



Federal Supply Service Authorized Federal Supply Schedule Price List

Financial and Business Solutions (FABS) Contract Number GS-23F-0059V

Contract Period: May 15, 2009 – May 14, 2014

Washington Products and Services, Inc.
4229 Lafayette Center Drive
Suite #1150 (3)
Chantilly, VA 20151
www.wpservices.com



Business size: Small, 8(a) WOBEB

Tel: 703-953-3099
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Points of Contact for Government Business:

Primary: Sophia Parker (President)
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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!** : <http://www.gsaadvantage.gov/>. For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov.

Section 1: Customer Information

1a. Awarded Special Item Numbers:

- 520 3 Due Diligence and Support Services
- 520 3 Debt Collection
- 520 5 Loan Servicing and Asset Management

Descriptions are provided in the following pages. See page 12-13 for pricing.

1b. Identification of Lowest Price Model: N/A.

2. Maximum Order per SIN: \$1,000,000

3. Minimum Order per SIN: \$500

4. Geographic coverage (Delivery Area): Domestic US, Caribbean, US Pacific Territories

5. Points of Production: Services may be performed at client sites or contractor location.

6. Discount from List Prices or Statement of Net Prices: Prices shown in the price tables are net of offered discounts.

7. Quantity Discounts: We offer discounts for quantity and for assignments that exceed the scope of the original intent. Discounts will be negotiated on a task order by task order basis. In general we will offer discounts for size (fee/price break points for task orders in excess of \$1 million annualized), quantity (case work that exceeds stated parameters in fixed fee proposal pricing), and duration (one percent fee rebate for engagements lasting at least six months beyond one year). Work at client facilities is priced lower than work at WPS, receiving a substantial discount as shown in the labor rate tables.

8. Prompt Payment Terms: Net 30 days.

9. Government Purchase Card Acceptance:

The Government-wide commercial purchase card is accepted for payments equal to or less than the micro-purchase threshold (see Federal Acquisition Regulation 2.101) for oral or written orders under this contract. WPS and the ordering agency may agree to use the Government-wide commercial purchase card for amounts over the micro-purchase threshold, with terms negotiated at the task order level by WPS, Inc. and the ordering agency. The dollar value of a purchase card action must not exceed the ordering agency's established limit.

10. Foreign items: None

11. Delivery:

- a. Time of Delivery: Provided in response to government request for services and based upon the location and availability of qualified staff.

- b. Expedited Delivery: Situation-specific, based on availability of qualified staff and accommodations; ordering agency will be advised of and charged for extraordinary expenses.
- c. Overnight and 2-day Delivery: At agency expense if requested.
- d. Urgent Requirements: When the quoted delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged to contact the Contractor for the purpose of obtaining accelerated delivery. WPS will reply to the inquiry within 3 workdays after receipt.

12. F.O.B. point(s): Destination (deliverable items). Services will be performed at the location(s) identified by the ordering agency in the order.

13. Ordering:

13a. Ordering Address: Washington Products and Services, Inc.
4229 Lafayette Center Drive
Suite #1150 (3)
Chantilly, VA 20151
Tel: 703-953-3099
Fax: 703-965-6020
www.wpservices.com (portal)
gsa@wpservices.com

13b. Ordering Procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

14. Payment Address: Washington Products and Services, Inc.
4229 Lafayette Center Drive
Suite #1150 (3)
Chantilly, VA 20151

15. Warranty Provision: N/A

16. Export Packing Charges: N/A

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level): Government purchase cards may be accepted above the micro-purchase threshold with terms negotiated at the task order level by WPS and the ordering agency.

18. Terms and conditions of rental, maintenance, and repair: N/A

19. Terms and conditions of installation: N/A

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices: N/A

20a. Terms and conditions for any other services: N/A

21. List of service and distribution points: Services will be performed at the location(s) identified by the ordering agency in the order.

22. List of participating dealers: N/A

23. Preventive maintenance: N/A

24a. Special/Environmental Attributes: N/A.

24b. Section 508 Compliance Statement: The services offered by WPS are technical, managerial and administrative services which are not considered Electronic and Information Technology (EIT). Section 508 Compliance does not apply to these services. If EIT services are ordered to support agency requirements relating to EIT applications, products and services provided to employees or to the public, WPS will address Section 508 Compliance requirements as set out in a Task Order or Statement of Work.

25. Data Universal Number System (DUNS) number: 839528536

26. Registration in Central Contractor Registration (CCR) database. WPS is registered.

Section 2: Terms and Conditions:

Washington Products and Services, Inc. signed agreement to all contract terms and conditions presented in Part III – Contract Terms and Conditions of the Financial and Business Solutions (FABS) solicitation FCXB-F4-020002-B Refresh: 7 including all FAR clauses incorporated by reference.

Section 3: Overview of Washington Products and Services, Inc.

Washington Products & Services, Inc. (WPS) provides Financial and Business Solutions. Our terms and conditions, labor categories, and price list are attached. Current service area is US, the Caribbean, and Pacific Territories. WPS is a Virginia Corporation, headquartered at 4229 Lafayette Center Drive, #1150 (3), Chantilly (Fairfax County), VA 20151. All business activities are networked into and directed from our HQ facilities.

WPS is a privately held, woman-owned small business enterprise. The President, the sole equity owner, is responsible to only the client for all contract efforts. We are 8(a) and SDBE certified. WPS provides specialized operational support in financial, professional, and administrative management services for public and private clients.

The Company was incorporated in 1993. We have over 15 years' success in numerous public and private projects. We specialize in augmenting operations that have been downsized, or filling the gap as missions are expanded. WPS has the quick response capability to staff up and operate

critical mission support functions in any location quickly. We help clients ‘do more with less’. Our staff of skilled and motivated professionals does the heavy lifting, helping to manage assets, programs, and other interests nationwide. In many cases our workers are the first points of contact for information, assistance, and resolution of problems. Much of the work we are assigned is complex and problematic.

We provide financial program operations support for agencies on projects in multiple locations. WPS is entrusted with default and liquidation servicing of commercial, business, disaster, and residential loans. We work with thousands of different individuals and business entities. We liquidate billions of dollars in financial and physical assets; requiring us to locate, account for, and value all collateral; and coordinate the maintenance, foreclosure, marketing, and sale of real and physical property to maximize recoveries. WPS employees review and determine the adequacy of the due diligence applied in originating, servicing, and liquidating loans and collateralized properties.

Client satisfaction and fairness to employees drive all that we do. The President and Project Manager’s oversight of product quality using objective measurement criteria ensures consistency of product and timely response to all client demands. Company leadership inspires high levels of employee dedication, which allows us to manage dispersed activities as if they were across town.

Corporate policies are formalized with the assistance of experienced legal and accounting professionals, so that we have solid bases to conduct business that meets all requirements.

WPS, Inc. excels in recruitment and deployment of high performance workers to meet urgent requirements. We have successful experience staffing new operations for clients, and responding rapidly to unplanned ‘surge’ requests to meet urgent demands. We are skilled in finding and hiring excellent people quickly, and in facilitating their security clearances. Our HQ staff of experienced professionals is geared for quick response and high productivity. It has been our experience, backed by historical records, that our work teams exceed clients’ productivity expectations by wide margins. Be assured that we are motivated to excel. Our staffing and management methods are standardized and streamlined across the organization. We meet the particular skill requirements of each project, mindful of our commitment to diversity and fairness. Our general approach:

- We hire people some would consider overqualified; they are prepared to perform better and to advance more easily to higher level tasks of greater responsibility.
- In matching candidates to specific projects, we find (1) relevant industry experience that fits the project, and (2) evidence of skill set versatility to handle new challenges.
- We verify all experience claimed to affirm skill levels, and check all references thoroughly before hiring, so that new hires pass background investigations quickly.
- We retain selection approval authority at HQ to guarantee objectivity and diversity.
- We give new hires appropriate expectations; we treat them with honesty and fairness.

Our conditional new hires consistently meet security clearance approval on the first pass.

We conform fully and promptly with US DOL guidelines for wage determinations and applying index changes under the SCA to covered occupations in all localities.

WPS evaluates the performance of all employees annually to provide feedback about job effectiveness using these criteria: (1) Customer Satisfaction, (2) Productivity and Output Quality, (3) Teamwork, and (4) Leadership (Supervisors only).

We provide a comprehensive fringe benefit plan which provides health & life insurance including dental care, and a 401(k) retirement plan with profit sharing.

There is no single physical location or database which, if damaged, would cripple on-going operations in the event of disaster. All the records are maintained at HQ. Records are backed up and archived off-site, linked to the HQ by virtual private network (VPN). We have in house and on-call IT expertise to restore operations in the event of disaster.

To ensure consistency and efficiency in payroll and project accounting, we use Deltek's Premier GCS Accounting and Time Collection systems. These are the premier paperless, web – based enterprise management and accounting software solutions, developed in conjunction with FAR and Cost Accounting Standards (CAS) for use by government contractors, endorsed by DCAA. Internal controls keep us compliant and provide checks and balances across our system. Its use enables us to organize and supervise all employees with complete accuracy and consistency, and maximizes business productivity by feeding payroll information directly into the correct cost center for accounting and billing; automatically invoices, generates reports, and records/archives all information to provide the required audit trail. We offer authorized representative(s) the right to examine our accounting procedures and practices to adequately evaluate our financial management.

520-3– Due Diligence and Support Services

WPS employees perform tasks to collect, confirm, and validate representations concerning financial qualifications of participants for various types of business / commercial / residential loans, and the existence and value of collateral offered. We perform due diligence tasks to insure financial obligations are thoroughly documented and the guarantor interests in the financial and collateral assets are properly perfected and registered. The work requires knowledge of general business financing and management practices and ability to interpret and apply regulations and standard operating procedures to process applications for loans and for financial assistance. Successful performance requires initiative, attention to detail, sound judgment, and resourcefulness. Representative tasks include:

- Issue applications, explain the forms, and help applicants complete them.
- Review applications for completeness and inclusion of all required documentation.
- Obtain supporting financial and asset information from applicants and other sources.
- Obtain, verify and reconcile information claimed on applications.
- Resolve discrepancies in data obtained from different sources.
- Obtain explanations when investigations of data yield conflicts and contradictions.

- Obtain info to determine eligibility, acceptable credit history, ability to repay.
- Answer program questions and follow up with applicants.
- Organize action case files, note deficiencies and discrepancies and resolve them.
- Provide completed documentation packages for decision and action.
- Obtain documents from applicants and 3rd parties to consummate transactions.
- Assist principals and third parties by providing responses to inquiries.
- Assist legal and other professionals whose input is required to process actions.
- Deliver final legal documents with terms and conditions for closing.
- Request additional documents needed to complete legal requirements.
- Review executed loan and assistance documents and audit disbursements.
- Keep required records of the transactions, and manage the physical and digital record.
- Use office automation software and equipment to input and update data bases.

520-4 – Debt Collection Services

WPS provides collection services and liquidation servicing of defaulted business, commercial, and residential loans, in all 50 states and US Territories, wherever the borrowers, and obligors and collateral are found. Activities include contact, collection, borrower negotiations, restructuring and workout, and servicing / recordkeeping.

Legal and Compliance

- Maintain full compliance with all Federal / State laws covering collection practices.
- Comply with all Federal and State laws covering employment and the workplace.
- Assure that all attempts to collect are lawful, fair and reasonable.
- Adhere to stringent confidentiality and non-disclosure procedures to protect privacy.

Technology and Processes

- Loan software facilitates customized servicing of all types and sizes of loans.
- System provides secure internet access to account detail and client summary reports.
- Loan origination, servicing, liquidation files accepted in image form.
- All files and completed work is digitally imaged for instant retrieval and review.

Debt Collection Services include:

- Assignment of primary point of contact on portfolio basis.
- Skip tracing to verify identity, location, assets and ability to pay.
- Recover debts assigned, using accepted collection practices.
- Restructure loan payments in accordance with commercial standards / guidelines.
- Negotiate with borrowers and/or guarantors and representatives.
- Negotiate and formalize workout agreements, and structure repayment.
- Process loan actions to defer, forbear, convert, restructure, workout.
- Litigation review, advisory, and case preparation.
- Ongoing training as required by client and regulations.
- Reporting of collections activity metrics in frequency required by agency client.
- Performance evaluation and quality control reporting based on client criteria.
- Management reporting designed to monitor task order performance.

520-5 – Loan Servicing and Asset Management

We assist clients in special servicing and liquidation of loan assets to protect their financial interests in the loan and the collateral. The assets may be any type including, but not limited to: guaranty program loans for small business and rural development, commercial and multifamily loans, current and distressed bank loans, residential prime and subprime mortgages, education loans, loans and grants for emergency / disaster assistance, and other types of government obligations. WPS' high performance workers help organizations mitigate loss and maximize return of capital. Our efforts meet or exceed all requirements of asset management programs. WPS solutions liberate clients to focus on core business. In addition, we apply experience and perspective to help assess the adequacy of controls and procedures, to help clients comply with asset management related requirements, to resolve audit recommendations and help implement corrective actions, and to contribute to special analyses and evaluations. By doing so, we protect their financial and operational interests.

Servicing troubled loans requires that we:

- Follow / review lender due diligence and agency requirements to protect interests
- Provide guaranty purchase claim and asset guarantee review and advisory
- Audit transactions to ensure collateral interests and guarantees are protected
- Ensure borrower compliance with all of the terms and conditions of the loan
- Ensure lender compliance with all guaranty program requirements
- Enforce creditors' and guarantors' rights under the law
- Review and advise on litigation and liquidation plans and actions
- Coordinate maintenance, foreclosure, marketing, and sale of real / physical property
- Approve, repair, or deny lender requests that guarantees be honored
- Perform final reconciliation and charge off after liquidation is complete

Servicing, monitoring and maintaining loan assets require us to:

- Audit expenditures of loan proceeds for conformance with authorized use
- Investigate the disposition of pledged assets and take action as required
- Conduct bankruptcy, litigation and asset searches in making charge off determinations
- Recommend / take liquidation actions to maximize recovery or minimize loss
- Establish loan databases; verify and reconcile data elements, maintain the record
- Issue forms and correspondence; provide billing services
- Transfer and discharge loans

FABS Labor Category Descriptions

Contract Manager

*

- First point of contact for client operations management; leads daily activities, reviews services provided for completeness and adherence to requirements

- Has five or more years' experience leading and providing technical guidance and direction for projects and subtasks of comparable or greater complexity
- Has earned a degree in a relevant discipline or has recent directly related industry experience
- Equal amounts of recent clearly evident industry experience that (a) is directly related and (b) imparted the required analytical ability can substitute directly for the education requirement
- Uses excellent writing and oral presentation skills to explain, counsel, discuss
- Reports to the Program Manager and the Agency site management
- Coordinates and directs efforts to complete projects and meet all client requirements
- Manages one or more complex projects assigned, through subordinate supervisors
- Customizes solutions, ensures the satisfaction of client requirements; responsible to Agency and WPS for quality and timeliness of end results and accomplishment of the mission
- Has ten or more years of managerial experience working with large private and public clients on projects of equivalent or greater complexity and impact
- Has earned degree(s) in business administration, economics or relevant disciplines or possesses recent clearly evident directly related industry experience
- Equal amounts of recent clearly evident industry experience that (a) is directly related and (b) imparted the required analytical ability can substitute directly for the education requirement

Senior Task Manager

*

- Manages a smaller site/project (e.g., 30 subordinates) or a unit of a larger project
- Interfaces with clients on project issues, reviews the services provided for completeness and adherence to client requirements and policies, directs action to accomplish project goals
- Has five or more years' experience managing multifunctional programs, providing guidance and direction for specific projects of equivalent or greater complexity
- Has earned a degree in a relevant discipline or has recent clearly evident directly related industry experience
- Equal amounts of recent clearly evident industry experience that (a) is directly related and (b) imparted the required analytical ability can substitute directly for the education requirement
- Uses excellent writing and oral presentation skills to deliver presentations and lead meetings

* **Denotes Key Personnel** – Other positions may be designated “Key”, depending on the task assignment, location, structure of the work group, and delegation of authority as determined by the ordering agency requirements.

Subject Matter Expert/Consultant III

- Assigned the most complex projects; initial efforts, project start-ups
- Reports to Project/Manager who assigns projects and provides the parameters
- Provides technical leadership and task supervision to consultants and technicians
- Has ten or more years of business improvement consulting experience working with large and influential clients on specific projects of equivalent or greater complexity and impact
- Reviews agency plans and proposals to address unprecedented issues for impact and compliance with the most complicated legal and regulatory requirements
- Applies experience and knowledge sufficient to provide representation and/or testimony
- Experience with and ability to clearly interpret laws and current policy developments relative to financial regulation and lending program management across all federal credit programs

- Has earned advanced degree(s) in relevant discipline, or has recent clearly evident directly related industry experience
- Equal amounts of recent clearly evident industry experience that (a) is directly related and (b) imparted the required analytical ability can substitute directly for the education requirement
- Member / affiliate with major relevant professional organizations
- Has superior writing and oral presentation skills to explain theory in actionable terms

Consultant II

- Assigned to perform medium to large special projects independently
- Supports the completion of project-specific tasks within estimated time frames and budget constraints by taking action without the need for more than minimal guidance
- Provides routine guidance and direction to support staff working on the project
- Has five or more years of experience in business improvement and related services supporting strategic initiatives of large clients of influence
- Has earned a degree in a relevant discipline or has recent clearly evident directly related industry experience
- Equal amounts of recent clearly evident industry experience that (a) is directly related and (b) imparted the required analytical ability can substitute directly for the education requirement
- Uses excellent writing and oral presentation skills to brief, report, document actions

Senior Banker

- Technical lead on special / complex projects in one or more of the following areas:
 - analysis for commercial loan underwriting, servicing, and/or loss mitigation
 - program and transaction financial advisory services
 - analytical evaluation and modeling of credit risk
 - structuring debt or equity financing
 - market outreach, analysis, and execution of asset sale transactions
- Coordinates technical responses as team leader when required
- Has demonstrated ability to carry out complex project efforts within established goals
- Experienced in performing or supervising work of equivalent or greater complexity
- Has ten or more years of specialized financial industry experience
- Has earned advanced degree in a relevant discipline(s) or has recent clearly evident directly related industry experience in work on specific projects of equivalent or greater complexity

Junior Banker

- Full functional performer on special / complex projects in one or more of the following areas:
 - analysis for commercial loan underwriting, servicing, and/or loss mitigation
 - program and transaction financial advisory services
 - analytical evaluation and modeling of credit risk
 - structuring debt or equity financing
 - market outreach, analysis, and execution of asset sale transactions
- Provides the technical responses for team leader when required
- Has demonstrated ability to carry out complex project efforts within established goals

- Experienced in performing or leading work of equivalent or greater complexity
- Has five or more years of specialized financial industry experience
- Has earned a degree in a relevant discipline or has recent clearly evident directly related industry experience in work on specific projects of equivalent or greater complexity

Technician III

- Leads production support provided to consultant/professional staff on special projects
- Coordinates technical responses as technician team leader when required
- Has demonstrated ability to carry out defined project efforts within guidelines provided
- Experienced in leading/performing detailed processing of complicated financial transactions
- Has five or more years of specialized financial industry experience
- Has earned an accredited associate's degree in a relevant curriculum or general BA/BS
- Equal amounts of recent clearly evident industry experience that (a) is directly related and (b) imparted the required analytical ability can substitute directly for the education requirement
- Employs expert knowledge of applicable software suites used in production work

Technician II

- Performs the full range of production support work required by the professional staff
- May lead admin support projects, guides and trains lower level technicians when required
- Requires business skills and experience in financial industry to perform detailed tasks
- Applies program guidelines to perform the full range of technician tasks independently
- Has three years' specialized financial industry experience (processing, servicing, etc.)
- Directly related educational attainment can substitute for one year of experience
- Employs full functional skill in using related business software suites for production

Technician I

- Works as a team member on any production effort required by professional staff
- Performing checklist-type detail oriented document review and processing tasks
- Identifies, addresses, and tracks deficiencies; follows work to completion
- Performs production tasks independently within procedural guidelines
- Has two years' general financial industry experience
- Directly related educational attainment can substitute for one year experience
- Applies skill in using common business software applied to the tasks assigned

Administrative Support Staff III

- Provides project admin support to staff, consultants and managers with minimal direction
- Leads activities on group clerical support projects by structuring and reviewing others' work
- Has demonstrated ability to craft successful responses to urgent unexpected demands
- Has more than five years of experience in technical office automation work at highest levels
- Has earned a relevant accredited AA degree or equivalent technical certification
- Requires two years financial industry specific experience; BA will substitute fully
- Maintains current highest proficiency/expert knowledge of office/business/creative suites

Administrative Support Staff II

- Provides project admin support to staff, consultants and managers with minimal direction
- Performs the full range of clerical support tasks without need for instruction on methods
- Demonstrated ability to initiate and complete new tasks under demanding conditions
- Has earned relevant degree/certification and continuing OA skills update training
- Successful performer in complex support environment for more than three years
- AA or Technical Certification in office automation counts for one year specialized
- Has mastered technical features of most commonly used high level OA products

Administrative Support Staff I

- Provides project administrative support to staff as a team member or assistant
- Tasks are assigned and reviewed on completion by senior technician for overall accuracy
- Possesses competence on the full range of OA suites common to the work performed
- High school/GED plus successful completion of specialized training that applies
- Requires two years' applicable specialized experience in complex support functions
- AA/Office Automation Certification counts for 1 year of the required two

Note: Washington Products & Services' commercial practices allow for, and our basic qualifications determinations will take into account, the general education/experience substitutions described below. Educational attainment will not suffice to substitute fully for length or quality of experience requirements. The specific substitutions outlined in the roster of job descriptions take precedence, and the possession of recent clearly evident directly related industry experience is always to be considered a greater demonstration of skills and abilities.

HS/GED plus 2 years' experience	Equals	Associates Degree
5 years' experience	Equals	Bachelors Degree
10 years' experience	Equals	Masters Degree
15 years' experience	Equals	Ph.D.

Pricing – Terms and Conditions

The negotiated annual price escalation rate effective on the 12-month anniversary date of the contract will be three percent (3.00%). The escalation rate of 3% does not include the SCA labor categories which will be adjusted according to FAR 52.222-43.

We offer discounts for quantity and for assignments that exceed the scope of the original intent. Discounts will be negotiated on a task order by task order basis. In general we will offer discounts for size (fee/price break points for task orders in excess of \$1 million annualized), quantity (case work that exceeds stated parameters in fixed fee proposal pricing), and duration (one percent fee rebate for engagements lasting at least six months beyond one year). Work at client facilities is priced lower than work at WPS, receiving a substantial discount as shown in the labor rate tables.

Hourly Rates for Labor Categories (05/15/09 - 05/14/14)

Work Performed at Client Facility	2009	2010	2011	2012	2013	2014
Contract Manager	103.51	106.62	109.81	113.11	116.50	120.00
Senior Task Manager	74.85	77.10	79.41	81.79	84.24	86.77
Subject Matter Expert / C III	267.77	275.80	284.08	292.60	301.38	310.42
Consultant II	223.89	230.61	237.52	244.65	251.99	259.55
Senior Banker	129.86	133.76	137.77	141.90	146.16	150.54
Junior Banker	89.56	92.25	95.01	97.86	100.80	103.82
Technician III	74.85	77.10	79.41	81.79	84.24	86.77
Technician II	64.47	66.40	68.40	70.45	72.56	74.74
Technician I	58.42	60.17	61.98	63.84	65.75	67.72
Administrative Support III **	56.72					
Administrative Support II **	43.24					
Administrative Support I **	36.21					

** SCA positions: base WD #05-2103 Rev. 7 (rate adjustments TBD IAW 52.222-43)

Work Performed at Contractor Facility	2009	2010	2011	2012	2013	2014
Contract Manager	116.45	119.94	123.54	127.25	131.06	135.00
Senior Task Manager	84.21	86.73	89.33	92.01	94.77	97.62
Subject Matter Expert / C III	301.24	310.28	319.59	329.17	339.05	349.22
Consultant II	251.88	259.43	267.22	275.23	283.49	291.99
Senior Banker	146.09	150.48	154.99	159.64	164.43	169.36
Junior Banker	100.76	103.78	106.89	110.10	113.40	116.80
Technician III	84.21	86.73	89.33	92.01	94.77	97.62
Technician II	72.53	74.70	76.95	79.25	81.63	84.08
Technician I	65.72	67.69	69.73	71.82	73.97	76.19
Administrative Support III **	63.81					
Administrative Support II **	48.65					
Administrative Support I **	40.74					

** SCA positions: base WD #05-2103 Rev. 7 (rate adjustments TBD IAW 52.222-43)