



U.S. 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 for GSA Advantage!® is: <http://www.gsaadvantage.gov>.

**Mission Oriented Business Integrated Services (MOBIS)**

Federal Supply Schedule 874

FSC Group 874

FSC Class 8742

**Contract Number: GS-23F-9755H**

**Contract Period: 1 October 1997 through 30 September 2017**

For more information on ordering from Federal Supply Schedules, go to the GSA Schedules home page at: <http://www.gsa.gov/schedules>.

**For more information, please contact:**

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Business Office: 888/224-7041

**Booz Allen Hamilton Inc.**

**8283 Greensboro Drive**

**McLean, VA 22102**

[RFP\\_services@bah.com](mailto:RFP_services@bah.com)

<http://mobis.bah.com>

888/224-7041

703/902-3200

Email

Web Address

Phone

Fax

**Business Size: Large**

**Pricelist current through Modification PO-0033, dated April 3, 2013.**

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## Customer Information

### 1a. Awarded Special Item Numbers:

**SIN 874-1:** Integrated Consulting Services

**SIN 874-4:** Training Services

**SIN 874-5:** Ancillary Supplies

**SIN 874-6:** Acquisition Management Support

**SIN 874-7:** Integrated Business Program Support Services

### 1b. Please see **Appendices A and C for Price Lists.**

### 1c. Labor Category Descriptions: Please see **Appendix B** for Labor Category Descriptions.

2. **Maximum Order Threshold:** \$1,000,000.

3. **Minimum Order:** \$100.

4. **Geographic Coverage (Delivery Area):** Worldwide.

5. **Point of Production:** Mclean, VA and Booz Allen offices worldwide.

6. **Discount from List Prices:** All prices listed are net prices.

7. **Quantity Discounts:** The discount is based upon annual sales of an individual task order and is based upon the order's funded value at time of award.

- **Orders ranging from \$1M to \$4M receive a .5% discount.**
- **Orders ranging from \$4M to \$10M receive a 1% discount.**
- **Orders exceeding \$10M receive a 1.5% discount.**

8. **Prompt Payment Terms:** No special discount is offered for prompt payment. Payment terms are net 30 days.

9a. **Acceptance of Government Credit Cards:** Government credit cards will be accepted for orders at or below the micro-purchase threshold.

9b. **Acceptance of Government Credit Cards:** Government credit cards will be accepted for orders above the micro-purchase threshold.

10. **Foreign Items:** Not Applicable.

11a. **Time of Delivery:** Specified in each task order.

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

11c. **Overnight and 2-Day Delivery:** Specified in each task order.

**11d. Urgent Requirements:** Not Applicable.

**12. F.O.B. Points(s):** Destination.

**13a. Ordering Address:**

Booz Allen Hamilton, Inc.  
Attention: Contracts\*  
8283 Greensboro Drive  
McLean, VA 22102-  
888/224-7041 phone  
703/902-3200 facsimile  
[RFP\\_services@bah.com](mailto:RFP_services@bah.com)

\* Please mail to the attention of the Contract Administrator identified in the task order proposal.

**13b. Ordering Procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3. The ordering procedures for supplies and services, information on BPAs, and a sample BPA can be found at the GSA Schedule homepage at <http://www.gsa.gov/schedules>.

**14. Payment Address is as Follows:**

**Payment via Wire Transfer**

Financial Institution:  
Wachovia Bank  
9-Digit ABA routing number: see invoice  
Telegraphic abbreviation: PNB  
Account number: see invoice

**ACH Payments:**

Booz Allen Hamilton Inc.  
Wachovia Bank  
9-Digit ABA routing number: see invoice  
Account number: see invoice

**Payment via Check/U.S. Mail**

Booz Allen Hamilton Inc.  
Wachovia Bank  
P.O. Box 8500 (S-2725)  
Philadelphia, PA 19178-2725

**International Funds:**

Booz Allen Hamilton Inc.  
CHIPS Participant number:0509  
SWIFT TID: PNBPU33

**15. Warranty Provision:** Not applicable.

**16. Export Packing Charges:** Not applicable.

**17. Terms and Conditions of Government Purchase Card Acceptance:** Government Commercial Credit Cards will be acceptable for payments. Bank account information for wire transfer payments will be shown on the invoices.

**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 List and Any Discounts from List Prices:** Not applicable.
- 20a. **Terms and Conditions for Any Other Services:** Not applicable.
- 21. **List of Service and Distribution Points:** Not applicable.
- 22. **List of Participating Dealers:** Not applicable.
- 23. **Preventive Maintenance:** Not applicable.
- 24a. **Special Attributes:** Not applicable.
- 24b. **Section 508:** If applicable, Section 508 compliance information on Electronic and Information Technology (EIT) supplies and services will be addressed on a task order basis. The EIT standards can be found at [www.Section508.gov](http://www.Section508.gov).
- 25. **Data Universal Numbering System (DUNS) Number:** 00-692-8857
- 26. **Central Contractor Registration (CCR) Database:** Booz Allen is registered in the Central Contractor Registration (CCR) Database.
- 27. **Uncompensated Overtime:** Booz Allen labor rates were developed utilizing uncompensated overtime for exempt employees. All hours delivered will be at the rates reflected in the price list.

## THE BOOZ ALLEN ADVANTAGE

**Why choose Booz Allen for Mission Oriented Business Integrated Services? Booz Allen brings unparalleled resources to its clients.**

**Quality**—Booz Allen is the consultant of choice for the full range of mission oriented business integrated projects in both the public and private sectors. We are recognized for the quality of our services and have won numerous awards across the government for business improvement initiatives, including multiple Hammer Awards, the National Intelligence Meritorious Unit Citation, the Top Contractor Award from the Defense Information Systems Agency, and the Federal Technology Leadership Award. A majority of our clients engage us for additional work, offering further testament to our strong reputation and the value we provide to our customers.

**Experience**—With its breadth and depth of experience, Booz Allen offers a rich consulting skill base and management commitment to apply its world-recognized capability to innovatively resolve program objectives. Our insights and understanding of requirements regularly translate into cost savings and performance efficiencies measurable in terms of reduced learning curves, quality of service, and effective use of leading-edge information technologies. We strive to hire and maintain professional information technology staff, allowing Booz Allen to be a premier provider of quality services to our customers. We have served civilian, military, and intelligence agencies, state and local governments, and not-for-profit agencies in projects covering a wide range of consultation, facilitation, survey, and training services. These services are described in more detail in the following sections.

**Skilled Professionals**—Booz Allen's large, multidisciplinary consulting team works with clients on business improvement initiatives on a day-to-day basis. We provide a wide range of services such as business process reengineering (BPR), front-end analysis, statistical analysis, business case analysis, activity-based costing, war gaming, systems evaluation, and requirements analysis, among others. Our team includes several hundred distinguished organizational scientists, research and policy analysts, industrial and organizational psychologists, financial analysts, instructional technologists, multimedia and training development specialists, facilitators, and other professionals with experience in performance improvement and change initiatives. These consultants call upon the firm's large cadre of subject-matter specialists with expertise in more than 60 distinct professional areas.

**Well-Defined Management Practices**—Booz Allen has spent years refining our management practices with the goal of developing a quality product that meets or exceeds client expectation, delivered on time and in budget. Our efforts have not gone without reward: much of our business is follow-on tasks for existing clients. This proves that Booz Allen delivers what we promise and achieves superior customer satisfaction. Our management approach is to provide a single point of responsibility, the task manager, with the charter of delivering the final product. That is not to say that the task manager works alone but that the manager has the full complement of Booz Allen resources available to assemble the right team to deliver the right results. Attention is paid to quality at Booz Allen with defined standards and processes used throughout the firm.

**Proven Development Methodology**—Booz Allen has developed a methodology that has reliably been used to deliver Internet systems on time. The key to this methodology is constant communication with the client. An informed client will have no surprises at the end of the project. Communication is key in validating requirements to reach a mutual understanding of functionality required in the final system. Having the client review prototypes and providing status updates regularly also reinforce the partnership we strive to develop with our client. We use working prototypes to develop the solution that not only proves concepts but also allows the client to tangibly measure progress. We build in time for user assessments.

## **Booz Allen's MOBIS Service Offerings**

Improvement has become the watchword in government — improvements in performance, quality, timeliness, efficiency, and cost. Accountability to customers is essential. Change is continuous and affects the entire organization and everyone in it.

Booz Allen Hamilton has extensive experience in guiding and assisting clients through a wide range of management, organizational and business improvement initiatives. We offer products and services in six SIN areas covered in the GSA MOBIS Federal Supply Schedule to include the following:

**SIN 874-1:** Integrated Consulting Services

**SIN 874-4:** Training Services

**SIN 874-5:** Ancillary Supplies

**SIN 874-6:** Acquisition Management Support

**SIN 874-7:** Integrated Business Program Support Services



## SIN 874-1 Integrated Consulting Services

At Booz Allen Hamilton, we view our consultation services as the backbone of our management, organizational and business improvement engagements. Our consultants provide first-hand knowledge of and experience with commercial and government best practices, broad subject-matter expertise, and a deep understanding of the federal marketplace. We deliver top-quality products and services that will help your organization become more high performing and customer driven.

The Booz Allen team provides comprehensive consulting services that include the following:

- Business Process Reengineering
- Change Management
- Action Planning
- Privatization
- Financial Management
- Cost/Benefit Analysis
- Wargaming
- Quality Management & Quality Assurance
- Organizational Assessments
- Leadership Systems
- Statistical Process Control
- Training Systems
- Decision Support Systems
- Performance Measurement
- Facilitation Services
- Visioning
- Process Analysis
- Design Facilitation
- Multimedia Product Development
- Strategic Planning
- Process Modeling
- Outsourcing and Privatization
- Statistical Analysis Systems
- Performance Appraisal
- Survey Design and & Implementation
- Quality Management and Quality Assurance
- Program Audits
- Customer Analysis
- High-Performance Work Teams
- Risk Assessment
- Infrastructure Redesign
- Compensation Models.
- Problem Diagnosis
- Team-Building
- Consensus-Building
- Survey Services

Note that under SIN 874-1, we will also modify and customize our off-the-shelf training products. Our customized training products and services are designed, developed, delivered, and evaluated based on your organization's specific needs. Our highly experienced instructional designers and multimedia technologists will work side-by-side with our organizational improvement specialists and your client subject-matter experts to create these customized training products.

## **SIN 874-4 Training Services. Instructor Led Training, Web Based Training and Educational Courses, Course Development and Test Administration**

Booz Allen offers the full range of course development and testing administration services needed by government agencies to improve agency mission performance and support federal clients' goals now and in the future. Our services span the full Training lifecycle represented by Special Item Number (SIN) 874-4.

Booz Allen Hamilton's approach to course development begins with the Instructional System Design (ISD) process with a front-end analysis that provides a comprehensive evaluation of the client's training needs. We determine the learning objectives for which training strategies and methods are developed.

Booz Allen Hamilton develops engineering simulations, models, and databases for a wide range of training applications. We manage, maintain, and provide systems engineering and integration support which includes state-of-the-art modeling and simulation facilities. We integrate innovative visualization technologies with simulation sites worldwide. Services include:

- Data modeling/analysis services
- System dynamics simulations
- Models/database development and application
- Object-oriented design; satellite simulation/analysis and wireless communications simulation/analysis.

Booz Allen has domain expertise in the development of Learning Management Systems and in the use of Service Oriented Architectures to integrate training Enterprise Architectures

Proposed professional services shall be in support of planning, creating, and/or executing test administration, learning management, customized subject matter specific training and/or educational courses that are delivered via an instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system.

## **SIN 874-5 Ancillary Supplies**

See **Appendix E** for information on Booz Allen Hamilton's Support Products that apply to the MOBIS Schedule.

## **SIN 874-6 Acquisition Management Support**

Booz Allen provides professional support services to agencies in conducting federal acquisition management activities. Services covered by this SIN are:

- Acquisition planning assistance, including market research and recommendation of a procurement strategy
- Acquisition document development, including cost/price estimates, quality assurance surveillance plans, statements of work, synopses, solicitations, and price negotiation memoranda
- Expert assistance in supporting proposal evaluations, including price/cost analysis or technical proposal analysis
- Contract administration support services, including assistance with reviewing contractor performance, developing contract modifications, and investigating reports of contract discrepancies
- Contract close-out assistance
- Competitive sourcing support, including Office of Management and Budget (OMB) Circular A-76 studies, strategic sourcing studies, privatization studies, public-private partnerships, and Federal Activities Inventory Reform (FAIR) Act studies

Inherently Governmental services, as identified in FAR 7.503 or by the ordering agency, are prohibited under MOBIS. It is the responsibility of the Contracting Officer placing the order to make this determination. Ordering activities must require prospective contractors to identify potential conflicts of interest and address them prior to task order award. For more information, see [www.gsa.gov/mobis](http://www.gsa.gov/mobis).

## **SIN 874-7 Integrated Business Program Support Services**

Booz Allen provides services to assist agencies in planning, initiating, managing, executing, and closing out mission-oriented business programs and projects. Services included are:

- Project leadership and communications with stakeholders
- Project planning and scheduling
- Earned value management support
- Project management, including performance monitoring and measurement
- Reporting and documentation associated with project/program objectives
- Stakeholder briefings, participation in required meetings, and related project support services
- Program integration services
- Project close-out services

All services must be provided and performed under the supervision/management of the contractor's Project Manager or Program Manager. Orders for services under this SIN without an accompanying Program/Project

Manager labor category are prohibited. The primary purpose and preponderance of work for any project awarded under this SIN must be for professional business services. Services covered by other GSA Schedules shall only be included in the project scope if they are directly related to the successful accomplishment of the project and are incidental to the overall effort. It is the responsibility of the Contracting Officer placing the order to make this determination.

## Terms and Conditions

GSA multiple award schedule contracts are awarded in accordance with the provisions of Federal Acquisition Regulation Part 12—Acquisition of Commercial Items. To the maximum extent practicable, GSA multiple award schedule contracts include only those clauses and terms and conditions, either required to implement provisions of law or executive orders applicable to the acquisition of commercial items, or determined to be consistent with customary commercial practice. Ordering agencies may incorporate provisions in their task orders that are essential to their specific requirements (i.e., security, hazardous material handling, key personnel, etc.), provided they do not conflict with the terms and conditions of the contract. These provisions, when required, must be included in the individual task order, and any costs necessary to comply with the provision(s) will be included in the task order proposal price estimate, unless otherwise prohibited by law.

The terms and conditions of Booz Allen Hamilton's MOBIS contract are current through Refresh 19 to Solicitation Number TFTP-MC-000874-B. An electronic version of the MOBIS solicitation may be found at FedBizOpps by following this link:

<https://www.fbo.gov/index?s=opportunity&mode=form&tab=core&id=f5e89e55a8ea98f8b3b78278a914a2ca>

## Appendix A

### MOBIS Labor Rates

The following Labor Rates applicable to **SIN 874-1**: Integrated Consulting Services; **SIN 874-6**: Acquisition Management Support; **SIN 847-7**: Integrated Business Program Support Services

SIN 874-1, 874-2, 874-3, 874-6, 874-7						
#	LABOR CATEGORY	YEAR 16	YEAR 17	YEAR 18	YEAR 19	YEAR 20
		10/1/2012 - 9/30/2013	10/1/2013 - 9/30/2014	10/1/2014 - 9/30/2015	10/1/2015 - 9/30/2016	10/1/2016 - 9/30/2017
1	Analyst	\$ 98.31	\$ 100.87	\$ 103.49	\$ 106.18	\$ 108.94
2	Analyst 1	\$ 132.29	\$ 135.73	\$ 139.26	\$ 142.88	\$ 146.59
3	Analyst 2	\$ 181.60	\$ 186.32	\$ 191.16	\$ 196.13	\$ 201.23
4	Functional Specialist	\$ 173.56	\$ 178.07	\$ 182.70	\$ 187.45	\$ 192.32
5	Functional Specialist 1	\$ 222.10	\$ 227.87	\$ 233.79	\$ 239.87	\$ 246.11
6	Functional Specialist 2	\$ 314.38	\$ 322.55	\$ 330.94	\$ 339.54	\$ 348.37
7	Management Consultant	\$ 98.31	\$ 100.87	\$ 103.49	\$ 106.18	\$ 108.94
8	Management Consultant 1	\$ 161.42	\$ 165.62	\$ 169.93	\$ 174.35	\$ 178.88
9	Management Consultant 2	\$ 208.76	\$ 214.19	\$ 219.76	\$ 225.47	\$ 231.33
10	Program Director / Senior Advisor	\$ 378.68	\$ 388.53	\$ 398.63	\$ 408.99	\$ 419.62
11	Functional / Subject Matter Expert	\$ 407.73	\$ 418.33	\$ 429.21	\$ 440.37	\$ 451.82
12	Program Manager	\$ 297.93	\$ 305.68	\$ 313.63	\$ 321.78	\$ 330.15
13	Project Manager	\$ 264.49	\$ 271.37	\$ 278.43	\$ 285.67	\$ 293.10
14	Senior Task Lead	\$ 257.30	\$ 263.99	\$ 270.85	\$ 277.89	\$ 285.12
15	Task Lead	\$ 190.55	\$ 195.50	\$ 200.58	\$ 205.80	\$ 211.15
16	Consultant	\$ 76.19	\$ 78.17	\$ 80.20	\$ 82.29	\$ 84.43
17	Support Staff	\$ 65.34	\$ 67.04	\$ 68.78	\$ 70.57	\$ 72.40
18	Business Analyst 1	\$ 59.51	\$ 61.06	\$ 62.65	\$ 64.28	\$ 65.95
19	Business Analyst 2	\$ 84.13	\$ 86.32	\$ 88.56	\$ 90.86	\$ 93.22
20	Business Analyst 3	\$ 108.76	\$ 111.59	\$ 114.49	\$ 117.47	\$ 120.52
21	Business Analyst 4	\$ 138.51	\$ 142.11	\$ 145.80	\$ 149.59	\$ 153.48
22	Business Analyst 5	\$ 165.49	\$ 169.79	\$ 174.20	\$ 178.73	\$ 183.38
23	Process Improvement Analyst 1	\$ 70.79	\$ 72.63	\$ 74.52	\$ 76.46	\$ 78.45
24	Process Improvement Analyst 2	\$ 93.37	\$ 95.80	\$ 98.29	\$ 100.85	\$ 103.47
25	Process Improvement Analyst 3	\$ 117.99	\$ 121.06	\$ 124.21	\$ 127.44	\$ 130.75
26	Process Improvement Analyst 4	\$ 147.74	\$ 151.58	\$ 155.52	\$ 159.56	\$ 163.71
27	Process Improvement Analyst 5	\$ 178.01	\$ 182.64	\$ 187.39	\$ 192.26	\$ 197.26
28	Analyst Junior	\$ 54.38	\$ 55.79	\$ 57.24	\$ 58.73	\$ 60.26

The following Hourly Labor Rates are applicable to **SIN 874-1**: Integrated Consulting Services only

SIN 874-1 ONLY						
#	LABOR CATEGORY	YEAR 16	YEAR 17	YEAR 18	YEAR 19	YEAR 20
		10/1/2012 - 9/30/2013	10/1/2013 - 9/30/2014	10/1/2014 - 9/30/2015	10/1/2015 - 9/30/2016	10/1/2016 - 9/30/2017
29	Executive/Strategy Officer	\$ 994.91	\$ 1,020.78	\$ 1,047.32	\$ 1,074.55	\$ 1,102.49
30	Executive/Strategy Principal	\$ 779.95	\$ 800.23	\$ 821.04	\$ 842.39	\$ 864.29
31	Executive/Strategy Sr. Associate	\$ 608.01	\$ 623.82	\$ 640.04	\$ 656.68	\$ 673.75
32	Executive/Strategy Associate	\$ 429.90	\$ 441.08	\$ 452.55	\$ 464.32	\$ 476.39

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The matrix and narrative below are incorporated into to the contract and must be included in the contractor's price catalog on GSA Advantage.

SCA Eligible Contract Labor Category	SCA Equivalent Code – Title	WD Number
Support Staff	01020 – Administrative Assistant	2005-2104
Escalation for the SCA labor categories will be governed by escalation based on clause I-FSS-969 (b)(1) Economic Price Adjustments – FSS Multiple Award Schedule Contracts		

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the identified 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.

The following Hourly Labor Rates are applicable to **SIN 874-4**: Training Services only

SIN 874-4						
#	Contractor Site Rates LABOR CATEGORY	Year 16	Year 17	Year 18	Year 19	Year 20
		10/1/2012 - 9/30/2013	10/1/2013 - 9/30/2014	10/1/2014 - 9/30/2015	10/1/2015 - 9/30/2016	10/1/2016 - 9/30/2017
1	Senior Program Manager	\$247.17	\$256.56	\$266.31	\$273.23	\$280.34
2	Junior Program Manager	\$210.26	\$218.25	\$226.54	\$232.43	\$238.47
3	Instructional Systems Designer - III	\$171.10	\$177.60	\$184.35	\$189.15	\$194.07
4	Instructional Systems Designer - II	\$126.38	\$131.18	\$136.16	\$139.70	\$143.34
5	Instructional Systems Designer - I	\$98.41	\$102.15	\$106.03	\$108.79	\$111.62
6	Programmer/Multimedia Developer - III	\$171.10	\$177.60	\$184.35	\$189.15	\$194.07
7	Programmer/Multimedia Developer - II	\$126.38	\$131.18	\$136.16	\$139.70	\$143.34
8	Programmer/Multimedia Developer - I	\$98.41	\$102.15	\$106.03	\$108.79	\$111.62
9	Graphics Artist - III	\$147.63	\$153.24	\$159.06	\$163.20	\$167.45
10	Graphics Artist - II	\$118.55	\$123.05	\$127.73	\$131.05	\$134.46
11	Graphics Artist - I	\$98.41	\$102.15	\$106.03	\$108.79	\$111.62
12	Quality Assurance Specialist - III	\$161.05	\$167.17	\$173.52	\$178.03	\$182.66
13	Quality Assurance Specialist - II	\$118.55	\$123.05	\$127.73	\$131.05	\$134.46
14	Quality Assurance Specialist - I	\$86.12	\$89.39	\$92.79	\$95.21	\$97.68
15	Content Subject Matter Expert/Instructor - III	\$233.74	\$242.62	\$251.84	\$258.39	\$265.10
16	Content Subject Matter Expert/Instructor - II	\$171.10	\$177.60	\$184.35	\$189.15	\$194.07
17	Content Subject Matter Expert/Instructor - I	\$128.62	\$133.51	\$138.58	\$142.18	\$145.88
18	Training Software Architect - III	\$219.20	\$227.53	\$236.18	\$242.32	\$248.62
19	Training Software Architect - II	\$165.52	\$171.81	\$178.34	\$182.97	\$187.73
20	Training Software Architect - I	\$116.31	\$120.73	\$125.32	\$128.57	\$131.92
21	Training Data Engineer - III	\$174.47	\$181.10	\$187.98	\$192.87	\$197.88
22	Training Data Engineer - II	\$124.14	\$128.86	\$133.76	\$137.24	\$140.80
23	Training Data Engineer - I	\$91.71	\$95.19	\$98.81	\$101.38	\$104.01
24	Administrative/Clerical	\$85.00	\$88.23	\$91.58	\$93.97	\$96.41

The following Hourly Labor Rates are applicable to **SIN 874-4**: Training Services only

SIN 874-4						
#	Government Site Rates LABOR CATEGORY	Year 16	Year 17	Year 18	Year 19	Year 20
		10/1/2012 - 9/30/2013	10/1/2013 - 9/30/2014	10/1/2014 - 9/30/2015	10/1/2015 - 9/30/2016	10/1/2016 - 9/30/2017
1	Senior Program Manager	\$184.54	\$191.55	\$198.83	\$204.00	\$209.31
2	Junior Program Manager	\$157.69	\$163.68	\$169.90	\$174.32	\$178.85
3	Instructional Systems Designer - III	\$133.08	\$138.14	\$143.39	\$147.11	\$150.94
4	Instructional Systems Designer - II	\$97.30	\$101.00	\$104.84	\$107.56	\$110.36
5	Instructional Systems Designer - I	\$81.64	\$84.74	\$87.96	\$90.25	\$92.60
6	Programmer/Multimedia Developer - III	\$133.08	\$138.14	\$143.39	\$147.11	\$150.94
7	Programmer/Multimedia Developer - II	\$97.30	\$101.00	\$104.84	\$107.56	\$110.36
8	Programmer/Multimedia Developer - I	\$81.64	\$84.74	\$87.96	\$90.25	\$92.60
9	Graphics Artist - III	\$114.08	\$118.42	\$122.92	\$126.11	\$129.39
10	Graphics Artist - II	\$91.71	\$95.19	\$98.81	\$101.38	\$104.02
11	Graphics Artist - I	\$81.64	\$84.74	\$87.96	\$90.25	\$92.60
12	Quality Assurance Specialist - III	\$125.27	\$130.03	\$134.97	\$138.48	\$142.08
13	Quality Assurance Specialist - II	\$91.71	\$95.19	\$98.81	\$101.38	\$104.02
14	Quality Assurance Specialist - I	\$72.69	\$75.45	\$78.32	\$80.36	\$82.44
15	Content Subject Matter Expert/Instructor - III	\$173.35	\$179.94	\$186.78	\$191.63	\$196.61
16	Content Subject Matter Expert/Instructor - II	\$133.08	\$138.14	\$143.39	\$147.11	\$150.94
17	Content Subject Matter Expert/Instructor - I	\$99.53	\$103.31	\$107.24	\$110.03	\$112.89
18	Training Software Architect - III	\$164.41	\$170.66	\$177.15	\$181.75	\$186.47
19	Training Software Architect - II	\$128.62	\$133.51	\$138.58	\$142.18	\$145.88
20	Training Software Architect - I	\$91.71	\$95.19	\$98.81	\$101.38	\$104.02
21	Training Data Engineer - III	\$135.32	\$140.46	\$145.80	\$149.59	\$153.48
22	Training Data Engineer - II	\$96.18	\$99.83	\$103.62	\$106.32	\$109.09
23	Training Data Engineer - I	\$77.16	\$80.09	\$83.13	\$85.30	\$87.51
24	Administrative/Clerical	\$62.63	\$65.01	\$67.48	\$69.23	\$71.03



## **Appendix B**

### **MOBIS Labor Category Descriptions**

#### **Applicable to SINS 874-1, 874-6, and 874-7**

##### **ANALYST**

**Description:** Possess knowledge of applying analytic methodologies and principles to address client's needs. Supports analyst functions including data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project team's objectives. Works closely with senior Analysts or Team Leads.

**Experience & Education:** Minimum of 1 year experience and Bachelors Degree

##### **ANALYST 1**

**Description:** Possesses demonstrated knowledge and experience applying analytic methodologies and principles to address client needs. Applies analytic techniques in the evaluation of project objectives and contributes to the implementation of strategic direction. Performs analyst functions including data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project team's objectives. Works closely with Analyst 2, Task Leads, or Project Manager. Directs the activities of junior staff as necessary.

**Experience & Education:** Minimum of 3 years experience and Bachelors Degree

##### **ANALYST 2**

**Description:** Senior expert with extensive knowledge and experience developing and applying analytic methodologies and principles, and is recognized as a leader within MOBIS functions. Leads the application of analytic techniques and helps define project objectives and strategic direction. Is responsible for providing leadership and vision to client and project teams around the methodology. Resolves complex problems, which require an in-depth knowledge of analytic methodologies and principles. Directs the activities of more junior Analysts or other staff as necessary on activities related to the application of analytical techniques and methodologies. Demonstrated managerial and supervisory skills.

**Experience & Education:** Minimum of 5 years experience and Bachelors Degree

##### **FUNCTIONAL SPECIALIST**

**Description:** Possesses knowledge in designated field or discipline. Supports assessments of organization's challenges using specialized skills and knowledge. Contributes to the execution of project or task plan and helps assess the impact of industry trends, policy or standard methodologies. Conducts activities in support of the project team's objectives. Works closely with senior Specialists or Task Leads.

**Experience & Education:** Minimum of 6 years experience and Bachelors Degree

##### **FUNCTIONAL SPECIALIST 1**

**Description:** Possess demonstrated knowledge in designated field or discipline. Possesses significant experience providing solutions to an organization's challenges through the application of knowledge gained through similar prior engagements. Participates in the development of solutions by leveraging knowledge of the designated field or discipline. Contributes to the implementation of strategy and helps assess the impact of industry trends, policy, and/or standard methodologies. Directs the activities of Specialists or other staff as necessary on activities related to the specified field or discipline.

**Experience & Education:** Minimum of 8 years experience and Masters Degree

##### **FUNCTIONAL SPECIALIST 2**

**Description:** Senior expert with extensive knowledge in designated field or discipline. Provides insight and advice concerning task or project strategic direction and outcomes. May contribute to the evaluation, analysis, and development of recommended solutions. Resolves complex problems, which require an in-depth knowledge of subject matter related to the designated field or discipline. Applies principles and methods of the subject matter to specialized solutions. Generally possess demonstrated ability and experience in management consulting and cross-team facilitation at the senior management level. Other areas of expertise may include, but is not limited to, business process reengineering,

statistical process control, individual and organizational assessment and evaluation, process modeling and simulation, strategic and business planning, change management, organizational development, and the development of leadership/management skills. Directs the activities of Specialists 1 and Specialists, or other staff as necessary on activities related to the specified field or discipline.

**Experience & Education:** Minimum of 12 years experience and Masters Degree

## **MANAGEMENT CONSULTANT**

**Description:** Possesses knowledge, some experience, and capabilities in the development of solutions, recommendations, or outcomes across multiple tasks and/or organizations. Supports the development of solutions to address organization's challenges. Supports project objectives and helps assess the impact of industry trends, policy, or standard methodologies. Conducts activities in support of project team's objectives. Works closely with senior Management Consultants or Task Leads.

**Experience & Education:** Minimum of 2 years experience and Bachelors Degree

## **MANAGEMENT CONSULTANT 1**

**Description:** Possess demonstrated knowledge, experience, and ability in the development of solutions, recommendations, or outcomes across multiple complex tasks and/or organizations. Evaluates options in the context of project objectives and contributes to the implementation of strategic direction. Supports project objectives through activities such as conducting interviews, gathering data, and developing recommendations in support of project objectives. Directs the activities of Management Consultants or other staff as necessary.

**Experience & Education:** Minimum of 5 years experience and Bachelors Degree

## **MANAGEMENT CONSULTANT 2**

**Description:** Senior expert that possesses demonstrated knowledge, extensive experience in the development of solutions, recommendations, or outcomes across multiple complex tasks in multiple organizations. Defines project objectives and strategic direction. Is responsible for providing leadership and vision to client and project teams and serves as a key facilitator between multiple teams to achieve objectives of complex efforts. Directs the activities of more junior Management Consultants or other staff as necessary.

**Experience & Education:** Minimum of 9 years experience and Bachelors Degree

## **PROGRAM DIRECTOR / SENIOR ADVISOR**

**Description:** Senior executive responsible for providing strategic direction, vision, leadership, and program management to the team. Contributes to organizational direction through regular involvement with senior level client leadership and team members. Maintains productive and effective client relationship with the most senior levels of the client organization.

**Experience & Education:** Minimum of 14 years experience and Masters Degree

## **FUNCTIONAL / SUBJECT MATTER EXPERT**

**Description:** Senior expert with extensive, enterprise-wide knowledge and experience in one or more designated functional and/or domain areas. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. Is responsible for providing high level vision to program/project manager or senior client leadership to influence objectives of complex efforts. The Functional/Subject Matter Expert is primarily utilized on projects for their specific expertise, not in a managerial capacity, in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization's processes, systems, personnel and organizational sub-units, so that they align with the organization's core goals and strategic direction. The Functional/Subject Matter Expert is typically a former high ranking military or civilian official and recognized by industry as an expert in their specific field.

**Experience & Education:** Minimum of 12 years experience and Masters Degree

## **PROGRAM MANAGER**

**Description:** Provides oversight and executive level management to overall contract operations often involving multiple projects/tasks and groups of personnel at multiple locations. The Program Manager maintains and manages relationships with senior level management within the client organization. Responsible for ensuring senior level management within

the client organization is aware of overall program status, including all relevant projects and their potential impact on higher level organizational strategic vision, this may include subject matter and unique technical knowledge. The Program Manager is responsible for managing multiple contract operations, ensure quality standards and work performance on all task orders and projects, plans, organizes and oversees work efforts, assigns resources, manages personnel, provides risk management, ensures quality management, monitors overall project and contract performance, etc.

**Experience & Education:** Minimum of 14 years experience and Bachelors Degree

## **PROJECT MANAGER**

**Description:** Performs day-to-day management of contract support operations, possibly involving multiple tasks and groups of personnel at multiple locations, on a single project. Demonstrates skills in the scope of work encompassed by the task order; provides technical guidance to the project team in performance of the work, and reviews the quality of all work products. Organizes, directs, and coordinates the planning and production of all contract support activities. Responsible for staffing, project planning, project financials, and staff direction and oversight. The Project Manager maintains and manages the client interface at the COTR levels of the client organization. Assists the Program Manager as required in managing contract performance.

**Experience & Education:** Minimum of 12 years experience and Bachelors Degree

## **SENIOR TASK LEAD**

**Description:** Senior leader, experience in project and task management, responsible for ensuring successful task completion within the scheduled timeframe consistent with the established scope of work to include both the technical and financial solutions. Organizes, directs, and coordinates the planning and production of all activities associated with assigned tasks.

**Experience & Education:** Minimum of 8 years experience and Bachelors Degree

## **TASK LEAD**

**Description:** Experienced in task management, responsible for ensuring successful task completion within the scheduled timeframe consistent with the established scope of work to include both the technical and financial solutions. Organizes, directs, and coordinates the planning and production of all activities associated with assigned tasks.

**Experience & Education:** Minimum of 7 years experience and Bachelors Degree

## **CONSULTANT**

**Description:** Team member contributing to consulting staff client assignments within specified guidelines. Performs a variety of tasks that require both practical experience and theoretical, state-of-the-art, technical knowledge in specialty area. Understands overall purpose of task assignment.

**Experience & Education:** Minimum of a Bachelors Degree

## **SUPPORT STAFF**

**Description:** Depending on the functional specialty, support the program management staff in the preparation of deliverables, internal reports, briefings, and drawings associated with the project being supported.

**Experience & Education:** Minimum of a HS Diploma

## **BUSINESS ANALYST**

**Description:** Prepares and conducts business analyses and studies, needs assessments, requirements analysis/definition and cost/benefit analyses in an effort to align business systems, solutions and initiatives. Prepares forecasts and analyzes trends, reporting regulations and business conditions. Develops and analyzes metrics, performance measurements, requirements, reports and recommendations related to management, organizational structure, policy/procedures and business systems. Identifies potential business risks. Areas of focus include but are not limited to business performance, business and economic case analysis, internal control and enterprise risk assessment.

**Experience & Education:**

Business Analyst 1: Bachelors Degree and 6 months (includes internships) up to 2 years of experience

Business Analyst 2: Bachelors Degree and 1-4 years of experience

Business Analyst 3: Bachelors Degree and 2-6 years of experience

Business Analyst 4: Bachelors Degree and 4-8 years of experience

Business Analyst 5: Bachelors Degree and 5-10 years of experience

## **PROCESS IMPROVEMENT ANALYST**

**Description:** Guides and assists clients through a wide range of management, organizational and business improvement and modernization initiatives by applying continuous process improvement strategies, methodologies and principles. Develops business methods for problem solving, process change and solutions implementation ensuring enterprise-wide integration. Identifies best practices, assesses performance measurement and researches, collects and verifies data and translates it into strategic and operational guidance. Provides group facilitation, interviewing, training and other forms of knowledge transfer. Areas of focus include but are not limited to identifying and eliminating duplication, outsourcing opportunities, streamlining, centralizing, business transformation, business process redesign and modeling, quality improvement and lean six sigma.

### **Experience & Education:**

Process Improvement Analyst 1: Bachelors Degree and 6 months (includes internships) up to 3 years of experience

Process Improvement Analyst 2: Bachelors Degree and 1-5 years of experience

Process Improvement Analyst 3: Bachelors Degree and 2-7 years of experience

Process Improvement Analyst 4: Bachelors Degree and 4-9 years of experience

Process Improvement Analyst 5: Bachelors Degree and 7-12 years of experience

## **ANALYST JUNIOR**

**Description:** Possess knowledge of applying analytic methodologies and principles to address client's needs. Supports analyst functions including data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project team's objectives. Works closely with senior Analysts or Team Leads.

**Experience & Education:** Successful completion of some college level course work leading to a Bachelors Degree and 6 months experience (includes internships).

## EXPERIENCE & DEGREE SUBSTITUTION

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category.

Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

### Degree/Experience Equivalency\*

Degree	Experience Equivalence	Other Equivalence
Bachelors	Associate degree +2 years relevant experience, or 4 years relevant experience	Professional certification
Masters	Bachelors +2 years relevant experience, or Associated + 4 years relevant experience	Professional license
Doctorate	Masters + 2 years relevant experience, Bachelors + 4 years relevant experience	

\* Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 year's of experience for each year of college completed.

**APPENDIX B (Continued)**  
**MOBIS Labor Category Descriptions**  
**Applicable to SIN 874-1: Integrated Consulting Services (only)**

**EXECUTIVE / STRATEGY OFFICER**

**Thought:** Works directly with senior level clients to set the project strategic agenda

**Leadership:** Drives the project team toward desired outcomes to achieve results for clients

**Analysis:** Ensures project objectives are delivered in the context of industry best practices

**Value:** Develops new knowledge and capabilities derived from a broad range of cross industry/functional experiences within commercial clients

**Education:** MBA or other graduate degrees. Some hold PhD qualifications in economics, finance, organizational development, or other business-related specialties

**Experience:** Generally over 12 years of significant experience in multiple domains across a broad range of clients; Held consulting or leadership positions in major private or public organizations in areas such as Business Strategy, Manufacturing and Supply Chain Strategy, IT Architecture Strategy, Platform Strategy, Go-to Market Effectiveness, Global Sourcing Strategy, and Innovation Strategy

**EXECUTIVE / STRATEGY PRINCIPAL**

**Thought:** Defines agenda and project objectives

**Leadership:** Drives content and provides thought leadership. Manages execution of multiple, rapid hypothesis-based fact finding efforts; Balances potentially conflicting themes and objectives

**Analysis:** Generates innovative approaches to address business problems

**Value:** Ensures that appropriate structure is in place to support real and lasting change

**Education:** MBA or other graduate degrees. Some hold PhD qualifications in economics, finance, organizational development, or other business-related specialties

**Experience:** Generally over 8 years of extensive client/industry experience; Specialist in multiple functional/industry domains; Demonstrated leadership of consulting engagements in areas such as Business Strategy, Manufacturing and Supply Chain Strategy, IT Architecture Strategy, Platform Strategy, Go-to Market Effectiveness, Global Sourcing Strategy, and Innovation Strategy

**EXECUTIVE / STRATEGY SENIOR ASSOCIATE**

**Thought:** Designs and oversees key analytic tasks and tests results

**Leadership:** Leads efforts to obtain complex data sets; identifies conflicting themes and objectives

**Analysis:** Synthesizes findings and develops recommendations

**Value:** Builds a comprehensive program to support real and lasting change and ensures knowledge transfer of relevant subject matter

**Education:** MBA or other graduate degrees. Some hold PhD qualifications in economics, finance, organizational development, or other business-related specialties

**Experience:** Generally over 5 years of broad multi-client/industry experience in the industry areas of automotive, health and pharmaceuticals, transportation, energy/utilities, communications, financial services, or consumer/media; Specialist in at least one functional area such as Business Strategy, Manufacturing and Supply Chain Strategy, IT Architecture Strategy, Platform Strategy, Go-to Market Effectiveness, Global Sourcing Strategy, or Innovation Strategy

**EXECUTIVE / STRATEGY ASSOCIATE**

**Thought:** Generates key hypotheses and identifies data requirements

**Leadership:** Gathers and leverages required facts and information

**Analysis:** Develops integrated conclusions and insights; Implements actions in support of defined agenda and project objectives

**Value:** Document sources and assumptions while communicating linkages of work modules to the larger assignment objectives

**Education:** MBA or other graduate degrees. Some hold PhD qualifications in economics, finance, organizational development, or other business-related specialties

**Experience:** Generally over 3 years experience in performing sophisticated hypothesis-driven analysis; possess significant knowledge of an industry such as automotive, health and pharmaceuticals, transportation, energy/utilities, communications, financial services, or consumer/media.

## **Appendix B Continued**

### **MOBIS Labor Category Descriptions**

#### **Applicable to SIN 874-4: Training Services (only)**

Each Training labor category is defined with regard to education, general experience, specialized experience requirements and duties. Training and certification requirements for a labor category are identified in the specialized experience description. The duties normally performed by a person assigned to a labor category position are defined.

Booz Allen recognizes that successful performance depends on having the right skills and experience. These skills and experience, in turn, are acquired through the proper mix of education and professional experience. Increasingly, we find that the skills needed to support advanced technology efforts, and to meet today's problems and tomorrow's challenges, are not always supported by a traditional education and work experience combination.

**Senior Program Manager:** Responsible for the oversight and management aspects of training development, including project budgets, delivery schedules, staff management, deliverables, etc.

**Education:** Bachelors

**Experience:** 10–15 years

**Junior Program Manager:** Responsible for the oversight and management aspects of training development, including project budgets, delivery schedules, staff management, deliverables, etc.

**Education:** Bachelors

**Experience:** 4–9 years

**Instructional Systems Designer III:** Conducts training analysis, designs and develops training curricula, designs and develop multimedia/web storyboards and training, and measures and evaluates effectiveness of training.

**Education:** Bachelors

**Experience:** 10–15 years

**Instructional Systems Designer II:** Conducts training analysis, designs and develops training curricula, designs and develop multimedia/web story boards and training, and measures and evaluates effectiveness of training.

**Education:** Bachelors

**Experience:** 4–9 years

**Instructional Systems Designer I:** Conducts training analysis, designs and develops training curricula, designs and develop multimedia/web storyboards and training, and measures and evaluates effectiveness of training.

**Education:** High School

**Experience:** 1–3 years

**Programmer/Multimedia Developer III:** Provides programming and multimedia support for training projects, including authoring content in various authoring languages.

**Education:** Bachelors



**Experience:** 10–15 years

**Programmer/Multimedia Developer II:** Provides programming and multimedia support for training projects, including authoring content in various authoring languages.

**Education:** Bachelors

**Experience:** 4–9 years

**Programmer/Multimedia Developer I:** Provides programming and multimedia support for training projects, including authoring content in various authoring languages.

**Education:** High School

**Experience:** 1–3 years

**Multimedia Graphic Artist III:** Designs and produces graphics in support of training development projects. Provides technical knowledge and expertise on computer graphics, digital photography, videography, Flash animations, etc.

**Education:** Bachelors

**Experience:** 10–15 years

**Multimedia Graphic Artist II:** Designs and produces graphics in support of training development projects. Provides technical knowledge and expertise on computer graphics, digital photography, videography, Flash animations, etc.

**Education:** Bachelors

**Experience:** 4–9 years

**Multimedia Graphic Artist I:** Designs and produces graphics in support of training development projects. Provides technical knowledge and expertise on computer graphics, digital photography, videography, Flash animations, etc.

**Education:** High School

**Experience:** 1–3 years

**Training Quality Assurance Specialist III:** Performs quality assurance reviews of all the types of training products, including instructional material, storyboards, multimedia products, etc.

**Education:** Bachelors

**Experience:** 10-15 years

**Training Quality Assurance Specialist II:** Performs quality assurance reviews of all the types of training products, including instructional material, storyboards, multimedia products, etc.

**Education:** Bachelors

**Experience:** 4–9 years

**Training Quality Assurance Specialist I:** Performs quality assurance reviews of all the types of training products, including instructional material, storyboards, multimedia products, etc.

**Education:** High School

**Experience:** 1–3 years

**Content Subject Matter Expert/Instructor III:** Provides subject matter expertise support to all types of training development projects, including content review and feedback to development staff, as well as delivery of the training.

**Education:** Bachelors

**Experience:** 10–15 years

**Content Subject Matter Expert/Instructor II:** Provides subject matter expertise support to all types of training development projects, including content review and feedback to development staff, as well as delivery of the training.

**Education:** Bachelors

**Experience:** 4–9 years

**Content Subject Matter Expert/Instructor I:** Provides subject matter expertise support to all types of training development projects, including content review and feedback to development staff, as well as delivery of the training.

**Education:** High School

**Experience:** 1–3 years

**Training Software Architect III:** Provides subject matter expertise to support all types of training development projects, including systems design, selection, development, integration, and support.

**Education:** Bachelors

**Experience:** 7–10 years

**Training Software Architect II:** Provides subject matter expertise to support all types of training development projects, including systems design, selection, development, integration, and support.

**Education:** Bachelors

**Experience:** 4–6 years

**Training Software Architect I:** Provides subject matter expertise to support all types of training development projects, including systems design, selection, development, integration, and support.

**Education:** High School

**Experience:** 1–3 years

**Training Data Engineer III:** Provides subject matter expertise and data engineering to support all types of training development projects, including systems design, selection, development, integration, and support.

**Education:** Bachelors

**Experience:** 7–10 years

**Training Data Engineer II:** Provides subject matter expertise and data engineering to support all types of training development projects, including systems design, selection, development, integration, and support.

**Education:** Bachelors

**Experience:** 4–6 years

**Training Data Engineer I:** Provides subject matter expertise and data engineering to support all types of training development projects, including systems design, selection, development, integration, and support.

**Education:** High School

**Experience:** 1–3 years

**Administrative/Clerical I:** Provides general-purpose administrative and clerical support for project tasks. May include secretarial, word processing, graphics, desktop publishing, editing, and coordination.

**Education:** High School

**Experience:** 1–5 years

## EXPERIENCE & DEGREE SUBSTITUTION

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category.

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### Degree/Experience Equivalency\*

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Masters	Bachelors +2 years relevant experience, or Associated + 4 years relevant experience	Professional license
Doctorate	Masters + 2 years relevant experience, Bachelors + 4 years relevant experience	

\* Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 year's of experience for each year of college completed.

**Appendix C**  
**SIN 874-5: Support Products (only)**  
**Description and Pricelist**

<b>Deliverable Items Displayed in Unit Price</b>	<b>10/01/12 09/30/17</b>
<b>1. Communications (per minute)</b>	<b>\$0.12</b>