



**GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICELIST**

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

**PROFESSIONAL ENGINEERING SERVICES (PES)
FSC GROUP 871**

Special Item No. 871-1, 871-1RC	Strategic Planning for Technology Programs/Activities
Special Item No. 871-2, 871-2RC	Concept Development and Requirement Analysis
Special Item No. 871-3, 871-3RC	System Design, Engineering and Integration
Special Item No. 871-4, 871-4RC	Test and Evaluation
Special Item No. 871-5, 871-5RC	Integrated Logistics Support
Special Item No. 871-6, 871-6RC	Acquisition and Life Cycle Management

Contract Number: GS-23F-0375P

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

Contract Period: 19 August 2004 –18 August 2019

Supplement Number: 008, dated 8/19/2014 (through Mod PS-0025)



**7230 Lee Deforest Drive, Suite 100
Columbia, Maryland 21046-3250
Telephone: (757) 962-3983, Fax: (757) 961-9404
Website: <http://www.soteradefense.com>**

Business Size: Large



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CUSTOMER INFORMATION

1. Table of Awarded Special Item Numbers:

SIN #	Name	Engineering Discipline
871-1	Strategic Planning for Technology Programs/Activities	Electrical Engineering
871-2	Concept Development and Requirements Analysis	Electrical Engineering
871-3	System Design, Engineering and Integration	Electrical Engineering
871-4	Test and Evaluation	Electrical Engineering
871-5	Integrated Logistics Support	Electrical Engineering
871-6	Acquisition and Life Cycle Management	Electrical Engineering

The following SINs are also incorporated to include Recovery Purchasing (for state and local governments to use GSA Schedules for disaster recovery):

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

See pages for Labor Rate and Labor Category Description and Qualification information.

- 2. Maximum Order:** \$1,000,000
- 3. Minimum Order:** \$100
- 4. Geographic Coverage (delivery area):** Domestic (48 contiguous states and the District of Columbia).
- 5. Points of Production/Place of Performance:** As negotiated in each task order.
- 6. Discount from List Prices or Statement of Net Price:** Prices contained herein are net prices. Any discounts will be negotiated at the task order level.

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7. **Quantity Discounts:** None – discounts will be negotiated at the task order level.
8. **Prompt Payment Terms:** None – discounts will be negotiated at the task order level.
- 9a. **Government Purchase Cards:** Accepted for all orders equal to or below the micro-purchase threshold.
- 9b. **Government Purchase Cards:** Will not accept the Government Purchase Card for purchases over the micro-purchase threshold, but Sotera Defense Solutions, Inc. reserves the right to do so at the task order level.
10. **Foreign Items:** Not applicable.
- 11a. **Time of Delivery:** As negotiated in each task order.
- 11b. **Expedited Delivery:** As negotiated in each task order.
- 11c. **Overnight and 2nd Day Delivery:** As negotiated in each task order.
12. **FOB Points:** Destination
13. **Ordering Addresses:**
- Sotera Defense Solutions, Inc.
1403 Greenbrier Parkway, Ste. 225
Chesapeake, VA 23320
Attn: Frances Harvey
Phone: 757-962-3983
Fax: 757-961-9404
Email: frances.harvey@soteradefense.com
- 13b. **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).
14. **Payment Addresses:**
- EFT Address:
SunTrust Bank
7455 Chancellor Drive
Orlando, FL 32809
ABA Routing No.: 061000104
Account No.: 202222144
15. **Warranty Provision:** None
16. **Export Packing Charges, if applicable:** Not applicable.
17. **Terms and Conditions of Government Purchase Card Acceptance (any thresholds above the micro-**

purchase level): Sotera Defense Solutions, Inc. may accept the Government Purchase Card above the micro-purchase level on a task order by task order basis.

- 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 Data of Parts Price Lists and any Discounts from List Prices:** Not applicable.
- 20a. **Terms and Conditions for Any Other Services:** To be determined at the task order level.
- 21. **List of Service and Distribution Points (Places of Performance):** To be determined at the task order level.

Sotera Defense Solutions, Inc. Office Locations	
Sotera Defense Solutions, Inc. (CORPORATE) 2121 Cooperative Way, Suite 400 Herndon, Virginia 20171-5393	Sotera Defense Solutions, Inc. (C4ISR Chesapeake) 1403 Greenbrier Parkway, Suite 225 Chesapeake, VA 23320
Sotera Defense Solutions, Inc. (C4ISR Charleston) 5955 Core Road, Suite 522 Charleston, South Carolina 29406-6085	Cyber Systems and Solutions / Data Fusion & Analytics - Columbia, Maryland 7230 Lee DeForest Drive Suite 100, Columbia, MD 21046-2350
Sotera Defense Solutions, Inc. Mission IT and Intelligence Analysis & Operations - McLean, Virginia 1501 Farm Credit Drive, Suite 2300 McLean, Virginia 22102-5011	Sotera Defense Solutions, Inc. Data Fusion & Analytics – Chantilly, Virginia 4511 Singer Court, Suite 300 Chantilly, VA 20151 - 1743
Sotera Defense Solutions, Inc. Engineered Solutions - APG 6180 Guardian Way, Suite 112 Aberdeen Proving Ground, Maryland 21005-1316	Sotera Defense Solutions, Inc. Data Fusion & Analytics - Austin, Texas 1515 S. Capital of Texas Hwy Suite 500 Austin, TX 78746 - 6575
Sotera Defense Solutions, Inc. Engineered Solutions - APG 6245 Guardian Way, Suite 114 Aberdeen Proving Ground, Maryland 21005-1316	Sotera Defense Solutions, Inc. Data Fusion & Analytics - Silverdale, Washington 1480 Sid Uhinck Drive, Suite 104 Silverdale, WA 98383 - 8543

- 22. **List of Participating Dealers:** Not applicable.
- 23. **Preventive Maintenance:** Not applicable
- 24. **Environmental Attributes, e.g., Recycled Content, Energy Efficiency, and/or Reduced Pollutants:**
- 25. **Data Universal Number System (DUNS) Number:** 04-801-0532
- 26. **Central Contractor Registration (CCR):** Sotera Defense Solutions, Inc. is registered in the CCR Database.

DESCRIPTION OF SPECIAL ITEM NUMBERS (SINs) AND THE ENGINEERING SERVICES AVAILABLE

SIN 871-1, 871-1RC 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.

SIN 871-2, 871-2RC 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.

SIN 871-3, 871-3RC 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.

SIN 871-4, 871-4RC 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.

SIN 871-5, 871-5RC 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.

SIN 871-6, 871-6RC 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.

AUTHORIZED PES SCHEDULE HOURLY CONTRACTOR SITE HOURLY RATES						
Labor Category	Contractor or Customer Site	Year 1 (Aug 19, 2014 - Aug 18, 2015)	Year 2 (Aug 19, 2015 - Aug 18, 2016)	Year 3 (Aug 19, 2016 - Aug 18, 2017)	Year 4 (Aug 19, 2017 - Aug 18, 2018)	Year 5 (Aug 19, 2018 - Aug 18, 2019)
Administrative Specialist I	Contractor Site	\$ 42.00	\$ 42.71	\$ 43.44	\$ 44.18	\$ 44.93
Administrative Specialist II	Contractor Site	\$ 55.82	\$ 56.77	\$ 57.74	\$ 58.72	\$ 59.72
Business Specialist	Contractor Site	\$ 56.67	\$ 57.63	\$ 58.61	\$ 59.61	\$ 60.62
Configuration Management Specialist	Contractor Site	\$ 87.40	\$ 88.89	\$ 90.40	\$ 91.94	\$ 93.50
Data Handler I	Contractor Site	\$ 44.51	\$ 45.27	\$ 46.04	\$ 46.82	\$ 47.62
Data Handler II	Contractor Site	\$ 63.82	\$ 64.90	\$ 66.00	\$ 67.12	\$ 68.26
Data Handler Supervisor	Contractor Site	\$ 74.69	\$ 75.96	\$ 77.25	\$ 78.56	\$ 79.90
Digital Signal Processing Engineer I	Contractor Site	\$ 59.50	\$ 60.51	\$ 61.54	\$ 62.59	\$ 63.65
Digital Signal Processing Engineer II	Contractor Site	\$ 79.89	\$ 81.25	\$ 82.63	\$ 84.03	\$ 85.46
Digital Signal Processing Engineer III	Contractor Site	\$ 104.52	\$ 106.30	\$ 108.11	\$ 109.95	\$ 111.82
Documentation Specialist I	Contractor Site	\$ 45.48	\$ 46.25	\$ 47.04	\$ 47.84	\$ 48.65



AUTHORIZED PES SCHEDULE HOURLY CONTRACTOR SITE HOURLY RATES

Labor Category	Contractor or Customer Site	Year 1 (Aug 19, 2014 - Aug 18, 2015)	Year 2 (Aug 19, 2015 - Aug 18, 2016)	Year 3 (Aug 19, 2016 - Aug 18, 2017)	Year 4 (Aug 19, 2017 - Aug 18, 2018)	Year 5 (Aug 19, 2018 - Aug 18, 2019)
Documentation Specialist II	Contractor Site	\$ 81.12	\$ 82.50	\$ 83.90	\$ 85.33	\$ 86.78
Electronic Engineer I	Contractor Site	\$ 54.92	\$ 55.85	\$ 56.80	\$ 57.77	\$ 58.75
Electronic Engineer II	Contractor Site	\$ 59.67	\$ 60.68	\$ 61.71	\$ 62.76	\$ 63.83
Electronic Engineer III	Contractor Site	\$ 71.17	\$ 72.38	\$ 73.61	\$ 74.86	\$ 76.13
Electronic Engineer IV	Contractor Site	\$ 102.91	\$ 104.66	\$ 106.44	\$ 108.25	\$ 110.09
Electronic Technician I	Contractor Site	\$ 24.91	\$ 25.33	\$ 25.76	\$ 26.20	\$ 26.65
Electronic Technician II	Contractor Site	\$ 54.27	\$ 55.19	\$ 56.13	\$ 57.08	\$ 58.05
Electronic Technician III	Contractor Site	\$ 72.40	\$ 73.63	\$ 74.88	\$ 76.15	\$ 77.44
Electronic Technician IV	Contractor Site	\$ 75.30	\$ 76.58	\$ 77.88	\$ 79.20	\$ 80.55
Executive Security Manager	Contractor Site	\$ 149.99	\$ 152.54	\$ 155.13	\$ 157.77	\$ 160.45
Graphic Artist	Contractor Site	\$ 64.33	\$ 65.42	\$ 66.53	\$ 67.66	\$ 68.81
Graphic Expert	Contractor Site	\$ 112.54	\$ 114.45	\$ 116.40	\$ 118.38	\$ 120.39
Hardware Engineer I	Contractor Site	\$ 48.26	\$ 49.08	\$ 49.91	\$ 50.76	\$ 51.62



AUTHORIZED PES SCHEDULE HOURLY CONTRACTOR SITE HOURLY RATES

Labor Category	Contractor or Customer Site	Year 1 (Aug 19, 2014 - Aug 18, 2015)	Year 2 (Aug 19, 2015 - Aug 18, 2016)	Year 3 (Aug 19, 2016 - Aug 18, 2017)	Year 4 (Aug 19, 2017 - Aug 18, 2018)	Year 5 (Aug 19, 2018 - Aug 18, 2019)
Hardware Engineer II	Contractor Site	\$ 57.79	\$ 58.77	\$ 59.77	\$ 60.79	\$ 61.82
Hardware Engineer III	Contractor Site	\$ 89.51	\$ 91.03	\$ 92.58	\$ 94.15	\$ 95.75
Hardware Engineer IV	Contractor Site	\$ 94.83	\$ 96.44	\$ 98.08	\$ 99.75	\$ 101.45
Information Assurance Analyst	Contractor Site	\$ 64.24	\$ 65.33	\$ 66.44	\$ 67.57	\$ 68.72
Mechanical Engineer I	Contractor Site	\$ 49.20	\$ 50.04	\$ 50.89	\$ 51.76	\$ 52.64
Mechanical Engineer II	Contractor Site	\$ 72.91	\$ 74.15	\$ 75.41	\$ 76.69	\$ 77.99
Mechanical Engineer III	Contractor Site	\$ 110.18	\$ 112.05	\$ 113.95	\$ 115.89	\$ 117.86
Network Security Engineer I	Contractor Site	\$ 65.62	\$ 66.74	\$ 67.87	\$ 69.02	\$ 70.19
Network Security Engineer II	Contractor Site	\$ 80.69	\$ 82.06	\$ 83.46	\$ 84.88	\$ 86.32
Network Security Engineer III	Contractor Site	\$ 83.31	\$ 84.73	\$ 86.17	\$ 87.63	\$ 89.12
Network Security Engineer IV	Contractor Site	\$ 89.18	\$ 90.70	\$ 92.24	\$ 93.81	\$ 95.40
Network Security Engineer V	Contractor Site	\$ 99.18	\$ 100.87	\$ 102.58	\$ 104.32	\$ 106.09
Program Manager I	Contractor Site	\$ 80.07	\$ 81.43	\$ 82.81	\$ 84.22	\$ 85.65



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Program Manager II	Contractor Site	\$ 113.86	\$ 115.80	\$ 117.77	\$ 119.77	\$ 121.81
Program Manager III	Contractor Site	\$ 126.92	\$ 129.08	\$ 131.27	\$ 133.50	\$ 135.77
Project Manager I	Contractor Site	\$ 62.15	\$ 63.21	\$ 64.28	\$ 65.37	\$ 66.48
Project Manager II	Contractor Site	\$ 91.25	\$ 92.80	\$ 94.38	\$ 95.98	\$ 97.61
Project Manager III	Contractor Site	\$ 116.16	\$ 118.13	\$ 120.14	\$ 122.18	\$ 124.26
Quality Assurance Specialist	Contractor Site	\$ 69.53	\$ 70.71	\$ 71.91	\$ 73.13	\$ 74.37
Security Analyst	Contractor Site	\$ 61.13	\$ 62.17	\$ 63.23	\$ 64.30	\$ 65.39
Subject Matter Expert I	Contractor Site	\$ 64.80	\$ 65.90	\$ 67.02	\$ 68.16	\$ 69.32
Subject Matter Expert II	Contractor Site	\$ 79.68	\$ 81.03	\$ 82.41	\$ 83.81	\$ 85.23
Subject Matter Expert III	Contractor Site	\$ 91.43	\$ 92.98	\$ 94.56	\$ 96.17	\$ 97.80
Subject Matter Expert IV	Contractor Site	\$ 140.98	\$ 143.38	\$ 145.82	\$ 148.30	\$ 150.82
Systems Analyst I	Contractor Site	\$ 57.31	\$ 58.28	\$ 59.27	\$ 60.28	\$ 61.30
Systems Analyst II	Contractor Site	\$ 61.83	\$ 62.88	\$ 63.95	\$ 65.04	\$ 66.15



AUTHORIZED PES SCHEDULE HOURLY CONTRACTOR SITE HOURLY RATES

Labor Category	Contractor or Customer Site	Year 1 (Aug 19, 2014 - Aug 18, 2015)	Year 2 (Aug 19, 2015 - Aug 18, 2016)	Year 3 (Aug 19, 2016 - Aug 18, 2017)	Year 4 (Aug 19, 2017 - Aug 18, 2018)	Year 5 (Aug 19, 2018 - Aug 18, 2019)
Systems Analyst III	Contractor Site	\$ 83.38	\$ 84.80	\$ 86.24	\$ 87.71	\$ 89.20
Systems Analyst IV	Contractor Site	\$ 105.01	\$ 106.80	\$ 108.62	\$ 110.47	\$ 112.35
Systems Engineer I	Contractor Site	\$ 51.96	\$ 52.84	\$ 53.74	\$ 54.65	\$ 55.58
Systems Engineer II	Contractor Site	\$ 73.44	\$ 74.69	\$ 75.96	\$ 77.25	\$ 78.56
Systems Engineer III	Contractor Site	\$ 90.76	\$ 92.30	\$ 93.87	\$ 95.47	\$ 97.09
Systems Engineer IV	Contractor Site	\$ 110.90	\$ 112.79	\$ 114.71	\$ 116.66	\$ 118.64
Technical Writing Specialist	Contractor Site	\$ 131.10	\$ 133.33	\$ 135.60	\$ 137.91	\$ 140.25
Telecommunications Engineer I	Contractor Site	\$ 70.36	\$ 71.56	\$ 72.78	\$ 74.02	\$ 75.28
Telecommunications Engineer II	Contractor Site	\$ 119.57	\$ 121.60	\$ 123.67	\$ 125.77	\$ 127.91
Telecommunications Engineer III	Contractor Site	\$ 123.48	\$ 125.58	\$ 127.71	\$ 129.88	\$ 132.09
Test Engineer I	Contractor Site	\$ 52.06	\$ 52.95	\$ 53.85	\$ 54.77	\$ 55.70
Test Engineer II	Contractor Site	\$ 57.69	\$ 58.67	\$ 59.67	\$ 60.68	\$ 61.71
Test Engineer III	Contractor Site	\$ 81.33	\$ 82.71	\$ 84.12	\$ 85.55	\$ 87.00

AUTHORIZED PES SCHEDULE HOURLY CUSTOMER SITE HOURLY RATES						
Labor Category	Contractor or Customer Site	Year 1 (Aug 19, 2014 - Aug 18, 2015)	Year 2 (Aug 19, 2015 - Aug 18, 2016)	Year 3 (Aug 19, 2016 - Aug 18, 2017)	Year 4 (Aug 19, 2017 - Aug 18, 2018)	Year 5 (Aug 19, 2018 - Aug 18, 2019)
Administrative Specialist I	Customer Site	\$ 35.90	\$ 36.51	\$ 37.13	\$ 37.76	\$ 38.40
Administrative Specialist II	Customer Site	\$ 47.71	\$ 48.52	\$ 49.34	\$ 50.18	\$ 51.03
Business Specialist	Customer Site	\$ 48.44	\$ 49.26	\$ 50.10	\$ 50.95	\$ 51.82
Configuration Management Specialist	Customer Site	\$ 80.41	\$ 81.78	\$ 83.17	\$ 84.58	\$ 86.02
Data Handler I	Customer Site	\$ 38.06	\$ 38.71	\$ 39.37	\$ 40.04	\$ 40.72
Data Handler II	Customer Site	\$ 54.54	\$ 55.47	\$ 56.41	\$ 57.37	\$ 58.35
Data Handler Supervisor	Customer Site	\$ 63.83	\$ 64.92	\$ 66.02	\$ 67.14	\$ 68.28
Digital Signal Processing Engineer I	Customer Site	\$ 50.85	\$ 51.71	\$ 52.59	\$ 53.48	\$ 54.39
Digital Signal Processing Engineer II	Customer Site	\$ 68.28	\$ 69.44	\$ 70.62	\$ 71.82	\$ 73.04
Digital Signal Processing Engineer III	Customer Site	\$ 89.32	\$ 90.84	\$ 92.38	\$ 93.95	\$ 95.55
Documentation Specialist I	Customer Site	\$ 38.87	\$ 39.53	\$ 40.20	\$ 40.88	\$ 41.57
Documentation Specialist II	Customer Site	\$ 69.33	\$ 70.51	\$ 71.71	\$ 72.93	\$ 74.17

AUTHORIZED PES SCHEDULE HOURLY CUSTOMER SITE HOURLY RATES						
Labor Category	Contractor or Customer Site	Year 1 (Aug 19, 2014 - Aug 18, 2015)	Year 2 (Aug 19, 2015 - Aug 18, 2016)	Year 3 (Aug 19, 2016 - Aug 18, 2017)	Year 4 (Aug 19, 2017 - Aug 18, 2018)	Year 5 (Aug 19, 2018 - Aug 18, 2019)
Electronic Engineer I	Customer Site	\$ 46.94	\$ 47.74	\$ 48.55	\$ 49.38	\$ 50.22
Electronic Engineer II	Customer Site	\$ 51.00	\$ 51.87	\$ 52.75	\$ 53.65	\$ 54.56
Electronic Engineer III	Customer Site	\$ 60.83	\$ 61.86	\$ 62.91	\$ 63.98	\$ 65.07
Electronic Engineer IV	Customer Site	\$ 87.95	\$ 89.45	\$ 90.97	\$ 92.52	\$ 94.09
Electronic Technician I	Customer Site	\$ 21.30	\$ 21.66	\$ 22.03	\$ 22.40	\$ 22.78
Electronic Technician III	Customer Site	\$ 46.38	\$ 47.17	\$ 47.97	\$ 48.79	\$ 49.62
Electronic Technician III	Customer Site	\$ 61.88	\$ 62.93	\$ 64.00	\$ 65.09	\$ 66.20
Electronic Technician IV	Customer Site	\$ 64.36	\$ 65.45	\$ 66.56	\$ 67.69	\$ 68.84
Executive Security Manager	Customer Site	\$ 128.18	\$ 130.36	\$ 132.58	\$ 134.83	\$ 137.12
Graphic Artist	Customer Site	\$ 54.97	\$ 55.90	\$ 56.85	\$ 57.82	\$ 58.80
Graphic Expert	Customer Site	\$ 96.19	\$ 97.83	\$ 99.49	\$ 101.18	\$ 102.90
Hardware Engineer I	Customer Site	\$ 41.24	\$ 41.94	\$ 42.65	\$ 43.38	\$ 44.12

AUTHORIZED PES SCHEDULE HOURLY CUSTOMER SITE HOURLY RATES						
Labor Category	Contractor or Customer Site	Year 1 (Aug 19, 2014 - Aug 18, 2015)	Year 2 (Aug 19, 2015 - Aug 18, 2016)	Year 3 (Aug 19, 2016 - Aug 18, 2017)	Year 4 (Aug 19, 2017 - Aug 18, 2018)	Year 5 (Aug 19, 2018 - Aug 18, 2019)
Hardware Engineer II	Customer Site	\$ 49.39	\$ 50.23	\$ 51.08	\$ 51.95	\$ 52.83
Hardware Engineer III	Customer Site	\$ 76.50	\$ 77.80	\$ 79.12	\$ 80.47	\$ 81.84
Hardware Engineer IV	Customer Site	\$ 81.03	\$ 82.41	\$ 83.81	\$ 85.23	\$ 86.68
Information Assurance Analyst	Customer Site	\$ 54.60	\$ 55.53	\$ 56.47	\$ 57.43	\$ 58.41
Mechanical Engineer I	Customer Site	\$ 42.05	\$ 42.76	\$ 43.49	\$ 44.23	\$ 44.98
Mechanical Engineer II	Customer Site	\$ 62.31	\$ 63.37	\$ 64.45	\$ 65.55	\$ 66.66
Mechanical Engineer III	Customer Site	\$ 94.17	\$ 95.77	\$ 97.40	\$ 99.06	\$ 100.74
Network Security Engineer I	Customer Site	\$ 55.77	\$ 56.72	\$ 57.68	\$ 58.66	\$ 59.66
Network Security Engineer II	Customer Site	\$ 60.31	\$ 61.34	\$ 62.38	\$ 63.44	\$ 64.52
Network Security Engineer III	Customer Site	\$ 70.81	\$ 72.01	\$ 73.23	\$ 74.47	\$ 75.74
Network Security Engineer IV	Customer Site	\$ 76.22	\$ 77.52	\$ 78.84	\$ 80.18	\$ 81.54
Network Security Engineer V	Customer Site	\$ 84.31	\$ 85.74	\$ 87.20	\$ 88.68	\$ 90.19



AUTHORIZED PES SCHEDULE HOURLY CUSTOMER SITE HOURLY RATES

Labor Category	Contractor or Customer Site	Year 1 (Aug 19, 2014 - Aug 18, 2015)	Year 2 (Aug 19, 2015 - Aug 18, 2016)	Year 3 (Aug 19, 2016 - Aug 18, 2017)	Year 4 (Aug 19, 2017 - Aug 18, 2018)	Year 5 (Aug 19, 2018 - Aug 18, 2019)
Program Manager I	Customer Site	\$ 68.43	\$ 69.59	\$ 70.77	\$ 71.97	\$ 73.19
Program Manager II	Customer Site	\$ 97.33	\$ 98.98	\$ 100.66	\$ 102.37	\$ 104.11
Program Manager III	Customer Site	\$ 108.49	\$ 110.33	\$ 112.21	\$ 114.12	\$ 116.06
Project Manager I	Customer Site	\$ 49.54	\$ 50.38	\$ 51.24	\$ 52.11	\$ 53.00
Project Manager II	Customer Site	\$ 77.98	\$ 79.31	\$ 80.66	\$ 82.03	\$ 83.42
Project Manager III	Customer Site	\$ 99.28	\$ 100.97	\$ 102.69	\$ 104.44	\$ 106.22
Quality Assurance Specialist	Customer Site	\$ 59.42	\$ 60.43	\$ 61.46	\$ 62.50	\$ 63.56
Security Analyst	Customer Site	\$ 59.02	\$ 60.02	\$ 61.04	\$ 62.08	\$ 63.14
Subject Matter Expert I	Customer Site	\$ 55.40	\$ 56.34	\$ 57.30	\$ 58.27	\$ 59.26
Subject Matter Expert II	Customer Site	\$ 68.10	\$ 69.26	\$ 70.44	\$ 71.64	\$ 72.86
Subject Matter Expert III	Customer Site	\$ 78.14	\$ 79.47	\$ 80.82	\$ 82.19	\$ 83.59
Subject Matter Expert IV	Customer Site	\$ 120.49	\$ 122.54	\$ 124.62	\$ 126.74	\$ 128.89



AUTHORIZED PES SCHEDULE HOURLY CUSTOMER SITE HOURLY RATES

Labor Category	Contractor or Customer Site	Year 1 (Aug 19, 2014 - Aug 18, 2015)	Year 2 (Aug 19, 2015 - Aug 18, 2016)	Year 3 (Aug 19, 2016 - Aug 18, 2017)	Year 4 (Aug 19, 2017 - Aug 18, 2018)	Year 5 (Aug 19, 2018 - Aug 18, 2019)
Systems Analyst I	Customer Site	\$ 48.98	\$ 49.81	\$ 50.66	\$ 51.52	\$ 52.40
Systems Analyst II	Customer Site	\$ 52.84	\$ 53.74	\$ 54.65	\$ 55.58	\$ 56.52
Systems Analyst III	Customer Site	\$ 71.28	\$ 72.49	\$ 73.72	\$ 74.97	\$ 76.24
Systems Analyst IV	Customer Site	\$ 89.75	\$ 91.28	\$ 92.83	\$ 94.41	\$ 96.01
Systems Engineer I	Customer Site	\$ 44.41	\$ 45.16	\$ 45.93	\$ 46.71	\$ 47.50
Systems Engineer II	Customer Site	\$ 62.77	\$ 63.84	\$ 64.93	\$ 66.03	\$ 67.15
Systems Engineer III	Customer Site	\$ 77.57	\$ 78.89	\$ 80.23	\$ 81.59	\$ 82.98
Systems Engineer IV	Customer Site	\$ 94.79	\$ 96.40	\$ 98.04	\$ 99.71	\$ 101.41
Technical Writing Specialist	Customer Site	\$ 112.05	\$ 113.95	\$ 115.89	\$ 117.86	\$ 119.86
Telecommunications Engineer I	Customer Site	\$ 60.15	\$ 61.17	\$ 62.21	\$ 63.27	\$ 64.35
Telecommunications Engineer II	Customer Site	\$ 95.29	\$ 96.91	\$ 98.56	\$ 100.24	\$ 101.94
Telecommunications Engineer III	Customer Site	\$ 98.43	\$ 100.10	\$ 101.80	\$ 103.53	\$ 105.29

AUTHORIZED PES SCHEDULE HOURLY CUSTOMER SITE HOURLY RATES						
Labor Category	Contractor or Customer Site	Year 1 (Aug 19, 2014 - Aug 18, 2015)	Year 2 (Aug 19, 2015 - Aug 18, 2016)	Year 3 (Aug 19, 2016 - Aug 18, 2017)	Year 4 (Aug 19, 2017 - Aug 18, 2018)	Year 5 (Aug 19, 2018 - Aug 18, 2019)
Test Engineer I	Customer Site	\$ 44.49	\$ 45.25	\$ 46.02	\$ 46.80	\$ 47.60
Test Engineer II	Customer Site	\$ 49.31	\$ 50.15	\$ 51.00	\$ 51.87	\$ 52.75
Test Engineer III	Customer Site	\$ 69.50	\$ 70.68	\$ 71.88	\$ 73.10	\$ 74.34

SCA STATEMENT AND SCA MATRIX

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the cited SCA labor categories are based on the U.S. Department of Labor WD Number identified in the SCA matrix. The prices offered are based on the preponderance of where work is performed and should the Contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

SCA Eligible Contract Labor Category	SCA Equivalent Code Title	Wage Determination
Administrative Specialist I (Contractor Site)	01020 – Administrative Assistant	2005-2247
Administrative Specialist II (Contractor Site)	01020 – Administrative Assistant	2005-2247
Data Handler I (Contractor Site)	01051 - Data Entry Operator I	2005-2247
Data Handler II (Contractor Site)	01052 - Data Entry Operator II	2005-2247
Electronic Technician I (Contractor Site)	23181 - Electronics Technician Maintenance I	2005-2247
Electronic Technician II (Contractor Site)	23182 - Electronics Technician Maintenance I	2005-2247
Electronic Technician III (Contractor Site)	23183 - Electronics Technician Maintenance III	2005-2247
Electronic Technician IV (Contractor Site)	23183 - Electronics Technician Maintenance III	2005-2247
Graphic Artist (Contractor Site)	15080 - Graphic Artist	2005-2247
Administrative Specialist I (Government Site)	01020 – Administrative Assistant	2005-2247
Administrative Specialist II (Government Site)	01020 – Administrative Assistant	2005-2247
Data Handler I (Government Site)	01051 - Data Entry Operator I	2005-2247
Data Handler II (Government Site)	01052 - Data Entry Operator II	2005-2247
Electronic Technician I (Government Site)	23181 - Electronics Technician Maintenance I	2005-2247
Electronic Technician II (Government Site)	23182 - Electronics Technician Maintenance I	2005-2247
Electronic Technician III (Government Site)	23183 - Electronics Technician Maintenance III	2005-2247
Electronic Technician IV (Government Site)	23183 - Electronics Technician Maintenance III	2005-2247
Graphic Artist (Government Site)	15080 - Graphic Artist	2005-2247

LABOR CATEGORY DESCRIPTIONS

1. ADMINISTRATIVE SPECIALIST I

Performs a variety of secretarial duties for a top executive, program director or manager such as typing reports and memos, maintaining computer-based and paper files, answers office inquiries, and performs administrative tasks. Performs special project support. Must be proficient in the use of a personal computer and have excellent typing skills. Requires very little supervision.

Education and Experience Requirements:

High School Diploma or a GED and 1-4 years related experience.

2. ADMINISTRATIVE STAFF II

Performs a variety of secretarial duties for program directors or managers such as typing reports and memos, maintaining computer-based and paper files, answers office inquiries, and performs administrative tasks. Performs special projects of a moderate to highly skilled nature. Must be proficient in the use of a personal computer and have excellent typing skills. Provides training and assistance to lower-level administrative staff.

Education and Experience Requirements:

High School Diploma or a GED and 5+ years related experience

3. BUSINESS SPECIALIST

Supports and performs research, designs or utilizes simple to complex computer software applications in conjunction with product development and application implementation. Applies principles of computer science, engineering, or mathematical analysis. Consults with managers or engineers to evaluate interfaces between hardware and software. Maintains project financial performance records; develops project operations budgets; recommends personnel requirements for project tasks. Duties include all labor efforts identified as business and finance including but not limited to project control, project planning and scheduling or cost estimating

Education and Experience Requirements:

Bachelor's Degree in business or a related discipline and 1-3 years experience.

4. CONFIGURATION MANAGEMENT SPECIALIST

Supports the development and maintenance of configuration management plans, and scheduling and documenting configuration management reviews. Is capable of monitoring the configuration control process and ensuring that procedures comply with client and/or applicable specifications. Reports to a Project Lead and requires minimal supervision. Knowledgeable of software development techniques, change control processes, configuration audits or client/government regulations, manuals, technical orders, standards and industry publications related to configuration and data management is desirable.

Work independently, performs a wide range of duties that may include cataloging, classifying, storing, or issuing data items. May perform job duties in a technical library.

Education and Experience Requirements:

Bachelor's Degree or equivalent in a related field and 2-years experience.

5. DATA HANDLER I

Work independently, performs a wide range of duties that may include cataloging, classifying, storing, or issuing data items. May perform job duties in a technical library.

Education and Experience Requirements:

High School, or equivalent, with 1 year of clerical experience in the area of data handling. Has a working knowledge of logging, cataloging, issuing procedures, and/or general office clerical procedures. Experience in the proper handling and storage of classified documents is desired.

6. DATA HANDLER II

Performs clerical duties such as operating technical libraries, receiving identifying, logging, filing and distributing data items including magnetic tapes.

Education and Experience Requirements:

High School, or equivalent, with 2-4 years of clerical experience in the area of data handling. Has a working knowledge of unique logging, cataloging, or issuing procedures regarding technical data, and general office clerical procedures.

7. DATA HANDLER SUPERVISOR

Supervises, coordinates, and directs the activities of the data handling section. Designs, implements and monitors operational procedures in the areas of security, data handling techniques and practices, logging and retrieval systems. May be responsible for the safeguarding of classified data in a secured environment.

Education and Experience Requirements:

High School, or equivalent, with 5 years of data handling and control of classified documents. Experience supervising lower level data handling employees is desired.

8. DIGITAL SIGNAL PROCESSING ENGINEER I

Participates in signal processing design or in device fabrication including the mechanical fabrication of components, subassemblies, and assemblies. Has practical experience in electronics, with experience in systems design, digital systems design, or High and Low voltage power supplies. Also have practical experience with maintenance, operation, and modification of electronic and mechanical systems.

Education and Experience Requirements:

Bachelor's degree in Engineering or a related field and 1-3 years experience.

9. DIGITAL SIGNAL PROCESSING ENGINEER II

Participates in signal processing design and in device fabrication including the mechanical fabrication of components, subassemblies, and assemblies. Have practical experience in electronics, with experience in systems

design, digital systems design, High and Low voltage power supplies. Also have practical experience with maintenance, operation, and modification of electronic and mechanical systems. The individual should have practical experience with PC boards, digital signal processing equipment and systems. Provides training and assistance to lower-level technicians.

Education and Experience Requirements:

Bachelor's degree in Engineering or a related field and 3-5 years experience.

10. DIGITAL SIGNAL PROCESSING ENGINEER III

Participates in signal processing design and in device fabrication including the mechanical fabrication of components, subassemblies, and assemblies. Has practical experience in electronics, with experience in systems design, digital systems design, or high and low voltage power supplies. Has scientific and technical analysis experience for problem solving in radar technology and systems, including digital signal processing. Ability to conduct in-depth investigations of new component technology and develop specifications for improved radar performance. Ability to communicate scientific and technical material including briefs, conference papers, memoranda and formal reports, and proposals. Possess R&D management and project organization, technical planning, coordination, or budgeting.

Education and Experience Requirements:

Bachelors Degree in Electrical Engineering (EE) or a related field with at least 5 years of experience

11. DOCUMENTATION SPECIALIST I

Supports the preparation and/or maintenance of systems, programming and operations documentation, procedures and methods, including user reference manuals. Supports the maintenance of the internal documentation library. Provides or coordinates documentation services as required. Knowledge and basic understanding of all aspects of proofreading including grammar and spelling. Works under minimal supervision for all levels of documentation. Supports the composition and finalization of IT documentation, including specifications and user manuals, in the style and format required by the task.

Education and Experience Requirements:

Associates' Degree or equivalent and 1-3 years experience.

12. DOCUMENTATION SPECIALIST II

Supports the preparation and/or maintenance of systems, programming and operations documentation, procedures and methods, including user reference manuals. Supports the maintenance of the internal documentation library. Provides or coordinates documentation services as required. Knowledge and basic understanding of all aspects of proofreading including grammar and spelling. Works under minimal supervision for all levels of documentation. Supports the composition and finalization of IT documentation, including specifications and user manuals, in the style and format required by the task. Trains and establishes work schedules for subordinates. This position requires nosupervision.

Education and Experience Requirements:

Associates' Degree or equivalent and 4 years experience with 1 year of specialized experience.

13. ELECTRONIC ENGINEER I

Inspects tests and repairs electronic circuits and components. Experience in digital and analog electronic design, development, or troubleshooting of printed circuit boards. Calibrates electronic equipment and records test data. May assist in the development and fabrication of specialized equipment.

Education and Experience Requirements:

High School Diploma or GED and 1-2 years experience.

14. ELECTRONIC ENGINEER II

Can perform as lead electronic engineer. Inspects tests and repairs complex electronic circuitry and components in accordance with regulations and specifications. Records test data and calibrates equipment. Analyzes electronic equipment and oversees tests to establish operating data. Develops and fabricates specialized equipment. Other activities may consist of systems planning, performance management, capacity planning, testing and validation, benchmarking, information engineering, or development and staffing of a systems engineering management plan. Provides training and assistance to lower-level technicians.

Education and Experience Requirements:

Associates Degree or Technical Certification from an accredited training institution and 3-5 years experience with 1 year of specialized experience.

15. ELECTRONIC ENGINEER III

Serves as lead technician and/or supervisor. Ensures that inspections, tests and repairs of all electronic circuitry and components are performed in accordance with regulations and specifications. Analyzes electronic equipment and oversees tests to establish operating data. Develops and fabricates specialized equipment. Provides training and assistance to lower-level technicians.

Education and Experience Requirements:

Associates Degree or Technical Certification from an accredited training institution and 6-10 years experience with 2 years of specialized experience.

16. ELECTRONIC ENGINEER IV

Participates in research and development activities within a specified technical or operational area to include requirements definition, specification, detailed design, design review, documentation and testing. Demonstrated industry or academic knowledge in one or more disciplines or associated operational areas. Has working knowledge of applicable technical areas and/or associated systems, their operation, capabilities, reporting mechanisms, or planned improvements.

Education and Experience Requirements:

Bachelor's degree in a relevant field of study and 10 years experience.

17. ELECTRONIC TECHNICIAN I

Supports inspection tests and repairs electronic circuits and components. Calibrates electronic equipment. Records test data and may assist in the development and fabrication of specialized equipment.

Education and Experience Requirements:

High School Diploma or GED and 0-12 months experience.

18. ELECTRONIC TECHNICIAN II

Inspects tests and repairs electronic circuits and components. Calibrates electronic equipment. Records test data and may assist in the development and fabrication of specialized equipment.

Education and Experience Requirements:

High School Diploma or GED and 1-2 years experience.

19. ELECTRONIC TECHNICIAN III

Inspects tests and repairs complex electronic circuitry and components in accordance with regulations and specifications. Records test data and calibrates equipment. Analyzes electronic equipment and oversees tests to establish operating data. Develops and fabricates specialized equipment. Provides training and assistance to lower-level technicians.

Education and Experience Requirements:

Associates Degree or Technical Certification from an accredited training institution and 2-4 years experience.

20. ELECTRONIC TECHNICIAN IV

Serves as lead technician and/or supervisor. Ensures that inspections, tests and repairs of all electronic circuitry and components are performed in accordance with regulations and specifications. Analyzes electronic equipment and oversees tests to establish operating data. Develops and fabricates specialized equipment. Provides training and assistance to lower-level technicians.

Education and Experience Requirements:

Associates Degree or Technical Certification from an accredited training institution and 5 years experience with 1 year of specialized experience.

21. EXECUTIVE SECURITY MANAGER

Performs a variety of enterprise-level network management security functions in support of MIS services related to operation, performance or availability of data communications networks. Recommends security adjustments to wide variety of complex network management functions with responsibility for overall security and availability of enterprise networks. LAN/WAN security consultant skilled in network vulnerability analysis, invasion protection and contingency planning. Has knowledge of Ethernet, FDDI and high speed WANs and routers. Ability to analyze client LANs/WANs, isolate sources of potential problems, and recommend reconfiguration and implementation of new network hardware to increase protection and performance. Working knowledge of network operating systems. May serve as task leader on one or more projects.

Education and Experience Requirements:

Bachelor's degree in computer science or a related field and at least 1 qualifying networking or security certification. At least 10 years of experience in computer network security for systems and subsystems in an area such as security

architecture design, security policies and procedures documentation development, security device/software implementation and configuration, security-based research, security assessments, or security configuration analysis.

22. GRAPHIC ARTIST

Supports graphics projects and performs production support as needed. Works on projects supervised by graphics manager or higher level graphics specialist and has knowledge of graphics systems and graphics application packages including: desktop publishing, CAD, GIS, design packages, HTML, multimedia or other graphics applications.

Education and Experience Requirements:

High School Diploma or GED and 1-2 years of graphics experience.

23. GRAPHIC EXPERT

Works on complex graphics projects and assists in coordination of graphic/imaging production scheduling, and coordinates production support with outside vendors, as needed. Ensures that graphic/imaging projects are completed on time, within budget and to the requirement specifications. Interfaces with users to determine scope of project and best graphic medium. Works on complex projects independently and has thorough knowledge of graphics systems and graphics application packages which may include: desktop publishing, CAD, GIS, design packages, HTML, multimedia or other graphics applications.

Education and Experience Requirements:

Bachelor's Degree or equivalent and 4 years of experience.

24. HARDWARE ENGINEER I

Monitors and responds to complex hardware, software and network problems utilizing a variety of hardware and software testing tools and techniques. Provides primary interface with vendor support service groups or provides internal analysis and support to ensure appropriate notification during outages or periods of degraded system performance. Provides LAN server support. Requires extensive knowledge of PC/LAN communications hardware and software in multi-protocol environment, and network management software. May function as task lead providing guidance and training for less experienced technicians.

Education and Experience Requirements:

Bachelor's Degree in Engineering, Computer Science, Information Systems or a related field, or a technical training certificate from an accredited training institute with 1-2 years of experience in computer systems/network engineering.

25. HARDWARE ENGINEER II

Monitors and responds to complex hardware, software and network problems utilizing a variety of hardware and software testing tools and techniques. Provides primary interface with vendor support service groups or provides internal analysis and support to ensure appropriate notification during outages or periods of degraded system performance. Provides LAN server support. Requires extensive knowledge of PC/LAN communications hardware and software in multi-protocol environment and network management software. May have responsibilities as task leader and for providing customer assistance support in setting up microcomputers and/or installing software packages.

Education and Experience Requirements:

Bachelor's Degree in Engineering, Computer Science, Information Systems or a related field, or a technical training certificate from an accredited training institute with 3-5 years of experience in computer systems/network engineering.

26. **HARDWARE ENGINEER III**

Performs tests and analyzes all elements of the network facilities including power, software, communications devices, lines, modems and terminals and for overall integration of the enterprise network. Supports efforts for planning, design, installation, maintenance, management and coordination of the network. Monitors and controls the performance and status of the network resources. Utilizes software and hardware tools, identifies and diagnoses complex problems and factors affecting network performance. Maintains technical currency and studies vendor products to determine those which best meet client needs. Trains less experienced network engineers and technicians. May have responsibilities as task leader and for providing customer assistance support in setting up microcomputers and/or installing software packages.

Education and Experience Requirements:

Bachelor's Degree in Engineering, Computer Science, Information Systems or a related field and 3-5 years of experience in computer systems/network engineering.

27. **HARDWARE ENGINEER IV**

Performs complex test and analyzes all elements of the network facilities including power, software, communications devices, lines, modems and terminals and for overall integration of the enterprise network. Responsible for the planning, design, installation, maintenance, management and coordination of the network. Monitors and controls the performance and status of the network resources. Utilizes software and hardware tools, identifies and diagnoses complex problems and factors affecting network performance. Maintains technical currency and studies vendor products to determine those which best meet client needs. Provides guidance and direction for less experienced network engineers and technicians.

Education and Experience Requirements:

Bachelor's Degree in Engineering, Computer Science, Information Systems or a related field and 6 years of experience in computer systems/network engineering.

28. **INFORMATION ASSURANCE ANALYST**

Provides Information Assurance/Computer Network Defense as well as Certification and Accreditation analysis of DITSCAP, NIACAP, and NSCAP documentation. Provides engineering, analytic, and technical support that will optimize resource expenditures, better focus on IC-IRC customer needs, and improve/modernize operations. Develops procedures for network impact assessment reporting and for aggregation, assessment, and reporting of the status of networks on an enterprise-wide basis. Develops standardized policies and procedures for monitoring, notification, and response to information system incidents.

Education and Experience Requirements:

At least 3 years of experience in Information Assurance/Computer Network Defense (CND), and a working knowledge of the functions of Computer Emergency Response Teams and of the DoD Intelligence Community is desired.

29. MECHANICAL ENGINEER I

Participates in design and architectural development activities within a specified technical or operational area to include requirements definition, specification, detailed design, design review, documentation and testing. Has operational experience such as acoustics, vibrations or material theories. Demonstrated industry or academic knowledge in one or more disciplines or associated operational areas. Has working knowledge of applicable technical areas and/or associated systems, their operation, capabilities, reporting mechanisms, or planned improvements.

Education and Experience Requirements:

Bachelor's degree in Mechanical Engineering or a related field and 1-2 years experience.

30. MECHANICAL ENGINEER II

Participates in design and architectural development activities within a specified technical or operational area to include requirements definition, specification, detailed design, design review, documentation and testing. Has operational experience such as acoustics, vibrations or material theories. Demonstrated industry or academic knowledge in one or more disciplines or associated operational areas. Has working knowledge of applicable technical areas and/or associated systems, their operation, capabilities, reporting mechanisms, or planned improvements.

Education and Experience Requirements:

Bachelor's degree in Mechanical Engineering or a related field and 3-5 years experience.

31. MECHANICAL ENGINEER III

Participates in design and architectural development activities within a specified technical or operational area to include requirements definition, specification, detailed design, design review, documentation and testing. Must have associated operational experience such as acoustics, vibrations or material theories. Demonstrated industry or academic knowledge in one or more disciplines or associated operational areas. Has working knowledge of applicable technical areas and/or associated systems, their operation, capabilities, reporting mechanisms, or planned improvements. Provides training and assistance to lower-level technicians.

Education and Experience Requirements:

Bachelor's degree in Mechanical Engineering or a related field and 6 years of experience.

32. NETWORK SECURITY ENGINEER I

Works with broad assignments under general guidance, managing resources to accomplish objectives, identifying needs and problems, generating alternatives, and implementing solutions as appropriate. Tasks may include the analysis and design of security hardware and software, the analysis of complex network communication and security problems, and support for electronic process or methodologies to resolve total system problems or applications. Has

specific experience with firewalls, computer intrusion detection systems, authentication systems, access control systems, or vulnerability/risk analysis.

Education and Experience Requirements:

Bachelors degree in computer science, computer engineering, network engineering or a related field. Qualifying networking or security certification is desired. Experience should include 1 to 2 years in computer network security for systems and subsystems in areas such as security architecture design, security policies and procedures documentation development, security device/software implementation and configuration, security-based research, security assessments, or security configuration analysis.

33. NETWORK SECURITY ENGINEER II

Works with broad assignments under general guidance, managing resources to accomplish objectives, identifying needs and problems, generating alternatives, and implementing solutions as appropriate. Documents and communicates results at all levels. Tasks may include the analysis and design of security hardware and software, the analysis of complex network communication and security problems, or support for electronic process or methodologies to resolve total system problems or applications. Has specific experience with firewalls, computer intrusion detection systems, authentication systems, access control systems, or vulnerability/risk analysis.

Education and Experience Requirements:

Bachelor's degree in computer science, computer engineering, network engineering, or a related field, and at least 1 qualifying networking or security certification. Experience should include 3 to 5 years in computer network security for systems and subsystems in areas such as security architecture design, security policies and procedures documentation development, security device/software implementation and configuration, security-based research, security assessments, or security configuration analysis.

34. NETWORK SECURITY ENGINEER III

Works with broad assignments under general guidance, managing resources to accomplish objectives, identifying needs and problems, generating alternatives, and implementing solutions as appropriate. Documents and communicates results at all levels. Tasks may include the analysis and design of security hardware and software, the analysis of complex network communication and security problems, and support for electronic process or methodologies to resolve total system problems or applications. Has specific experience with firewalls, computer intrusion detection systems, authentication systems, access control systems, and vulnerability/risk analysis.

Education and Experience Requirements:

Bachelor's degree in computer science, computer engineering, network engineering, or a related field and at least 1 qualifying networking or security certification. Experience should include 6 to 8 years in computer network security for systems and subsystems in areas such as security architecture design, security policies and procedures documentation development, security device/software implementation and configuration, security-based research, security assessments, and security configuration analysis.

35. NETWORK SECURITY ENGINEER IV

Works with broad assignments under general guidance, managing resources to accomplish objectives, identifying needs and problems, generating alternatives, and implementing solutions as appropriate. Documents and communicates results at all levels. Tasks may include the analysis and design of security hardware and software, the analysis of complex network communication and security problems, and support for electronic process or

methodologies to resolve total system problems or applications. Has specific experience with firewalls, computer intrusion detection systems, authentication systems, access control systems, and vulnerability/risk analysis.

Education and Experience Requirements:

Bachelor's degree in computer science, computer engineering, network engineering, or a related field and at least 2 qualifying networking or security certifications. Experience should include 9 to 11 years in computer network security for systems and subsystems in areas such as security architecture design, security policies and procedures documentation development, security device/software implementation and configuration, security-based research, security assessments, and security configuration analysis.

36. NETWORK SECURITY ENGINEER V

Works with broad assignments under general guidance, managing resources to accomplish objectives, identifying needs and problems, generating alternatives, and implementing solutions as appropriate. Documents and communicates results at all levels. Tasks may include the analysis and design of security hardware and software, the analysis of complex network communication and security problems, and support for electronic process or methodologies to resolve total system problems or applications. Has specific experience with firewalls, computer intrusion detection systems, authentication systems, access control systems, and vulnerability/risk analysis.

Education and Experience Requirements:

Bachelor's degree in computer science, computer engineering, network engineering, or a related field and at least 2 qualifying networking or security certifications. Experience should include 12 years in computer network security for systems and subsystems in areas such as security architecture design, security policies and procedures documentation development, security device/software implementation and configuration, security-based research, security assessments, and security configuration analysis.

37. PROGRAM MANAGER I

This position serves as the counterpart to the client program/technical manager for programs /technical support operations involving multiple tasks/projects and personnel at diverse locations. Organizes, directs and coordinates planning and execution of all program/technical support activities. Must have information technology experience and proper communication skills to be able to interface with all levels of management. Assigns duties and reviews work of subordinates. Establishes and alters management structure as necessary within the program to effectively direct program/technical support activities. Meets and confers with client management officials regarding the status of specific Sotera Defense Solutions, Inc. program/technical activities and progress. Resolves problems, issues or conflicts as required. Ensures that program schedule, performance, and deliverables are met.

Education and Experience Requirements:

Bachelor's Degree in Business Administration, Computer Science, or Engineering, or a related field, and a minimum of 3-6 years experience in management of large programs.

38. PROGRAM MANAGER II

This position serves as the counterpart to the client program/technical manager for intermediate to complex programs. Manages program/technical support operations involving multiple tasks/projects and personnel at diverse locations. Organizes, directs and coordinates planning and execution of all program/technical support activities. Must have demonstrated information technology experience and proper communication skills to be able to interface with all levels of management. Assigns duties and reviews work of subordinates. Establishes and alters management

structure as necessary within the program to effectively direct program/technical support activities. Meets and confers with client management officials regarding the status of specific Sotera Defense Solutions, Inc. program/technical activities and progress. Resolves problems, issues or conflicts as required. Ensures that program schedule, performance, and deliverables are met.

Education and Experience Requirements:

Bachelor's Degree in Business Administration, Computer Science, or Engineering, or a related field, and a minimum of 7-9 years progressive experience in management of large programs.

39. PROGRAM MANAGER III

This position serves as the counterpart to the client program/technical manager for a complex program. Manages program/technical support operations involving multiple tasks/projects and personnel at diverse locations. Organizes, directs and coordinates planning and execution of all program/technical support activities. Must have demonstrated information technology experience and proper communication skills to be able to interface with all levels of management. Assigns duties and reviews work of subordinates. Establishes and alters management structure as necessary within the program to effectively direct program/technical support activities. Meets and confers with client management officials regarding the status of specific program/technical activities and progress. Resolves problems, issues or conflicts as required. Ensures that program schedule, performance, and deliverables are met.

Education and Experience Requirements:

Bachelor's Degree in Business Administration, Computer Science, or Engineering, or a related field, and a minimum of 10 years experience in management of large programs.

40. PROJECT MANAGER I

This position performs project management for smaller projects or task orders, providing leadership and is responsible for project direction through successful performance of a variety of detailed, diverse elements of project management tasks. Directs completion of tasks within estimated timeframes and budget constraints. Schedules and assigns duties to subordinates and subsists to ensure assignments are completed as directed. Interfaces with clients, and reports to the Program Manager on project progress/status and various issues or problems. Trains and/or oversees training of subordinates when required.

Education and Experience Requirements:

Bachelor's Degree and a minimum of 2-4 years of experience.

41. PROJECT MANAGER II

This position performs project management for mid-size multiple tasks, providing leadership and is responsible for project direction through successful performance of a variety of diverse project management tasks. Directs completion of tasks within estimated timeframes and budget constraints. Schedules and assigns duties to subordinates and subsists to ensure assignments are completed as directed. Interfaces with clients, and reports to the Program Manager on project progress/status and various issues or problems. Trains and/or oversees training of subordinates when required.

Education and Experience Requirements:

Bachelor's Degree and 5-8 years of related experience.

42. PROJECT MANAGER III

This position performs project management for large, multiple, and/or complex tasks. Provides leadership and is responsible for project direction through successful performance of a variety of diverse project management tasks. Directs completion of tasks within estimated timeframes and budget constraints. Schedules and assigns duties to subordinates and subsists to ensure assignments are completed as directed. Interfaces with clients, and reports to the Program Manager on project progress/status and various issues or problems. Trains and/or oversees training of subordinates when required.

Education and Experience Requirements:

Bachelor's Degree and 9 years of related experience.

43. QUALITY ASSURANCE SPECIALIST

Supports the development and implementation of quality control methodologies to ensure compliance with quality assurance standards, guidelines and procedures in a small logistical computer-based organization. Supports the development and definition efforts of major and minor characteristics of quality including quality metrics and scoring parameters and determines requisite quality control resources for an actual effort. Maintains a process for evaluating hardware, software, and associated documentation and/or assists in the evaluation. Conducts and/or participates in formal and informal reviews at pre-determined points throughout the development cycle.

Education and Experience Requirements:

Associate's Degree and 1 year of experience.

44. SECURITY ANALYST

Provides specialized expertise and practical assistance covering physical, electronic and technical security facets of information at each stage of the life cycle. Develops, reviews, and assesses the appropriateness and effectiveness of IT security policies, standards, guidelines, and procedures. Conducts security threat and risk assessment of IT facilities, applications systems, and communications. Conducts compliance audits of IT operations, application systems, and infrastructures. Evaluates security-related software/hardware. Develops or reviews security-related implementation plans as well as backup and recovery plans. Investigates security incidents, reports causes and related weaknesses, and recommends remedies. Designs security frameworks and implements the security components of IT infrastructure required to protect assets and to support application systems. Provides advice on the security aspects of application systems under development.

Education and Experience Requirements:

Bachelor's degree in computer science, computer engineering, network engineering, or a related field and 2 years of experience, directly related to IT security.

45. SUBJECT MATTER EXPERT I

Provides subject matter expertise for work described in the program/task. Provides advanced technical knowledge and analysis of specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, and training. Provides implementation advice on complex problems which require a high level of knowledge of the subject matter for effective implementation. From a computer systems standpoint, participates as needed in all phases of software and hardware development with emphasis on the planning, analysis,

testing, integration, documentation, training, and presentation phases. From a business process standpoint, provides technical advice, guidance and direction for the improvement, modification, and re-engineering of business processes, policies and procedures for any functional area under consideration or review. Applies principles, methods, and knowledge of specific functional areas of expertise to specific programs. Individual is able to work independently at the highest level. Directs the composition or composes and finalizes documentation.

Education and Experience Requirements:

Bachelors Degree and 3-4 years related experience.

46. SUBJECT MATTER EXPERT II

Provides subject matter expertise for work described in the program/task. Provides advanced technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, and training. Provides implementation advice on complex problems which require a high level of knowledge of the subject matter for effective implementation. From a computer systems standpoint, participates as needed in all phases of software and hardware development with emphasis on the planning, analysis, testing, integration, documentation, training, and presentation phases. From a business process standpoint, provides technical advice, guidance and direction for the improvement, modification, and re-engineering of business processes, policies and procedures for any functional area under consideration or review. Applies principles, methods, and knowledge of specific functional areas of expertise to specific programs. Person is able to work independently at the highest level. Directs the composition or composes and finalizes documentation.

Education and Experience Requirements:

Bachelors Degree and 5-7 years related experience.

47. SUBJECT MATTER EXPERT III

Provides high-level subject matter expertise for work described in the program/task. Provides advanced technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, and training. Provides implementation advice on complex problems, which require a high level of knowledge of the subject matter for effective implementation. From a computer systems standpoint, participates as needed in all phases of software and hardware development with emphasis on the planning, analysis, testing, integration, documentation, training, and presentation phases. From a business process standpoint, provides technical advice, guidance and direction for the improvement, modification, and re-engineering of business processes, policies and procedures for any functional area under consideration or review. Applies principles, methods, and knowledge of specific functional areas of expertise to specific programs. Person is able to work independently at the highest level. Directs the composition of, or composes and finalizes documentation.

Education and Experience Requirements:

Masters Degree and 8-10 years related experience.

48. SUBJECT MATTER EXPERT IV

Provides high-level subject matter expertise for work described in the program/task. Provides advanced technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, and training. Provides implementation advice on complex

problems that require expert level knowledge of the subject matter for effective implementation. From a computer systems standpoint, participates as needed in all phases of software and hardware development with emphasis on the planning, analysis, testing, integration, documentation, training, and presentation phases. From a business process standpoint, provides technical advice, guidance and direction for the improvement, modification, and re-engineering of business processes, policies and procedures for any functional area under consideration or review. Applies principles, methods, and knowledge of specific functional areas of expertise to specific programs. Person is able to work independently at the highest level. Directs the composition of, or composes and finalizes documentation.

Education and Experience Requirements:

Masters Degree in a related field of effort and 11 years related experience.

49. SYSTEMS ANALYST I

Performs simplistic systems analysis, design, programming, documentation or implementation of small to mid-sized systems applications and related IT/ADP systems concepts for effective implementation. Studies information-processing capabilities to improve production or workflow. Prepares workflow charts and diagrams to specify in detail operations to be performed by computers and operations to be performed by personnel working with computers. Plans and prepares technical reports and instructional manuals and assists in the documentation of applications development. Works under supervision.

Education and Experience Requirements:

A Bachelor's Degree or certification from an accredited training institution with 1-2 years of experience.

50. SYSTEMS ANALYST II

Performs systems analysis, design, programming, documentation or implementation of mid-sized systems applications and related IT/ADP systems concepts for effective implementation. Reviews existing computer capabilities, workflow, and limitations to determine if requested capability or modification is possible within existing configurations and systems. Studies information-processing capabilities to improve production or workflow. Prepares workflow charts and diagrams to specify in detail operations to be performed by computers and operations to be performed by personnel working with computers. Plans and prepares technical reports and instructional manuals and assists in the documentation of applications development. Works under minimal supervision.

Education and Experience Requirements:

A Bachelor's Degree or certification from an accredited training institution and 3-5 years experience.

51. SYSTEMS ANALYST III

Designs, develops, implements, and maintains complex business, scientific and management information applications and systems. Supports efforts in the development, implementation, and maintenance of small to medium-sized computer systems, including multi-platform, networked, and client-server applications. Coordinates with programmers and analyst assigned to project. Supports the preparation of feasibility studies of potential systems, configurations of computers, and interactive applications. Prepares more complex application specifications. Supports post-implementation analyses. Works independently and provides assistance to lower-level analyst. May be task leader.

Education and Experience Requirements:

A Bachelor's Degree or certification from an accredited training institution and 6-8 years related work experience with comprehensive knowledge and experience across a variety of computing platforms and business applications.

52. SYSTEMS ANALYST IV

May act as lead analyst in the development, implementation, and maintenance of small to medium-sized computer systems, including multi-platform, networked, and client-server applications. Coordinates and instructs programmers and analyst assigned to project(s). Designs, develops, implements, and maintains complex business, accounting and management information applications and systems. Prepares feasibility studies of potential systems, configurations of computers, and interactive applications. Prepares more complex application specifications. Leads post-implementation analyses. Provides assistance and training to lower-level analyst. May be task leader for one or more projects.

Education and Experience Requirements:

A Bachelor's Degree and 9 years experience in related work with comprehensive knowledge and experience across a variety of computing platforms and business applications.

53. SYSTEMS ENGINEER I

Under direct supervision, works from specifications to develop or modify operating systems applications and/or hardware configurations. Assists with design, coding, benchmark testing, debugging or documentation of programs. Applications generally address utility programs, job control language, macros, subroutines, or other control modules. Supports operating system and file maintenance routine applications. Supports computer accounting or other less complicated software packages. Works on most phases of software systems programming applications. Works under direct supervision.

Education and Experience Requirements:

Bachelor's Degree in Computer Science, Information Systems, Engineering or a related field with 1-year experience.

54. SYSTEMS ENGINEER II

Works from specifications to develop or modify operating systems applications and/or hardware configurations. Assists with design, coding, benchmark testing, debugging and documentation of programs. Applications generally support utility programs, job control language, macros, subroutines, or other control modules. Supports overall operating system and file maintenance routine applications, computer accounting, or other less complicated software packages. Works on most phases of software systems programming applications. Works under minimal supervision.

Education and Experience Requirements:

Bachelor's Degree in Computer Science, Information Systems, Engineering or a related field with 4-6 years of experience.

55. ENGINEER III

Works from specifications to develop or modify complex operating systems applications and/or hardware configurations. Assists with design, coding, benchmark testing, debugging and documentation of programs. Applications generally support utility programs, job control language, macros, subroutines or other control modules. Supports applications dealing with the overall operating system, such as sophisticated file maintenance routines,

large telecommunications networks, computer accounting, or advanced mathematical/scientific software packages. Works on most phases of software systems programming applications. Performs a variety of tasks, which are broad in nature and are concerned with the design and implementation of integrated systems, including personnel, hardware, software and support facilities and/or equipment. Works independently. May train subordinate engineers. May be task leader.

Education and Experience Requirements:

Bachelor's Degree in Computer Science, Information Systems, Engineering or a related field with 7-10 years of experience.

56. SYSTEMS ENGINEER IV

Acts as lead engineer or project leader. Formulates, modifies and maintains, and defines specifications for operating systems applications and/or hardware configurations. Responsible for program design, coding, testing, debugging and documentation. Responsible for applications supporting the overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, or advanced mathematical/scientific software packages. Instructs, directs, and checks the work of other task personnel or lower-level engineers. Plans and performs network engineering research, design development, and other assignments in conformance with system design, engineering and customer specifications. Supervises project team through project completion, responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of Engineers and Technicians assigned to specific network engineering projects. Responsible for quality assurance review and the evaluation of existing and new software products.

Education and Experience Requirements:

Bachelor's Degree in Computer Science, Information Systems, Engineering or a related field with 11 years of experience

57. TECHNICAL WRITING SPECIALIST

Collects and organizes information required for preparation of user's manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents. Prepares final documents for client acceptance. Plans, develops, maintains, rewrites, and produces documents as required by the client, regulations and/or specifications.

Education and Experience Requirements:

Associates Degree or 3 years related experience.

58. TELECOMMUNICATIONS ENGINEER I

Serves as systems specialist on simplistic to intermediate telecommunications switch and premise equipment for vendors and users. Makes field inspection trips or reviews results and recommendations of field inspection trips made by technical analysts to existing or newly installed telecommunications equipment and facilities to trace out problems, verify work of vendors or maintenance personnel or approve materials, procedures and techniques used in the construction, assembly and maintenance of sophisticated electronic telecommunications equipment and systems. Collects data concerning the operating environment, capacity and efficiency of installed equipment. Monitors the performance of operating telecommunication facilities to isolate, correct and improve operational efficiency through additions or reconfiguration of hardware or circuits. Records service calls, maintenance activities, equipment inventory, and trouble reports. Evaluates vendor responses and equipment reliability.

Education and Experience Requirements:

Bachelor's Degree and 2 years experience.

59. TELECOMMUNICATIONS ENGINEER II

Applies theory of telephony and its related functionality in all areas of telecommunications hardware in order to analyze, design, implement, manage and plan telecommunications networks, switching centers, microwave transmission facilities, radio transmission facilities and other emerging industry related technologies. Participates in feasibility studies ensuring that impacts on user agencies are well understood and known. Provides input to long range planning effort. Monitors contract performance during installation and ongoing operation of new systems and takes responsibility for schedules and budgets during implementation of systems.

Education and Experience Requirements:

Bachelor's Degree and 3-5 years of experience.

60. TELECOMMUNICATIONS ENGINEER III

Acts as a task leader or supervisor. Serves as resident expert in matters of telecommunications. Supervises the evaluation and installation of software packages to enhance operational capacity of CBX systems. Applies theory of telephony and its related functionality in all areas of telecommunications hardware in order to analyze, design, implement, manage and plan telecommunications networks, switching centers, microwave transmission facilities, radio transmission facilities and other emerging industry related technologies.

Develops, maintains, and manages an automated project tracking system which provides management with status reporting capability on telecommunications procurement and production projects. Consults with telecommunications managers and analysts to establish new telecommunications projects and update existing projects through the use of standardized project task plans. Trains subordinate technical personnel in the use of diagnostic equipment, electronic test equipment or the methods of repair, relocation or modification of network components.

Education and Experience Requirements:

Bachelor's Degree and 6 years of experience.

61. TEST ENGINEER I

Performs formal system testing activities for a particular project or subset of a larger project under supervision of more experienced test personnel. May participate in support of user requirements for simple to moderately complex Software related applications under the direction of a Test Engineer II. Executes defined test cases and procedures as detailed in the test documentation. Assists with the collection of data and technical information used in the development of test documentation.

Education and Experience Requirements:

Bachelor's degree in computer science, mathematics, engineering, or a related field, or an applicable training certificate from an accredited institution with 2-3 years experience in a computer related field.

62. TEST ENGINEER II

Performs analysis of documented user requirements and directs or assists in the design of test plans in support of user requirements for moderately complex to complex software/hardware applications. Reviews user application system requirements documentation; designs, defines and documents unit and application test plans; transforms test plans into test scripts and executes those scripts. May participate in all phases of risk management assessment and software/hardware development under the direction of a Test Engineer III.

Education and Experience Requirements:

Bachelor's degree in computer science, mathematics, engineering or a related field, or an applicable training certificate from an accredited institution with 4-6 years of experience in a computer related field.

63. TEST ENGINEER III

Provides testing expertise in support of user requirements of complex to highly complex software/hardware applications. Directs and/or participates in all phases of risk management assessments and software/hardware development with emphasis. Performs analysis of user requirements, test design and test tools selection. Responsible for ensuring that the test designs and documentation. Supports all applicable client, agency, or industry standards time lines and budgets.

Education and Experience Requirements:

Bachelor's degree in computer science, mathematics, engineering or a related field, or an applicable training certificate with 7 years of experience in a computer related field.

Allowable Substitutions of Education and Experience

When determining the qualifications of an individual to fill one of the positions offered, substitutions for the education and experience requirements may be made as shown in *Table 1-1: --Allowable Education Substitutions for Experience*. Additional educational achievements in excess of requirements can be substituted for experience requirements as follows:

Required Education	Actual Education Obtained	Additional Years of Experience Credited to the Sotera Employee
M.A. / M.S.	Ph.D.	4
B.A. / B.S.	Ph.D.	6
B.A. / B.S.	M.A. / M.S.	2
H.S. / GED	B.A. / B.S.	4

Table 1-1: Allowable Education Substitutions for Experience.

Additional experience in excess of requirements can be substituted for educational requirements as demonstrated in Table 1-2: Allowable Experience Substitutions for Education Requirements below:

Actual Education	Required Education	Additional Years of Experience Needed for Educational Requirements Equivalency
None	H.S. / GED	2
H.S. / GED	Technical Institute / Military Training	2
Relevant Technical or Other Professional Certifications*	B.A. / B.S.	2
H.S. / GED	B.A. / B.S.	4
H.S. / GED	M.A. / M.S.	6
H.S. / GED	Ph.D.	No equivalency
B.A. / B.S.	M.A. / M.S.	2
B.A. / B.S.	Ph.D.	6
M.A. / M.S.	Ph.D.	4

Table 1-2: Allowable Experience Substitutions for Education Requirements.

The minimum education and experience will be met for all positions when the educational equivalencies in the tables above are considered.

*** Certifications include, but are not limited to, Microsoft, CICSO, Oracle, Project Management Institute (PMI) and / or other organizations considered relevant to the work tasked.**