



**General Services Administration
Federal Supply Service
Authorized Federal Supply Schedule Price List**

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!, a menu-driven database system. The INTERNET address GSA Advantage! is: GSAAdvantage.gov.



GSA Contract: GS-23F-0191L
Contract period: August 16, 2006 – May 24, 2011

Professional Engineering Services (PES)
FSC Group 87
FSC Class 871

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Business Size:
NAICS 541710 SB/ SDB/ WOSB
NAICS 541330 LB

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at <http://fss.gsa.gov>.

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Customer Information:

1. Special Item Numbers (SINs) and Professional Engineering Disciplines (PEDs)

1.1. Table of awarded special item number(s)

			Primary Engineering Disciplines		
			Electrical	Mechanical	Chemical
871-1	871-1 RC	Strategic Planning for Technology Programs/Activities	√	√	√
871-2	871-2 RC	Concept Development and Requirements Analysis	√	√	√
871-3	871-3 RC	System Design, Engineering and Integration	√	√	√
871-4	871-4 RC	Test and Evaluation	√	√	√
871-5	871-5 RC	Integrated Logistics Support	√	√	√
871-6	871-6 RC	Acquisition and Life Cycle Management	√	√	√

SIN Descriptions:

The Special Item Numbers (SINs) available under this contract provide services across the full life cycle of an engineering project. When task orders are placed, they must identify the SIN or SINs under which the task is being executed. Morgan Research Corporation has been awarded a contract by GSA to provide services under all six SINs, as defined below:

871-1/ 871-1 RC: 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.

871-2/ 871-2 RC: 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.

871-3/ 871-3 RC: 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.

871-4/ 871-4 RC: Test and Evaluation - Services required under this SIN involves 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 to 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.

871-5/ 871-RC: Integrated Logistics Support - Services required under this SIN involves the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their life cycles. Typical associated tasks include, but are not limited to ergonomic/human performance analysis, feasibility analysis, logistics planning, requirements determination, policy standards/procedures development, long-term reliability and maintainability, training, privatization and outsourcing.

871-6/ 871-6 RC: Acquisition and Life Cycle Management - Services required under this SIN involve all of the planning, budgetary, contract and systems/program management 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, technology transfer/insertion, training, privatization and outsourcing.

1.2. Primary Engineering Disciplines (PEDs)

This contract defines three PEDs which may be used under each of the contract SINs: Electrical and Mechanical Engineering.

Electrical Engineering:

Planning, design, development, evaluation and operation of electrical principles, models and processes. It includes, but is not limited to, the design, fabrication, measurement and operation of electrical devices, equipment and systems (e.g., signal processing; telecommunication; sensors, microwave, and image processing; micro-fabrication; energy systems and control; micro- and nano-electronics; plasma processing; laser and photonics; satellites, missiles and guidance systems, space vehicles, fiber optics, robotics, etc.).

Within the electrical engineering PED, there are several specialties within the scope of this work; a partial listing follows:

- ✓ Aerospace and Electronic Systems
- ✓ Circuits and Systems
- ✓ Computer*
- ✓ Dielectrics and Electrical Insulation
- ✓ Remote Sensing
- ✓ Information Theory
- ✓ Lasers & Electro-Optics
- ✓ Nuclear and Plasma Sciences
- ✓ Power Electronics
- ✓ Reliability
- ✓ Solid-State Circuits
- ✓ Vehicular Technology
- ✓ Signal Processing on Social Implications of Technology
- ✓ Antennas and Propagation
- ✓ Communications
- ✓ Consumer Electronics
- ✓ Education
- ✓ Engineering Management
- ✓ Industrial Electronics
- ✓ Intelligent Transportation Systems
- ✓ Magnetics
- ✓ Neural Networks Council
- ✓ Robotics & Automation
- ✓ Systems, Man, and Cybernetics
- ✓ Ultrasonics, Ferroelectrics, and Frequency Control
- ✓ Broadcast Technology
- ✓ Components Packaging, and Manufacturing Technology
- ✓ Control Systems
- ✓ Electromagnetic Compatibility
- ✓ Industry Applications
- ✓ Instrumentation and Measurement
- ✓ Microwave Theory and Techniques
- ✓ Oceanic Engineering
- ✓ Professional Communication

Mechanical Engineering:

Planning, development, evaluation and control of systems and components involving the production and transfer of energy and with the conversion of one form of energy to another. It includes, but is not limited to, planning and evaluation of power plants, analysis of the economical combustion of fuels, conversion of heat energy into mechanical energy, use of mechanical energy to perform useful work, analysis of structures and motion in mechanical systems, and conversion of raw materials into a final product, etc. (e.g., thermodynamics, mechanics, fluid mechanics, jets, rocket engines, internal combustion engines, steam and gas turbines, continuum mechanics, dynamic systems, dynamics fluid mechanics, heat transfer, manufacturing, materials, solid mechanics, reactors, etc.).

Within the mechanical PED, there are several specialties within the scope of this work. A partial listing follows:

- ✓ ASME K16-Heat Transfer
- ✓ Applied Mechanics
- ✓ Dynamic Systems and Control
- ✓ Fluids Power Systems and Technology Systems
- ✓ Materials
- ✓ Management
- ✓ Nuclear Engineering
- ✓ Offshore Mechanics and Arctic Engineering
- ✓ Advanced Energy Systems
- ✓ Bioengineering
- ✓ Electrical and Electronic Packaging
- ✓ Fuels and Combustion Technologies
- ✓ Manufacturing Engineering *
- ✓ Internal Combustion Engineering
- ✓ Materials Handling Engineering*
- ✓ Textile Engineering
- ✓ Non-Destructive Evaluation
- ✓ Aerospace Engineering
- ✓ Tribology
- ✓ Fluids Engineering
- ✓ Heat Transfer
- ✓ International Gas Turbine
- ✓ Microchannel flow and heat transfer
- ✓ Noise Control and Acoustics
- ✓ Design/Specification-associated personal property

- | | | |
|--------------------------|--------------------------------------|----------------------|
| ✓ Power | Engineering | ✓ Ocean Engineering |
| ✓ Rail Transportation | ✓ Pressure Vessels and Piping | ✓ Process Industries |
| ✓ Technology and Society | Safety Engineering and Risk Analysis | ✓ Solar Energy |

Chemical Engineering:

Planning, development, evaluation and operation of chemical, biochemical or physical plants and processes. Changes in composition, energy content, state of aggregation of materials, forces that act on matter, and relationships are examined and new and conventional chemical materials, products and processes. It includes, but is not limited to, planning, evaluating chemical plants and petroleum refineries, pollution control systems, biochemical processes, plastics, pharmaceuticals, fibers; analysis of chemical reactions that take place in mixtures; determination of methodologies for the systematic design, control and analysis of processes, evaluating economics, safety, etc.

Within the chemical PED, there are several specialties within the scope of this work; a partial listing follows:

- | | | |
|-------------------|-------------------------------------|----------------------|
| ✓ Refining | ✓ Petrochemicals | ✓ Food |
| ✓ Pharmaceuticals | ✓ Textiles | ✓ Pulp and Paper |
| ✓ Ceramics | ✓ Electronic Components & Chemicals | ✓ Biotechnology |
| | | ✓ Safety engineering |

2. Maximum order.

The maximum order threshold is \$ 750,000.00.

A delivery order that exceeds the maximum order may be placed with the Contractor in accordance with FAR 8.404.

3. Minimum order: The minimum order size is \$ 100.00.

4. Geographic coverage (delivery area): The geographic scope of this contract encompasses the 48 contiguous states and the District of Columbia.

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 are NET prices, basic discounts have been deducted

- a. Prompt Payment: None
- b. Quantity: None
- c. Dollar Volume: None
- d. Government Education Institutions: None

7. Quantity discounts: None

8. Prompt payment terms: A prompt payment discount is not applicable under this contract

9. Government Purchase Card:

- a. Government purchase cards are accepted at or below the micro-purchase threshold
- b. If the Contractor will not accept payment by the purchase card for an order exceeding the micro-purchase threshold, the Contractor will advise the ordering agency within 24 hours of receipt of the order.

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

11. Delivery Terms

- a. Time of delivery: As agreed upon between contractor and ordering activity
- b. Expedited Delivery: Contact contractor. Expedited delivery is available, as agreed upon between contractor and ordering activity
- c. Overnight and 2-day delivery: Contact contractor. Available, as agreed upon between contractor and ordering activity
- d. Urgent Requirements: Contact contractor. Available, as agreed upon between contractor and ordering activity

12. F.O.B. points: Destination

13 Technical and Ordering Assistance/ Information

a. Ordering address:

Morgan Research Corporation,
4811-A Bradford Drive
Huntsville, AL 35805
Attn: Ketrich Kennedy
Telephone: 256-319-6829

b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment address(es).

Morgan Research Corporation
4811-A Bradford Drive NW
Huntsville, AL 35805-1948

* For wire transfer payments, bank account information will be shown on the invoice.

15. Warranty provision: Not applicable

16. Export packing charge: Not applicable

17. Terms and conditions of Government purchase card acceptance (see 9. above)

18. Terms and conditions of rental, maintenance, and repair: Not applicable

19. Terms and conditions of installation: Not applicable

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices: Not applicable

21. List of service and distribution points: Not applicable

22. List of participating dealers: Not applicable

23. Preventive maintenance: Not applicable.

24. Environmental attributes: Not applicable

25. Data Universal Number System (DUNS) number: **18-907-1368**

26. Central Contractor Registration (CCR). Cage Code: **ODP92**

Terms and Conditions

Order

Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. All services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks that extend beyond the fiscal year for which funds are available shall include FAR 52.232-19, Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.

Special Provisions For Task Orders

Agencies may incorporate provisions in their task orders (e.g., security clearances, hazardous substances, special handling, key personnel, etc.). These provisions, when required, will be included in individual task orders. Any cost necessary for the contractor to comply with the provision(s) will be included in the task order proposal, unless prohibited by law.

Indefinite Quantity Contract

Any order issued during the effective period of this contract and not completed within that period shall be completed by the contractor within the time specified in the order. The contract shall govern the contractor's and Government's rights and obligations with respect to that order to the same extent as if the order were completed during the contract's effective period.

Inspection and Acceptance

The contractor will only tender for acceptance those items that conform to the requirements of this contract. The Government reserves the right to inspect or test any supplies or services that have been tendered for acceptance. The Government may require repair or replacement of nonconforming supplies or re-performance of nonconforming services at no increase in contract price. The Government must exercise its post acceptance rights (1) within a reasonable time after the defect was discovered or should have been discovered; and (2) before any substantial change occurs in the condition of the item, unless the change is due to the defect in the item.

Excusable Delays

The contractor will be liable for default unless nonperformance is caused by an occurrence beyond the reasonable control of the contractor and without its fault or negligence such as, acts of God or the public enemy, actions of the Government in either its sovereign or contractual capacity, fires, floods, epidemics, quarantine restrictions, strikes, unusually severe weather, and delays of common carriers. The contractor shall notify the Contracting Officer in writing as soon as possible after the commencement of any excusable delay, setting forth the full particulars in connection therewith, shall remedy such occurrence with all reasonable dispatch, and shall promptly give written notice to the Contracting Officer of the cessation of such occurrence.

Limitation of Liability

Except as otherwise provided by an express or implied warranty, the contractor will not be liable to the Government for consequential damages resulting from any defect or deficiencies in accepted items.

Invoices

The Contractor shall submit invoices to the office designated on the task order to receive invoices.

Payment

The office indicated on the task order will make payment directly to the contractor. The Government will make payment in accordance with the Prompt Payment Act (31 U.S.C. 3903) and the Office of Management and Budget (OMB) Circular A-125, Prompt Payment.

Contractor Travel

Any Contractor travel required in the performance of PES work must comply with the Federal Travel Regulations or the Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel.

Incidental Support Costs

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering agency in accordance with guidelines set forth in the FAR.

Purchase of Incidental, Non-Schedule Items

The purchase of incidental non-schedule items being acquired in the same procurement is allowable outside the scope of this contract. Cumulative incidentals exceeding the micro-purchase threshold must be procured in accordance with applicable acquisition regulations.

Blanket Purchase Agreements

Blanket Purchase Agreements (BPA's) can reduce costs and save time because individual purchase orders and invoices are not required for each procurement but can instead be documented on a consolidated basis. The BPA's period of time shall not exceed the period of the contract including option year periods. Any Order placed under such agreements shall be issued in accordance with all applicable regulations and the terms and conditions of the contract.

Ordering Procedures For Services

a. Procedures for services priced on GSA schedules at hourly rates:

- (1) FAR 8.402 contemplates that GSA may occasionally find it necessary to establish special ordering procedures for individual Federal Supply Schedules or for some Special Item Numbers (SINs) within a Schedule. GSA has established special ordering procedures for services that are priced on Schedule at hourly rates. These special ordering procedures take precedence over the procedures in FAR 8.404.
- (2) The GSA has determined that the rates for services contained in the contractor's price list applicable to this schedule are fair and reasonable. However, the ordering office using this contract is responsible for considering the level of effort and mix of labor proposed to perform specific task being ordered and for making a determination that the total firm-fixed price or ceiling price is fair and reasonable.
- (3) When ordering services, ordering offices shall –
 - (i) Prepare a Request for Quotes:
 - (A) A performance-based statement of work that outlines, at a minimum, the work to be performed, location of work, period of performance, deliverable schedule, applicable standards, acceptance criteria, and any special requirements (i.e., security clearances, travel, special knowledge, etc.) should be prepared.
 - (B) A request for quotes should be prepared which includes the performance-based statement of work and requests the contractors to submit either a firm-fixed price or a ceiling price to provide the services outlined in the statement of work. A firm-fixed price order shall be requested, unless the ordering office makes a determination that it is not possible at the time of placing the order to estimate accurately the extent or duration of the work or to anticipate cost with any reasonable degree of confidence. When such a determination is made, a labor hour or time-and-materials quote may be requested. The firm-fixed price shall be based on the hourly rates in the schedule contract and shall consider the mix of labor categories and level of effort required to perform the services described in the statement of work. The firm-fixed price of the order should also include any travel costs or other incidental costs related to performance of the services ordered, unless the order provides for reimbursement of travel costs at the rates provided in the Federal Travel or Joint Travel Regulations. A ceiling price must be established for labor-hour and time-and-materials orders.

- (C) The request for quotes may request the contractors, if necessary or appropriate, to submit a project plan for performing the task and information on the contractor's experience and/or past performance performing similar tasks.
 - (D) The request for quotes shall notify the contractors what basis will be used for selecting the contractor to receive the order. The notice shall include the basis for determining whether the contractors are technically qualified and provide an explanation regarding the intended use of any experience and/or past performance information in determining technical acceptability of responses.
- (ii) Transmit the Request for Quotes to Contractors:
- (A) Based upon an initial evaluation of catalogs and price lists, the ordering office should identify the contractors that appear to offer the best value (considering the scope of services offered, hourly rates and other factors such as contractors' locations, as appropriate).
 - (B) The request for quotes should be provided to three (3) contractors if the proposed order is estimated to exceed the micro-purchase threshold, but not exceed the maximum order threshold. For proposed orders exceeding the maximum order threshold, the request for quotes should be provided to additional contractors that offer services that will meet the agency's needs. Ordering offices should strive to minimize the contractors' costs associated with responding to requests for quotes for specific orders. Requests should be tailored to the minimum level necessary for adequate evaluation and selection for order placement. Oral presentations should be considered, when possible.
- (iii) Evaluate quotes and select the contractor to receive the order:
- After responses have been evaluated against the factors identified in the request for quotes, the order should be placed with the schedule contractor that represents the best value and results in the lowest overall cost alternative (considering price, special qualifications, administrative costs, etc.) to meet the Government's needs.
- (4) The establishment of Federal Supply Schedule Blanket Purchase Agreements (BPAs) for recurring services is permitted when the procedures outlined herein are followed. All BPAs for services must define the services that may be ordered under the BPA, along with delivery or performance time frames, billing procedures, etc. The potential volume of orders under BPAs, regardless of the size of individual orders, may offer the ordering office the opportunity to secure volume discounts. When establishing BPAs ordering offices shall –
- (i) Inform contractors in the request for quotes (based on the agency's requirement) if a single BPA or multiple BPAs will be established, and indicate the basis that will be used for selecting the contractors to be awarded the BPAs.
 - (A) SINGLE BPA: Generally, a single BPA should be established when the ordering office can define the tasks to be ordered under the BPA and establish a firm-fixed price or ceiling price for individual tasks or services to be ordered. When this occurs, authorized users may place the order directly under the established BPA when the need for service arises. The schedule contractor that represents the best value and results in the lowest overall cost alternative to meet the agency's needs should be awarded the BPA.
 - (B) MULTIPLE BPAs: When the ordering office determines multiple BPAs are needed to meet its requirements, the ordering office should determine which contractors can meet any technical qualifications before establishing the BPAs. When multiple BPAs are established, the

authorized users must follow the procedures in II.B above, and then place the order with the Schedule contractor that represents the best value and results in the lowest overall cost alternative to meet the agency's needs.

- (ii) Review BPAs periodically. Such reviews shall be conducted at least annually. The purpose of the review is to determine whether the BPA still represents the best value (considering price, special qualifications, etc.) and results in the lowest overall cost alternative to meet the agency's needs.
- (5) The ordering office should give preference to small business concerns when two or more contractors can provide the services at the same firm-fixed price or ceiling price.
- (6) When the ordering office's requirement involves both products as well as professional services, the ordering office should total the prices for the products and the firm-fixed price for the services and select the contractor that represents the greatest value in terms of meeting the agency's total needs.
- (7) The ordering office, at a minimum, should document orders by identifying the contractor the services were purchased from, the services purchased, and the amount paid. If other than a firm-fixed price order is placed, such documentation should include the basis for the determination to use a labor-hour or time-and-materials order. For agency requirements in excess of the micro-purchase threshold, the order file should document the evaluation of Schedule contractors' quotes that formed the basis for the selection of the contractor that received the order and the rationale for any trade-offs made in making the selection.

b. Procedures for fixed prices on GSA Schedule:

The ordering procedures set forth at FAR 8.404 should be used for those services based on fixed prices. The Contractor is advised that based on the specific task identified at the task order level, it may use Clause 552.238-76, Price Reduction, to provide a proposed fixed price to the agency to more accurately reflect the actual work required.

Labor Category Rates

Table A. Customer Site Rates

Customer Site Rates						
PES Labor Category		08/16/06- 05/24/07	05/25/07- 05/24/08	05/25/08- 05/24/09	05/25/09- 05/24/10	05/25/10- 05/24/11
		Year 6	Year 7	Year 8	Year 9	Year 10
1	Sr. Program Manager	\$ 134.61	\$ 139.99	\$ 145.59	\$ 151.41	\$ 157.47
2	Sr. Research Engineer/Scientist	\$ 120.24	\$ 125.05	\$ 130.05	\$ 135.25	\$ 140.66
3	Sr. Engineer/Scientist	\$ 117.46	\$ 122.16	\$ 127.05	\$ 132.13	\$ 137.42
4	G15 Supervisor	\$ 103.14	\$ 107.27	\$ 111.56	\$ 116.02	\$ 120.66
5	Sr. Management Technical Staff	\$ 103.27	\$ 107.40	\$ 111.70	\$ 116.17	\$ 120.82
6	G14 Research Engineer Scientist	\$ 103.14	\$ 107.27	\$ 111.56	\$ 116.02	\$ 120.66
7	G14 Engineer/Scientist	\$ 97.67	\$ 101.58	\$ 105.64	\$ 109.87	\$ 114.26
8	G13 Research Engineer/Scientist	\$ 80.77	\$ 84.00	\$ 87.36	\$ 90.85	\$ 94.48
9	G13 Engineer/Scientist	\$ 69.19	\$ 71.96	\$ 74.84	\$ 77.83	\$ 80.94
10	G13 Program Analyst	\$ 70.47	\$ 73.29	\$ 76.22	\$ 79.27	\$ 82.44
11	G12 Engineer/Scientist	\$ 59.70	\$ 62.09	\$ 64.57	\$ 67.15	\$ 69.84
12	Principal Systems Analyst	\$ 79.71	\$ 82.90	\$ 86.22	\$ 89.67	\$ 93.26
13	Sr. Systems Analyst	\$ 51.56	\$ 53.62	\$ 55.76	\$ 57.99	\$ 60.31
14	G11 Engineer/Scientist	\$ 51.51	\$ 53.57	\$ 55.71	\$ 57.94	\$ 60.26
15	G9 Engineer/Scientist	\$ 45.65	\$ 47.48	\$ 49.38	\$ 51.36	\$ 53.41
16	G7 Engineer/Scientist	\$ 42.13	\$ 43.82	\$ 45.57	\$ 47.39	\$ 49.29
17	Senior Programmer	\$ 63.49	\$ 66.03	\$ 68.67	\$ 71.42	\$ 74.28
18	Programmer/Analyst	\$ 37.67	\$ 39.18	\$ 40.75	\$ 42.38	\$ 44.08
19	Systems Analyst	\$ 35.78	\$ 37.21	\$ 38.70	\$ 40.25	\$ 41.86
20	Associate Engineer/Analyst	\$ 29.47	\$ 30.65	\$ 31.88	\$ 33.16	\$ 34.49
21	Engineer Aide	\$ 26.92	\$ 28.00	\$ 29.12	\$ 30.28	\$ 31.49
22	Lead Technician	\$ 70.07	\$ 72.87	\$ 75.78	\$ 78.81	\$ 81.96
23	Sr. Technician	\$ 73.75	\$ 76.70	\$ 79.77	\$ 82.96	\$ 86.28
24	Technician	\$ 42.13	\$ 43.82	\$ 45.57	\$ 47.39	\$ 49.29
25	Tech Writer/Illustrator	\$ 46.81	\$ 48.68	\$ 50.63	\$ 52.66	\$ 54.77
26	Sr. Administrative	\$ 48.29	\$ 50.22	\$ 52.23	\$ 54.32	\$ 56.49
27	Administrative Support	\$ 30.72	\$ 31.95	\$ 33.23	\$ 34.56	\$ 35.94

Table B. Contractor (Morgan) Site Rates

Contractor (Morgan) Site Rates						
PES Labor Category		8/16/06- 5/24/07	5/25/07- 5/24/08	5/25/08- 5/24/09	5/25/09- 5/24/10	5/25/10- 5/24/11
		Year 6	Year 7	Year 8	Year 9	Year 10
1	Sr. Program Manager	\$ 152.26	\$ 158.35	\$ 164.68	\$ 171.27	\$ 178.12
2	Sr. Research Engineer/Scientist	\$ 135.99	\$ 141.43	\$ 147.09	\$ 152.97	\$ 159.09
3	Sr. Engineer/Scientist	\$ 132.86	\$ 138.17	\$ 143.70	\$ 149.45	\$ 155.43
4	G15 Supervisor	\$ 127.09	\$ 132.17	\$ 137.46	\$ 142.96	\$ 148.68
5	Sr. Management Technical Staff	\$ 127.67	\$ 132.78	\$ 138.09	\$ 143.61	\$ 149.35
6	G14 Research Engineer Scientist	\$ 125.37	\$ 130.38	\$ 135.60	\$ 141.02	\$ 146.66
7	G14 Engineer/Scientist	\$ 110.47	\$ 114.89	\$ 119.49	\$ 124.27	\$ 129.24

Contractor (Morgan) Site Rates						
PES Labor Category		8/16/06- 5/24/07	5/25/07- 5/24/08	5/25/08- 5/24/09	5/25/09- 5/24/10	5/25/10- 5/24/11
		Year 6	Year 7	Year 8	Year 9	Year 10
8	G13 Research Engineer/Scientist	\$ 91.36	\$ 95.01	\$ 98.81	\$ 102.76	\$ 106.87
9	G13 Engineer/Scientist	\$ 82.09	\$ 85.37	\$ 88.78	\$ 92.33	\$ 96.02
10	G13 Program Analyst	\$ 80.77	\$ 84.00	\$ 87.36	\$ 90.85	\$ 94.48
11	G12 Engineer/Scientist	\$ 67.53	\$ 70.23	\$ 73.04	\$ 75.96	\$ 79.00
12	Principal Systems Analyst	\$ 93.89	\$ 97.65	\$ 101.56	\$ 105.62	\$ 109.84
13	Sr. Systems Analyst	\$ 58.32	\$ 60.65	\$ 63.08	\$ 65.60	\$ 68.22
14	G11 Engineer/Scientist	\$ 58.27	\$ 60.60	\$ 63.02	\$ 65.54	\$ 68.16
15	G9 Engineer/Scientist	\$ 51.64	\$ 53.71	\$ 55.86	\$ 58.09	\$ 60.41
16	G7 Engineer/Scientist	\$ 47.66	\$ 49.57	\$ 51.55	\$ 53.61	\$ 55.75
17	Senior Programmer	\$ 71.81	\$ 74.68	\$ 77.67	\$ 80.78	\$ 84.01
18	Programmer/Analyst	\$ 42.60	\$ 44.30	\$ 46.07	\$ 47.91	\$ 49.83
19	Systems Analyst	\$ 40.47	\$ 42.09	\$ 43.77	\$ 45.52	\$ 47.34
20	Associate Engineer/Analyst	\$ 33.32	\$ 34.65	\$ 36.04	\$ 37.48	\$ 38.98
21	Engineer Aide	\$ 30.45	\$ 31.67	\$ 32.94	\$ 34.26	\$ 35.63
22	Lead Technician	\$ 79.25	\$ 82.42	\$ 85.72	\$ 89.15	\$ 92.72
23	Sr. Technician	\$ 83.42	\$ 86.76	\$ 90.23	\$ 93.84	\$ 97.59
24	Technician	\$ 47.66	\$ 49.57	\$ 51.55	\$ 53.61	\$ 55.75
25	Tech Writer/Illustrator	\$ 52.96	\$ 55.08	\$ 57.28	\$ 59.57	\$ 61.95
26	Sr. Administrative	\$ 54.61	\$ 56.79	\$ 59.06	\$ 61.42	\$ 63.88
27	Administrative Support	\$ 34.75	\$ 36.14	\$ 37.59	\$ 39.09	\$ 40.65

b. Lowest unit price for each special item number awarded in the contract: Reference Table A. Customer Site Rates, above.

c. Labor category descriptions

Labor Category Descriptions

	Job Title	Minimum Education and Experience*	Functional Responsibilities
1	Senior Program Manager	Masters' degree required. Fourteen years of experience with two years experience in a technical management role is required. During the fourteen years, senior program manager shall have developed a nationally renowned reputation, as evidenced by publications, patents, and prestigious awards.	Provide administrative and technical leadership in completion of multiple contracts, including responsibility for cost, schedule, and overall performance. Plan and procure necessary staff to achieve work completion milestones and deliverables. Direct investigation and resolution of operational problems in conjunction with other engineering and technical personnel. Develop detailed staffing requirements, assignments, and plans to meet customer needs.
2	Senior Research Engineer / Scientist	PhD degree. Eighteen years of experience is required. Requires personnel with a demonstrated innovative and research capability. Demonstration of this capability shall be by evidence of publication of research papers or reports, or development of innovative processes or products, or the award of patents.	Plans and conducts testing on assigned project to prove/modify theoretical propositions on basis of comments in literature field, established research findings, and experience of other staff members in technological area. Interacts with other research staff. Discusses progress and interim findings at monthly technical review meetings. Continues with project in original concept or modifies direction based on commentary and decision of technical review committee. Sets up prototype equipment; uses experimental materials to test theories. Works with

	Job Title	Minimum Education and Experience*	Functional Responsibilities
			customer/technical personnel to test theories / findings.
3	Senior Engineer / Scientist	Masters' degree required. Seventeen years of experience is required.	Develops engineering plans and designs in a particular field for a specific area. Investigates and analyzes new materials, equipment invoices, and engineering practices. Analyzes quotations / bids and in developing recommendations.
4	G15 Supervisor	Bachelors' degree required. Ten years of experience with one year of expertise in a supervisory role is required.	Manage expenditures of material, travel, and labor hours for contracts. Perform manpower planning and staffing for assigned group and support division manpower planning. Present program reviews for upper management. Interact with customers to obtain new business and monitor current contract work.
5	Senior Management Technical Staff	Bachelors' degree required. Twelve years of professional experience in general engineering or field related to the support area in which the individual is performing. Must include five years experience directly in the task area(s) and two years in a leadership capacity.	Provide administrative and technical leadership in the completion of multiple contracts, including responsibility for cost, schedule and overall performance. Monitor fulfillment of contract requirements to ensure quality and timeliness of services/ deliverables to various customers. Conduct the investigation and resolution of operational problems in conjunction with other engineering and technical personnel. Conduct employee performance evaluations.
6	G14 Research Engineer/ Scientist	Masters' degree required. Eight years of experience is required. Requires personnel with a demonstrated innovative and research capability. Demonstration of this capability shall be by evidence of publication of research papers or reports, or development of innovative processes or products, or the award of patents.	Plans and conducts testing on an assigned project to prove or modify theoretical propositions on the basis of comments in the literature field, established research findings, and the experience of other staff members in the technological area. Interacts with other research staff. Discusses progress and interim findings at monthly technical review meetings. Continues with project in original concept or modifies direction based on commentary and decision of technical review committee. Sets up prototype equipment and uses experimental materials to test theories developed. Works with customer line and technical personnel to test out theories and/ or findings.
7	G14 Engineer Scientist	Bachelors' degree required. Eight years of experience is required.	Assist in the development of engineering plans and designs in a particular field for a specific area. Assist in the investigation and analysis of new materials, equipment invoices, and engineering practices. Assists in analyzing quotations / bids and in developing recommendations.
8	G13 Research Engineer/Scientist	Bachelors' degree required. Seven years of experience is required. This labor category requires personnel with a demonstrated innovative and research capability. Demonstration of this capability shall be evidence of: publication of research papers or reports, or development of innovative processes or products, or the award of patents.	Plans and conducts testing on assigned project to prove/modify theoretical propositions on basis of comments in literature field, established research findings, and experience of other staff members in technological area. Interacts with other research staff. Discusses progress and interim findings at monthly technical review meetings. Continues with project in original concept or modifies direction based on commentary and decision of technical

	Job Title	Minimum Education and Experience*	Functional Responsibilities
			review committee. Sets up prototype equipment; uses experimental materials to test theories. Works with customer/technical personnel to test theories / findings.
9	G13 Engineer Scientist	Bachelors' degree required. Five years of experience is required.	Prepares scientific and technical reports for superiors. Discusses progress and interim findings at monthly technical review meetings. Sets up prototype equipment and uses experimental materials to test theories developed. Draws on expertise from academia, where needed, to assist with relevant parts of the project.
10	G13 Program Analyst	Bachelors' degree required. Five years of experience is required.	Provide regular status reports to project leaders and customers. Make Presentations to customers and company management. Manage small tasks including technical, cost, and schedule tracking and reporting.
11	G12 Engineer/ Scientist	Bachelors' degree required. Three years of experience is required.	Assists in the development of engineering plans and designs in a particular field for a specific area. Assists in the investigation and analysis of new materials, equipment invoices, and engineering practices. Prepares or assists in preparing engineering computations, estimates, surveys, and statistics. Analyzes costs for work projects, performs and assists with equipment and material test studies.
12	Principal Systems Analyst	Bachelor's degree required. Ten years of experience is required with eight years directly in task area(s) in which the individual is performing.	Provide technical management and leadership for a given project, task or subtask with overall responsibility for cost, schedule, technical and employee performance. Perform evaluations in the development, design and implementation, and maintenance of complex programs or systems. Perform site visits and investigations, and analyze problems associated with directed task.
13	Senior Systems Analyst	Bachelors' degree required. Eight years of experience in general engineering or other field related to the support area in which the individual is performing and must include five years experience directly in the task area(s).	Lead team in development or analysis of large-scale SW projects. Provide technical management and leadership for a given project, contract or job with overall responsibility for cost, schedule, technical and employee performance. Perform evaluations in the development, design and implementation, and maintenance of complex programs or systems. Perform site visits and investigations, and analyze problems associated with directed task.
14	G11 Engineer/ Scientist	Bachelors' degree required. Two years of experience required.	Perform software verification and validation on the Enhanced HOSC System used to support the Advanced X-ray Astrophysics Facility (AXAF) telemetry processing and ground operations. Perform software testing. Prepare various inputs for presentation to NASA on scheduled software deliverables. Obtain required classroom and simulations training for the Flight Director Technical Support position, as specified in the Integrated Training and Certification Plan. Provide weekly written report to Program Manager & work-area lead.

	Job Title	Minimum Education and Experience*	Functional Responsibilities
15	G9 Engineer/ Scientist	Bachelors' degree required. One year of experience required.	Prepare various inputs for presentation to NASA on scheduled software deliverables. Obtain required classroom and simulations training for the Flight Director Technical Support position, as specified in the Integrated Training and Certification Plan. Provide weekly written report to Program Manager & work-area lead.
16	G7 Engineer/ Scientist	Bachelors' degree required. Entry level / no experience required. However, personnel must have graduated with an overall GPA (as supported by an official transcript from the degree conferring college or university) 3.0 or better out of a possible 4.0 point system.	Assists engineering department in regard to product redesign to resolve product or production difficulties. Performs work as assigned by group leader or project manager. Provide weekly written report to Program Manager and work-area lead.
17	Senior Programmer / Analyst	Bachelors' degree required. Eight years experience directly in computer programming, design and development, and/or analysis.	Performs a range of design development, analysis, or review tasks independently. Direct interface with internal / external customers at all levels from quotations to final design & test activities, design, reviews, and technical working group meetings to comply with requirements & specifications. Conduct site visits and experimental investigations and analyze engineering problems, propose solutions and alternatives, and provide recommendations. Coordinate and work closely with other engineering, logistics, financial, & program management disciplines to define system specifications / requirements.
18	Programmer / Analyst	Bachelors' degree required. Five years of professional experience in computer programming, design and development, and/or analysis.	Performs a range of design development, analysis, or review tasks independently. Direct interface with internal/external customers at all levels from quotations to final design & test activities, design, reviews, and technical working group meetings to comply with requirements & specifications. Conduct site visits and experimental investigations and analyze engineering problems, propose solutions and alternatives, and provide recommendations. Coordinate and work closely with other engineering, logistics, financial, & program management disciplines to define system specifications / requirements.
19	Systems Analyst	Bachelors' degree required. Three years applicable experience which demonstrates a comprehensive knowledge in areas related to the task area(s).	Perform a range of design development, analysis or review tasks under minimal supervision. Act as a lead on less complex tasks and responsible for a portion of a design of a design or section of an analysis or design review. Develop, maintain and produce technical documentation and system/ subsystem specifications. Coordinate and work closely with other engineering, logistics, financial, and program management disciplines to define system specifications and requirements.
20	Associate Engineer/ Analyst	Bachelors' degree required. This is an entry level category with no experience required.	Perform range of design development, analysis or review tasks independently. Prepare, deliver, submit technical papers & perform engineering studies. Verify/comply with engineering documentation standards/test procedures. Analyze / provide solutions for engineering problems/complex situations.

	Job Title	Minimum Education and Experience*	Functional Responsibilities
21	Engineering Aide	Personnel in this labor category shall be enrolled in an accredited BS program.	Plans and directs the construction of prototypes to meet customer and internal requirements. Assists engineering department in regard to product redesign to resolve product or production difficulties. Maintains company-required performance/maintenance records for electronic & electrical equipment.
22	Lead Technical	High School graduate with technical school or military school training in task related disciplines. Technical Certifications highly desirable. Fifteen years of task related experience in designing, implementing designs, testing, troubleshooting, installing/integrating, and operating special purpose equipment and devices.	Provides technical leadership in the completion of assigned contract efforts. Insures that work is satisfactory in meeting contract requirements. Direct on-site customer interface for installation, design, repair, upgrade and maintenance network hardware and software components. Diagnose, repair, assemble and upgrade hardware and software. Maintain liaison with outside hardware and software vendors for system upgrades and maintenance. Provide technical assistance and informal training in implementing network programs based on user requirements. Administer and manage complex local area networks including installation of server software and hardware, system monitoring, license compliance, virus detection, disaster prevention and backups, capacity management, usage reporting and the e-mails system.
23	Senior Technician	High school or equivalent required. Eight years of experience required related to the task to be performed. Each person in this category must have experience in the following hands-on activities: designing, implementing designs, testing, troubleshooting, installing/integrating, and operating special purpose equipment and devices.	Direct on-site customer interface for installation, design, repair, upgrade and maintenance network hardware and software components. Diagnose, repair, assemble and upgrade hardware and software. Maintain liaison with outside hardware and software vendors for system upgrades and maintenance. Provide technical assistance and informal training in implementing network programs based on user requirements. Administer and manage complex local area networks including installation of server software and hardware, system monitoring, license compliance, virus detection, disaster prevention and backups, capacity management, usage reporting and the e-mails system.
24	Technician	High school or equivalent required. Personnel must have a total of four years hands-on experience related to the task to be performed. Each person must have experience in any combination in majority of the following hands-on activities: implementing designs, testing, troubleshooting, installation/integrating, and operating special purpose equipment and devices.	Maintains/installs communication cables, power distribution cables & wiring, & performs. Informs group leader or supervisor and line mechanics of potentially dangerous electrical equipment and corrective actions taken. Maintains company-required performance and maintenance records for electronic and electrical equipment. Plans details of working procedure to determine material or replacement needs and determines a logical approach to repair problems. Services electronic equipment by checking, testing, and replacing faulty components, circuit modules, printed circuit boards, vacuum tubes, and similar electronic and electrical maintenance.
25	Technical Writer/ Illustrator	High school or equivalent required. Shall have four years total experience in the following areas: English, technical writing, usage of state-of-the-art office equipment used for professional report generation. An illustrator shall have four years total experience in the following areas: generating illustrations, art work, charts, and graphs, using state-of-the-art office equipment used for producing	Responsible for quality control, production, and distribution of documents in accordance with customer requests and schedules. Utilize appropriate computer software. Completes projects with minimum supervision. Proofs carefully to ensure accuracy, completeness and consistency in the work produced. Prepares artwork with appropriate compositions, layout and design in accordance with military, commercial or company specifications and standards. Applies creative solutions to requests and

	Job Title	Minimum Education and Experience*	Functional Responsibilities
		professional briefing and report materials	communicates with the client to ensure the final output appropriately addresses needs, deadlines and budgets.
26	Senior Administrative	HS or equivalent. Four years experience required.	Plans, directs, and coordinates a program management or program support office. Directs the work of a staff of program analysts and procurement personnel either directly or through subordinate supervisors. Develops, plans, reviews, directs, and controls all activities within the department. Makes major decisions, anticipates problems and develops solutions. Supervises the establishment and maintenance of a review and analysis system that assures "closed loop" management within the program and provides the necessary checks and balances. Develops and maintains a close communication with higher level Government personnel, contractor, and company personnel. Responsible for compliance with company policy on equal employment opportunity and affirmative action in all personnel actions under their jurisdiction. Maintains a comprehensive knowledge of analytical models and simulations. Validates the user of models and simulations for performance of sensitivity analysis for decision making under extreme uncertainty. Performs other duties as required.
27	Admin Support	HS or equivalent. Two years experience required	Supports program management or program support office. Supports all activities within the department. Assists in the establishment and maintenance of a review and analysis system that assures "closed loop" management within the program. Assists in the maintenance of close communication with higher level Government personnel, contractor, and company personnel. Supports compliance with company policy on equal employment opportunity and affirmative action in all personnel actions. Performs other duties as required.

* Education may be substituted for experience and vice versa as follows:

PhD = 8 years

MS = 6 years

BS = 4 years