Ensures cost and schedule contract compliance, deliverable quality and deliverable timeliness.
2. Organizes, tasks and monitors integrated product teams in performing client work.
3. Monitors and directs progress of work. Interfaces with corporate management and administrative personnel, technical project leads, and customer personnel to achieve integrated product team goals. Identifies and uses resources necessary to meet functional, cost and schedule goals.
4. Performs other duties as assigned.

Category Specification

Program Manager 1 - Master's Degree or equivalent and 0 years experience*
Program Manager 2 - Master's Degree or equivalent and 2 years experience*
Program Manager 3 - Master's Degree or equivalent and 4 years experience*
Program Manager 4 - Master's Degree or equivalent and 6 years experience*
Program Manager 5 - Master's Degree or equivalent and 8 years experience*
Program Manager 6 - Master's Degree or equivalent and 11 years experience*
Program Manager 7 - Master's Degree or equivalent and 16 years experience*

* Eight (8) years of active military service in a technical specialty is considered equivalent to a Bachelor's Degree
Four (4) years general experience + BS/BA is equivalent to a Master's Degree