

KRM ASSOCIATES INC



Contract Holder

**AUTHORIZED
INFORMATION TECHNOLOGY SCHEDULE PRICELIST
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY
EQUIPMENT, SOFTWARE AND SERVICES**

KRM Associates, Inc. is a small, woman-owned, West Virginia based business specializing in Information Technology (IT). KRM's fields of expertise include: Information Technology Consulting providing Strategic Planning, Technology Assessment, Project Management, Applications Design and Development; Healthcare Technology Systems and Applications; and IT Security Products and Services. Special Item No. 132-51 Information Technology Professional Services.

Special Item No. 132-51 Information Technology Professional Services

SPECIAL ITEM NUMBER 132-51 - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES

FPDS Code D302 IT Systems Development Services
FPDS Code D306 IT Systems Analysis Services
FPDS Code D308 Programming Services
FPDS Code D310 IT Backup and Security Services
FPDS Code D311 IT Data Conversion Services
FPDS Code D316 IT Network Management Services
FPDS Code D399 Other Information Technology Services, Not Elsewhere Classified

Note 1: All non-professional labor categories must be incidental to and used solely to support hardware, software and/or professional services, and cannot be purchased separately.

Note 2: Offerors and Agencies are advised that the Group 70 – Information Technology Schedule is not to be used as a means to procure services which properly fall under the Brooks Act. These services include, but are not limited to, architectural, engineering, mapping, cartographic production, remote sensing, geographic information systems, and related services. FAR 36.6 distinguishes between mapping services of an A/E nature and mapping services which are not connected nor incidental to the traditionally accepted A/E Services.

Note 3: This solicitation is not intended to solicit for the reselling of IT Professional Services, except for the provision of implementation, maintenance, integration, or training services in direct support of a product. Under such circumstances the services must be performance by the publisher or manufacturer or one of their authorized agents.

KRM Associates, Inc
7762 Martinsburg Pike (use P.O. Box 3326 for mailing address), Shepherdstown, WV 25443
(304) 876-1127

<http://www.krminc.com/>

Contract Number:

GS-35F-0016W

Period Covered by Contract: October 6, 2009 through October 5, 2014

Contract current through PO-0001, effective 4-5-11

General Services Administration
Federal Acquisition Service

Products and ordering information in this Authorized FSS Information Technology Schedule Pricelist are also available on the GSA Advantage! System (<http://www.gsaadvantage.gov>).

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INFORMATION FOR ORDERING ACTIVITIES APPLICABLE TO ALL SPECIAL ITEM NUMBERS

SPECIAL NOTICE TO AGENCIES: Small Business Participation

SBA strongly supports the participation of small business concerns in the Federal Acquisition Service. To enhance Small Business Participation SBA policy allows agencies to include in their procurement base and goals, the dollar value of orders expected to be placed against the Federal Supply Schedules, and to report accomplishments against these goals.

For orders exceeding the micropurchase threshold, FAR 8.404 requires agencies to consider the catalogs/pricelists of at least three schedule contractors or consider reasonably available information by using the GSA Advantage!™ on-line shopping service (www.gsaadvantage.gov). The catalogs/pricelists, GSA Advantage!™ and the Federal Acquisition Service Home Page (www.fss.gsa.gov) contain information on a broad array of products and services offered by small business concerns.

This information should be used as a tool to assist ordering activities in meeting or exceeding established small business goals. It should also be used as a tool to assist in including small, small disadvantaged, and women-owned small businesses among those considered when selecting pricelists for a best value determination.

For orders exceeding the micropurchase threshold, customers are to give preference to small business concerns when two or more items at the same delivered price will satisfy their requirement.

1. GEOGRAPHIC SCOPE OF CONTRACT:

Domestic delivery is delivery within the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories. Domestic delivery also includes a port or consolidation point, within the aforementioned areas, for orders received from overseas activities.

Overseas delivery is delivery to points outside of the 48 contiguous states, Washington, DC, Alaska, Hawaii, Puerto Rico, and U.S. Territories.

The Geographic Scope of Contract will be domestic and overseas delivery.

2. CONTRACTOR'S ORDERING ADDRESS AND PAYMENT INFORMATION:

KRM Associates, Inc

7762 Martinsburg Pike (use P.O. Box 3326 for mailing address)
Shepherdstown, WV 25443

Contractor must accept the credit card for payments equal to or less than the micro-purchase for oral or written orders under this contract. The Contractor and the ordering agency may agree to use the credit card for dollar amounts over the micro-purchase threshold (See GSAR 552.232-79 Payment by Credit Card). In addition, bank account information for wire transfer payments will be shown on the invoice.

The following telephone numbers can be used by ordering activities to obtain technical and/or ordering assistance:

Technical 304-876-1127.

Ordering Assistance 304-876-1172.

3. LIABILITY FOR INJURY OR DAMAGE

The Contractor shall not be liable for any injury to ordering activity personnel or damage to ordering activity property arising from the use of equipment maintained by the Contractor, unless such injury or damage is due to the fault or negligence of the Contractor.

4. STATISTICAL DATA FOR GOVERNMENT ORDERING OFFICE COMPLETION OF STANDARD FORM 279:

Block 9: G. Order/Modification Under Federal Schedule
Block 16: Data Universal Numbering System (DUNS) Number: 805548757
Block 30: Type of Contractor - B. Other Small Business

Block 31: Woman-Owned Small Business - Yes
Block 36: Contractor's Taxpayer Identification Number (TIN): 55-0704373

- 4a. CAGE Code: 0RHK4
- 4b. Contractor has registered with the Central Contractor Registration Database.

5. FOB DESTINATION

6. DELIVERY SCHEDULE

- a. **TIME OF DELIVERY:** The Contractor shall deliver to destination within the number of calendar days after receipt of order (ARO), as set forth below:

SPECIAL ITEM NUMBER	DELIVERY TIME (Days ARO)
132-51	As mutually agreed with the ordering activity

- b. **URGENT REQUIREMENTS:** When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering activity, ordering activities are encouraged, if time permits, to contact the Contractor for the purpose of obtaining accelerated delivery. The Contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering activity, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.

7. DISCOUNTS: Prices shown are NET Prices; Basic Discounts have been deducted.

- a. Prompt Payment: Net 30 days from receipt of invoice or date of acceptance, whichever is later.
- b. Quantity – None.
- c. Dollar Volume – None.
- d. Government Educational Institutions are offered the same discounts as all other Government customers.

8. TRADE AGREEMENTS ACT OF 1979, as amended:

All items are U.S. made end products, designated country end products, Caribbean Basin country end products, Canadian end products, or Mexican end products as defined in the Trade Agreements Act of 1979, as amended.

9. **STATEMENT CONCERNING AVAILABILITY OF EXPORT PACKING:** Not applicable.

10. **Small Requirements:** The minimum dollar value of orders to be issued is \$500.

11. **MAXIMUM ORDER (All dollar amounts are exclusive of any discount for prompt payment.)**

a. The Maximum Order value for the following Special Item Numbers (SINs) is \$500,000:

Special Item Number 132-51 - Information Technology Professional Services

12. **ORDERING PROCEDURES FOR FEDERAL SUPPLY SCHEDULE CONTRACTS**

Ordering activities shall use the ordering procedures of Federal Acquisition Regulation (FAR) 8.405 when placing an order or establishing a BPA for supplies or services. These procedures apply to all schedules.

a. FAR 8.405-1 Ordering procedures for supplies, and services not requiring a statement of work.

b. FAR 8.405-2 Ordering procedures for services requiring a statement of work.

13. **FEDERAL INFORMATION TECHNOLOGY/TELECOMMUNICATION STANDARDS REQUIREMENTS:** ordering activities acquiring products from this Schedule must comply with the provisions of the Federal Standards Program, as appropriate (reference: NIST Federal Standards Index). Inquiries to determine whether or not specific products listed herein comply with Federal Information Processing Standards (FIPS) or Federal Telecommunication Standards (FED-STDS), which are cited by ordering activities, shall be responded to promptly by the Contractor.

13.1 **FEDERAL INFORMATION PROCESSING STANDARDS PUBLICATIONS (FIPS PUBS):** Information Technology products under this Schedule that do not conform to Federal Information Processing Standards (FIPS) should not be acquired unless a waiver has been granted in accordance with the applicable "FIPS Publication." Federal Information Processing Standards Publications (FIPS PUBS) are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Information concerning their availability and applicability should be obtained from the National Technical Information Service (NTIS), 5285 Port Royal Road, Springfield, Virginia 22161. FIPS PUBS include voluntary standards when these are adopted for Federal use. Individual orders for FIPS PUBS should be referred to the NTIS Sales Office, and orders for subscription service should be referred to the NTIS Subscription Officer, both at the above address, or telephone number (703) 487-4650.

13.2 **FEDERAL TELECOMMUNICATION STANDARDS (FED-STDS):** Telecommunication products under this Schedule that do not conform to Federal Telecommunication Standards (FED-STDS) should not be acquired unless a waiver has been granted in accordance with the applicable "FED-STD." Federal Telecommunication Standards are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Ordering information and information concerning the availability of FED-STDS should be obtained from the GSA, Federal Acquisition Service, Specification Section, 470 East L'Enfant Plaza, Suite 8100, SW, Washington, DC 20407, telephone number (202)619-8925. Please include a self-addressed mailing label when requesting information by mail. Information concerning their applicability can be obtained by writing or calling the U.S. Department of Commerce, National Institute of Standards and Technology, Gaithersburg, MD 20899, telephone number (301)975-2833.

14. CONTRACTOR TASKS / SPECIAL REQUIREMENTS (C-FSS-370) (NOV 2003)

- (a) Security Clearances: The Contractor may be required to obtain/possess varying levels of security clearances in the performance of orders issued under this contract. All costs associated with obtaining/possessing such security clearances should be factored into the price offered under the Multiple Award Schedule.
- (b) Travel: The Contractor may be required to travel in performance of orders issued under this contract. Allowable travel and per diem charges are governed by Pub .L. 99-234 and FAR Part 31, and are reimbursable by the ordering agency or can be priced as a fixed price item on orders placed under the Multiple Award Schedule. Travel in performance of a task order will only be reimbursable to the extent authorized by the ordering agency. The Industrial Funding Fee does NOT apply to travel and per diem charges.
- (c) Certifications, Licenses and Accreditations: As a commercial practice, the Contractor may be required to obtain/possess any variety of certifications, licenses and accreditations for specific FSC/service code classifications offered. All costs associated with obtaining/ possessing such certifications, licenses and accreditations should be factored into the price offered under the Multiple Award Schedule program.
- (d) Insurance: As a commercial practice, the Contractor may be required to obtain/possess insurance coverage for specific FSC/service code classifications offered. All costs associated with obtaining/possessing such insurance should be factored into the price offered under the Multiple Award Schedule program.
- (e) Personnel: The Contractor may be required to provide key personnel, resumes or skill category descriptions in the performance of orders issued under this contract. Ordering activities may require agency approval of additions or replacements to key personnel.
- (f) Organizational Conflicts of Interest: Where there may be an organizational conflict of interest as determined by the ordering agency, the Contractor's participation in such order may be restricted in accordance with FAR Part 9.5.
- (g) Documentation/Standards: The Contractor may be requested to provide products or services in accordance with rules, regulations, OMB orders, standards and documentation as specified by the agency's order.
- (h) Data/Deliverable Requirements: Any required data/deliverables at the ordering level will be as specified or negotiated in the agency's order.
- (i) Government-Furnished Property: As specified by the agency's order, the Government may provide property, equipment, materials or resources as necessary.
- (j) Availability of Funds: Many Government agencies' operating funds are appropriated for a specific fiscal year. Funds may not be presently available for any orders placed under the contract or any option year. The Government's obligation on orders placed under this contract is contingent upon the availability of appropriated funds from which payment for ordering purposes can be made. No legal liability on the part of the Government for any payment may arise until funds are available to the ordering Contracting Officer.
- (k) Overtime: For professional services, the labor rates in the Schedule should not vary by virtue of the Contractor having worked overtime. For services applicable to the Service Contract Act (as identified in the Schedule), the labor rates in the Schedule will vary as governed by labor laws (usually assessed a time and a half of the labor rate).

15. CONTRACT ADMINISTRATION FOR ORDERING ACTIVITIES: Any ordering activity, with respect to any one or more delivery orders placed by it under this contract, may exercise the same rights of termination as might the GSA Contracting Officer under provisions of FAR 52.212-4, paragraphs (l) Termination for the ordering activity's convenience, and (m) Termination for Cause (See 52.212-4)

16. GSA ADVANTAGE!

GSA Advantage! is an on-line, interactive electronic information and ordering system that provides on-line access to vendors' schedule prices with ordering information. GSA Advantage! will allow the user to perform various searches across all contracts including, but not limited to:

- (1) Manufacturer;
- (2) Manufacturer's Part Number; and
- (3) Product categories.

Agencies can browse GSA Advantage! by accessing the Internet World Wide Web utilizing a browser (ex.: NetScape). The Internet address is <http://www.gsadvantage.gov>

17. PURCHASE OF OPEN MARKET ITEMS

NOTE: Open Market Items are also known as incidental items, noncontract items, non-Schedule items, and items not on a Federal Supply Schedule contract. ODCs (Other Direct Costs) are not part of this contract and should be treated as open market purchases. Ordering Activities procuring open market items must follow FAR 8.402(f).

For administrative convenience, an ordering activity contracting officer may add items not on the Federal Supply Multiple Award Schedule (MAS) -- referred to as open market items -- to a Federal Supply Schedule blanket purchase agreement (BPA) or an individual task or delivery order, **only if-**

- (1) All applicable acquisition regulations pertaining to the purchase of the items not on the Federal Supply Schedule have been followed (e.g., publicizing (Part 5), competition requirements (Part 6), acquisition of commercial items (Part 12), contracting methods (Parts 13, 14, and 15), and small business programs (Part 19));
- (2) The ordering activity contracting officer has determined the price for the items not on the Federal Supply Schedule is fair and reasonable;
- (3) The items are clearly labeled on the order as items not on the Federal Supply Schedule; and
- (4) All clauses applicable to items not on the Federal Supply Schedule are included in the order.

18. CONTRACTOR COMMITMENTS, WARRANTIES AND REPRESENTATIONS

a. For the purpose of this contract, commitments, warranties and representations include, in addition to those agreed to for the entire schedule contract:

- (1) Time of delivery/installation quotations for individual orders;
- (2) Technical representations and/or warranties of products concerning performance, total system performance and/or configuration, physical, design and/or functional characteristics and capabilities of a product/equipment/ service/software package submitted in response to requirements which result in orders under this schedule contract.
- (3) Any representations and/or warranties concerning the products made in any literature, description, drawings and/or specifications furnished by the Contractor.

b. The above is not intended to encompass items not currently covered by the GSA Schedule contract.

19. OVERSEAS ACTIVITIES

The terms and conditions of this contract shall apply to all orders for installation, maintenance and repair of equipment in areas listed in the pricelist outside the 48 contiguous states and the District of Columbia, except as indicated below:

None.

Upon request of the Contractor, the ordering activity may provide the Contractor with logistics support, as available, in accordance with all applicable ordering activity regulations. Such ordering activity support will be provided on a

reimbursable basis, and will only be provided to the Contractor's technical personnel whose services are exclusively required for the fulfillment of the terms and conditions of this contract.

20. BLANKET PURCHASE AGREEMENTS (BPAs)

The use of BPAs under any schedule contract to fill repetitive needs for supplies or services is allowable. BPAs may be established with one or more schedule contractors. The number of BPAs to be established is within the discretion of the ordering activity establishing the BPA and should be based on a strategy that is expected to maximize the effectiveness of the BPA(s). Ordering activities shall follow FAR 8.405-3 when creating and implementing BPA(s).

21. CONTRACTOR TEAM ARRANGEMENTS

Contractors participating in contractor team arrangements must abide by all terms and conditions of their respective contracts. This includes compliance with Clauses 552.238-74, Industrial Funding Fee and Sales Reporting, i.e., each contractor (team member) must report sales and remit the IFF for all products and services provided under its individual contract.

22. INSTALLATION, DEINSTALLATION, REINSTALLATION

The Davis-Bacon Act (40 U.S.C. 276a-276a-7) provides that contracts in excess of \$2,000 to which the United States or the District of Columbia is a party for construction, alteration, or repair (including painting and decorating) of public buildings or public works with the United States, shall contain a clause that no laborer or mechanic employed directly upon the site of the work shall receive less than the prevailing wage rates as determined by the Secretary of Labor. The requirements of the Davis-Bacon Act do not apply if the construction work is incidental to the furnishing of supplies, equipment, or services. For example, the requirements do not apply to simple installation or alteration of a public building or public work that is incidental to furnishing supplies or equipment under a supply contract. However, if the construction, alteration or repair is segregable and exceeds \$2,000, then the requirements of the Davis-Bacon Act applies.

The ordering activity issuing the task order against this contract will be responsible for proper administration and enforcement of the Federal labor standards covered by the Davis-Bacon Act. The proper Davis-Bacon wage determination will be issued by the ordering activity at the time a request for quotations is made for applicable construction classified installation, deinstallation, and reinstallation services under SIN 132-8 or 132-9.

23. SECTION 508 COMPLIANCE.

If applicable, Section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) at the following:

The EIT standard can be found at: www.Section508.gov/.

24. PRIME CONTRACTOR ORDERING FROM FEDERAL SUPPLY SCHEDULES.

Prime Contractors (on cost reimbursement contracts) placing orders under Federal Supply Schedules, on behalf of an ordering activity, shall follow the terms of the applicable schedule and authorization and include with each order –

(a) A copy of the authorization from the ordering activity with whom the contractor has the prime contract (unless a copy was previously furnished to the Federal Supply Schedule contractor); and

(b) The following statement:

This order is placed under written authorization from _____ dated _____. In the event of any inconsistency between the terms and conditions of this order and those of your Federal Supply Schedule contract, the latter will govern.

25. INSURANCE—WORK ON A GOVERNMENT INSTALLATION (JAN 1997)(FAR 52.228-5)

(a) The Contractor shall, at its own expense, provide and maintain during the entire performance of this contract, at least the kinds and minimum amounts of insurance required in the Schedule or elsewhere in the contract.

(b) Before commencing work under this contract, the Contractor shall notify the Contracting Officer in writing that the required insurance has been obtained. The policies evidencing required insurance shall contain an endorsement to the effect that any cancellation or any material change adversely affecting the Government's interest shall not be effective—

(1) For such period as the laws of the State in which this contract is to be performed prescribe; or

(2) Until 30 days after the insurer or the Contractor gives written notice to the Contracting Officer, whichever period is longer.

(c) The Contractor shall insert the substance of this clause, including this paragraph (c), in subcontracts under this contract that require work on a Government installation and shall require subcontractors to provide and maintain the insurance required in the Schedule or elsewhere in the contract. The Contractor shall maintain a copy of all subcontractors' proofs of required insurance, and shall make copies available to the Contracting Officer upon request.

26. SOFTWARE INTEROPERABILITY.

Offerors are encouraged to identify within their software items any component interfaces that support open standard interoperability. An item's interface may be identified as interoperable on the basis of participation in a Government agency-sponsored program or in an independent organization program. Interfaces may be identified by reference to an interface registered in the component registry located at <http://www.core.gov>.

27. ADVANCE PAYMENTS

A payment under this contract to provide a service or deliver an article for the United States Government may not be more than the value of the service already provided or the article already delivered. Advance or pre-payment is not authorized or allowed under this contract. (31 U.S.C. 3324)

**TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT)
PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-51)**

1. SCOPE

- a. The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)

- a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.
- b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
- c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

- a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.
- b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4. PERFORMANCE OF SERVICES

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)

(a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

(1) Cancel the stop-work order; or

(2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

(b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-

(1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and

(2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

(c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

(d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

The Inspection of Services-Fixed Price (AUG 1996) (Deviation 1 – May 2003) clause at FAR 52.246-4 applies to firm-fixed price orders placed under this contract. The Inspection-Time-and-Materials and Labor-Hour (May 2001) (Deviation 1 – May 2003) clause at FAR 52.246-6 applies to time-and-materials and labor-hour orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Deviation – Dec 2007) Rights in Data – General, may apply.

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Professional Services.

9. INDEPENDENT CONTRACTOR

All IT Professional Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

“Contractor and its affiliates” and “Contractor or its affiliates” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for IT Professional services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (OCT 2008) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (OCT 2008) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition As prescribed in 16.601(e)(3), insert the following provision:

(a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.

(b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—

- (1) The offeror;
- (2) Subcontractors; and/or
- (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

14. INCIDENTAL SUPPORT COSTS

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

15. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

16. DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING

Commercial Job Title: **Executive Manager**

Minimum/General Experience: Prior responsibility for overall management of several multi-year, multi-million dollar, multi-participant programs from inception through completion to ensure proper and timely implementation of technical and/or business solutions, schedules, objectives, budget, and milestones. Prior application of technology and domain expertise to business process and technology application problems. Demonstrated ability to manage programs that achieve the goals of the multi-participants, while working within the constraints of each.

Functional Responsibility: Responsible for the development of bids and the management of projects, including quality of deliverables and the delivery of those deliverables on-time and within budget. Demonstrate competency with appropriate components of KRM Method, especially those related to application implementation. Build and maintain positive relationships with assigned clients. Direct KRM method analysis, design, and delivery.

Minimum Education: Ph.D and six or more years experience as a Program Manager, Masters Degree and eight or more years of Program Management experience, or Bachelor's Degree with ten or more years or Program or Project Management experience.

Commercial Job Title: **Program Manager**

Minimum/General Experience: Prior responsibility for overall management of several major programs from inception through completion to ensure proper and timely implementation of technical and/or business solutions, schedules, objectives, budget, and milestones. Prior application of technology and domain expertise to business problems. Demonstrated ability to provide technical guidance and expertise to project staff and monitor quality of work.

Functional Responsibility: Serves as the contractor's contract manager, and shall be the contractor's authorized interface with the Government CO, the COR, Government management personnel, and customer agency representatives. Responsible for formulating and enforcing work standards, assigning contractor schedules, reviewing work discrepancies, supervising contractor personnel, and communicating policies, purposes, and goals of the organization to subordinates. Shall be responsible for the overall contract performance and shall not serve in any other capacity under this contract.

Minimum Education: Masters Degree and six years experience in Program Management, which includes two years management experience or Bachelor's Degree with eight years experience in Program Management may substitute, which also includes four years management experience.

Commercial Job Title: **Project Manager**

Minimum/General Experience: Prior responsibility for the management of projects to ensure proper and timely implementation of technical and/or business solutions, schedules, objectives, budget and milestones. Demonstrated ability to supervise project teams from inception through completion. Experienced in establishing project guidelines, identifying resources and skill sets required and assigning roles and responsibilities to the project team members.

Functional Responsibility: Plans and directs highly technical projects, involving all aspects of information resources management with emphasis on software development. Directs completion of tasks within estimated timeframes and budget constraints. Schedules and assigns duties to subordinates. Interfaces with Government management personnel, including the CO and COTR. Reports in writing and orally to Contractor management and Government representatives. Capable of negotiating and making binding decisions for the company.

Minimum Education: Masters Degree and four years experience in Program Management or Bachelors Degree and six years experience in Program Management.

Commercial Job Title: **Project Engineer**

Minimum/General Experience: Prior experience providing technical leadership or support to project teams, managing or contributes to technology transfer, development or presentation of technical reports and white papers. Previous performance of project organization assessments, implementation of project design and schedules. Demonstrated ability to evaluate procedures, processes, techniques, models, and/or systems related to technical management.

Functional Responsibility: Responsible for management and direction of related tasks and personnel. Applies software, hardware, and standards information technology skills in the analysis, specification development, integration, and acquisition of systems for information management applications. Ensures that these systems and applications are compliant with standards for open systems architectures, reference models, and profiles of standards as they apply to the implementation and specification of information management solutions on the application platform across the application program interface, and the external environment/software application.

Minimum Education: Masters Degree and four years experience in Project Engineering or Bachelors Degree and two years experience in Project Engineering.

Commercial Job Title: Support Staff *

* All non-professional labor categories must be incidental to and used solely to support hardware, software and/or professional services, and cannot be purchased separately.

Minimum/General Experience: Provided financial management and reporting, purchasing documentation and processing and report preparation. Managed vendors and/or outside consultants. Provided graphics, presentation, trade show and data entry support.

Functional Responsibility: Provide general administrative support to technical or management level personnel. Provide documentation planning and support. Perform filing, routine office chores, photocopying, mail distribution, etc. Handles routine office tasks including project administration, general office support (update phone lists, organizational charts, etc.) and event and human resources planning.

Minimum Education: Bachelors Degree and four years experience in Support Staffing or 6 years experience in Support Staffing.

Commercial Job Title: Technical Manager

Minimum/General Experience: 4+ years implementation experience with applications and/or other enterprise software applications. Possess a high level of technical competence and insight into current and/or emerging technologies. Project leadership experience required with strong analytical abilities and familiarity with business processes.

Functional Responsibility: Plans and directs highly technical projects, involving all aspects of information resources management with emphasis on software development Directs completion of tasks within estimated timeframes and budget constraints. Schedules and assigns duties to subordinates. Interfaces with Government management personnel, including the CO and COTR. Reports in writing and orally to Contractor management and Government representatives. Must be capable of negotiating and making binding decisions for the company.

Minimum Education: BA/BS in Computer Science, Information Systems.

Commercial Job Title: Sr. Internet/Intranet Systems Engineer

Minimum/General Experience: 4+ years in internet/intranet systems development, functional and data requirements analysis, systems analysis, and program design. Experience managing implementation of standard internet/intranet protocols and programming languages to build web pages and business applications. Possess leadership and/or supervisory skills.

Functional Responsibility: Apply enterprise-wide set of disciplines for planning, analysis, design, and development of internet/intranet systems for multiple installations or a major sector. Analysis of clients' processes and adaptation of products to clients' needs. Transform client needs into project design specifications. Provide expertise and advise on interactive and multimedia-related issues, and evaluate emerging technologies. Develop and administer client-designed DB solutions. Prepare detailed design documents. Provide supervision and direction to staff on technical assignments in development or project site.

Minimum Education: BA/BS in Computer Science, Business or Information Systems.

Commercial Job Title: Internet/Intranet Systems Engineer

Minimum/General Experience: 2+ years in internet/intranet systems development, functional and data requirement analysis, systems analysis, and program design. Experience providing implementation of standard internet/intranet protocols and programming languages to build web pages and business applications.

Functional Responsibility: Apply enterprise-wide set of disciplines for planning, analysis, design, and development of internet/intranet systems for multiple installations or a major sector. Analysis of clients' processes and adaptation of products to clients' needs. Transform client needs into project design specifications. Provide expertise and advise on interactive and multimedia-related issues, and evaluate emerging technologies. Develop and administer client-designed DB solutions. Prepare detailed design documents.

Minimum Education: AA/AS in Computer Science, Business or Information Systems.

Commercial Job Title: Database Administrator

Minimum/General Experience: Ten years experience, of which three years must be specialized. Demonstrated experience using current DBMS technologies, application design using various DBMS, and experience with DBMS internals. Proven ability to manage medium to large-scale projects.

Functional Responsibility: Manages and /or develops database programs. Provides highly technical expertise in the use of Database Management Systems (DBMS) concepts. Evaluates and recommends available DBMS products and services to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications.

Minimum Education: Bachelors degree in Computer Science, Information Systems, Engineering, or Business.

Commercial Job Title: Database Conversion Expert

Minimum/General Experience: Ten years experience, of which five years must be specialized. Demonstrated experience using current DBMS technologies, application design using various DBMS, and experience with DBMS internals.

Functional Responsibility: Develops database programs. Provides highly technical expertise in the use of Database Management Systems (DBMS) concepts. Evaluates and recommends available DBMS products and services to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications.

Minimum Education: Bachelors degree in Computer Science, Information Systems, Engineering, or Business.

Commercial Job Title: **Technical Lead**

Minimum/General Experience: Five years Project implementation experience with applications and/or other enterprise software applications. Possess technical competence and insight into current and/or emerging technologies. Strong analytical abilities and familiarity with business processes.

Functional Responsibility: Relational database experience plus experience in client/server application development. Experience with GUI Tools and CASE implementation. Experience in project life-cycle development. Ability to work independently with customers

Minimum Education: BA/BS in Computer Science, Information Systems.

Commercial Job Title: **Senior Program Analyst**

Minimum/General Experience: Ten years of demonstrated multiple source information analysis, software applications expertise, and communications skills. Ability to interface with all levels of military and government management.

Functional Responsibility: Serves as the contractor counterpart to senior military/government program manager. Manages substantial program/analytical support involving multiple projects/task orders and personnel at diverse locations. Organizes, directs, and coordinates planning and execution of all program/analytical support activities. Simultaneously plans and manages the transition of several high level projects. Establishes and alters (as necessary) management structure to effectively direct program/analytical support activities. Meets and confers with military/government management officials regarding the status of specific contractor analytical activities and problems, issues, or conflicts regarding resolution.

Minimum Education: Bachelor's degree in Computer Science, Administration, or Information Systems. A Master of Science degree in Computer Science, Administration, or Information Systems will be considered equivalent to one year specialized experience and two years general experience. A Ph.D. (in the fields described in this paragraph) will be considered equivalent to two years-specialized experience and three years experience, as a Program Analyst.

Commercial Job Title: **Program Analyst**

Minimum/General Experience: Five years of demonstrated multiple source information analysis, software applications expertise, and communications skills. Ability to interface with all levels of military and government management.

Functional Responsibility: Serves as the contractor counterpart to military/government analysts. Provides program analytical support utilizing data derived from multi sources. Assists in the execution of all analytical support activities. Meets and confers with military/government management officials regarding the status of specific contractor analytical activities and problems, issues, or conflicts regarding resolution.

Minimum Education: Associate's degree in Computer Science, Administration, or Information Systems. A Bachelor of Science degree in Computer Science, Administration, or Information Systems will be considered equivalent to one year specialized experience and two years general experience.

Commercial Job Title: Sr. Management Consultant

Minimum/General Experience: Ten years of demonstrated information technology expertise and communications skills to be able interface with all levels of management.

Functional Responsibility: Serves as the contractor counterpart to the Government program/technical manager for the program. Manages substantial program/technical support operations involving multiple projects/task orders and personnel at diverse locations. Organizes, directs, and coordinates planning and execution of all program/technical support activities. Simultaneously plans and manages the transition of several highly technical projects. Establishes and alters (as necessary) management structure to effectively direct program/technical support activities. Meets and confers with Government management officials regarding the status of specific contractor program/technical activities and problems, issues, or conflicts regarding resolution.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, or Business. A Master of Science degree in Computer Science, Information Systems, Engineering or Business will be considered equivalent to one year specialized experience and two years general experience. A Ph.D. (in the fields described in this paragraph) will be considered equivalent to two years specialized experience and three years general experience.

Commercial Job Title: Management Consultant

Minimum/General Experience: Eight years of progressive technical and/or managerial experience in information resources management. Four years in supervising and managing substantive ADP telecommunications projects.

Functional Responsibility: Plans and directs highly technical projects, involving all aspects of information resources management with emphasis on software development Directs completion of tasks within estimated timeframes and budget constraints. Schedules and assigns duties to subordinates. Interfaces with Government management personnel, including the CO and COTR. Reports in writing and orally to Contractor management and Government representatives. Must be capable of negotiating and making binding decisions for the company.

Minimum Education: Associate's degree in Computer Science, Information Systems, Engineering, or Business. A Bachelor of Science degree in Computer Science, Information Systems, Engineering, or Business will be considered equivalent to one year specialized experience and two years general experience.

Commercial Job Title: Sr. Systems Database Programmer

Minimum/General Experience: Ten years experience, of which at least eight years must be specialized. Specialized experience includes: demonstrated experience with DBMS design and system analysis, current operating systems software internals and data manipulation languages. General experience includes increasing responsibilities in the development and maintenance of database systems.

Functional Responsibility: Manages the development of database projects. Plans and budgets staff and database resources. When necessary reallocates resources to maximize benefits, Prepares and delivers presentations on DBMS concepts. Provides daily supervision and direction to support staff

Minimum Education: Computer Science, Information Systems, Engineering, or Business. With a Master's degree (in the fields described above), eight years experience of which at least six years must be specialized experience. With thirteen years of programming experience, a degree is not required.

Commercial Job Title: Programmer / Analyst II

Minimum/General Experience: Three years of programming experience. One year of journeyman-level programming experience.

Functional Responsibility: Under general supervision, develops computer programs in accordance with program and system design specifications. Develops block diagrams and logic flow charts. Translates detailed design into computer program-coded instructions. Tests, debugs, and refines programs to produce desired results. Develops necessary program documentation including operational procedures. Revises programs to make refinements, reduce operating time, or improve efficiency.

Minimum Education: Associate's degree in Computer Science, Information Systems, Engineering, or Business.

Commercial Job Title: Database Analyst

Minimum/General Experience: A minimum of six years experience. Demonstrated experience using current DBMS technologies, application design using various DBMS, and experience with DBMS internals. Proven ability to work independent or under only general direction.

Functional Responsibility: Manages and /or develops database projects. Provides highly technical expertise in the use of Database Management Systems (DBMS) concepts. Evaluates and recommends available DBMS products and services to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications.

Minimum Education: Associate's degree in Computer Science, Information Systems, Engineering, or Business.

Commercial Job Title: Network Analyst

Minimum/General Experience: A minimum of six years experience. Advanced consultant with multi-protocol and multi-topology LAN/WAN expertise. Experience in network analysis, design, simulation, implementation and support. This consultant will have comprehensive experience of networking from wiring through user configuration.

Functional Responsibility: Telecommunication and network planning and analysis, network systems development and implementation, development of testing and diagnostic software, development of communication network software development tools and telecommunications and network troubleshooting

Minimum Education: Associate's degree in Computer Science, Information Systems, Engineering, or Business. Education requirements may be substituted for by an additional 2 years of experience, as a Network Analyst.

Commercial Job Title: Web Designer

Minimum/General Experience: This position requires one year of professional experience, with a focus in Internet development. This position works on design and development teams charged with planning for, developing, and implementing web-based solutions for client needs. Experience includes: thorough understanding of web technologies such as HTML, XML, JAVA, PhotoShop, Illustrator, and other design-related applications. Position will also periodically facilitate design-planning sessions.

Functional Responsibility: Develops Internet interface programs. Provides highly technical expertise in the use of Internet and web technologies. Evaluates and recommends available web products and services. Defines web site organization, access methods, and security procedures for specific web applications.

Minimum Education: Bachelors degree in Computer Science, Information Systems, Engineering, or Business.

Commercial Job Title: Security Analyst

Minimum/General Experience: Experience in network intrusion detection and/or network operations. Familiarity with network operating systems

Functional Responsibility: Reports to Program Manager in staff role. Coordinates with Program Managers on security matters and visit clearances. Interfaces with security personnel. Implements/monitors overall security procedures.

Minimum Education: Bachelors degree in Computer Science, Information Systems, Engineering, or Business.

Commercial Job Title: Security Analyst-Intern

Minimum/General Experience: Education in network intrusion detection and/or network operations. Familiarity with network operating systems

Functional Responsibility: Analyzed current system security status and installs operating system security patches.

Minimum Education: Coursework towards Bachelors degree in Computer Science, Information Systems, Engineering, or Business.

Commercial Job Title: **Documentation Technical Writer**

Minimum/General Experience: Four years experience in producing and/or editing reports, consolidating technical input and analyses, and generating a logical, understandable reports.

Functional Responsibility: Experience with document editing, document structure, and logic flow, and writing for non technical audiences. Has the knowledge and ability to interpret engineering and maintenance drawings, and operational procedures, and to absorb and synthesize large quantities of computer-related information. Experience with desktop publishing and automated work processing.

Minimum Education: Bachelor's degree.

Commercial Job Title: **Database Conversion Expert**

Minimum/General Experience: Ten years experience. Demonstrated experience using current DBMS technologies, application design using various DBMS, and experience with DBMS internals.

Functional Responsibility: Develops database programs. Provides highly technical expertise in the use of Database Management Systems (DBMS) concepts. Evaluates and recommends available DBMS products and services to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications.

Minimum Education: Bachelors degree in Computer Science, Information Systems, Engineering, or Business.

Commercial Job Title: **Graphic Designer**

Minimum/General Experience: 1-year of computer graphics experience.

Functional Responsibility: Designs and produces computer graphic images in coordination with users. Sets up and operates computer graphic systems. Coordinates graphic production scheduling and support from outside vendors. Ensures that graphic projects are completed on time, within budget and to the user's satisfaction.

Minimum Education: H.S./G.E.D.

Commercial Job Title: **Oracle Database Engineer**

Minimum/General Experience: Six years experience. Demonstrated experience using current DBMS technologies, application design using various DBMS, and experience with DBMS internals. Proven ability to work independent or under only general direction.

Functional Responsibility: Manages the development of Oracle database projects. Plans and budgets staff and database resources. When necessary reallocates resources to maximize benefits, Prepares and delivers presentations on Oracle DBMS concepts. Provides daily supervision and direction to support staff

Minimum Education: Associate's degree in Computer Science, Information Systems, Engineering, or Business.

Commercial Job Title: ColdFusion Programmer

Minimum/General Experience: 5 years of experience in information systems analysis and applications development utilizing Coldfusion.

Functional Responsibility: Develops Coldfusion and database interface programs. Provides highly technical expertise in the use of Coldfusion concepts. Evaluates and recommends available Coldfusion products and services to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications.

Minimum Education: 3- 5 years of direct experience, two (2) of

which shall be within the last three (3) years in Coldfusion development and systems analysis. A Bachelors degree, in Computer Sciences, Systems Analysis, Information Management, Software Engineering, or Statistics.

Commercial Job Title: ColdFusion Analyst

Minimum/General Experience: Four years of generalized experience and two years of ColdFusion experience. Experience includes systems integration, applications development, system architecture design, and business analysis. Good writing and communication skills are required.

Functional Responsibility: Analyze and study complex information systems requirements. Provide support using formal specifications, data-flow diagrams and other accepted design techniques. Use Coldfusion tools to modify, customize, and enhance products to meet clients' needs. Demonstrated ability to work independently under minimal supervision.

Minimum Education: A Bachelor's degree in Computer Science, Information Systems, or Engineering. With three years experience, as an analyst, of which one is ColdFusion specific, no degree is required.

Commercial Job Title: Security Training Specialist

Minimum/General Experience: Five years experience, of which at least two years must be specialized in security. Other specialized experience may include: experience developing and providing ADP and end-user training on computer hardware and application software. General experience includes developing information systems, training, or related fields. Demonstrated ability to communicate orally and in writing.

Functional Responsibility: Conducts the research necessary to develop and revise training courses. Develops and revises these courses and prepares appropriate training catalogs. Prepares instructor manuals (course outline, background material, and training aids). Prepares student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars.

Minimum Education: A Bachelor of Arts or Science degree in any field. A Master of Science degree in Computer Science, Information Systems, Engineering or in Business will be considered equivalent to one year specialized experience and two years general experience. A Ph.D. (in the fields described in this paragraph) will be considered equivalent to two year specialized experience and three years general experience.

Commercial Job Title: Security Consultant

Minimum/General Experience: Eight years of progressive technical and/or managerial experience in information security.

Functional Responsibility: Reports to Program Manager in staff role. Coordinates with Program Managers on security matters and visit clearances. Interfaces with security personnel. Implements/monitors overall security procedures. Responsible for overall program security and document storage/protection. Processes clearances/visit requests. Manages classified storage/retrieval functions. Operates PC-based security document control system. Prepares/accepts classified document transfers.

Minimum Education: Associate's degree in Computer Science, Information Systems, Engineering, or Business. A Bachelor of Science degree in Computer Science, Information Systems, Engineering, or Business will be considered equivalent to one year specialized experience and two years general experience.

Commercial Job Title: Senior Business Analyst

Minimum/General Experience: 4+ years of management experience in a technology or service industry with a successful record of accomplishments. Responsible for setting business direction within that technology or service industry. Experience in application implementation, product engineering, product development, or technical services.

Functional Responsibility: Analyst is responsible for Developing Operations and Business Improvements. Also responsible for deriving metrics for process improvement.

Minimum Education: BA/BS in Computer Science, or Engineering.

Off-Site Rates

Labor Category Title	Current GSA through 4-4-12	GSA from 4-5-12 to 4-4-13	GSA from 4-5-13 to 4-4-14	GSA from 4-5-14 to 10-5-14
Executive Manager	\$161.81	\$163.57	\$165.36	\$167.16
Program Manager	\$152.93	\$154.60	\$156.28	\$157.99
Project Manager	\$152.93	\$154.60	\$156.28	\$157.99
Project Engineer	\$89.07	\$90.04	\$91.02	\$92.01
Support Staff	\$40.78	\$41.22	\$41.67	\$42.13
Technical Manager	\$160.33	\$162.08	\$163.84	\$165.63
Sr. Internet/Intranet Systems Engineer	\$83.96	\$84.88	\$85.80	\$86.74
Internet/Intranet Systems Engineer	\$80.77	\$81.65	\$82.54	\$83.44
Database Administrator	\$116.51	\$117.78	\$119.06	\$120.36
Database Conversion Expert	\$152.93	\$154.60	\$156.28	\$157.99
Technical Lead	\$116.51	\$117.78	\$119.06	\$120.36
Senior Program Analyst	\$148.11	\$149.72	\$151.36	\$153.01
Program Analyst	\$133.30	\$134.75	\$136.22	\$137.71
Sr. Management Consultant	\$161.93	\$163.70	\$165.48	\$167.28
Management Consultant	\$148.11	\$149.72	\$151.36	\$153.01
Sr. Systems Database Programmer	\$148.11	\$149.72	\$151.36	\$153.01
Programmer / Analyst II	\$148.11	\$149.72	\$151.36	\$153.01
Database Analyst	\$148.11	\$149.72	\$151.36	\$153.01
Network Analyst	\$83.96	\$84.88	\$85.80	\$86.74
Web Designer	\$80.77	\$81.65	\$82.54	\$83.44
Security Analyst	\$76.04	\$76.87	\$77.71	\$78.55
Security Analyst-Intern	\$43.23	\$43.70	\$44.18	\$44.66
Documentation Technical Writerr	\$80.77	\$81.65	\$82.54	\$83.44
Database Conversion Expert	\$80.77	\$81.65	\$82.54	\$83.44
Graphic Designer	\$78.01	\$78.86	\$79.72	\$80.59
Oracle Database Engineer	\$71.22	\$72.00	\$72.78	\$73.57
ColdFusion Programmer	\$71.22	\$72.00	\$72.78	\$73.57
ColdFusion Analyst	\$71.22	\$72.00	\$72.78	\$73.57
Security Training Specialist	\$71.22	\$72.00	\$72.78	\$73.57
Security Consultant	\$89.07	\$90.04	\$91.02	\$92.01
Senior Business Analyst	\$161.93	\$163.70	\$165.48	\$167.28

**USA COMMITMENT TO PROMOTE
SMALL BUSINESS PARTICIPATION
PROCUREMENT PROGRAMS**

PREAMBLE

KRM Associates, Inc provides commercial products and services to ordering activities. We are committed to promoting participation of small, small disadvantaged and women-owned small businesses in our contracts. We pledge to provide opportunities to the small business community through reselling opportunities, mentor-protégé programs, joint ventures, teaming arrangements, and subcontracting.

COMMITMENT

To actively seek and partner with small businesses.

To identify, qualify, mentor and develop small, small disadvantaged and women-owned small businesses by purchasing from these businesses whenever practical.

To develop and promote company policy initiatives that demonstrate our support for awarding contracts and subcontracts to small business concerns.

To undertake significant efforts to determine the potential of small, small disadvantaged and women-owned small business to supply products and services to our company.

To insure procurement opportunities are designed to permit the maximum possible participation of small, small disadvantaged, and women-owned small businesses.

To attend business opportunity workshops, minority business enterprise seminars, trade fairs, procurement conferences, etc., to identify and increase small businesses with whom to partner.

To publicize in our marketing publications our interest in meeting small businesses that may be interested in subcontracting opportunities.

We signify our commitment to work in partnership with small, small disadvantaged and women-owned small businesses to promote and increase their participation in ordering activity contracts.

To accelerate potential opportunities please contact:

Holly S. McCall

304-876-1127

holly@krminc.com

304-876-2969 fax